

LEGISLATIVE FISCAL ESTIMATE: Yes

VETO MESSAGE: No

GOVERNOR'S PRESS RELEASE ON SIGNING: Yes

FOLLOWING WERE PRINTED:

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REPORTS: No

HEARINGS: No

NEWSPAPER ARTICLES: No

end

§§9, 14, 15, 17-21
C.52:17B-71a
to 52:17B-71h
§§10
C.52:17B-67.1
§16
C.52:17B-77.16a
§22
Approp.
§23
Repealer
§24
Note

P.L. 2022, CHAPTER 65, *approved July 21, 2022*
Senate Committee Substitute for Senate, No. 2742

1 AN ACT concerning licensing of law enforcement officers by the
2 Police Training Commission, amending, supplementing, and
3 repealing various parts of the statutory law, and making an
4 appropriation.

5

6 **BE IT ENACTED** *by the Senate and General Assembly of the State*
7 *of New Jersey:*

8

9 1. Section 1 of P.L.1961, c.56 (C.52:17B-66) is amended to
10 read as follows:

11 1. The Legislature of New Jersey hereby finds and declares that
12 a serious need for improvement in the administration of local and
13 county law enforcement exists in order to better protect the health,
14 safety and welfare of its citizens; that police work, a basic adjunct
15 of law enforcement administration, is professional in nature, and
16 requires proper educational and clinical training in a State whose
17 population is increasing in relation to its physical area, and in a
18 society where greater reliance on better law enforcement through
19 higher standards of efficiency is of paramount need; that the present
20 need for improvement can be substantially met by the creation of a
21 compulsory educational and training program for persons who seek
22 to become permanent law enforcement officers wherein such
23 persons will be required, while serving in a probationary capacity
24 prior to permanent appointment, to receive efficient training in this
25 profession provided at facilities selected, approved and inspected
26 by a commission created for such purpose; and that by qualifying
27 and becoming proficient in the field of law enforcement such
28 persons shall individually and collectively better insure the health,

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.

1 safety and welfare of the citizens of this State in their respective
2 communities.

3 The Legislature further finds and declares that, in addition to
4 providing proper educational and clinical training to law
5 enforcement officers in this State, it is also important, in order to
6 help protect the health, safety, and welfare of its citizens, that
7 appropriately-situated State authorities are accorded the ability and
8 responsibility to monitor and take appropriate action against any
9 law enforcement officer who acts outside the bounds of
10 professionalism or engages in illegal or improper conduct.
11 Professional licensure provides the means to help ensure that those
12 individuals who serve as law enforcement officers in this State
13 uphold the public trust by meeting and maintaining appropriately
14 high standards of training and professionalism, in qualifying for the
15 positions, and in performing the duties. Therefore, it is necessary
16 and appropriate to establish a Statewide licensure system, through
17 which the Police Training Commission will promulgate and apply
18 uniform standards of professional conduct by law enforcement
19 officers, establish minimum standards for licensure, review and take
20 action on initial and renewal applications of applicants and law
21 enforcement officers and applicants who meet those standards, and
22 deny, revoke, or suspend licenses due to failure to meet or maintain
23 those standards.

24 Nothing in this act is intended to limit in any manner the powers
25 and authority granted to the Attorney General as the chief law
26 enforcement officer of the State pursuant to the Criminal Justice
27 Act of 1970, P.L.1970, c.74 (C.52:17B-97 et seq.).
28 (cf: P.L.1965, c.8, s.1)

29
30 2. Section 2 of P.L.1961, c.56 (C.52:17B-67) is amended to
31 read as follows:

32 2. As used in this act:

33 “Applicant” means an individual who applies to the Police
34 Training Commission to become licensed as a law enforcement
35 officer in accordance with P.L. , c. (C.) (pending before the
36 Legislature as this bill).

37 "Approved school" shall mean a school approved and authorized
38 by the Police Training Commission to give police training courses
39 or a training course for State and county correctional police officers
40 and juvenile detention officers as prescribed in this act.

41 "Commission" shall mean the Police Training Commission or
42 officers or employees thereof acting on its behalf.

43 "County" shall mean any county which within its jurisdiction has
44 or shall have a law enforcement unit as defined in this act.

45 “Discipline subject to appeal” means a removal, disciplinary
46 demotion, suspension, or fine of more than five days, or fewer
47 where the aggregate number of days the employee was suspended
48 or fined in any one calendar year is 15 or more days, or where the

1 employee received more than three suspensions or fines of five days
2 or fewer in one calendar year.

3 “Law enforcement officer” means any person who is employed
4 as a sworn member of any State, county, or municipal law
5 enforcement agency, department, division, or instrumentality of
6 those governments who is statutorily empowered to act for the
7 detection, investigation, arrest, conviction, detention, or
8 rehabilitation of persons violating the criminal laws of the State.
9 This term shall include, but is not limited to, sworn members of the
10 New Jersey State Police, the Division of Criminal Justice, and the
11 Juvenile Justice Commission; State correctional police officers
12 pursuant to section 1 of P.L.1968, c.427 (C.2A:154-4); county
13 correctional police officers pursuant to N.J.S.2A:154-3; State Parole
14 officers pursuant to section 1 of P.L.1968, c.427 (C.2A:154-4);
15 special law enforcement officers of all classes pursuant to P.L.1985,
16 c.439 (C.40A:14-146.8 et seq.); humane law enforcement officers
17 appointed pursuant to section 25 of P.L.2017, c.331 (C.4:22-14.1)
18 or section 28 of P.L.2017, c.331 (C.4:22-14.4); transit police
19 officers appointed by New Jersey Transit pursuant to section 2 of
20 P.L.1989 c.291 (C.27:25-15.1); and campus police officers
21 appointed pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.).

22 "Law enforcement unit" shall mean any **【**police force or
23 organization in a municipality or county which has by statute or
24 ordinance the responsibility of detecting crime and enforcing the
25 general criminal laws of this**】** State, county or municipal law
26 enforcement agency, department, division, or instrumentality of
27 such government that is statutorily empowered to act for the
28 detection, investigation, arrest, conviction, detention, or
29 rehabilitation of persons violating the criminal laws of the State,
30 and shall include all agencies that employ law enforcement officers
31 as defined in this section.

32 “Licensing committee” means the committee established by the
33 Police Training Commission to perform duties with respect to law
34 enforcement officer licensing as set forth in subsection c. of section
35 9 of P.L. , c. (C.) (pending before the Legislature as this
36 bill).

37 "Municipality" shall mean a city of any class, township, borough,
38 village, **【**camp meeting association,**】** or any other type of
39 municipality in this State which, within its jurisdiction, has or shall
40 have a law enforcement unit as defined in this act.

41 “National Decertification Index” shall mean the national registry
42 of law enforcement officer decertification or license revocations
43 maintained by the International Association of Directors of Law
44 Enforcement Standards and Training, or a successor database.

45 "Permanent appointment" shall mean an appointment having
46 permanent status as a **【**police**】** law enforcement officer in a law
47 enforcement unit as prescribed by Title 11A of the New Jersey
48 Statutes, Civil Service Commission Rules and Regulations, or of

1 any other law of this State, municipal ordinance, or rules and
2 regulations adopted thereunder.

3 **["Police officer"** shall mean any employee of a law enforcement
4 unit, including sheriff's officers and county investigators in the
5 office of the county prosecutor, other than civilian heads thereof,
6 assistant prosecutors and legal assistants, persons appointed
7 pursuant to the provisions of R.S.40:47-19, persons whose duties do
8 not include any police function, court attendants, State and county
9 correctional police officers, juvenile correctional police officers,
10 and juvenile detention officers.]

11 "Police training course" means a training course approved by the
12 Police Training Commission and conducted at an approved school.

13 "Probationary law enforcement license" means a license issued
14 by the Police Training Commission to a person appointed by a law
15 enforcement unit on a probationary or temporary basis which
16 authorizes the person to perform the functions of a permanent law
17 enforcement officer during the person's probationary or temporary
18 appointment term.

19 "Sustained finding" shall mean a determination by an employing
20 law enforcement unit that a law enforcement officer violated a law;
21 regulation; directive, guideline, policy, or procedure issued by the
22 Attorney General or County Prosecutor; agency protocol; standing
23 operating procedure; rule; or training.

24 (cf: P.L.2019, c.219, s.8)

25

26 3. Section 3 of P.L.1961, c.56 (C.52:17B-68) is amended to
27 read as follows:

28 3. a. Every **[municipality and]** State, county, and municipal
29 agency, with the exception of the New Jersey State Police, that
30 employs law enforcement officers as defined in section 2 of
31 P.L.1961, c.56 (C.52:17B-67), as applicable, shall authorize
32 attendance at an approved school by persons holding a probationary
33 appointment as a **[police]** law enforcement officer, and every
34 **[municipality and county]** agency shall require that no person shall
35 hereafter be given or accept a permanent appointment as a **[police]**
36 law enforcement officer unless such person has successfully
37 completed a police training course at an approved school; provided,
38 however, that the commission may, in its discretion, except from
39 the requirements of this section any person who demonstrates to the
40 commission's satisfaction that **[he]** the person has successfully
41 completed a police training course conducted by any Federal, State
42 or other public or private agency, the requirements of which are
43 substantially equivalent to the requirements of this act.

44 b. A **[police]** law enforcement officer who is terminated from
45 an agency for reasons of economy or efficiency shall be granted an
46 exemption or waiver from retaking the basic training course if,
47 within **[five]** three years from the date of termination, the **[police]**

1 law enforcement officer is appointed to a similar law enforcement
2 position in another agency or is reemployed by the agency from
3 which **[he]** the officer was terminated.
4 (cf: P.L.2011, c.158, s.1)

5

6 4. Section 4 of P.L.1961, c.56 (C.52:17B-69) is amended to
7 read as follows:

8 4. a. Notwithstanding the provisions of R.S.11:2-6, a
9 probationary or temporary appointment as a **[police]** law
10 enforcement officer may be made for a total period not exceeding
11 one year for the purpose of enabling a person seeking permanent
12 appointment to take a police training course as prescribed in this
13 act, provided, however, that the time period may exceed one year
14 for those persons enrolled prior to the one-year limit in a police
15 training course scheduled to end subsequent to the one-year limit,
16 and for those persons who, prior to the one-year limit, have been
17 scheduled to attend a police training course which commences
18 subsequent to the one-year limit. In no case shall any extension
19 granted for the reasons herein listed exceed six months. Every
20 person holding such a probationary or temporary appointment shall
21 enroll in a police training course, and such appointee shall be
22 entitled to a leave of absence with pay during the period of the
23 police training course.

24 b. A person holding a probationary or temporary appointment
25 on the effective date of P.L. , c. (C.) (pending before the
26 Legislature as this bill) shall not be permitted to continue in the
27 probationary or temporary appointment beyond one year after the
28 effective date of P.L. , c. (C.) (pending before the
29 Legislature as this bill) unless the person enrolls in or completes a
30 basic training course approved by the commission.

31 c. A person appointed on a probationary or temporary basis on
32 or after the effective date of P.L. , c. (C.) (pending before
33 the Legislature as this bill) shall not perform the functions or duties
34 of a permanently appointed law enforcement officer unless the
35 person completes a basic training course approved by the
36 commission. Upon successful completion of the basic training
37 course, a person appointed on a probationary or temporary basis on
38 or after the effective date of P.L. , c. (C.) (pending before
39 the Legislature as this bill) shall receive from the commission a
40 one-year probationary law enforcement license, as defined in
41 section 2 of P.L.1961, c.56 (C.52:17B-67), and the person shall be
42 permitted to perform full police functions or duties during the
43 person's probationary or temporary appointment.

44 d. Upon successful completion of a probationary or temporary
45 appointment, a person may apply for licensure as a permanent law
46 enforcement officer in a manner prescribed by the commission
47 pursuant to P.L. , c. (C.) (pending before the Legislature as
48 this bill). The probationary license shall remain in force and effect

1 until the commission acts upon the application for licensure as a
2 permanent law enforcement officer.

3 (cf: P.L.1998, c.146, s.1)

4

5 5. Section 2 of P.L.1998, c.146 (C.52:17B-69.1) is amended to
6 read as follows:

7 2. a. A person who does not hold a probationary or temporary
8 appointment as a **【police】** law enforcement officer, but who is
9 seeking such an appointment may enroll in a police training course
10 provided that person:

11 (1) meets the general qualifications for a police officer set forth
12 in N.J.S.40A:14-122 and such other qualifications as the
13 commission may deem appropriate; and

14 (2) applies to and is accepted by a commission approved school
15 for admission to a police training course.

16 The person may be charged a fee by the commission or approved
17 school, as the case may be, not exceeding that which the
18 commission approved school charges a governmental employer for
19 the training of an employee holding a probationary or temporary
20 appointment.

21 An appointing authority may, at its discretion, reimburse a
22 person who has completed a police training course pursuant to this
23 section for all or part of the costs of training.

24 b. The commission, in accordance with the provisions of the
25 "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
26 seq.), shall promulgate rules and regulations to effectuate the
27 purposes of this section.

28 (cf: P.L.1998, c.146, s.2)

29

30 6. Section 3 of P.L.1998, c.146 (C.52:17B-69.2) is amended to
31 read as follows:

32 3. A person who completes a police training course pursuant to
33 section 2 of P.L.1998, c.146 (C.52:17B-69.1) shall only be eligible
34 for appointment as a permanent full-time member of a **【police**
35 **department or force】** law enforcement unit or as a Class Two
36 Special Law Enforcement Officer pursuant to section 4 of P.L.1985,
37 c.439 (C.40A:14-146.11).

38 (cf: P.L.1998, c.146, s.3)

39

40 7. Section 5 of P.L.1961, c.56 (C.52:17B-70) is amended to
41 read as follows:

42 5. There is hereby established in the Division of Criminal
43 Justice in the Department of Law and Public Safety a Police
44 Training Commission whose membership shall consist of the
45 following persons:

46 a. **【Two】** Four citizens of this State who shall be appointed by
47 the Governor with the advice and consent of the Senate for terms of

1 three years **【**commencing with the expiration of the terms of the
2 citizen members, other than the representative of the New Jersey
3 Office of the Federal Bureau of Investigation, now in office**】**.

4 b. The president or other representative designated in
5 accordance with the bylaws of each of the following organizations:
6 the New Jersey State Association of Chiefs of Police; the New
7 Jersey State Policemen's Benevolent Association, Inc.; the New
8 Jersey State League of Municipalities; the New Jersey State Lodge,
9 Fraternal Order of Police; the State Troopers Fraternal Association
10 of New Jersey; the County Prosecutors' Association of New Jersey;
11 the Sheriffs' Association of New Jersey; the Police Academy
12 Directors Association; the New Jersey County Jail Wardens
13 Association; the New Jersey Juvenile Detention Association; and
14 the National Organization of Black Law Enforcement Executives.

15 c. The Attorney General, the Superintendent of State Police,
16 the Commissioner of Education, **【**the Secretary of Higher
17 Education,**】** the Commissioner of Corrections, and the Chairman of
18 the State Parole Board, ex officio, or **【**when so designated by
19 them,**】** their **【**deputies**】** designees.

20 d. The Special Agent in Charge of the State of New Jersey for
21 the Federal Bureau of Investigation or a designated representative.

22 e. The Police Training Commission shall ensure that all
23 commission members, during their tenure as commissioners,
24 annually complete confidentiality, ethics, and other training as
25 required by the Attorney General's Office. The commission shall
26 also ensure that all newly appointed public members of the
27 commission complete a course designed to familiarize the members
28 with relevant law enforcement training concepts, including but not
29 limited to the use of force policy and internal affairs policy and
30 procedures to help the members carry out their duties under P.L. ,
31 c. (C.) (pending before the Legislature as this bill).

32 (cf: P.L.2015, c.258, s.1)

33

34 8. Section 6 of P.L.1961, c.56 (C.52:17B-71) is amended to
35 read as follows:

36 6. The commission **【**is vested with the power, responsibility
37 and duty:**】** shall establish requisite standards for the training of law
38 enforcement officers and oversee the implementation of those
39 standards.

40 The commission shall have the authority:

41 a. To prescribe standards for the approval and continuation of
42 approval of schools at which police training courses authorized by
43 this act and in-service police training courses shall be conducted,
44 including but not limited to currently existing regional, county,
45 municipal, and police chief association police training schools or at
46 which basic training courses and in-service training courses shall be

- 1 conducted for State and county juvenile and adult correctional
2 police officers and juvenile detention officers;
- 3 b. To approve and issue certificates of approval to these
4 schools, to inspect the schools from time to time, and to revoke any
5 approval or certificate issued to the schools;
- 6 c. To prescribe the curriculum, the minimum courses of study,
7 attendance requirements, equipment and facilities, and standards of
8 operation for these schools【.Courses of study in crime prevention
9 may be recommended to the Police Training Commission by the
10 Crime Prevention Advisory Committee, established by section 2 of
11 P.L.1985, c.1 (C.52:17B-77.1). The Police Training Commission
12 may】 and prescribe psychological and psychiatric examinations for
13 police recruits 【while in the schools】;
- 14 d. To prescribe minimum qualifications for instructors at these
15 schools and to certify, as qualified, instructors for approved police
16 training schools and to issue appropriate certificates to the
17 instructors;
- 18 e. To certify 【police officers, correctional police officers,
19 juvenile correctional police officers, and juvenile detention】 law
20 enforcement officers who have satisfactorily completed training
21 programs and to issue appropriate certificates to 【the police
22 officers, correctional police officers, juvenile correctional police
23 officers, and juvenile detention】 the officers;
- 24 f. To advise and consent in the appointment of an
25 administrator of police services by the Attorney General pursuant to
26 section 8 of P.L.1961, c.56 (C.52:17B-73);
- 27 g. (Deleted by amendment, P.L.1985, c.491)
- 28 h. To make rules and regulations as may be reasonably
29 necessary or appropriate to accomplish the purposes and objectives
30 of this act;
- 31 i. To make a continuous study of police training methods and
32 training methods for 【correctional police officers, juvenile
33 correctional police officers, and juvenile detention】 law
34 enforcement officers and to consult and accept the cooperation of
35 any recognized federal or State law enforcement agency or
36 educational institution;
- 37 j. To consult and cooperate with universities, colleges, and
38 institutes in the State for the development of specialized courses of
39 study for 【police】 law enforcement officers in police science and
40 police administration;
- 41 k. To consult and cooperate with other departments and
42 agencies of the State concerned with police training or the training
43 of 【correctional police officers, juvenile correctional police
44 officers, and juvenile detention】 law enforcement officers;
- 45 l. To participate in unified programs and projects relating to
46 police training and the training of 【correctional police officers,
47 juvenile correctional police officers, and juvenile detention】 law

- 1 enforcement officers sponsored by any federal, State, or other
2 public or private agency;
- 3 m. To perform other acts as may be necessary or appropriate to
4 carry out its functions and duties as set forth in this act;
- 5 n. To extend the time limit for satisfactory completion of police
6 training programs or programs for the training of **【**correctional
7 police officers, juvenile correctional police officers, and juvenile
8 detention**】** law enforcement officers upon a finding that health,
9 extraordinary workload, or other factors have, singly or in
10 combination, effected a delay in the satisfactory completion of the
11 training program;
- 12 o. (1) To furnish approved schools, for inclusion in their
13 regular police training courses and curriculum, with information
14 concerning the advisability of high speed chases, the risk caused by
15 them, and the benefits resulting from them, and to include any other
16 relevant police training courses that will assist the commission in
17 providing efficient training;
- 18 (2) To **【**review and approve new standards and course curricula
19 for**】** consult the New Jersey State Police with respect to its
20 administration of police training courses or programs **【**to be offered
21 by approved schools**】** for the training of **【**police**】** law enforcement
22 officers to be certified as a Drug Recognition Expert for detecting,
23 identifying, and apprehending drug-impaired motor vehicle
24 operators**【**. The commission shall**】**, and to consult with the
25 Cannabis Regulatory Commission established by 31 of P.L.2019,
26 c.153 (C.24:6I-24) with respect to any aspects of the course
27 curricula that focus on impairment from the use of cannabis items
28 as defined by section 3 of P.L.2021, c.16 (C.24:6I-33) or marijuana.
29 **【**Any police officer certified and recognized by the commission as a
30 Drug Recognition Expert prior to the effective date of this section,
31 as amended by the "New Jersey Cannabis Regulatory, Enforcement
32 Assistance, and Marketplace Modernization Act," P.L.2021, c.16
33 (C.24:6I-31 et al.), shall continue to be recognized as certified until
34 that certification has expired or is no longer considered valid as
35 determined by the commission, or the certification is replaced by
36 the police officer with a new certification in accordance with the
37 new standards and course curricula for certification described in
38 this paragraph.**】**
- 39 p. **【**To review and approve new standards and course curricula
40 developed by the Department of Corrections for both basic and in-
41 service training of State and county correctional police officers and
42 juvenile detention officers. These courses for the State correctional
43 police officers and juvenile detention officers shall be centrally
44 provided at the Corrections Officers' Training Academy of the
45 Department of Corrections. Courses for the county correctional
46 police officers and juvenile detention officers shall also be centrally
47 provided at the Corrections Officers' Training Academy unless an

1 off-grounds training program is established by the county. A
2 county may elect to establish and conduct a basic training program
3 for correctional police officers and juvenile detention officers
4 seeking permanent appointment in that county. The Corrections
5 Officers' Training Academy shall develop the curriculum of the
6 basic training program to be conducted by a county; ~~1 (Deleted by~~
7 amendment, P.L. c.) (pending before the Legislature as this
8 bill)

9 q. To administer and distribute the monies in the Law
10 Enforcement Officers Training and Equipment Fund established by
11 section 9 of P.L.1996, c.115 (C.2C:43-3.3) and make rules and
12 regulations for the administration and distribution of the monies as
13 may be necessary or appropriate to accomplish the purpose for
14 which the fund was established.
15 (cf: P.L.2021, c.16, s.85)

16

17 9. (New section) The commission shall establish the process by
18 which law enforcement officers shall be licensed and the
19 implementation of that process. The commission is vested with the
20 power, responsibility, and duty:

21 a. to prescribe minimum standards and requirements for the
22 licensure for law enforcement officers and to maintain the status as
23 a licensed law enforcement officer for the purpose of promoting and
24 assuring integrity, competence, professionalism, and fitness for
25 duty. The minimum standards shall include, but not be limited to:

26 (1) minimum pre-employment qualifications for law
27 enforcement officer applicants, including but not limited to, age
28 requirements, residency requirements, background investigations,
29 psychological examinations, and educational requirements;

30 (2) minimum post-academy training and educational
31 requirements, including but not limited to required field training
32 hours for recent academy graduates and required continuing
33 educational courses for law enforcement officers; and

34 (3) minimum standards of professional conduct;

35 b. to establish a licensure process and applicable criteria for
36 license issuance, renewal, suspension, revocation, or denial; and

37 c. to perform or cause to be performed through the licensing
38 committee the following activities related to law enforcement
39 officer licensing:

40 (1) review applications for and, if warranted, issue initial law
41 enforcement officer licenses to qualified applicants;

42 (2) review and act upon matters related to law enforcement
43 officer license renewal, suspension, revocation, or denial;

44 (3) conduct license renewal, suspension, revocation, or denial
45 hearings; and

46 (4) suspend, revoke, place conditions upon, or deny a license in
47 the event an individual does not meet any standard or requirement
48 prescribed by the commission.

1 d. The commission shall establish a licensing committee to
2 assist it in exercising the authority provided under this act,
3 including duties with respect to law enforcement officer licensing
4 as set forth in subsection c. of this section and section 19 of P.L. ,
5 c. (C.) (pending before the Legislature as this bill), and
6 including but not limited to, making recommendations for licensure
7 to be considered by the full commission.

8 The composition, membership, terms of membership, and
9 procedures applicable to the function and operations of the
10 licensing committee shall be determined by the commission,
11 provided that the membership of the licensing committee shall
12 include the Attorney General's designee and no less than one public
13 member.

14
15 10. (New section) A person shall not be employed as a law
16 enforcement officer, as defined in section 2 of P.L.1961, c.56
17 (C.52:17B-67), in this State unless the person holds a valid, active
18 license as a law enforcement officer issued in accordance
19 with P.L. , c. (C.) (pending before the Legislature as this
20 bill). A person shall not act as a law enforcement officer, as
21 defined in section 2 of P.L.1961, c.56 (C.52:17B-67), in this State
22 beyond the scope of the authorization provided pursuant to any
23 designations to the license approved by the Police Training
24 Commission.

25
26 11. Section 4 of P.L.2008, c.80 (C.52:17B-71.9) is amended to
27 read as follows:

28 4. a. The Police Training Commission in the Department of
29 Law and Public Safety shall adopt a training course regarding the
30 risks associated with autism or an intellectual or other
31 developmental disability and appropriate recognition and response
32 techniques concerning these disabilities based on the curriculum
33 developed by the Departments of Health and Senior Services and
34 Human Services pursuant to subsection a. of section 2 of P.L.2008,
35 c.80 (C.26:2-190). The training course shall be administered by the
36 employing agency as part of the in-service training provided to each
37 local police officer in each law enforcement unit operating in this
38 State.

39 b. Prior to being appointed to permanent status as a local
40 **【police】** law enforcement officer in a law enforcement unit, an
41 individual shall be required to complete the training course adopted
42 under subsection a. of this section. Every local **【police】** law
43 enforcement officer appointed prior to the effective date of **【this**
44 **act】** P.L. , c. (C.) (pending before the Legislature as this
45 bill) shall, within 36 months of the effective date of **【this act】**
46 P.L. , c. (C.) (pending before the Legislature as this bill),

1 satisfactorily complete a training course in recognition and response
2 techniques concerning these disabilities.

3 c. The Police Training Commission shall adopt rules and
4 regulations, pursuant to the "Administrative Procedure Act,"
5 P.L.1968, c.410 (C.52:14B-1 et seq.), to effectuate the purposes of
6 this act.

7 (cf: P.L.2008, c.80, s.4)

8

9 12. Section 7 of P.L.1961, c.56 (C.52:17B-72) is amended to
10 read as follows:

11 7. a. Except as expressly provided in **[this act]** P.L.1961, c.56
12 (C.52:17B-66 et seq.), nothing herein contained shall be deemed to
13 limit the powers, rights, duties or responsibilities of municipal or
14 county governments, nor to affect provisions of Title 11 of the
15 Revised Statutes, provided that a determination by the Civil Service
16 Commission that an individual is eligible for appointment as a law
17 enforcement officer shall not be construed to affect or limit the
18 commission's ability to take any action authorized under
19 P.L. c. (C.) (pending before the Legislature as this bill)
20 with respect to an applicant or licensee.

21 b. Notwithstanding the provisions of any statute, rule,
22 regulation or collective bargaining agreement to the contrary, the
23 commission shall have the sole authority to establish training
24 standards and certification for approved schools, and the licensure
25 requirements for a law enforcement officer as defined in section 2
26 of P.L.1961, c.56 (C.52:17B-67).

27 (cf: P.L.1961, c.56, s.7)

28

29 13. Section 10 of P.L.1961. c.56 (C.52:17B-75) is amended to
30 read as follows:

31 10. The members of the commission shall receive no salary but
32 all members except those designated in subsection c. of section 5
33 of this act shall be reimbursed for their reasonable expenses
34 lawfully incurred in the performance of their official functions.
35 The members of the commission who are employed by the State, a
36 county, a municipality or any State, county, or local governmental
37 entity shall not be subject to loss of pay or accrued time due to
38 attending commission meetings or otherwise performing the official
39 commission functions.

40 (cf: P.L.1963, c.81, s.13)

41

42 14. (New section) a. The applicant for an initial law
43 enforcement license or a probationary license shall have the burden
44 of demonstrating to the satisfaction of the commission that the
45 applicant meets all requirements for the issuance of a law
46 enforcement license. The requirements for an initial license and a
47 probationary license shall include, but not be limited to, that an
48 applicant:

- 1 (1) be at least 18 years of age;
- 2 (2) be a citizen of the United States, if required for the position
3 for which licensure is sought;
- 4 (3) be at least a high school graduate or have earned a General
5 Educational Development (GED) diploma;
- 6 (4) be fingerprinted in accordance with the standards established
7 by the commission;
- 8 (5) have passed a medical examination by a licensed physician,
9 physician assistant, or licensed advanced practice registered nurse,
10 based on specifications established by the commission;
- 11 (6) have passed a psychological examination by a licensed
12 psychologist or psychiatrist based on specifications established by
13 the commission;
- 14 (7) be of good moral character as determined by a background
15 investigation conducted under the procedures established by the
16 commission and successfully pass a criminal background records
17 check in accordance with the Prison Rape Elimination Act (PREA),
18 28 C.F.R. 115.317, if applicable;
- 19 (8) successfully meet and complete all required basic physical
20 and educational training courses as required by the commission;
- 21 (9) successfully pass a drug screening test as prescribed by the
22 commission;
- 23 (10) possess a valid driver's license;
- 24 (11) not have received a dishonorable discharge from military
25 service;
- 26 (12) successfully complete any probationary period prescribed
27 by the commission;
- 28 (13) not have been convicted of any of the following:
 - 29 (a) a crime in this State or any other state, territory, country, or
30 of the United States, including a conviction of an offense which if
31 committed in this State would be deemed a crime under either State
32 or federal law without regard to its designation elsewhere;
 - 33 (b) an act of domestic violence pursuant to P.L.1991, c.261
34 (C.2C:25-17 et seq.);
 - 35 (c) an offense that would preclude an applicant from carrying a
36 firearm as defined by N.J.S.2C:39-1;
 - 37 (d) a disorderly persons offense or petty disorderly persons
38 offense involving dishonesty, fraud, or a lack of good moral
39 character, unless the commission determines the offense to be de
40 minimis in nature or inconsequential to the applicant's ability to
41 meet the standards expected of a law enforcement officer;
 - 42 (e) two or more motor vehicle offenses for operating a motor
43 vehicle while under the influence of drugs or alcohol pursuant to
44 R.S.39:4-50 or two or more motor vehicle offenses for reckless
45 driving pursuant to R.S.39:4-96; or
 - 46 (f) any offense listed in (b) through (e) of this paragraph
47 committed in violation of the laws of another state, territory,
48 country, or the United States;

1 (14)not be the subject of or had a domestic violence restraining
2 order pursuant to P.L.1991, c.261 (C.2C:25-17 et seq.), an extreme
3 risk protective order, or a temporary extreme risk protective order
4 pursuant to P.L.2018, c.35 (C.2C:58-20 et seq.) issued against the
5 applicant;

6 (15)not be an active member of a group or organization that
7 advocates for, espouses, or promotes the overthrow of a local, state,
8 or federal government or discrimination or violence against or
9 hatred or bias toward individuals or groups based on race, creed,
10 color, national origin, ancestry, age, sex, marital status, sexual
11 orientation, gender identity or expression, or any other protected
12 characteristic under the “Law Against Discrimination,” P.L.1945,
13 c.169 (C.10:5-1 et seq.), or knowingly engage in any activity,
14 conduct, or behavior relating to such group or organization with the
15 intent to support, endorse or advocate for, or which the applicant
16 knows or should know will have the effect of supporting,
17 furthering, or advocating for, the goals of such group or
18 organization, where active membership or knowing engagement
19 would undermine public confidence in the ability of the individual
20 law enforcement officer or the employing law enforcement agency
21 to carry out the public safety mission, or where active membership
22 or knowing engagement would cause substantial disruption to
23 proper law enforcement functioning;

24 (16) not have engaged in conduct or behavior in the applicant’s
25 personal or professional life, including, but not limited to, making
26 statements, posting, sharing, or commenting in support of any
27 posting, on social media or otherwise, that demonstrates, espouses,
28 advocates, or supports discrimination or violence against, or hatred
29 or bias toward, individuals or groups based on race, creed, color,
30 national origin, ancestry, age, sex, marital status, sexual orientation,
31 gender identity or expression, or any other protected characteristic
32 under the “Law Against Discrimination,” P.L.1945, c.169 (C.10:5-1
33 et seq.), where the conduct or behavior would undermine public
34 confidence in the ability of the individual law enforcement officer
35 or the employing law enforcement agency to carry out the public
36 safety mission, or where the conduct or behavior would cause
37 substantial disruption to proper law enforcement functioning;

38 (17) provide to the commission and the applicant’s employing
39 law enforcement unit a complete list of all social media accounts
40 maintained by the applicant and grant to the commission and the
41 applicant’s employing law enforcement unit access to all outwardly
42 facing activity and publicly accessible components of the accounts;

43 (18) not currently be listed on the National Decertification Index
44 as being decertified as a law enforcement officer or having the
45 license or certification as a law enforcement officer revoked or
46 denied;

47 (19) pay or cause to be paid any fees, if applicable, established
48 by the commission; and

1 (20) any other requirements established by the commission.

2 b. The commission may waive the requirements of
3 subparagraphs (d) and (e) of paragraph (13) of subsection a. of this
4 section if the applicant demonstrates to the licensing committee's
5 satisfaction that:

6 (1) the applicant's conviction or convictions occurred five or
7 more years prior to submission of an application for licensure as a
8 law enforcement officer;

9 (2) the applicant has taken rehabilitative steps since the
10 applicant's conviction or convictions to become a law-abiding
11 citizen through actions, including but not limited to continuing
12 education, maintaining gainful employment, and having no further
13 convictions; and

14 (3) the applicant is currently of good moral character and
15 submits at least three letters of recommendation from members of
16 the applicant's community detailing the applicant's good moral
17 character.

18 c. An applicant for licensure shall provide to the commission
19 or the applicant's employing law enforcement unit documented
20 proof, in a form and manner as required by the commission, that the
21 applicant is in compliance with paragraphs (1) through (20) of
22 subsection a. of this section. The commission shall promulgate in
23 its rules and regulations the form, manner, and substance of
24 documents required by the commission to provide sufficient proof
25 of the qualifications required by this section. An application for
26 initial licensure or license renewal of a person employed as full-
27 time sworn member of any State, county, or municipal law
28 enforcement agency or department, division or instrumentality of
29 those governments on the effective date of
30 P.L. , c. (C.)(pending before the Legislature as this bill)
31 shall not be denied based solely on consideration of disciplinary
32 actions based on conduct occurring prior to the date of enactment of
33 P.L. , c. (C.)(pending before the Legislature as this bill).

34 d. The commission shall have the authority to issue a license
35 for employment as a law enforcement officer if an applicant
36 satisfies all licensing requirements. A license issued pursuant to
37 this section shall expire three years after its date of issuance, before
38 which time the law enforcement officer shall be required to apply
39 for a license renewal pursuant to section 17 of P.L. , c. (C.)
40 (pending before the Legislature as this bill).

41 e. Law enforcement officers from jurisdictions outside of New
42 Jersey and federal law enforcement officers applying for licensure
43 in this State shall be required to meet all of the requirements set
44 forth in this section and also shall be required to complete a waiver
45 form that allows the commission and any hiring law enforcement
46 unit to review the officer's internal affairs records from any and all
47 prior law enforcement positions.

1 f. A person appointed as a permanent law enforcement officer
2 prior to the effective date of P.L. , c. (C.) (pending before
3 the Legislature as this bill) shall apply for a law enforcement
4 license in accordance with section 17 of P.L. , c. (C.)
5 (pending before the Legislature as this bill). The commission shall
6 devise a process and schedule for submission of a law enforcement
7 license application for the officers.

8 g. At the discretion of the commission, licenses issued pursuant
9 to this section may serve as authorization for a licensee to serve in
10 one of the following positions, provided the licensee meets the
11 requisite qualifications for that status: a full-time permanent law
12 enforcement officer; a Class One, Class Two, or Class Three special
13 law enforcement officer; or a probationary law enforcement officer.

14 h. In all situations where a law enforcement officer has been
15 convicted of an offense set forth in subparagraph (a), (b), or (c) of
16 paragraph (13) of subsection a. of this section, the commission shall
17 deny the issuance of a license to an applicant.

18 i. Any decision to deny a license shall be accompanied by a
19 written statement in a form to be prescribed by the commission.
20

21 15. (New section) a. An employing law enforcement unit shall
22 be responsible for the collection, verification, and maintenance of
23 documentation establishing that an applicant meets the minimum
24 qualifications for employment as a law enforcement officer.

25 b. When all of the documentation concerning an applicant is
26 obtained, the employing law enforcement unit shall submit the
27 documentation to the commission for verification and review in a
28 manner prescribed by the commission.

29 c. The commission shall adopt rules and regulations
30 establishing the procedure to submit licensing application
31 documents.

32 d. The commission shall review an applicant's documentation
33 submitted for licensure to determine eligibility for the issuance of a
34 law enforcement license.
35

36 16. (New section) a. The chief law enforcement officer of an
37 employing law enforcement unit shall notify the commission in
38 writing, on a form prescribed by the commission, of a law
39 enforcement officer's appointment to or employment with the law
40 enforcement unit, which shall include the commencement date of
41 such appointment or employment.

42 b. The chief law enforcement officer of an employing law
43 enforcement unit shall notify the commission, in writing, on a form
44 prescribed by the commission, of the following employment actions
45 concerning a law enforcement officer:

46 (1) the separation from appointment or employment with the
47 law enforcement unit, which includes any firing, termination,

- 1 resignation, retirement, or voluntary or involuntary extended leave
2 of absence, which notice shall include the date of separation;
- 3 (2) the imposition of any discipline subject to appeal;
- 4 (3) any suspension of more than five days or 40 hours duration,
5 imposed pending investigation or disciplinary action;
- 6 (4) any sustained finding that a law enforcement officer used
7 excessive force;
- 8 (5) any pending criminal charge or conviction of any crime,
9 disorderly persons, petty disorderly persons, or driving while
10 intoxicated offense;
- 11 (6) any sustained finding that a law enforcement officer is unfit
12 for duty;
- 13 (7) any sustained finding that the law enforcement officer filed a
14 false report or submitted a false certification in any criminal,
15 administrative, employment, financial, or insurance matter in the
16 officer's professional or personal life;
- 17 (8) any sustained finding that the law enforcement officer
18 mishandled or destroyed evidence;
- 19 (9) any sustained finding that the law enforcement officer was
20 untruthful or demonstrated a lack of candor; and
- 21 (10) any sustained finding that the law enforcement officer is
22 biased against a particular class of people based on race, creed,
23 color, national origin, ancestry, sex, marital status, sexual
24 orientation, gender identity or expression, or any other protected
25 characteristic under the "Law Against Discrimination," P.L.1945,
26 c.169 (C.10:5-1 et seq.).
- 27 In addition to the completed form, the employing law
28 enforcement unit shall provide additional supporting information
29 and documentation as may be required by the commission. The
30 employing law enforcement unit shall maintain the original form
31 and submit, or electronically transmit, the information required
32 under this subsection to the commission within two business days
33 of the employment action. Notwithstanding any other provision of
34 law, the completed forms and information submitted to the
35 commission pursuant to this section shall not, by virtue of having
36 been required pursuant to this section, constitute a public record
37 under P.L.1963, c.73 (C.47:1A-1 et seq.) or a government record
38 subject to access pursuant to P.L.2001, c.404 (C.47:1A-5 et seq.),
39 but shall be accessible when otherwise required to be disclosed by
40 law.
- 41 c. In a case of separation from employment, the employing law
42 enforcement unit shall execute and maintain a form adopted by the
43 commission, setting forth in detail the facts and reasons for the
44 separation. The information contained in the form shall be
45 submitted, or electronically transmitted, to the commission within
46 two business days. If the officer is separated for the officer's
47 failure to comply with the provisions of P.L. , c. (C.)
48 (pending before the Legislature as this bill), the notice shall specify

1 this. Any law enforcement officer who has separated from
2 employment for cause shall be permitted to respond to the
3 separation, in writing, to the commission, setting forth the facts and
4 reasons for the separation as the officer understands them. The
5 response shall be submitted to the commission within two business
6 days of the separation.

7 d. Before employing a licensed law enforcement officer, a
8 subsequent employing law enforcement unit shall contact the
9 commission to inquire as to the facts and reasons an officer was
10 separated from any previous employing unit. The commission shall,
11 upon request and without prejudice, provide to the subsequent
12 employing law enforcement unit all information that is required
13 under subsections a., b., and c. of this section that is in its
14 possession. Notwithstanding this provision, a law enforcement unit
15 seeking to hire a law enforcement officer shall comply with the
16 provisions of section 1 of P.L.2020, c.52 (C.52:17B-247) and
17 request that officer's internal affairs and personnel files from the
18 officer's previous employing law enforcement units.

19 e. Whenever a law enforcement officer voluntarily separates
20 from employment with a law enforcement unit to commence
21 employment at another unit, the chief law enforcement officer of
22 the former law enforcement unit shall notify the commission in
23 writing in advance, if possible, but no later than two business days
24 after the officer's departure. Upon separation from employment,
25 the law enforcement officer's license shall be placed on inactive
26 status, unless the commission has previously acted to approve the
27 officer's active status at the new employing law enforcement unit.
28 The chief law enforcement officer of that unit shall make
29 application to the commission, in a manner prescribed by the
30 commission, through its regulations, prior to or within two business
31 days of the officer's appointment date to restore the officer's
32 license to active status. The commission shall consider the
33 application and render a decision concerning the reactivation of the
34 officer's license.

35 f. It shall be unlawful for any State, county, or municipal
36 agency, law enforcement unit, or licensed law enforcement officer
37 to enter into any non-disclosure agreement which seeks to conceal
38 or prevent public review of the circumstances under which the
39 officer separated from or was terminated or fired from employment
40 by the law enforcement unit or State, county, or municipal agency.

41
42 17. (New section) a. A law enforcement officer required to
43 renew the officer's license or a person appointed as a permanent
44 law enforcement officer prior to the effective date of
45 P.L. , c. (C.) (pending before the Legislature as this bill)
46 shall submit an application for law enforcement license renewal
47 through the officer's employing law enforcement unit to the
48 commission. The application for law enforcement license renewal

1 shall be on a form adopted by the commission and shall require the
2 law enforcement officer and the chief law enforcement officer of
3 the officer's employing law enforcement unit to certify that the
4 officer:

5 (1) is of good moral character as determined by a background
6 investigation conducted under the procedures established by the
7 commission;

8 (2) successfully meets and has completed all commission
9 required physical and educational training courses;

10 (3) has not been convicted of:

11 (a) a crime in this State or any other state, territory, country, or
12 of the United States, including a conviction of an offense which if
13 committed in this State would be deemed a crime under either state
14 or federal law without regard to its designation elsewhere;

15 (b) an act of domestic violence pursuant to P.L.1991, c.261
16 (C.2C:25-17 et seq.);

17 (c) an offense that would preclude an applicant from carrying a
18 firearm as defined by N.J.S.2C:39-1;

19 (d) a disorderly persons offense or petty disorderly persons
20 offense involving dishonesty, fraud, or a lack of good moral
21 character, unless the commission determines the offense to be de
22 minimis in nature or inconsequential to the applicant's ability to
23 meet the standards expected of a law enforcement officer;

24 (e) two or more motor vehicle offenses for operating a motor
25 vehicle while under the influence of drugs or alcohol pursuant to
26 R.S.39:4-50 or two or more motor vehicle offenses for reckless
27 driving pursuant to R.S.39:4-96; or

28 (f) any offense listed in subparagraph (b) through (e) of this
29 paragraph committed in violation of the laws of another state,
30 territory, country, or the United States.

31 (4) is not an active member of a group or organization that
32 advocates for, espouses or promotes the overthrow of a local, state
33 or federal government or discrimination or violence against or
34 hatred or bias toward individuals or groups based on race, creed,
35 color, national origin, ancestry, sex, marital status, sexual
36 orientation, gender identity or expression, or any other protected
37 characteristic under the "Law Against Discrimination," P.L.1945,
38 c.169 (C.10:5-1 et seq.), and has not knowingly engaged in any
39 activity, conduct, or behavior relating to the group or organization
40 with the intent to support, endorse or advocate for, or which the
41 officer knows or should know will have the effect of supporting,
42 furthering, or advocating for, the goals of the group or organization,
43 where active membership or knowing engagement undermines or
44 tends to undermine public confidence in the ability of the individual
45 law enforcement officer or the employing law enforcement agency
46 to carry out the public safety mission, or where active membership
47 or knowing engagement causes or threatens to cause substantial
48 disruption to proper law enforcement functioning; and

1 (5) has not engaged in conduct or behavior in the officer's
2 personal or professional life, including but not limited to, making
3 statements, posting, sharing, or commenting in support of any
4 posting on social media or otherwise that demonstrates, espouses,
5 advocates or supports discrimination or violence against, or hatred
6 or bias toward individuals or groups based on race, creed, color,
7 national origin, ancestry, sex, marital status, sexual orientation,
8 gender identity or expression, or any other protected characteristic
9 under the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1
10 et seq.), where the conduct or behavior would undermine public
11 confidence in the ability of the individual law enforcement officer
12 or the employing law enforcement agency to carry out the public
13 safety mission, or where the conduct or behavior would cause
14 substantial disruption to proper law enforcement functioning.

15 b. A law enforcement officer who is unable to certify to any
16 item enumerated in subsection a. of this section shall disclose to the
17 commission the reason the officer cannot make the certification.
18 The commission shall consider this information in determining
19 whether the officer's license shall be renewed.

20 c. In addition to the information contained in the law
21 enforcement license renewal application form, the commission may
22 request any additional information it deems relevant to determine
23 whether a law enforcement officer's license should be renewed.
24 The information may include a summary of a law enforcement
25 officer's internal affairs file, or the entire file as the commission
26 deems necessary. An employing law enforcement unit or the law
27 enforcement officer shall provide all additional information
28 requested by the commission.

29 d. A license issued pursuant to section 14 of
30 P.L. , c. (C.) (pending before the Legislature as this bill)
31 may be renewed administratively, under terms and conditions
32 established by the commission, without requiring review by the
33 licensing committee pursuant to subsection d. of section 9 of
34 P.L. , c. (C.) (pending before the Legislature as this bill) or
35 conducting a hearing pursuant to section 19 of
36 P.L. , c. (C.) (pending before the Legislature as this bill),
37 if the licensee and the licensee's employing law enforcement unit
38 submit the certifications required pursuant to subsection a. of this
39 section and if a notice of an employment action concerning the
40 licensee has not been submitted to or is not required to be submitted
41 to the commission in accordance with subsection b. of section 16 of
42 P.L. , c. (C.) (pending before the Legislature as this bill).

43 e. The license of a law enforcement officer who is active and in
44 good standing and who has timely submitted a completed renewal
45 application which the commission fails to act upon prior to the
46 license expiration date shall be deemed in force and effect until the
47 time as the commission acts upon the renewal application, provided
48 that nothing in this subsection shall be construed to preclude the

1 commission from exercising the authority provided under section 18
2 of P.L. , c. (C.) (pending before the Legislature as this bill)
3 during that interval or thereafter.

4 f. Any decision to deny a license renewal shall be accompanied
5 by a written statement in a form to be prescribed by the
6 commission.

7
8 18. (New section) a. The commission shall have authority to
9 impose an adverse license action as set forth in subsection b. of this
10 section if the applicant or officer has:

11 (1) failed to demonstrate or adhere to the minimum
12 qualifications under section 14 of P.L. , c. (C.)(pending
13 before the Legislature as this bill), or in the rules and regulations of
14 the commission when applying for a license or license renewal;

15 (2) knowingly made misleading, deceptive, untrue, or fraudulent
16 representations in the practice of being a law enforcement officer or
17 in any document connected therewith or practiced fraud or deceit or
18 intentionally made any false statement in obtaining a license to be
19 an officer;

20 (3) been convicted of a crime in this State or any other state,
21 territory, country, or of the United States. As used in this
22 paragraph, the term "convicted of a crime" shall include a
23 conviction of an offense which if committed in this State would be
24 deemed a crime under either state or federal law without regard to
25 its designation elsewhere;

26 (4) committed a crime involving moral turpitude, without regard
27 to conviction. The conviction of a crime involving moral turpitude
28 shall be conclusive of the commission of the crime;

29 (5) been convicted of an act of domestic violence as defined by
30 section 1 of P.L.1991, c.261 (C.2C:25-17 et seq.);

31 (6) had the officer's law enforcement license revoked,
32 suspended, or annulled by any lawful certifying or licensing
33 authority, had other disciplinary action taken against the officer by
34 any lawful certifying or licensing authority, or was denied a license
35 by any lawful certifying or licensing authority;

36 (7) engaged in any unprofessional, unethical, deceptive, or
37 deleterious conduct or practice harmful to the public; the conduct or
38 practice need not have resulted in actual injury to any person. As
39 used in this paragraph, the term "unprofessional conduct" shall
40 include any departure from, or failure to conform to, the minimal
41 standards of acceptable and prevailing practice of an officer as
42 prescribed by the commission. As used in this paragraph the term
43 "deceptive conduct" shall include but not be limited to:

44 (a) a sustained finding that a law enforcement officer filed a
45 false report or submitted a false certification in any criminal,
46 administrative, employment, financial, or insurance matter in the
47 professional or personal life of the officer;

- 1 (b) a sustained finding that the law enforcement officer was
2 untruthful or demonstrated a lack of candor;
- 3 (c) a sustained finding that the law enforcement officer
4 mishandled or destroyed evidence; or
- 5 (d) a sustained finding that a law enforcement officer has
6 engaged in conduct demonstrating discrimination, hatred or bias
7 against individuals or groups based on race, creed, color, national
8 origin, ancestry, sex, marital status, sexual orientation, gender
9 identity or expression, or any other protected characteristic under
10 the “Law Against Discrimination,” P.L.1945, c.169 (C.10:5-1 et
11 seq.);
- 12 (8) been adjudged mentally incompetent by a court of competent
13 jurisdiction, within or outside this State;
- 14 (9) become unable to perform as an officer with reasonable skill
15 and safety to citizens by reason of illness or use of alcohol, drugs,
16 narcotics, chemicals, or any other type of material or as a result of
17 any mental or physical condition;
- 18 (10) been the subject of or had a domestic violence restraining
19 order pursuant to P.L.1991, c.261 (C.2C:25-17 et seq.), an extreme
20 risk protective order or a temporary extreme risk protective order
21 pursuant to P.L.2018, c.35 (C.2C:58-20 et seq.) issued against the
22 applicant or officer; or
- 23 (11) been suspended or discharged by the officer's employing
24 law enforcement unit for disciplinary reasons.
- 25 b. If the commission finds, based on its own review or a
26 recommendation of the licensing committee, that any person has
27 engaged in the conduct described in subsection a. of this section,
28 the commission may take any of the following actions:
- 29 (1) suspend any license for a definite period;
30 (2) place limitations or restrictions on a license;
31 (3) revoke a license;
32 (4) condition a penalty, or withhold formal disposition, upon the
33 officer's completing care, counseling, or treatment, as directed by
34 the commission; or
35 (5) place the officer's license on inactive status.
- 36 c. In addition to and in conjunction with the foregoing actions,
37 the commission may make a finding adverse to the applicant or law
38 enforcement officer, but withhold imposition of judgment or it may
39 impose the judgment but suspend enforcement thereof and place the
40 officer on probation, which may be vacated upon noncompliance
41 with reasonable terms as the commission may impose.
- 42 d. In its discretion, the commission may restore and reissue a
43 license issued under this act and, as a condition thereof, may
44 impose any corrective measure prescribed by the commission.
- 45 e. In all situations where a law enforcement officer has been
46 convicted of an offense set forth in subparagraph (a), (b), or (c) of
47 paragraph (13) of subsection a. of section 14 of

- 1 P.L. , c. (C.) (pending before the Legislature as this bill),
2 the commission shall revoke a law enforcement officer's license.
- 3 f. Any decision to revoke or suspend a license shall be
4 accompanied by a written statement in a form to be prescribed by
5 the commission.
- 6 g. Decisions of the commission authorized under this section
7 shall be final agency decisions subject to appeal to the Superior
8 Court.
- 9 h. The commission shall report all final decisions to revoke or
10 deny licensure issued under this act to the National Decertification
11 Index.
- 12
- 13 19. (New section) a. Except under circumstances set forth in
14 subsection h. of section 14 of P.L. , c. (C.) (pending before
15 the Legislature as this bill) or subsection e. of section 18 of P.L. ,
16 c. (C.) (pending before the Legislature as this bill), in all
17 situations involving the imposition of an adverse license action by
18 the commission as set forth in subsection b. of section 18 of
19 P.L. , c. (C.) (pending before the Legislature as this bill) or
20 the denial of an initial or renewal license, the law enforcement
21 officer shall, if requested by the officer, be entitled to a hearing in a
22 manner prescribed in this subsection and in regulations as may be
23 promulgated by the commission:
- 24 (1) The licensing committee may hear the matter or refer the
25 matter to a hearing officer for fact finding and a recommended
26 disposition;
- 27 (2) If the matter is referred to a hearing officer, the officer shall
28 conduct a hearing and provide a written report to the licensing
29 committee detailing the facts revealed and providing a
30 recommended disposition; and
- 31 (3) The licensing committee shall review the hearing officer's
32 report, vote on the proposed disposition, and make a
33 recommendation to the full commission, which shall render a
34 decision in writing to the law enforcement officer, or any other
35 party participating in the hearing.
- 36 b. Any ruling of the commission adverse to the law
37 enforcement officer or any party participating in the hearing may be
38 appealed to the Superior Court within 45 days of receipt of the
39 commission's decision on appeal. Absent an appeal to the Superior
40 Court, all findings of the commission shall become final upon the
41 expiration of the appeal deadline. Upon review on appeal to the
42 Superior Court, the commission's decisions shall be upheld unless
43 the court finds the commission's decision was arbitrary, capricious,
44 or unreasonable, or the record was unsupported by substantial
45 credible evidence.
- 46 c. The commission shall promulgate rules and regulations
47 detailing the manner of the hearing and appeal process. The
48 processes shall include, but not be limited to, the manner in which a

1 hearing and appeal are initiated and the manner in which the
2 hearing shall be conducted.

3

4 20. (New section) a. The commission shall, by regulation,
5 require all law enforcement officers, as a condition of continued
6 employment or appointment as an officer, to receive periodic
7 commission-approved continuing officer education training. The
8 training or education shall be mandated and prescribed by the
9 commission. Every law enforcement unit shall provide a reasonable
10 opportunity for its officers to complete training.

11 b. The law enforcement officer shall submit proof of all
12 required training to the chief law enforcement officer of the
13 officer's employing law enforcement unit, who shall in turn, submit
14 the documentation to the commission in a manner to be proscribed
15 by the commission's regulations.

16

17 21. (New section) a. The commission shall, by rule or
18 regulation, establish, prescribe, or modify fees for training or other
19 services provided by the commission pursuant to the provisions of
20 this act. The fees may include, but are not limited to, fees for
21 academy recruits and fees for each academy. Any fees established
22 pursuant to this subsection shall be dedicated to the costs of
23 providing the training or other services provided by the
24 commission, as the case may be.

25 b. The commission may, by rule or regulation, establish,
26 prescribe, or modify fees for application for and issuance of an
27 initial license pursuant to the provisions of this act for applicants or
28 law enforcement officers not employed as full-time sworn members
29 of any State, county, or municipal law enforcement agency or
30 department or division of those governments on the effective date
31 of this act, provided that a fee may not be charged for application
32 for and issuance of initial licenses for law enforcement officers
33 employed as full-time sworn members of any State, county, or
34 municipal law enforcement agency, department, or division of those
35 governments on the effective date of this act, or for application for
36 and issuance of law enforcement license renewals for law
37 enforcement officers employed as full-time sworn members of any
38 State, county, or municipal law enforcement agency, department, or
39 division of those governments on or after the effective date of this
40 act.

41 c. The commission shall be authorized to accept payment of
42 fees established pursuant to this section from an applicant or
43 licensee or on behalf of an applicant or licensee from a law
44 enforcement unit employing or proposing to employ the applicant
45 or officer, from any other governmental entity, or from funds made
46 available by the State for this purpose.

SENATE, No. 2742

STATE OF NEW JERSEY
220th LEGISLATURE

INTRODUCED JUNE 2, 2022

Sponsored by:

Senator LINDA R. GREENSTEIN

District 14 (Mercer and Middlesex)

Senator TROY SINGLETON

District 7 (Burlington)

SYNOPSIS

Concerns licensing of law enforcement officers; appropriates \$6 million.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT concerning licensing of law enforcement officers by the
2 Police Training Commission, amending, supplementing, and
3 repealing various parts of the statutory law, and making an
4 appropriation.

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

8
9 1. Section 1 of P.L.1961, c.56 (C.52:17B-66) is amended to
10 read as follows:

11 The Legislature of New Jersey hereby finds and declares that a
12 serious need for improvement in the administration of local and
13 county law enforcement exists in order to better protect the health,
14 safety and welfare of its citizens; that police work, a basic adjunct
15 of law enforcement administration, is professional in nature, and
16 requires proper educational and clinical training in a State whose
17 population is increasing in relation to its physical area, and in a
18 society where greater reliance on better law enforcement through
19 higher standards of efficiency is of paramount need; that the present
20 need for improvement can be substantially met by the creation of a
21 compulsory educational and training program for persons who seek
22 to become permanent law enforcement officers wherein such
23 persons will be required, while serving in a probationary capacity
24 prior to permanent appointment, to receive efficient training in this
25 profession provided at facilities selected, approved and inspected
26 by a commission created for such purpose; and that by qualifying
27 and becoming proficient in the field of law enforcement such
28 persons shall individually and collectively better insure the health,
29 safety and welfare of the citizens of this State in their respective
30 communities.

31 The Legislature further finds and declares that, in addition to
32 providing proper educational and clinical training to law
33 enforcement officers in this State, it is also important, in order to
34 help protect the health, safety, and welfare of its citizens, that
35 appropriately-situated State authorities are accorded the ability and
36 responsibility to monitor and take appropriate action against any
37 law enforcement officer who acts outside the bounds of
38 professionalism or engages in illegal or improper conduct.
39 Professional licensure provides the means to help ensure that those
40 individuals who serve as law enforcement officers in this State
41 uphold the public trust by meeting and maintaining appropriately
42 high standards of training and professionalism, in qualifying for the
43 positions, and in performing the duties. Therefore, it is necessary
44 and appropriate to establish a Statewide licensure system, through
45 which the Police Training Commission will promulgate and apply
46 uniform standards of professional conduct by law enforcement
47 officers, establish minimum standards for licensure, review and take

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.

1 action on initial and renewal applications of applicants and law
2 enforcement officers and applicants who meet those standards, and
3 deny, revoke, or suspend licenses due to failure to meet or maintain
4 those standards.

5 Nothing in this act is intended to limit in any manner the powers
6 and authority granted to the Attorney General as the chief law
7 enforcement officer of the State pursuant to the Criminal Justice
8 Act of 1970, P.L.1970, c.74 (C.52:17B-97 et seq.).

9 (cf: P.L.1965, c.8, s.1)

10

11 2. Section 2 of P.L.1961, c.56 (C.52:17B-67) is amended to
12 read as follows:

13 2. As used in this act:

14 “Applicant” means an individual who applies to the Police
15 Training Commission to become licensed as a law enforcement
16 officer in accordance with P.L. , c. (C.) (pending before the
17 Legislature as this bill).

18 "Approved school" shall mean a school approved and authorized
19 by the Police Training Commission to give police training courses
20 or a training course for State and county correctional police officers
21 and juvenile detention officers as prescribed in this act.

22 "Commission" shall mean the Police Training Commission or
23 officers or employees thereof acting on its behalf.

24 "County" shall mean any county which within its jurisdiction has
25 or shall have a law enforcement unit as defined in this act.

26 “Discipline subject to appeal” means a removal, disciplinary
27 demotion, suspension, or fine of more than five days, or fewer
28 where the aggregate number of days the employee was suspended
29 or fined in any one calendar year is 15 or more days or where the
30 employee received more than three suspensions or fines of five days
31 or fewer in one calendar year.

32 “Law enforcement officer” means any person who is employed
33 as a sworn member of any State, county, or municipal law
34 enforcement agency, department, or division of those governments
35 who is statutorily empowered to act for the detection, investigation,
36 arrest, conviction, detention, or rehabilitation of persons violating
37 the criminal laws of the State. This term shall include, but is not
38 limited to, sworn members of the New Jersey State Police, the
39 Division of Criminal Justice, and the Juvenile Justice Commission;
40 State correctional police officers pursuant to section 1 of P.L.1968,
41 c.427 (C.2A:154-4); county correctional police officers pursuant to
42 N.J.S.2A:154-3; State Parole officers pursuant to section 1 of
43 P.L.1968, c.427 (C.2A:154-4); special law enforcement officers of
44 all classes pursuant to P.L.1985, c.439 (C.40A:14-146.8 et seq.);
45 humane law enforcement officers appointed pursuant to section 25
46 of P.L.2017, c.331 (C.4:22-14.1) or section 28 of P.L.2017, c.331
47 (C.4:22-14.4); and campus police officers appointed pursuant to
48 P.L.1970, c.211 (C.18A:6-4.2 et seq.).

1 "Law enforcement unit" shall mean any **【**police force or
2 organization in a municipality or county which has by statute or
3 ordinance the responsibility of detecting crime and enforcing the
4 general criminal laws of this**】** State, county or municipal law
5 enforcement agency, department, or division of such government
6 that is statutorily empowered to act for the detection, investigation,
7 arrest, conviction, detention, or rehabilitation of persons violating
8 the criminal laws of the State, and shall include all agencies that
9 employ law enforcement officers as defined in this section.

10 "Licensing committee" means the committee established by the
11 Police Training Commission to perform duties with respect to law
12 enforcement officer licensing as set forth in subsection c. of section
13 9 of P.L. , c. (C.) (pending before the Legislature as this
14 bill).

15 "Municipality" shall mean a city of any class, township, borough,
16 village, **【**camp meeting association,**】** or any other type of
17 municipality in this State which, within its jurisdiction, has or shall
18 have a law enforcement unit as defined in this act.

19 "Permanent appointment" shall mean an appointment having
20 permanent status as a **【**police**】** law enforcement officer in a law
21 enforcement unit as prescribed by Title 11A of the New Jersey
22 Statutes, Civil Service Commission Rules and Regulations, or of
23 any other law of this State, municipal ordinance, or rules and
24 regulations adopted thereunder.

25 **【**"Police officer" shall mean any employee of a law enforcement
26 unit, including sheriff's officers and county investigators in the
27 office of the county prosecutor, other than civilian heads thereof,
28 assistant prosecutors and legal assistants, persons appointed
29 pursuant to the provisions of R.S.40:47-19, persons whose duties do
30 not include any police function, court attendants, State and county
31 correctional police officers, juvenile correctional police officers,
32 and juvenile detention officers.**】**

33 "Police training course" means a training course approved by the
34 Police Training Commission and conducted at an approved school.

35 "Probationary law enforcement license" means a license issued
36 by the Police Training Commission to a person appointed by a law
37 enforcement unit on a probationary or temporary basis which
38 authorizes the person to perform the functions of a permanent law
39 enforcement officer during the person's probationary or temporary
40 appointment term.

41 (cf: P.L.2019, c.219, s.8)

42

43 3. Section 3 of P.L.1961, c.56 (C.52:17B-68) is amended to
44 read as follows:

45 3. a. Every **【**municipality and **】** State, county, and municipal
46 agency, with the exception of the New Jersey State Police, that
47 employs law enforcement officers as defined in section 2 of
48 P.L.1961, c.56 (C.52:17B-67), as applicable, shall authorize

1 attendance at an approved school by persons holding a probationary
2 appointment as a **[police]** law enforcement officer, and every
3 **[municipality and county]** agency shall require that no person shall
4 hereafter be given or accept a permanent appointment as a **[police]**
5 law enforcement officer unless such person has successfully
6 completed a police training course at an approved school; provided,
7 however, that the commission may, in its discretion, except from
8 the requirements of this section any person who demonstrates to the
9 commission's satisfaction that **[he]** the person has successfully
10 completed a police training course conducted by any Federal, State
11 or other public or private agency, the requirements of which are
12 substantially equivalent to the requirements of this act.

13 b. A **[police]** law enforcement officer who is terminated from
14 an agency for reasons of economy or efficiency shall be granted an
15 exemption or waiver from retaking the basic training course if,
16 within **[five]** three years from the date of termination, the **[police]**
17 law enforcement officer is appointed to a similar law enforcement
18 position in another agency or is reemployed by the agency from
19 which **[he]** the officer was terminated.

20 (cf: P.L.2011, c.158, s.1)

21

22 4. Section 4 of P.L.1961, c.56 (C.52:17B-69) is amended to
23 read as follows:

24 4. a. Notwithstanding the provisions of R.S.11:2-6, a
25 probationary or temporary appointment as a **[police]** law
26 enforcement officer may be made for a total period not exceeding
27 one year for the purpose of enabling a person seeking permanent
28 appointment to take a police training course as prescribed in this
29 act, provided, however, that the time period may exceed one year
30 for those persons enrolled prior to the one-year limit in a police
31 training course scheduled to end subsequent to the one-year limit,
32 and for those persons who, prior to the one-year limit, have been
33 scheduled to attend a police training course which commences
34 subsequent to the one-year limit. In no case shall any extension
35 granted for the reasons herein listed exceed six months. Every
36 person holding such a probationary or temporary appointment shall
37 enroll in a police training course, and such appointee shall be
38 entitled to a leave of absence with pay during the period of the
39 police training course.

40 b. A person holding a probationary or temporary appointment
41 on the effective date of P.L. , c. (C.) (pending before the
42 Legislature as this bill) shall not be permitted to continue in the
43 probationary or temporary appointment beyond one year after the
44 effective date of P.L. , c. (C.) (pending before the
45 Legislature as this bill) unless the person enrolls in or completes a
46 basic training course approved by the commission.

47 c. A person appointed on a probationary or temporary basis on
48 or after the effective date of P.L. , c. (C.) (pending before

1 the Legislature as this bill) shall not perform the functions or duties
2 of a permanently appointed law enforcement officer unless the
3 person completes a basic training course approved by the
4 commission. Upon successful completion of the basic training
5 course, a person appointed on a probationary or temporary basis on
6 or after the effective date of P.L. , c. (C.) (pending before
7 the Legislature as this bill) shall receive from the commission a
8 one-year probationary law enforcement license, as defined in
9 section 2 of P.L.1961, c.56 (C.52:17B-67), and the person shall be
10 permitted to perform full police functions or duties during the
11 person's probationary or temporary appointment.

12 d. Upon successful completion of a probationary or temporary
13 appointment, a person may apply for licensure as a permanent law
14 enforcement officer in a manner prescribed by the commission
15 pursuant to P.L. , c. (C.) (pending before the Legislature as
16 this bill).

17 (cf: P.L.1998, c.146, s.1)

18

19 5. Section 2 of P.L.1998, c.146 (C.52:17B-69.1) is amended to
20 read as follows:

21 2. a. A person who does not hold a probationary or temporary
22 appointment as a **police** law enforcement officer, but who is
23 seeking such an appointment may enroll in a police training course
24 provided that person:

25 (1) meets the general qualifications for a police officer set forth
26 in N.J.S.40A:14-122 and such other qualifications as the
27 commission may deem appropriate; and

28 (2) applies to and is accepted by a commission approved school
29 for admission to a police training course.

30 The person may be charged a fee by the commission or approved
31 school, as the case may be, not exceeding that which the
32 commission approved school charges a governmental employer for
33 the training of an employee holding a probationary or temporary
34 appointment.

35 An appointing authority may, at its discretion, reimburse a
36 person who has completed a police training course pursuant to this
37 section for all or part of the costs of training.

38 b. The commission, in accordance with the provisions of the
39 "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
40 seq.), shall promulgate rules and regulations to effectuate the
41 purposes of this section.

42 (cf: P.L.1998, c.146, s.2)

43

44 6. Section 3 of P.L.1998, c.146 (C.52:17B-69.2) is amended to
45 read as follows:

46 3. A person who completes a police training course pursuant to
47 section 2 of P.L.1998, c.146 (C.52:17B-69.1) shall only be eligible
48 for appointment as a permanent full-time member of a **police**

1 department or force] law enforcement unit or as a Class Two
2 Special Law Enforcement Officer pursuant to section 4 of P.L.1985,
3 c.439 (C.40A:14-146.11).
4 (cf: P.L.1998, c.146, s.3)

5
6 7. Section 5 of P.L.1961, c.56 (C.52:17B-70) is amended to
7 read as follows:

8 5. There is hereby established in the Division of Criminal
9 Justice in the Department of Law and Public Safety a Police
10 Training Commission whose membership shall consist of the
11 following persons:

12 a. **【Two】** Four citizens of this State who shall be appointed by
13 the Governor with the advice and consent of the Senate for terms of
14 three years **【commencing with the expiration of the terms of the**
15 **citizen members, other than the representative of the New Jersey**
16 **Office of the Federal Bureau of Investigation, now in office】.**

17 b. The president or other representative designated in
18 accordance with the bylaws of each of the following organizations:
19 the New Jersey State Association of Chiefs of Police; the New
20 Jersey State Policemen's Benevolent Association, Inc.; the New
21 Jersey State League of Municipalities; the New Jersey State Lodge,
22 Fraternal Order of Police; the State Troopers Fraternal Association
23 of New Jersey; the County Prosecutors' Association of New Jersey;
24 the Sheriffs' Association of New Jersey; the Police Academy
25 Directors Association; the New Jersey County Jail Wardens
26 Association; the New Jersey Juvenile Detention Association; and
27 the National Organization of Black Law Enforcement Executives.

28 c. The Attorney General, the Superintendent of State Police,
29 the Commissioner of Education, **【the Secretary of Higher**
30 **Education,】** the Commissioner of Corrections, and the Chairman of
31 the State Parole Board, ex officio, or **【when so designated by**
32 **them,】** their **【deputies】** designees.

33 d. The Special Agent in Charge of the State of New Jersey for
34 the Federal Bureau of Investigation or a designated representative.

35 e. The Police Training Commission shall ensure that all
36 commission members, during their tenure as commissioners,
37 annually complete confidentiality, ethics, and other training as
38 required by the Attorney General's Office. The commission shall
39 also ensure that all newly appointed public members of the
40 commission complete a course designed to familiarize the members
41 with relevant law enforcement training concepts, including but not
42 limited to the use of force policy and internal affairs policy and
43 procedures to help the members carry out their duties under P.L. . ,
44 c. (C.) (pending before the Legislature as this bill).

45 (cf: P.L.2015, c.258, s.1)

46
47 8. Section 6 of P.L.1961, c.56 (C.52:17B-71) is amended to
48 read as follows:

1 6. The commission **【is vested with the power, responsibility**
2 **and duty:】** shall establish requisite standards for the training of law
3 enforcement officers and oversee the implementation of those
4 standards.

5 The commission shall have the authority:

6 6. a. To prescribe standards for the approval and continuation of
7 approval of schools at which police training courses authorized by
8 this act and in-service police training courses shall be conducted,
9 including but not limited to currently existing regional, county,
10 municipal, and police chief association police training schools or at
11 which basic training courses and in-service training courses shall be
12 conducted for State and county juvenile and adult correctional
13 police officers and juvenile detention officers;

14 b. To approve and issue certificates of approval to these
15 schools, to inspect the schools from time to time, and to revoke any
16 approval or certificate issued to the schools;

17 c. To prescribe the curriculum, the minimum courses of study,
18 attendance requirements, equipment and facilities, and standards of
19 operation for these schools**【.Courses of study in crime prevention**
20 **may be recommended to the Police Training Commission by the**
21 **Crime Prevention Advisory Committee, established by section 2 of**
22 **P.L.1985, c.1 (C.52:17B-77.1). The Police Training Commission**
23 **may】** and prescribe psychological and psychiatric examinations for
24 police recruits **【while in the schools】**;

25 d. To prescribe minimum qualifications for instructors at these
26 schools and to certify, as qualified, instructors for approved police
27 training schools and to issue appropriate certificates to the
28 instructors;

29 e. To certify **【police officers, correctional police officers,**
30 **juvenile correctional police officers, and juvenile detention】** law
31 enforcement officers who have satisfactorily completed training
32 programs and to issue appropriate certificates to **【the police**
33 **officers, correctional police officers, juvenile correctional police**
34 **officers, and juvenile detention】** the officers;

35 f. To advise and consent in the appointment of an
36 administrator of police services by the Attorney General pursuant to
37 section 8 of P.L.1961, c.56 (C.52:17B-73);

38 g. (Deleted by amendment, P.L.1985, c.491)

39 h. To make rules and regulations as may be reasonably
40 necessary or appropriate to accomplish the purposes and objectives
41 of this act;

42 i. To make a continuous study of police training methods and
43 training methods for **【correctional police officers, juvenile**
44 **correctional police officers, and juvenile detention】** law
45 enforcement officers and to consult and accept the cooperation of
46 any recognized federal or State law enforcement agency or
47 educational institution;

- 1 j. To consult and cooperate with universities, colleges, and
2 institutes in the State for the development of specialized courses of
3 study for **【police】** law enforcement officers in police science and
4 police administration;
- 5 k. To consult and cooperate with other departments and
6 agencies of the State concerned with police training or the training
7 of **【correctional police officers, juvenile correctional police**
8 **officers, and juvenile detention】** law enforcement officers;
- 9 l. To participate in unified programs and projects relating to
10 police training and the training of **【correctional police officers,**
11 **juvenile correctional police officers, and juvenile detention】** law
12 enforcement officers sponsored by any federal, State, or other
13 public or private agency;
- 14 m. To perform other acts as may be necessary or appropriate to
15 carry out its functions and duties as set forth in this act;
- 16 n. To extend the time limit for satisfactory completion of police
17 training programs or programs for the training of **【correctional**
18 **police officers, juvenile correctional police officers, and juvenile**
19 **detention】** law enforcement officers upon a finding that health,
20 extraordinary workload, or other factors have, singly or in
21 combination, effected a delay in the satisfactory completion of the
22 training program;
- 23 o. (1) To furnish approved schools, for inclusion in their
24 regular police training courses and curriculum, with information
25 concerning the advisability of high speed chases, the risk caused by
26 them, and the benefits resulting from them, and to include any other
27 relevant police training courses that will assist the commission in
28 providing efficient training;
- 29 (2) To **【review and approve new standards and course curricula**
30 **for】** consult the New Jersey State Police with respect to its
31 administration of police training courses or programs **【to be offered**
32 **by approved schools】** for the training of **【police】** law enforcement
33 officers to be certified as a Drug Recognition Expert for detecting,
34 identifying, and apprehending drug-impaired motor vehicle
35 operators**【. The commission shall】**, and to consult with the
36 Cannabis Regulatory Commission established by 31 of P.L.2019,
37 c.153 (C.24:6I-24) with respect to any aspects of the course
38 curricula that focus on impairment from the use of cannabis items
39 as defined by section 3 of P.L.2021, c.16 (C.24:6I-33) or marijuana.
40 **【Any police officer certified and recognized by the commission as a**
41 **Drug Recognition Expert prior to the effective date of this section,**
42 **as amended by the "New Jersey Cannabis Regulatory, Enforcement**
43 **Assistance, and Marketplace Modernization Act," P.L.2021, c.16**
44 **(C.24:6I-31 et al.), shall continue to be recognized as certified until**
45 **that certification has expired or is no longer considered valid as**
46 **determined by the commission, or the certification is replaced by**
47 **the police officer with a new certification in accordance with the**

1 new standards and course curricula for certification described in
2 this paragraph.】

3 p. 【To review and approve new standards and course curricula
4 developed by the Department of Corrections for both basic and in-
5 service training of State and county correctional police officers and
6 juvenile detention officers. These courses for the State correctional
7 police officers and juvenile detention officers shall be centrally
8 provided at the Corrections Officers' Training Academy of the
9 Department of Corrections. Courses for the county correctional
10 police officers and juvenile detention officers shall also be centrally
11 provided at the Corrections Officers' Training Academy unless an
12 off-grounds training program is established by the county. A
13 county may elect to establish and conduct a basic training program
14 for correctional police officers and juvenile detention officers
15 seeking permanent appointment in that county. The Corrections
16 Officers' Training Academy shall develop the curriculum of the
17 basic training program to be conducted by a county;】 (Deleted by
18 amendment, P.L. c.) (pending before the Legislature as this
19 bill)

20 q. To administer and distribute the monies in the Law
21 Enforcement Officers Training and Equipment Fund established by
22 section 9 of P.L.1996, c.115 (C.2C:43-3.3) and make rules and
23 regulations for the administration and distribution of the monies as
24 may be necessary or appropriate to accomplish the purpose for
25 which the fund was established.

26 (cf: P.L.2021, c.16, s.85)

27

28 9. (New section) The commission shall establish the process by
29 which law enforcement officers shall be licensed and
30 implementation of that process. The commission is vested with the
31 power, responsibility, and duty:

32 a. to prescribe minimum standards for the licensure for law
33 enforcement officers for the purpose of promoting and assuring
34 integrity, competence, professionalism, and fitness for duty. The
35 minimum standards shall include, but not be limited to:

36 (1) minimum pre-employment qualifications for law
37 enforcement officer applicants, including but not limited to, age
38 requirements, residency requirements, background investigations,
39 psychological examinations, and educational requirements;

40 (2) minimum post-academy training and educational
41 requirements, including but not limited to required field training
42 hours for recent academy graduates and required continuing
43 educational courses for veteran law enforcement officers; and

44 (3) minimum standards of professional conduct;

45 b. to establish a licensure application process for law
46 enforcement officers and establish and implement procedures and
47 applicable criteria for license renewal, suspension, revocation or
48 denial; and

1 c. to perform or cause to be performed through the licensing
2 committee the following activities related to law enforcement
3 officer licensing:

4 (1) review applications for and, if warranted, issue law
5 enforcement officer licenses to qualified applicants;

6 (2) review and act upon matters related to law enforcement
7 officer license renewal, suspension, revocation, or denial;

8 (3) conduct license renewal, suspension, revocation, or denial
9 hearings; and

10 (4) suspend, revoke, place conditions upon, or deny a license in
11 the event an individual does not meet any standard or requirement
12 prescribed by the commission.

13

14 10. (New section) A person shall not be employed as a law
15 enforcement officer, as defined in section 2 of P.L.1961, c.56
16 (C.52:17B-67), in this State unless the person holds a valid, active
17 license as a law enforcement officer issued in accordance
18 with P.L. , c. (C.) (pending before the Legislature as this
19 bill). A person shall not act as a law enforcement officer, as
20 defined in section 2 of P.L.1961, c.56 (C.52:17B-67), in this State
21 beyond the scope of the authorization provided pursuant to any
22 endorsements to the license approved by the Police Training
23 Commission.

24

25 11. Section 4 of P.L.2008, c.80 (C.52:17B-71.9) is amended to
26 read as follows:

27 4. a. The Police Training Commission in the Department of
28 Law and Public Safety shall adopt a training course regarding the
29 risks associated with autism or an intellectual or other
30 developmental disability and appropriate recognition and response
31 techniques concerning these disabilities based on the curriculum
32 developed by the Departments of Health and Senior Services and
33 Human Services pursuant to subsection a. of section 2 of P.L.2008,
34 c.80 (C.26:2-190). The training course shall be administered by the
35 employing agency as part of the in-service training provided to each
36 local police officer in each law enforcement unit operating in this
37 State.

38 b. Prior to being appointed to permanent status as a local
39 **police** law enforcement officer in a law enforcement unit, an
40 individual shall be required to complete the training course adopted
41 under subsection a. of this section. Every local **police** law
42 enforcement officer appointed prior to the effective date of **this**
43 **act** P.L. , c. (C.) (pending before the Legislature as this
44 bill) shall, within 36 months of the effective date of **this act**
45 P.L. , c. (C.) (pending before the Legislature as this bill),
46 satisfactorily complete a training course in recognition and response
47 techniques concerning these disabilities.

1 c. The Police Training Commission shall adopt rules and
2 regulations, pursuant to the "Administrative Procedure Act,"
3 P.L.1968, c.410 (C.52:14B-1 et seq.), to effectuate the purposes of
4 this act.

5 (cf: P.L.2008, c.80, s.4)

6

7 12. Section 7 of P.L.1961, c.56 (C.52:17B-72) is amended to
8 read as follows:

9 a Except as expressly provided in **[this act]** P.L.1961, c.56
10 (C.52:17B-66 et seq.), nothing herein contained shall be deemed to
11 limit the powers, rights, duties or responsibilities of municipal or
12 county governments, nor to affect provisions of Title 11 of the
13 Revised Statutes, provided that a determination by the Civil
14 Service Commission that an individual is eligible for appointment
15 as a law enforcement officer shall not be construed to affect or limit
16 the commission's ability to take any action authorized under P.L.
17 c. (C.) (pending before the Legislature as this bill) with
18 respect to an applicant or licensee.

19 b. Notwithstanding the provisions of any statute, rule,
20 regulation or collective bargaining agreement to the contrary, the
21 commission shall have the sole authority to establish training
22 standards and certification for approved schools, and the licensure
23 requirements for a law enforcement officer as defined in section 2
24 of P.L.1961, c.56 (C.52:17B-67).

25 (cf: P.L.1961, c.56, s.7)

26

27 13. Section 10 of P.L.1961. c.56 (C.52:17B-75) is amended to
28 read as follows:

29 The members of the commission shall receive no salary but all
30 members except those designated in subsection c. of section 5 of
31 this act shall be reimbursed for their reasonable expenses lawfully
32 incurred in the performance of their official functions. The
33 members of the commission who are employed by the State, a
34 county, a municipality or any State, county, or local governmental
35 entity shall not be subject to loss of pay or accrued time due to
36 attending commission meetings or otherwise performing the official
37 commission functions.

38 (cf: P.L.1963, c.81, s.13)

39

40 14. (New section) a. The commission is authorized to establish
41 minimum requirements for an applicant to be appointed as or
42 maintain the status of a licensed law enforcement officer. The
43 applicant shall have the burden of demonstrating to the satisfaction
44 of the commission that the applicant meets all requirements for the
45 issuance of a law enforcement license. The commission shall have
46 the authority to issue a license for employment as a law
47 enforcement officer if an applicant satisfies all licensing
48 requirements. A license issued pursuant to this section shall expire

- 1 three years after its date of issuance, before which time the law
2 enforcement officer shall be required to apply for a license renewal.
3 The requirements for initial licensure shall include, but not be
4 limited to, that an applicant:
- 5 (1) be at least 18 years of age;
 - 6 (2) be a citizen of the United States, if required for the position
7 for which licensure is sought;
 - 8 (3) be at least a high school graduate or have earned a General
9 Educational Development (GED) diploma;
 - 10 (4) be fingerprinted in accordance with the standards established
11 by the commission;
 - 12 (5) have passed a medical examination by a licensed physician,
13 physician assistant, or licensed advanced practice registered nurse,
14 based on specifications established by the commission;
 - 15 (6) have passed a psychological examination by a licensed
16 psychologist or psychiatrist based on specifications established by
17 the commission;
 - 18 (7) be of good moral character as determined by a background
19 investigation conducted under the procedures established by the
20 commission and successfully pass a criminal background records
21 check in accordance with the Prison Rape Elimination Act (PREA),
22 28 C.F.R. 115.317, if applicable;
 - 23 (8) successfully meet and complete all required basic physical
24 and educational training courses as required by the commission;
 - 25 (9) successfully pass a drug screening test as prescribed by the
26 commission;
 - 27 (10) possess a valid driver's license;
 - 28 (11) not have received a dishonorable discharge from military
29 service;
 - 30 (12) successfully complete any probationary period prescribed
31 by the commission;
 - 32 (13) not have been convicted of any of the following:
 - 33 (a) a crime in this State or any other state, territory, country, or
34 of the United States. As used in this paragraph, the term shall
35 include a conviction of an offense which if committed in this State
36 would be deemed a crime under either State or federal law without
37 regard to its designation elsewhere;
 - 38 (b) an act of domestic violence pursuant to P.L.1991, c.261
39 (C.2C:25-17 et seq.);
 - 40 (c) an offense that would preclude an applicant from carrying a
41 firearm as defined by N.J.S.2C:39-1;
 - 42 (d) a disorderly persons offense or petty disorderly persons
43 offense involving dishonesty, fraud, or a lack of good moral
44 character, unless the commission determines the offense to be de
45 minimis in nature or inconsequential to the applicant's ability to
46 meet the standards expected of a law enforcement officer;
 - 47 (e) two or more motor vehicle offenses for operating a motor
48 vehicle while under the influence of drugs or alcohol pursuant to

1 R.S.39:4-50 or two or more motor vehicle offenses for reckless
2 driving pursuant to R.S.39:4-96; or
3 (f) any offense listed in (b) through (e) of this paragraph
4 committed in violation of the laws of another state, territory,
5 country, or the United States;
6 (14)not be the subject of a domestic violence restraining order
7 pursuant to P.L.1991, c.261 (C.2C:25-17 et seq.), an extreme risk
8 protective order, or a temporary extreme risk protective order
9 pursuant to P.L.2018, c.35 (C.2C:58-20 et seq.) issued against the
10 applicant;
11 (15)not be an active member of a group or organization that
12 advocates for, espouses, or promotes:
13 (a) the overthrow of a local, state, or federal government; or
14 (b) discrimination or violence against or hatred or bias toward
15 individuals or groups based on race, creed, color, national origin,
16 ancestry, age, sex, marital status, sexual orientation, gender identity
17 or expression, or any other protected characteristic under the “Law
18 Against Discrimination,” P.L.1945, c.169 (C.10:5-1 et seq.), or
19 knowingly engage in any activity, conduct, or behavior relating to
20 such group or organization with the intent to support, endorse or
21 advocate for, or which the applicant knows or should know will
22 have the effect of supporting, furthering, or advocating for, the
23 goals of such group or organization, where active membership or
24 knowing engagement would undermine public confidence in the
25 ability of the individual law enforcement officer or the employing
26 law enforcement agency to carry out the public safety mission, or
27 where active membership or knowing engagement would cause
28 substantial disruption to proper law enforcement functioning;
29 (16) not have engaged in conduct or behavior in the applicant’s
30 personal or professional life, including, but not limited to, making
31 statements, posting, sharing, or commenting in support of any
32 posting, on social media or otherwise, that demonstrates, espouses,
33 advocates, or supports discrimination or violence against, or hatred
34 or bias toward, individuals or groups based on race, creed, color,
35 national origin, ancestry, age, sex, marital status, sexual orientation,
36 gender identity or expression, or any other protected characteristic
37 under the “Law Against Discrimination,” P.L.1945, c.169 (C.10:5-1
38 et seq.), where the conduct or behavior would undermine public
39 confidence in the ability of the individual law enforcement officer
40 or the employing law enforcement agency to carry out the public
41 safety mission, or where the conduct or behavior would cause
42 substantial disruption to proper law enforcement functioning;
43 (17) provide to the commission and the applicant’s employing
44 law enforcement unit a complete list of all social media accounts
45 maintained by the applicant and grant to the commission and the
46 applicant’s employing law enforcement unit access to all outwardly
47 facing activity and publicly accessible components of the accounts;
48 and

1 (18) pay or cause to be paid any fees, if applicable, established
2 by the commission.

3 b. An applicant for licensure or license renewal shall provide to
4 the commission and the applicant's employing law enforcement unit
5 documented proof, in a form and manner as required by the
6 commission, that the applicant is in compliance with paragraphs (1)
7 through (18) of subsection a. of this section. The commission shall
8 promulgate in its rules and regulations the form, manner and
9 substance of documents required by the commission to provide
10 sufficient proof of the qualifications required by this section.

11 c. Law enforcement officers from jurisdictions outside of New
12 Jersey and federal law enforcement officers applying for licensure
13 in this State shall be required to meet all of the requirements set
14 forth in this section and also shall be required to complete a waiver
15 form that allows the commission and any hiring law enforcement
16 unit to review the officer's internal affairs records from any and all
17 prior law enforcement positions.

18 d. At the discretion of the commission, licenses issued pursuant
19 to this section may serve as authorization for a licensee to serve in
20 one of the following positions, provided the licensee meets the
21 requisite qualifications for that status: a full-time permanent law
22 enforcement officer; a Class One, Class Two, or Class Three special
23 law enforcement officer; or a probationary law enforcement officer.

24 e. A license issued pursuant to this section may be renewed
25 administratively, under terms and conditions established by the
26 commission, without requiring review by the licensing committee
27 pursuant to subsection b. of section 19 of P.L. , c. (C.)
28 (pending before the Legislature as this bill) or conducting a hearing
29 pursuant to section 20 of P.L. , c. (C.) (pending before the
30 Legislature as this bill), if the licensee and the licensee's employing
31 law enforcement unit submit the certifications required pursuant to
32 subsection a. of section 18 of P.L. , c. (C.) (pending before
33 the Legislature as this bill) and if a notice of an employment action
34 concerning the licensee has not been submitted to or is not required
35 to be submitted to the commission in accordance with subsection a.
36 of section 17 of P.L. , c. (C.) (pending before the
37 Legislature as this bill).

38

39 15. (New section) The commission may waive the requirements
40 of subparagraphs (d) and (e) of paragraph (13) of subsection a. of
41 section 14 of P.L. , c. (C.) (pending before the Legislature
42 as this bill) if the applicant demonstrates to the licensing
43 committee's satisfaction that:

44 15. a. the applicant's conviction or convictions occurred
45 five or more years prior to submission of an application for
46 licensure as a law enforcement officer;

47 b. the applicant has taken rehabilitative steps since the
48 applicant's conviction or convictions to become a law-abiding

1 citizen through actions, including but not limited to continuing
2 education, maintaining gainful employment, and having no further
3 convictions; and

4 c. the applicant is currently of good moral character and
5 submits at least three letters of recommendation from members of
6 the applicant's community detailing the applicant's good moral
7 character.

8

9 16. (New section) a. An employing law enforcement unit
10 shall be responsible for the collection, verification, and maintenance
11 of documentation establishing that an applicant meets the minimum
12 qualifications for employment as a law enforcement officer.

13 b. When all of the documentation concerning an applicant is
14 obtained, the employing law enforcement unit shall submit the
15 documentation to the commission for verification and review in a
16 manner prescribed by the commission.

17 c. The commission shall adopt rules and regulations
18 establishing the procedure to submit licensing application
19 documents.

20 d. The commission shall review an applicant's documentation
21 submitted for licensure to determine eligibility for the issuance of a
22 law enforcement license.

23

24 17. (New section) a. The chief of an employing law
25 enforcement unit shall notify the commission in writing, on a form
26 prescribed by the commission, of the following employment actions
27 concerning a law enforcement officer:

28 (1) the date of appointment or employment with the law
29 enforcement unit;

30 (2) the date of separation from appointment or employment with
31 the law enforcement unit, which includes any firing, termination,
32 resignation, retirement, or voluntary or involuntary extended leave
33 of absence;

34 (3) the imposition of any discipline subject to appeal;

35 (4) any suspension of more than five days or 40 hours duration,
36 imposed pending investigation or disciplinary action;

37 (5) any sustained finding that a law enforcement officer used
38 excessive force;

39 (6) any pending criminal charge or conviction of any crime,
40 disorderly persons, petty disorderly persons, or driving while
41 intoxicated offense;

42 (7) any sustained finding that a law enforcement officer is unfit
43 for duty;

44 (8) any sustained finding that the law enforcement officer filed a
45 false report or submitted a false certification in any criminal,
46 administrative, employment, financial, or insurance matter in the
47 officer's professional or personal life;

1 (9) any sustained finding that the law enforcement officer
2 mishandled or destroyed evidence;

3 (10) any sustained finding that the law enforcement officer was
4 untruthful or demonstrated a lack of candor; and

5 (11) any sustained finding that the law enforcement officer is
6 biased against a particular class of people based on race, creed,
7 color, national origin, ancestry, sex, marital status, sexual
8 orientation, gender identity or expression, or any other protected
9 characteristic under the “Law Against Discrimination,” P.L.1945,
10 c.169 (C.10:5-1 et seq.).

11 In addition to the completed form, the employing law
12 enforcement unit shall provide additional supporting information
13 and documentation as may be required by the commission. The
14 employing law enforcement unit shall maintain the original form
15 and submit, or electronically transmit, the information required
16 under this subsection to the commission within two business days
17 of the employment action. Notwithstanding any other provision of
18 law, the completed forms and information submitted to the
19 commission pursuant to this section shall not constitute a public
20 record under P.L.1963, c.73 (C.47:1A-1 et seq.) or any court
21 decision, or a government record subject to access pursuant to
22 P.L.2001, c.404 (C.47:1A-5 et seq.).

23 b. In a case of separation from employment, the employing law
24 enforcement unit shall execute and maintain a form adopted by the
25 commission, setting forth in detail the facts and reasons for the
26 separation. The information contained in the form shall be
27 submitted, or electronically transmitted, to the commission within
28 two business days. If the officer is separated for the officer’s
29 failure to comply with the provisions of P.L. , c. (C.)
30 (pending before the Legislature as this bill), the notice shall specify
31 this. Any law enforcement officer who has separated from
32 employment for cause shall be permitted to respond to the
33 separation, in writing, to the commission, setting forth the facts and
34 reasons for the separation as the officer understands them. The
35 response shall be submitted to the commission within two business
36 days of the separation.

37 c. Before employing a licensed law enforcement officer, a
38 subsequent employing law enforcement unit shall contact the
39 commission to inquire as to the facts and reasons an officer was
40 separated from any previous employing unit. The commission shall,
41 upon request and without prejudice, provide to the subsequent
42 employing law enforcement unit all information that is required
43 under sections a. and b. of this section that is in its possession.
44 Notwithstanding this provision, a law enforcement unit seeking to
45 hire a law enforcement officer shall comply with the provisions of
46 section 1 of P.L.2020, c.52 (C.52:17B-247) and request that
47 officer’s internal affairs and personnel files from the officer’s
48 previous employing law enforcement units.

1 d. Whenever a law enforcement officer voluntarily separates
2 from employment with a law enforcement unit to commence
3 employment at another unit, the chief of the former law
4 enforcement unit shall notify the commission in writing in advance,
5 if possible, but no later than two business days after the officer's
6 departure. Upon separation from employment, the law enforcement
7 officer's license shall be placed on inactive status, unless the
8 commission has previously acted to approve the officer's active
9 status at the new employing law enforcement unit. The chief of that
10 unit shall make application to the commission, in a manner
11 proscribed by the commission, through its regulations, prior to or
12 within two business days of the officer's appointment date to
13 restore the officer's license to active status. The commission shall
14 consider the application and render a decision concerning the
15 reactivation of the officer's license.

16 e. It shall be unlawful for any State, county, or municipal
17 agency, law enforcement unit, or licensed law enforcement officer
18 to enter into any non-disclosure agreement which seeks to conceal
19 or prevent public review of the circumstances under which the
20 officer separated from or was terminated or fired from employment
21 by the law enforcement unit or State, county, or municipal agency.
22

23 18. (New section) a. A law enforcement officer required to
24 renew the officer's license shall submit an application for law
25 enforcement license renewal through the officer's employing law
26 enforcement unit to the commission. The application for law
27 enforcement license renewal shall be on a form adopted by the
28 commission and shall require the law enforcement officer and the
29 chief of the officer's employing law enforcement unit to certify that
30 the officer:

31 (1) is of good moral character as determined by a background
32 investigation conducted under the procedures established by the
33 commission;

34 (2) successfully meets and has completed all commission
35 required physical and educational training courses;

36 (3) has not been convicted of:

37 (a) a crime in this State or any other state, territory, country, or
38 of the United States. As used in this paragraph, the term "convicted
39 of a crime" shall include a conviction of an offense which if
40 committed in this State would be deemed a crime under either state
41 or federal law without regard to its designation elsewhere;

42 (b) an act of domestic violence pursuant to P.L.1991, c.261
43 (C.2C:25-17 et seq.);

44 (c) an offense that would preclude an applicant from carrying a
45 firearm as defined by N.J.S.2C:39-1;

46 (d) a disorderly persons offense or petty disorderly persons
47 offense involving dishonesty, fraud, or a lack of good moral
48 character, unless the commission determines the offense to be de

1 minimis in nature or inconsequential to the applicant's ability to
2 meet the standards expected of a law enforcement officer;

3 (e) two or more motor vehicle offenses for operating a motor
4 vehicle while under the influence of drugs or alcohol pursuant to
5 R.S.39:4-50 or two or more motor vehicle offenses for reckless
6 driving pursuant to R.S.39:4-96; or

7 (f) any offense listed in subparagraph (b) through (e) of this
8 paragraph committed in violation of the laws of another state,
9 territory, country, or the United States.

10 (4) is not an active member of a group or organization that
11 advocates for, espouses or promotes:

12 (a) the overthrow of a local, state or federal government; or

13 (b) discrimination or violence against or hatred or bias toward
14 individuals or groups based on race, creed, color, national origin,
15 ancestry, sex, marital status, sexual orientation, gender identity or
16 expression, or any other protected characteristic under the "Law
17 Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.), and
18 has not knowingly engaged in any activity, conduct, or behavior
19 relating to the group or organization with the intent to support,
20 endorse or advocate for, or which the officer knows or should know
21 will have the effect of supporting, furthering, or advocating for, the
22 goals of the group or organization, where active membership or
23 knowing engagement undermines or tends to undermine public
24 confidence in the ability of the individual law enforcement officer
25 or the employing law enforcement agency to carry out the public
26 safety mission, or where active membership or knowing
27 engagement causes or threatens to cause substantial disruption to
28 proper law enforcement functioning; and

29 (5) has not engaged in conduct or behavior in the officer's
30 personal or professional life, including but not limited to, making
31 statements, posting, sharing, or commenting in support of any
32 posting on social media or otherwise that demonstrates, espouses,
33 advocates or supports discrimination or violence against, or hatred
34 or bias toward individuals or groups based on race, creed, color,
35 national origin, ancestry, sex, marital status, sexual orientation,
36 gender identity or expression, or any other protected characteristic
37 under the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1
38 et seq.), where the conduct or behavior would undermine public
39 confidence in the ability of the individual law enforcement officer
40 or the employing law enforcement agency to carry out the public
41 safety mission, or where the conduct or behavior would cause
42 substantial disruption to proper law enforcement functioning.

43 b. A law enforcement officer who is unable to certify to any
44 item enumerated in subsection a. of this section shall disclose to the
45 commission the reason the officer cannot make the certification.
46 The commission shall consider this information in determining
47 whether the officer's license shall be renewed.

1 c. In addition to the information contained in the law
2 enforcement license renewal application form, the commission may
3 request any additional information it deems relevant to determine
4 whether a law enforcement officer's license should be renewed.
5 The information may include a summary of a law enforcement
6 officer's internal affairs file, or the entire file as the commission
7 deems necessary. An employing law enforcement unit or the law
8 enforcement officer shall provide all additional information
9 requested by the commission.

10 d. The license of a law enforcement officer who is active and in
11 good standing and who has timely submitted a completed renewal
12 application which the commission fails to act upon prior to the
13 license expiration date shall be deemed in force and effect until the
14 time as the commission acts upon the renewal application, provided
15 that nothing in this subsection shall be construed to preclude the
16 commission from exercising the authority provided under section 19
17 of P.L. , c. (C.) (pending before the Legislature as this bill)
18 during that interval or thereafter.

19 e. A person appointed as a permanent law enforcement officer
20 prior to the effective date of P.L. , c. (C.) (pending before
21 the Legislature as this bill) shall apply for a law enforcement
22 license in accordance with subsections a. through c. of this section.
23 The commission shall devise a process and schedule for submission
24 of a law enforcement license application for the officers.
25

26 19. (New section) a. The commission shall have authority to
27 suspend, revoke, place conditions upon, or deny a law enforcement
28 license or otherwise place conditions on the renewal of a law
29 enforcement license to an applicant or law enforcement officer if
30 the applicant or officer has:

31 (1) failed to demonstrate or adhere to the minimum
32 qualifications under section 14 of P.L. , c. (C.)(pending
33 before the Legislature as this bill), or in the rules and regulations of
34 the commission when applying for a license or license renewal. The
35 burden shall be on the applicant or the law enforcement officer to
36 establish that the minimum qualifications are met;

37 (2) knowingly made misleading, deceptive, untrue, or fraudulent
38 representations in the practice of being a law enforcement officer or
39 in any document connected therewith or practiced fraud or deceit or
40 intentionally made any false statement in obtaining a license to be
41 an officer;

42 (3) been convicted of a crime in this State or any other state,
43 territory, country, or of the United States. As used in this
44 paragraph, the term "convicted of a crime" shall include a
45 conviction of an offense which if committed in this State would be
46 deemed a crime under either state or federal law without regard to
47 its designation elsewhere;

1 (4) committed a crime involving moral turpitude, without regard
2 to conviction. The conviction of a crime involving moral turpitude
3 shall be conclusive of the commission of the crime;

4 (5) been convicted of an act of domestic violence as defined by
5 section 1 of P.L.1991, c.261 (C.2C:25-17 et seq.);

6 (6) had the officer's law enforcement license revoked,
7 suspended, or annulled by any lawful certifying or licensing
8 authority, had other disciplinary action taken against the officer by
9 any lawful certifying or licensing authority, or was denied a license
10 by any lawful certifying or licensing authority;

11 (7) engaged in any unprofessional, unethical, deceptive, or
12 deleterious conduct or practice harmful to the public; the conduct or
13 practice need not have resulted in actual injury to any person. As
14 used in this paragraph, the term "unprofessional conduct" shall
15 include any departure from, or failure to conform to, the minimal
16 standards of acceptable and prevailing practice of an officer as
17 prescribed by the commission. As used in this paragraph the term
18 "deceptive conduct" shall include but not be limited to:

19 (a) a sustained finding that a law enforcement officer filed a
20 false report or submitted a false certification in any criminal,
21 administrative, employment, financial, or insurance matter in the
22 professional or personal life of the officer;

23 (b) a sustained finding that the law enforcement officer was
24 untruthful or demonstrated a lack of candor;

25 (c) a sustained finding that the law enforcement officer
26 mishandled or destroyed evidence; or

27 (d) a sustained finding that a law enforcement officer has
28 engaged in conduct demonstrating discrimination, hatred or bias
29 against individuals or groups based on race, creed, color, national
30 origin, ancestry, sex, marital status, sexual orientation, gender
31 identity or expression, or any other protected characteristic under
32 the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et
33 seq.);

34 (8) been adjudged mentally incompetent by a court of competent
35 jurisdiction, within or outside this State;

36 (9) become unable to perform as an officer with reasonable skill
37 and safety to citizens by reason of illness or use of alcohol, drugs,
38 narcotics, chemicals, or any other type of material or as a result of
39 any mental or physical condition;

40 (10) been the subject of a domestic violence restraining order
41 pursuant to P.L.1991, c.261 (C.2C:25-17 et seq.), an extreme risk
42 protective order or a temporary extreme risk protective order
43 pursuant to P.L.2018, c.35 (C.2C:58-20 et seq.) issued against the
44 applicant or officer; or

45 (11) been suspended or discharged by the officer's employing
46 law enforcement unit for disciplinary reasons.

47 b. The commission shall establish a licensing committee to
48 assist it in exercising the authority provided under this act,

1 including duties with respect to law enforcement officer licensing
2 as set forth in subsection c. of section 9 of P.L. , c. (C.)
3 (pending before the Legislature as this bill) and this section,
4 including but not limited to, making recommendations for licensure
5 to be considered by the full commission. The composition,
6 membership, terms of membership, and procedures applicable to the
7 function and operations of the licensing committee shall be
8 determined by the commission, provided that the membership of the
9 licensing committee shall include the Attorney General's designee
10 and no less than one public member.

11 c. If the commission finds, based on its own review or a
12 recommendation of the licensing committee, that any person has
13 engaged in the conduct described in subsection a. of this section,
14 the commission may take any of the following actions:

- 15 (1) deny a license to an applicant;
- 16 (2) suspend any license for a definite period;
- 17 (3) place limitations or restrictions on a license;
- 18 (4) revoke a license;
- 19 (5) condition a penalty, or withhold formal disposition, upon the
20 officer's completing care, counseling, or treatment, as directed by
21 the commission; or
- 22 (6) place the officer's license on inactive status.

23 d. In addition to and in conjunction with the foregoing actions,
24 the commission may make a finding adverse to the applicant or law
25 enforcement officer, but withhold imposition of judgment or it may
26 impose the judgment but suspend enforcement thereof and place the
27 officer on probation, which may be vacated upon noncompliance
28 with reasonable terms as the commission may impose.

29 e. In its discretion, the commission may restore and reissue a
30 license issued under this act and, as a condition thereof, may
31 impose any corrective measure prescribed by the commission.

32 f. Any decision to revoke, suspend, or deny licensure or
33 license renewal shall be accompanied by a written statement in a
34 form to be prescribed by the commission.

35 g. Decisions of the commission authorized under this section
36 shall be final agency decisions subject to appeal to the Superior
37 Court.

38

39 20. (New section) a. In all situations where a law enforcement
40 officer has been convicted of an offense set forth in subparagraph
41 (a), (b), or (c) of paragraph (13) of subsection a. of section 14 of
42 P.L. . , c. (C.) (pending before the Legislature as this bill),
43 the commission shall revoke a law enforcement officer's license or
44 deny the issuance of a license to an applicant.

45 b. Except as provided in section a. of this section, in all
46 situations involving application of the authority of the commission
47 set forth in section 19 of P.L. , c. (C.) (pending before the
48 Legislature as this bill), the law enforcement officer shall, if

1 requested by the officer, be entitled to a hearing in a manner
2 prescribed in this subsection and in regulations as may be
3 promulgated by the commission:

4 (1) The licensing committee may hear the matter or refer the
5 matter to a hearing officer for fact finding and a recommended
6 disposition;

7 (2) If the matter is referred to a hearing officer, the officer shall
8 conduct a hearing and provide a written report to the licensing
9 committee detailing the facts revealed and providing a
10 recommended disposition; and

11 (3) The licensing committee shall review the hearing officer's
12 report, vote on the proposed disposition, and make a
13 recommendation to the full commission, which shall render a
14 decision in writing to the law enforcement officer, or any other
15 party participating in the hearing.

16 c. Any ruling adverse to the law enforcement officer or any
17 party participating in the hearing may be appealed to the Superior
18 Court within 45 days of receipt of the commission's decision on
19 appeal. Absent an appeal to the Superior Court, all findings of the
20 commission shall become final upon the expiration of the appeal
21 deadline. Upon review on appeal to the Superior Court, the
22 commission's decisions shall be upheld unless the court finds the
23 commission's decision was arbitrary, capricious, or unreasonable,
24 or the record was unsupported by substantial credible evidence.

25 d. The commission shall promulgate rules and regulations
26 detailing the manner of the hearing and appeal process. The
27 processes shall include, but not be limited to, the manner in which a
28 hearing and appeal are initiated and the manner in which the
29 hearing shall be conducted.

30

31 21. (New section) a. The commission shall, by regulation,
32 require all law enforcement officers, as a condition of continued
33 employment or appointment as an officer, to receive periodic
34 commission-approved continuing officer education training. The
35 training or education shall be mandated and prescribed by the
36 commission. Every law enforcement unit shall provide a reasonable
37 opportunity for its officers to complete training.

38 b. The law enforcement officer shall submit proof of all
39 required training to the chief of the officer's employing law
40 enforcement unit, who shall in turn, submit the documentation to
41 the commission in a manner to be proscribed by the commission's
42 regulations.

43

44 22. (New section) a. The commission shall, by rule or
45 regulation, establish, prescribe, or modify fees for training or other
46 services provided by the commission pursuant to the provisions of
47 this act. The fees may include, but are not limited to, fees for
48 academy recruits and fees for each academy. Any fees established

1 pursuant to this subsection shall be dedicated to the costs of
2 providing the training or other services provided by the
3 commission, as the case may be.

4 b. The commission may, by rule or regulation, establish,
5 prescribe, or modify fees for application for and issuance of an
6 initial license pursuant to the provisions of this act for applicants or
7 law enforcement officers not employed as full-time sworn members
8 of any State, county, or municipal law enforcement agency or
9 department or division of those governments on the effective date
10 of this act, provided that a fee may not be charged for application
11 for and issuance of initial licenses for law enforcement officers
12 employed as full-time sworn members of any State, county, or
13 municipal law enforcement agency, department, or division of those
14 governments on the effective date of this act, or for application for
15 and issuance of law enforcement license renewals for law
16 enforcement officers employed as full-time sworn members of any
17 State, county, or municipal law enforcement agency, department, or
18 division of those governments on or after the effective date of this
19 act.

20 c. The commission shall be authorized to accept payment of
21 fees established pursuant to this section from an applicant or
22 licensee or on behalf of an applicant or licensee from a law
23 enforcement unit employing or proposing to employ the applicant
24 or officer, from any other governmental entity, or from funds made
25 available by the State for this purpose.

26
27 23. (New section) There is hereby appropriated from the General
28 Fund to the Department of Law and Public Safety the sum of
29 \$6,000,000 to carry out the purposes of this act for the fiscal period
30 ending June 30, 2023.

31
32 24. The following sections are repealed:
33 Section 5 of P.L.1988, c.176 (C.52:17B-68.1);
34 Section 3 of P.L.1967, c.252 (C.52:17B-71.1); and
35 5-71.7).

36
37 25. This act shall take effect on the first day of the eighteenth
38 month after enactment, however the provisions of paragraph (2) of
39 subsection o. of section 8 shall take effect immediately. The Police
40 Training Commission may take such anticipatory actions in advance
41 of that date as may be necessary to effectuate the provisions of this
42 act.

43
44

45 STATEMENT

46
47 This bill concerns the licensing of law enforcement officers and
48 appropriates \$6 million.

1 Under the provisions of this bill, a person is not to be employed
2 as a law enforcement officer in this State unless the person holds a
3 valid, active license issued in accordance with the bill's provisions.

4 The Police Training Commission (PTC) is required to establish
5 the process by which law enforcement officers are to be licensed
6 and implement that process. Under the bill, the membership of the
7 PTC is expanded to include two additional public members and a
8 member of the State Troopers Fraternal Association of New Jersey.

9 The bill provides that the PTC is vested with the power,
10 responsibility, and duty to prescribe minimum standards for the
11 licensure for law enforcement officers; establish a licensure
12 application process for law enforcement officers and establish and
13 implement procedures and criteria for license renewal, suspension,
14 revocation, or denial; and to perform, through the licensing
15 committee, certain activities related to law enforcement officer
16 licensing.

17 Under the bill, the PTC is to establish a licensing committee to
18 assist it in exercising the authority provided under the bill,
19 including but not limited to, making recommendations for licensure
20 to be considered by the full commission. The membership of the
21 licensing committee is to include the Attorney General's designee
22 and at least one public member.

23 The bill sets forth specific requirements for initial licensure. A
24 license issued under the bill expires three years after its date of
25 issuance, before which time the law enforcement officer is required
26 to apply for a license renewal.

27 A law enforcement officer that is required to renew the officer's
28 license is to submit an application through the officer's employing
29 law enforcement unit to the PTC. The law enforcement officer and
30 the chief of the employing law enforcement unit are required to
31 certify that the officer meets certain requirements.

32 The employing law enforcement unit is required to notify the
33 PTC of certain employment actions regarding a law enforcement
34 officer. Under the bill, the PTC has the authority to suspend,
35 revoke, place conditions upon, or deny a law enforcement officer
36 license or place conditions on the renewal of a license under certain
37 circumstances.

38 The bill provides that the PTC is required to revoke or deny a
39 license whenever a law enforcement officer or applicant is
40 convicted of a crime, an act of domestic violence, or an offense that
41 would preclude the officer or applicant from carrying a firearm. In
42 all other instances the law enforcement officer is entitled to a
43 hearing. Under the bill, decisions of the PTC are final agency
44 decisions subject to appeal to the Superior Court.

45 In addition, the bill provides that the commission may establish
46 or prescribe fees for training or other services provided by the PTC.
47 However, current law enforcement officers are not to be charged
48 application or licensing fees when applying for a license.

S2742 GREENSTEIN, SINGLETON

26

1 Finally, the bill appropriates \$6 million from the General Fund to
2 the Department of Law and Public Safety to carry out the bill's
3 purposes.

SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

SENATE, No. 2742

STATE OF NEW JERSEY

DATED: JUNE 13, 2022

The Senate Law and Public Safety Committee reports favorably Senate Bill No. 2742.

As reported by the committee, this bill concerns the licensing of law enforcement officers and appropriates \$6 million.

Under the provisions of this bill, a person is not to be employed as a law enforcement officer in this State unless the person holds a valid, active license issued in accordance with the bill's provisions.

The Police Training Commission (PTC) is required to establish the process by which law enforcement officers are to be licensed and implement that process. Under the bill, the membership of the PTC is expanded to include two additional public members and a member of the State Troopers Fraternal Association of New Jersey.

The bill provides that the PTC is vested with the power, responsibility, and duty to prescribe minimum standards for the licensure for law enforcement officers; establish a licensure application process for law enforcement officers and establish and implement procedures and criteria for license renewal, suspension, revocation, or denial; and to perform, through the licensing committee, certain activities related to law enforcement officer licensing.

Under the bill, the PTC is to establish a licensing committee to assist it in exercising the authority provided under the bill, including but not limited to, making recommendations for licensure to be considered by the full commission. The membership of the licensing committee is to include the Attorney General's designee and at least one public member.

The bill sets forth specific requirements for initial licensure. A license issued under the bill expires three years after its date of issuance, before which time the law enforcement officer is required to apply for a license renewal.

A law enforcement officer that is required to renew the officer's license is to submit an application through the officer's employing law enforcement unit to the PTC. The law enforcement officer and the chief of the employing law enforcement unit are required to certify that the officer meets certain requirements.

The employing law enforcement unit is required to notify the PTC of certain employment actions regarding a law enforcement officer. Under the bill, the PTC has the authority to suspend,

revoke, place conditions upon, or deny a law enforcement officer license or place conditions on the renewal of a license under certain circumstances.

The bill provides that the PTC is required to revoke or deny a license whenever a law enforcement officer or applicant is convicted of a crime, an act of domestic violence, or an offense that would preclude the officer or applicant from carrying a firearm. In all other instances the law enforcement officer is entitled to a hearing. Under the bill, decisions of the PTC are final agency decisions subject to appeal to the Superior Court.

In addition, the bill provides that the commission may establish or prescribe fees for training or other services provided by the PTC. However, current law enforcement officers are not to be charged application or licensing fees when applying for a license.

Finally, the bill appropriates \$6 million from the General Fund to the Department of Law and Public Safety to carry out the bill's purposes.

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

SENATE COMMITTEE SUBSTITUTE FOR SENATE, No. 2742

STATE OF NEW JERSEY

DATED: JUNE 27, 2022

The Senate Budget and Appropriations Committee reports favorably a Senate Committee Substitute for Senate Bill No. 2742.

This committee substitute concerns the licensing of law enforcement officers and appropriates \$6 million.

Under the provisions of this committee substitute, a person is not to be employed as a law enforcement officer in this State unless the person holds a valid, active license issued in accordance with the committee substitute's provisions.

The Police Training Commission (PTC) is required to establish the process by which law enforcement officers are to be licensed and implement that process. Under the committee substitute, the membership of the PTC is expanded to include two additional public members and a member of the State Troopers Fraternal Association of New Jersey.

The committee substitute provides that the PTC is vested with the power, responsibility, and duty to: prescribe minimum standards and requirements for the licensure for law enforcement officers and to maintain the status of a licensed law enforcement officer; establish a licensure process and applicable criteria for license issuance, renewal, suspension, revocation, or denial; and to perform or cause to be performed through the licensing committee certain activities related to law enforcement officer licensing.

Under the committee substitute, the PTC is to establish a licensing committee to assist in exercising the authority provided under the committee substitute, including certain duties with respect to law enforcement officer licensing. The membership of the licensing committee is to include, but is not limited to, the Attorney General's designee and no less than one public member.

The committee substitute sets forth specific requirements for an initial license and a probationary license. The PTC has the authority to issue a license for employment as a law enforcement officer if an applicant satisfies all licensing requirements. The committee substitute requires the PTC to deny an application for a license if the applicant or officer is convicted of a crime, an act of domestic violence, or an offense that would preclude the applicant or officer from carrying a firearm. A license issued under the committee substitute expires three years after its date of issuance, before which

time the law enforcement officer is required to apply for a license renewal.

A law enforcement officer that is required to renew the officer's license or a person appointed as a permanent law enforcement officer prior to the committee substitute's effective date is to submit an application through the officer's employing law enforcement unit to the PTC. The law enforcement officer and the chief law enforcement officer of the employing law enforcement unit are required to certify that the officer meets certain requirements.

The committee substitute further provides that the employing law enforcement unit is required to notify the PTC of certain employment actions regarding a law enforcement officer.

In addition, under the committee substitute, the PTC also has the authority to impose certain adverse license actions if a law enforcement officer engages in certain conduct. If the PTC finds that the officer has engaged in the enumerated conduct, the PTC can take any of the following adverse license actions: suspend the license for a definite period; place limitations or restrictions on a license; revoke a license, condition a penalty or withhold formal disposition upon the officer's completing care, counseling, or treatment, as directed by the commission; or place the officer's license on inactive status.

The committee substitute requires the PTC to revoke a law enforcement officer's license if the officer is convicted of a crime, an act of domestic violence, or an offense that would preclude the officer from carrying a firearm.

Under the committee substitute, with certain exceptions, in all situations involving the imposition of an adverse license action by the commission or the denial of an initial or renewal license, the law enforcement officer is entitled to a hearing, if requested by the officer.

The committee substitute provides that any ruling of the commission adverse to the law enforcement officer or any party participating in the hearing may be appealed to the Superior Court within 45 days of receipt of the commission's decision. Upon review on appeal to the Superior Court, the commission's decision is to be upheld unless the court finds the commission's decision was arbitrary, capricious, or unreasonable, or the record was unsupported by substantial credible evidence.

In addition, the committee substitute provides that the commission may establish or prescribe fees for training or other services provided by the PTC. Under the committee substitute, current law enforcement officers are not to be charged application or licensing fees when applying for a license.

Finally, the committee substitute appropriates \$6 million from the General Fund to the Department of Law and Public Safety to carry out the bill's purposes.

FISCAL IMPACT:

Fiscal information for this bill is currently unavailable.

LEGISLATIVE FISCAL ESTIMATE
SENATE COMMITTEE SUBSTITUTE FOR
SENATE, No. 2742
STATE OF NEW JERSEY
220th LEGISLATURE

DATED: JULY 5, 2022

SUMMARY

Synopsis: Concerns licensing of law enforcement officers; appropriates \$6 million.

Type of Impact: Annual State and local expenditure increases. State revenue increase.

Agencies Affected: Department of Law and Public Safety; The Judiciary; Law Enforcement Statewide.

Office of Legislative Services Estimate

Fiscal Impact	<u>FY 2023</u>	<u>FY 2024 and Thereafter</u>
State Cost Increase	Up to \$6 Million	Indeterminate
State Revenue Increase	None	Indeterminate
Local Expenditure Increase	None	Indeterminate

- The Office of Legislative Service (OLS) determines this bill will lead to indeterminate salary and non-salary expenditures for the Police Training Commission (PTC) to establish a Statewide licensure process for certain law enforcement officers. The bill provides an initial appropriation of \$6 million, and there will be on-going annual salary and non-salary costs to the PTC and costs associated with appeals in the Superior Court in future years.
- The bill requires the PTC to prescribe minimum standards for the licensure for law enforcement officers; establish a licensure application process for law enforcement officers; establish and implement procedures and criteria for license renewal, suspension, revocation, or denial; and perform, through a licensing committee, certain activities related to law enforcement officer licensing.
- The bill establishes that the license would be valid for three years.
- The OLS estimates there would be an indeterminate State revenue increase from the bill's provision requiring the PTC to establish or prescribe fees for training or other services provided

by the commission; however, current law enforcement officers are excluded from fees when obtaining a license.

BILL DESCRIPTION

The bill requires the licensing of law enforcement officers and appropriates \$6 million.

Under the bill, the PTC prescribes minimum standards for the licensure for law enforcement officers; establishes a licensure application process for law enforcement officers; establishes and implements procedures and criteria for license renewal, suspension, revocation, or denial; and perform, through a licensing committee, certain activities related to law enforcement officer licensing. The license would be valid for three years.

Under the bill, the PTC has the authority to suspend, revoke, place conditions upon, or deny a law enforcement officer license or place conditions on the renewal of a license under certain circumstances. Under the bill, decisions of the PTC are final agency decisions subject to appeal in the Superior Court.

The bill provides that the PTC may establish or prescribe fees for training or other services provided by the commission. However, current law enforcement officers are not to be charged application or licensing fees when applying for a license.

Finally, the bill appropriates \$6 million in the first year to the Department of Law and Public Safety to carry out the bill's purposes.

FISCAL ANALYSIS

EXECUTIVE BRANCH

According to information provided by a representative with the Department of Law and Public Safety (DLPS), the DLPS projected the need for a State appropriation of \$5.935 million in FY 2023, \$6.2 million in FY 2024, \$6.3 million in FY 2025, and \$6.6 million in FY 2026. In FY 2024 the DLPS estimates that anticipated revenue including an annual State appropriation would offset the increased expenditures.

According to the DLPS, the \$6 million appropriation in the first year would expand the number of PTC employees to 46, a growth of 36 employees, including two part time hearing officers, two Division of Law attorneys, as well as fund employee benefits, and non-salary needs such as equipment, vehicles, and other supplies. In FY 2023, the DLPS anticipates zero licensing fees being collected due to the time needed to enact and implement the requirements of the bill during the first year. Beginning in FY 2024, the department estimates revenues may collected from certain academy recruits and academy certification fees, which when added to the State appropriation would total \$6.270 million.

OFFICE OF LEGISLATIVE SERVICES

The OLS determines this bill will lead to indeterminate salary and non-salary expenditures for the PTC to establish a Statewide licensure process for certain law enforcement officers. The bill provides an initial appropriation of \$6 million, and there will be on-going annual salary and non-salary costs to the PTC and costs associated with appeals in the Superior Court in future years.

Expenditures - The PTC, currently budgeted for under the Division of Criminal Justice in the DLPS, is responsible for the education curriculum of law enforcement officers Statewide. Under this bill, the OLS estimates the PTC's workload will increase as the responsible agency to establish a Statewide licensure system for over 30,600 law enforcement officers, through which the PTC will promulgate and apply uniform standards of professional conduct by law enforcement officers, establish minimum standards for licensure, review and take action on initial and renewal applications of applicants and law enforcement officers and applicants who meet those standards, and deny, revoke, or suspend licenses due to failure to meet or maintain those standards.

Information provided by the DLPS, estimates the implementation of this bill to approximately \$6 million annually for salary and non-salary expenditures for PTC to establish a Statewide licensure process for certain law enforcement officers. The DLPS indicated the PTC would expand the number of PTC employees to 46, a growth of 36 employees. The OLS concurs with a portion of the DLPS estimate as the bill will expand the duties of the PTC; however, concludes that the DLPS estimate includes existing State employees. According to information provided by the DLPS, the PTC has 10 funded employees currently, with another four positions supporting the PTC funded through the Division of Criminal Justice. An additional 11 employees are pending and in the process of being hired, prior to the enactment of this bill. The OLS estimates that the initial cost to fund the provisions of the bill should exclude the 25 current and pending employees should not include the DLPS estimate.

The provisions in the bill indicate that the PTC will be responsible for appeals; however, decisions of the PTC are final agency decisions are subject to appeal in the Superior Court.

State Revenue – The OLS estimates that based on the bill's provisions, the PTC will establish or prescribe fees for training or other services provided by the commission; however, current law enforcement officers are excluded from any licensing fees.

According to the DLPS, in FY 2023, the department anticipates zero licensing fees being collected due to the time needed to enact and implement the requirements of the bill during the first year. Beginning in FY 2024, the department estimates fees may be considered, which when added to an annual State appropriation would offset the PTC's expenditures estimated between \$6 to \$7 million annually.

Police Training Commission Background

The PTC, under the authority of the Police Training Act, is responsible for the development and certification of basic training courses for county and local police, sheriffs' officers, State and county investigators, State and county corrections officers, juvenile detention officers, and a number of other law enforcement positions, as well as several instructor development courses.

According to New Jersey Administrative Code, law enforcement agencies (State, county, municipal, or a combination), institutions of higher learning, or government agencies (State, county, or municipal) are eligible to apply to the PTC for certification to operate a school.

According to the PTC website, the following is a list of the sixteen established academies in New Jersey:

- Atlantic County Police Training Center
- Bergen County Law and Public Safety Institute Police, Fire, and EMS Academies
- Camden County College Police Academy
- Cape May County Police Academy
- Division of Criminal Justice Training Academy
- Essex County College Public Safety Academy
- Gloucester County Police Academy

- Hudson County Public Safety Training Center
- Juvenile Justice Commission Training Academy
- Mercer County Police Academy
- Monmouth County Police Academy
- Morris County Public Safety Training Academy
- New Jersey Department of Corrections Training Academy
- Ocean County Police Academy
- Passaic County Police Academy
- John H. Stamler Police Academy (Union County)

Section: Law and Public Safety

*Analyst: Kristin Brunner Santos
Lead Fiscal Analyst*

*Approved: Thomas Koenig
Legislative Budget and Finance Officer*

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

ASSEMBLY, No. 4194

STATE OF NEW JERSEY 220th LEGISLATURE

INTRODUCED JUNE 2, 2022

Sponsored by:

Assemblywoman VERLINA REYNOLDS-JACKSON

District 15 (Hunterdon and Mercer)

Assemblyman BENJIE E. WIMBERLY

District 35 (Bergen and Passaic)

Assemblyman WILLIAM W. SPEARMAN

District 5 (Camden and Gloucester)

Co-Sponsored by:

Assemblywoman McKnight

SYNOPSIS

Concerns licensing of law enforcement officers; appropriates \$6 million.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 6/2/2022)

A4194 REYNOLDS-JACKSON, WIMBERLY

2

1 AN ACT concerning licensing of law enforcement officers by the
2 Police Training Commission, amending, supplementing, and
3 repealing various parts of the statutory law, and making an
4 appropriation.

5

6 **BE IT ENACTED** by the Senate and General Assembly of the State
7 of New Jersey:

8

9 1. Section 1 of P.L.1961, c.56 (C.52:17B-66) is amended to
10 read as follows:

11 1. The Legislature of New Jersey hereby finds and declares that
12 a serious need for improvement in the administration of local and
13 county law enforcement exists in order to better protect the health,
14 safety and welfare of its citizens; that police work, a basic adjunct
15 of law enforcement administration, is professional in nature, and
16 requires proper educational and clinical training in a State whose
17 population is increasing in relation to its physical area, and in a
18 society where greater reliance on better law enforcement through
19 higher standards of efficiency is of paramount need; that the present
20 need for improvement can be substantially met by the creation of a
21 compulsory educational and training program for persons who seek
22 to become permanent law enforcement officers wherein such
23 persons will be required, while serving in a probationary capacity
24 prior to permanent appointment, to receive efficient training in this
25 profession provided at facilities selected, approved and inspected
26 by a commission created for such purpose; and that by qualifying
27 and becoming proficient in the field of law enforcement such
28 persons shall individually and collectively better insure the health,
29 safety and welfare of the citizens of this State in their respective
30 communities.

31 The Legislature further finds and declares that, in addition to
32 providing proper educational and clinical training to law
33 enforcement officers in this State, it is also important, in order to
34 help protect the health, safety, and welfare of its citizens, that
35 appropriately-situated State authorities are accorded the ability and
36 responsibility to monitor and take appropriate action against any
37 law enforcement officer who acts outside the bounds of
38 professionalism or engages in illegal or improper conduct.
39 Professional licensure provides the means to help ensure that those
40 individuals who serve as law enforcement officers in this State
41 uphold the public trust by meeting and maintaining appropriately
42 high standards of training and professionalism, in qualifying for the
43 positions, and in performing the duties. Therefore, it is necessary
44 and appropriate to establish a Statewide licensure system, through
45 which the Police Training Commission will promulgate and apply

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.

1 uniform standards of professional conduct by law enforcement
2 officers, establish minimum standards for licensure, review and take
3 action on initial and renewal applications of applicants and law
4 enforcement officers and applicants who meet those standards, and
5 deny, revoke, or suspend licenses due to failure to meet or maintain
6 those standards.
7 Nothing in this act is intended to limit in any manner the powers
8 and authority granted to the Attorney General as the chief law
9 enforcement officer of the State pursuant to the Criminal Justice
10 Act of 1970, P.L.1970, c.74 (C.52:17B-97 et seq.).

11 (cf: P.L.1965, c.8, s.1)

12

13 2. Section 2 of P.L.1961, c.56 (C.52:17B-67) is amended to
14 read as follows:

15 2. As used in this act:

16 “Applicant” means an individual who applies to the Police
17 Training Commission to become licensed as a law enforcement
18 officer in accordance with P.L. , c. (C.) (pending before the
19 Legislature as this bill).

20 "Approved school" shall mean a school approved and authorized
21 by the Police Training Commission to give police training courses
22 or a training course for State and county correctional police officers
23 and juvenile detention officers as prescribed in this act.

24 "Commission" shall mean the Police Training Commission or
25 officers or employees thereof acting on its behalf.

26 "County" shall mean any county which within its jurisdiction has
27 or shall have a law enforcement unit as defined in this act.

28 “Discipline subject to appeal” means a removal, disciplinary
29 demotion, suspension, or fine of more than five days, or fewer
30 where the aggregate number of days the employee was suspended
31 or fined in any one calendar year is 15 or more days or where the
32 employee received more than three suspensions or fines of five days
33 or fewer in one calendar year.

34 “Law enforcement officer” means any person who is employed
35 as a sworn member of any State, county, or municipal law
36 enforcement agency, department, or division of those governments
37 who is statutorily empowered to act for the detection, investigation,
38 arrest, conviction, detention, or rehabilitation of persons violating
39 the criminal laws of the State. This term shall include, but is not
40 limited to, sworn members of the New Jersey State Police, the
41 Division of Criminal Justice, and the Juvenile Justice Commission;
42 State correctional police officers pursuant to section 1 of P.L.1968,
43 c.427 (C.2A:154-4); county correctional police officers pursuant to
44 N.J.S.2A:154-3; State Parole officers pursuant to section 1 of
45 P.L.1968, c.427 (C.2A:154-4); special law enforcement officers of
46 all classes pursuant to P.L.1985, c.439 (C.40A:14-146.8 et seq.);
47 humane law enforcement officers appointed pursuant to section 25
48 of P.L.2017, c.331 (C.4:22-14.1) or section 28 of P.L.2017, c.331

1 (C.4:22-14.4); and campus police officers appointed pursuant to
2 P.L.1970, c.211 (C.18A:6-4.2 et seq.).

3 "Law enforcement unit" shall mean any **【**police force or
4 organization in a municipality or county which has by statute or
5 ordinance the responsibility of detecting crime and enforcing the
6 general criminal laws of this**】** State, county or municipal law
7 enforcement agency, department, or division of such government
8 that is statutorily empowered to act for the detection, investigation,
9 arrest, conviction, detention, or rehabilitation of persons violating
10 the criminal laws of the State, and shall include all agencies that
11 employ law enforcement officers as defined in this section.

12 "Licensing committee" means the committee established by the
13 Police Training Commission to perform duties with respect to law
14 enforcement officer licensing as set forth in subsection c. of section
15 9 of P.L. , c. (C.) (pending before the Legislature as this
16 bill).

17 "Municipality" shall mean a city of any class, township, borough,
18 village, **【**camp meeting association,**】** or any other type of
19 municipality in this State which, within its jurisdiction, has or shall
20 have a law enforcement unit as defined in this act.

21 "Permanent appointment" shall mean an appointment having
22 permanent status as a **【**police**】** law enforcement officer in a law
23 enforcement unit as prescribed by Title 11A of the New Jersey
24 Statutes, Civil Service Commission Rules and Regulations, or of
25 any other law of this State, municipal ordinance, or rules and
26 regulations adopted thereunder.

27 **【**"Police officer" shall mean any employee of a law enforcement
28 unit, including sheriff's officers and county investigators in the
29 office of the county prosecutor, other than civilian heads thereof,
30 assistant prosecutors and legal assistants, persons appointed
31 pursuant to the provisions of R.S.40:47-19, persons whose duties do
32 not include any police function, court attendants, State and county
33 correctional police officers, juvenile correctional police officers,
34 and juvenile detention officers.**】**

35 "Police training course" means a training course approved by the
36 Police Training Commission and conducted at an approved school.

37 "Probationary law enforcement license" means a license issued
38 by the Police Training Commission to a person appointed by a law
39 enforcement unit on a probationary or temporary basis which
40 authorizes the person to perform the functions of a permanent law
41 enforcement officer during the person's probationary or temporary
42 appointment term.

43 (cf: P.L.2019, c.219, s.8)

44
45 3. Section 3 of P.L.1961, c.56 (C.52:17B-68) is amended to
46 read as follows:

1 3. a. Every **【municipality and 】** State, county, and municipal
2 agency, with the exception of the New Jersey State Police, that
3 employs law enforcement officers as defined in section 2 of
4 P.L.1961, c.56 (C.52:17B-67), as applicable, shall authorize
5 attendance at an approved school by persons holding a probationary
6 appointment as a **【police】** law enforcement officer, and every
7 **【municipality and county】** agency shall require that no person shall
8 hereafter be given or accept a permanent appointment as a **【police】**
9 law enforcement officer unless such person has successfully
10 completed a police training course at an approved school; provided,
11 however, that the commission may, in its discretion, except from
12 the requirements of this section any person who demonstrates to the
13 commission's satisfaction that **【he】** the person has successfully
14 completed a police training course conducted by any Federal, State
15 or other public or private agency, the requirements of which are
16 substantially equivalent to the requirements of this act.

17 b. A **【police】** law enforcement officer who is terminated from
18 an agency for reasons of economy or efficiency shall be granted an
19 exemption or waiver from retaking the basic training course if,
20 within **【five】** three years from the date of termination, the **【police】**
21 law enforcement officer is appointed to a similar law enforcement
22 position in another agency or is reemployed by the agency from
23 which **【he】** the officer was terminated.

24 (cf: P.L.2011, c.158, s.1)

25
26 4. Section 4 of P.L.1961, c.56 (C.52:17B-69) is amended to
27 read as follows:

28 4. a. Notwithstanding the provisions of R.S.11:2-6, a
29 probationary or temporary appointment as a **【police】** law
30 enforcement officer may be made for a total period not exceeding
31 one year for the purpose of enabling a person seeking permanent
32 appointment to take a police training course as prescribed in this
33 act, provided, however, that the time period may exceed one year
34 for those persons enrolled prior to the one-year limit in a police
35 training course scheduled to end subsequent to the one-year limit,
36 and for those persons who, prior to the one-year limit, have been
37 scheduled to attend a police training course which commences
38 subsequent to the one-year limit. In no case shall any extension
39 granted for the reasons herein listed exceed six months. Every
40 person holding such a probationary or temporary appointment shall
41 enroll in a police training course, and such appointee shall be
42 entitled to a leave of absence with pay during the period of the
43 police training course.

44 b. A person holding a probationary or temporary appointment
45 on the effective date of P.L. , c. (C.) (pending before the
46 Legislature as this bill) shall not be permitted to continue in the
47 probationary or temporary appointment beyond one year after the

1 effective date of P.L. , c. (C.) (pending before the
2 Legislature as this bill) unless the person enrolls in or completes a
3 basic training course approved by the commission.

4 c. A person appointed on a probationary or temporary basis on
5 or after the effective date of P.L. , c. (C.) (pending before
6 the Legislature as this bill) shall not perform the functions or duties
7 of a permanently appointed law enforcement officer unless the
8 person completes a basic training course approved by the
9 commission. Upon successful completion of the basic training
10 course, a person appointed on a probationary or temporary basis on
11 or after the effective date of P.L. , c. (C.) (pending before
12 the Legislature as this bill) shall receive from the commission a
13 one-year probationary law enforcement license, as defined in
14 section 2 of P.L.1961, c.56 (C.52:17B-67), and the person shall be
15 permitted to perform full police functions or duties during the
16 person's probationary or temporary appointment.

17 d. Upon successful completion of a probationary or temporary
18 appointment, a person may apply for licensure as a permanent law
19 enforcement officer in a manner prescribed by the commission
20 pursuant to P.L. , c. (C.) (pending before the Legislature as
21 this bill).

22 (cf: P.L.1998, c.146, s.1)

23

24 5. Section 2 of P.L.1998, c.146 (C.52:17B-69.1) is amended to
25 read as follows:

26 2. a. A person who does not hold a probationary or temporary
27 appointment as a **[police]** law enforcement officer, but who is
28 seeking such an appointment may enroll in a police training course
29 provided that person:

30 (1) meets the general qualifications for a police officer set forth
31 in N.J.S.40A:14-122 and such other qualifications as the
32 commission may deem appropriate; and

33 (2) applies to and is accepted by a commission approved school
34 for admission to a police training course.

35 The person may be charged a fee by the commission or approved
36 school, as the case may be, not exceeding that which the
37 commission approved school charges a governmental employer for
38 the training of an employee holding a probationary or temporary
39 appointment.

40 An appointing authority may, at its discretion, reimburse a
41 person who has completed a police training course pursuant to this
42 section for all or part of the costs of training.

43 b. The commission, in accordance with the provisions of the
44 "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et
45 seq.), shall promulgate rules and regulations to effectuate the
46 purposes of this section.

47 (cf: P.L.1998, c.146, s.2)

1 6. Section 3 of P.L.1998, c.146 (C.52:17B-69.2) is amended to
2 read as follows:

3 3. A person who completes a police training course pursuant to
4 section 2 of P.L.1998, c.146 (C.52:17B-69.1) shall only be eligible
5 for appointment as a permanent full-time member of a **【**police
6 department or force**】** law enforcement unit or as a Class Two
7 Special Law Enforcement Officer pursuant to section 4 of P.L.1985,
8 c.439 (C.40A:14-146.11).
9 (cf: P.L.1998, c.146, s.3)

10

11 7. Section 5 of P.L.1961, c.56 (C.52:17B-70) is amended to
12 read as follows:

13 5. There is hereby established in the Division of Criminal
14 Justice in the Department of Law and Public Safety a Police
15 Training Commission whose membership shall consist of the
16 following persons:

17 a. **【Two】** Four citizens of this State who shall be appointed by
18 the Governor with the advice and consent of the Senate for terms of
19 three years **【**commencing with the expiration of the terms of the
20 citizen members, other than the representative of the New Jersey
21 Office of the Federal Bureau of Investigation, now in office**】**.

22 b. The president or other representative designated in
23 accordance with the bylaws of each of the following organizations:
24 the New Jersey State Association of Chiefs of Police; the New
25 Jersey State Policemen's Benevolent Association, Inc.; the New
26 Jersey State League of Municipalities; the New Jersey State Lodge,
27 Fraternal Order of Police; the State Troopers Fraternal Association
28 of New Jersey; the County Prosecutors' Association of New Jersey;
29 the Sheriffs' Association of New Jersey; the Police Academy
30 Directors Association; the New Jersey County Jail Wardens
31 Association; the New Jersey Juvenile Detention Association; and
32 the National Organization of Black Law Enforcement Executives.

33 c. The Attorney General, the Superintendent of State Police,
34 the Commissioner of Education, **【**the Secretary of Higher
35 Education,**】** the Commissioner of Corrections, and the Chairman of
36 the State Parole Board, ex officio, or **【**when so designated by
37 them,**】** their **【**deputies**】** designees.

38 d. The Special Agent in Charge of the State of New Jersey for
39 the Federal Bureau of Investigation or a designated representative.

40 e. The Police Training Commission shall ensure that all
41 commission members, during their tenure as commissioners,
42 annually complete confidentiality, ethics, and other training as
43 required by the Attorney General's Office. The commission shall
44 also ensure that all newly appointed public members of the
45 commission complete a course designed to familiarize the members
46 with relevant law enforcement training concepts, including but not
47 limited to the use of force policy and internal affairs policy and

1 procedures to help the members carry out their duties under P.L. .
2 c. (C.) (pending before the Legislature as this bill).
3 (cf: P.L.2015, c.258, s.1)

4
5 8. Section 6 of P.L.1961, c.56 (C.52:17B-71) is amended to
6 read as follows:

7 6. The commission **【is vested with the power, responsibility**
8 **and duty:】** shall establish requisite standards for the training of law
9 enforcement officers and oversee the implementation of those
10 standards.

11 The commission shall have the authority:

12 a. To prescribe standards for the approval and continuation of
13 approval of schools at which police training courses authorized by
14 this act and in-service police training courses shall be conducted,
15 including but not limited to currently existing regional, county,
16 municipal, and police chief association police training schools or at
17 which basic training courses and in-service training courses shall be
18 conducted for State and county juvenile and adult correctional
19 police officers and juvenile detention officers;

20 b. To approve and issue certificates of approval to these
21 schools, to inspect the schools from time to time, and to revoke any
22 approval or certificate issued to the schools;

23 c. To prescribe the curriculum, the minimum courses of study,
24 attendance requirements, equipment and facilities, and standards of
25 operation for these schools**【.Courses of study in crime prevention**
26 **may be recommended to the Police Training Commission by the**
27 **Crime Prevention Advisory Committee, established by section 2 of**
28 **P.L.1985, c.1 (C.52:17B-77.1). The Police Training Commission**
29 **may】** and prescribe psychological and psychiatric examinations for
30 police recruits **【while in the schools】;**

31 d. To prescribe minimum qualifications for instructors at these
32 schools and to certify, as qualified, instructors for approved police
33 training schools and to issue appropriate certificates to the
34 instructors;

35 e. To certify **【police officers, correctional police officers,**
36 **juvenile correctional police officers, and juvenile detention】** law
37 enforcement officers who have satisfactorily completed training
38 programs and to issue appropriate certificates to **【the police**
39 officers, correctional police officers, juvenile correctional police
40 officers, and juvenile detention **】** the officers;

41 f. To advise and consent in the appointment of an
42 administrator of police services by the Attorney General pursuant to
43 section 8 of P.L.1961, c.56 (C.52:17B-73);

44 g. (Deleted by amendment, P.L.1985, c.491)

45 h. To make rules and regulations as may be reasonably
46 necessary or appropriate to accomplish the purposes and objectives
47 of this act;

- 1 i. To make a continuous study of police training methods and
2 training methods for **【correctional police officers, juvenile**
3 **correctional police officers, and juvenile detention】** law
4 enforcement officers and to consult and accept the cooperation of
5 any recognized federal or State law enforcement agency or
6 educational institution;
- 7 j. To consult and cooperate with universities, colleges, and
8 institutes in the State for the development of specialized courses of
9 study for **【police】** law enforcement officers in police science and
10 police administration;
- 11 k. To consult and cooperate with other departments and
12 agencies of the State concerned with police training or the training
13 of **【correctional police officers, juvenile correctional police**
14 **officers, and juvenile detention】** law enforcement officers;
- 15 l. To participate in unified programs and projects relating to
16 police training and the training of **【correctional police officers,**
17 **juvenile correctional police officers, and juvenile detention】** law
18 enforcement officers sponsored by any federal, State, or other
19 public or private agency;
- 20 m. To perform other acts as may be necessary or appropriate to
21 carry out its functions and duties as set forth in this act;
- 22 n. To extend the time limit for satisfactory completion of police
23 training programs or programs for the training of **【correctional**
24 **police officers, juvenile correctional police officers, and juvenile**
25 **detention】** law enforcement officers upon a finding that health,
26 extraordinary workload, or other factors have, singly or in
27 combination, effected a delay in the satisfactory completion of the
28 training program;
- 29 o. (1) To furnish approved schools, for inclusion in their
30 regular police training courses and curriculum, with information
31 concerning the advisability of high speed chases, the risk caused by
32 them, and the benefits resulting from them, and to include any other
33 relevant police training courses that will assist the commission in
34 providing efficient training;
- 35 (2) To **【review and approve new standards and course curricula**
36 **for】** consult the New Jersey State Police with respect to its
37 administration of police training courses or programs **【to be offered**
38 **by approved schools】** for the training of **【police】** law enforcement
39 officers to be certified as a Drug Recognition Expert for detecting,
40 identifying, and apprehending drug-impaired motor vehicle
41 operators**【. The commission shall】**, and to consult with the
42 Cannabis Regulatory Commission established by 31 of P.L.2019,
43 c.153 (C.24:6I-24) with respect to any aspects of the course
44 curricula that focus on impairment from the use of cannabis items
45 as defined by section 3 of P.L.2021, c.16 (C.24:6I-33) or marijuana.
46 **【Any police officer certified and recognized by the commission as a**

1 Drug Recognition Expert prior to the effective date of this section,
2 as amended by the "New Jersey Cannabis Regulatory, Enforcement
3 Assistance, and Marketplace Modernization Act," P.L.2021, c.16
4 (C.24:6I-31 et al.), shall continue to be recognized as certified until
5 that certification has expired or is no longer considered valid as
6 determined by the commission, or the certification is replaced by
7 the police officer with a new certification in accordance with the
8 new standards and course curricula for certification described in
9 this paragraph.】

10 p. 【To review and approve new standards and course curricula
11 developed by the Department of Corrections for both basic and in-
12 service training of State and county correctional police officers and
13 juvenile detention officers. These courses for the State correctional
14 police officers and juvenile detention officers shall be centrally
15 provided at the Corrections Officers' Training Academy of the
16 Department of Corrections. Courses for the county correctional
17 police officers and juvenile detention officers shall also be centrally
18 provided at the Corrections Officers' Training Academy unless an
19 off-grounds training program is established by the county. A
20 county may elect to establish and conduct a basic training program
21 for correctional police officers and juvenile detention officers
22 seeking permanent appointment in that county. The Corrections
23 Officers' Training Academy shall develop the curriculum of the
24 basic training program to be conducted by a county;】 (Deleted by
25 amendment, P.L. c.) (pending before the Legislature as this
26 bill)

27 q. To administer and distribute the monies in the Law
28 Enforcement Officers Training and Equipment Fund established by
29 section 9 of P.L.1996, c.115 (C.2C:43-3.3) and make rules and
30 regulations for the administration and distribution of the monies as
31 may be necessary or appropriate to accomplish the purpose for
32 which the fund was established.
33 (cf: P.L.2021, c.16, s.85)
34

35 9. (New section) The commission shall establish the process
36 by which law enforcement officers shall be licensed and
37 implementation of that process. The commission is vested with the
38 power, responsibility, and duty:

39 a. to prescribe minimum standards for the licensure for law
40 enforcement officers for the purpose of promoting and assuring
41 integrity, competence, professionalism, and fitness for duty. The
42 minimum standards shall include, but not be limited to:

43 (1) minimum pre-employment qualifications for law
44 enforcement officer applicants, including but not limited to, age
45 requirements, residency requirements, background investigations,
46 psychological examinations, and educational requirements;

47 (2) minimum post-academy training and educational
48 requirements, including but not limited to required field training

- 1 hours for recent academy graduates and required continuing
2 educational courses for veteran law enforcement officers; and
3 (3) minimum standards of professional conduct;
4 b. to establish a licensure application process for law
5 enforcement officers and establish and implement procedures and
6 applicable criteria for license renewal, suspension, revocation or
7 denial; and
8 c. to perform or cause to be performed through the licensing
9 committee the following activities related to law enforcement
10 officer licensing:
11 (1) review applications for and, if warranted, issue law
12 enforcement officer licenses to qualified applicants;
13 (2) review and act upon matters related to law enforcement
14 officer license renewal, suspension, revocation, or denial;
15 (3) conduct license renewal, suspension, revocation, or denial
16 hearings; and
17 (4) suspend, revoke, place conditions upon, or deny a license in
18 the event an individual does not meet any standard or requirement
19 prescribed by the commission.

20
21 10. (New section) A person shall not be employed as a law
22 enforcement officer, as defined in section 2 of P.L.1961, c.56
23 (C.52:17B-67), in this State unless the person holds a valid, active
24 license as a law enforcement officer issued in accordance with
25 P.L. , c. (C.) (pending before the Legislature as this bill).
26 A person shall not act as a law enforcement officer, as defined in
27 section 2 of P.L.1961, c.56 (C.52:17B-67), in this State beyond the
28 scope of the authorization provided pursuant to any endorsements to
29 the license approved by the Police Training Commission.

30
31 11. Section 4 of P.L.2008, c.80 (C.52:17B-71.9) is amended to
32 read as follows:

33 4. a. The Police Training Commission in the Department of
34 Law and Public Safety shall adopt a training course regarding the
35 risks associated with autism or an intellectual or other
36 developmental disability and appropriate recognition and response
37 techniques concerning these disabilities based on the curriculum
38 developed by the Departments of Health and Senior Services and
39 Human Services pursuant to subsection a. of section 2 of P.L.2008,
40 c.80 (C.26:2-190). The training course shall be administered by the
41 employing agency as part of the in-service training provided to each
42 local police officer in each law enforcement unit operating in this
43 State.

44 b. Prior to being appointed to permanent status as a local
45 **【police】** law enforcement officer in a law enforcement unit, an
46 individual shall be required to complete the training course adopted
47 under subsection a. of this section. Every local **【police】** law
48 enforcement officer appointed prior to the effective date of **【this**

1 act] P.L. , c. (C.) (pending before the Legislature as this
2 bill) shall, within 36 months of the effective date of [this act]
3 P.L. , c. (C.) (pending before the Legislature as this bill),
4 satisfactorily complete a training course in recognition and response
5 techniques concerning these disabilities.

6 c. The Police Training Commission shall adopt rules and
7 regulations, pursuant to the "Administrative Procedure Act,"
8 P.L.1968, c.410 (C.52:14B-1 et seq.), to effectuate the purposes of
9 this act.

10 (cf: P.L.2008, c.80, s.4)

11

12 12. Section 7 of P.L.1961, c.56 (C.52:17B-72) is amended to
13 read as follows:

14 7. a. Except as expressly provided in [this act] P.L.1961, c.56
15 (C.52:17B-66 et seq.), nothing herein contained shall be deemed to
16 limit the powers, rights, duties or responsibilities of municipal or
17 county governments, nor to affect provisions of Title 11 of the
18 Revised Statutes, provided that a determination by the Civil
19 Service Commission that an individual is eligible for appointment
20 as a law enforcement officer shall not be construed to affect or limit
21 the commission's ability to take any action authorized under P.L.
22 c. (C.) (pending before the Legislature as this bill) with
23 respect to an applicant or licensee.

24 b. Notwithstanding the provisions of any statute, rule,
25 regulation or collective bargaining agreement to the contrary, the
26 commission shall have the sole authority to establish training
27 standards and certification for approved schools, and the licensure
28 requirements for a law enforcement officer as defined in section 2
29 of P.L.1961, c.56 (C.52:17B-67).

30 (cf: P.L.1961, c.56, s.7)

31

32 13. Section 10 of P.L.1961. c.56 (C.52:17B-75) is amended to
33 read as follows:

34 10. The members of the commission shall receive no salary but
35 all members except those designated in subsection c. of section 5
36 of this act shall be reimbursed for their reasonable expenses
37 lawfully incurred in the performance of their official functions.
38 The members of the commission who are employed by the State, a
39 county, a municipality or any State, county, or local governmental
40 entity shall not be subject to loss of pay or accrued time due to
41 attending commission meetings or otherwise performing the official
42 commission functions.

43 (cf: P.L.1963, c.81, s.13)

44

45 14. (New section) a. The commission is authorized to establish
46 minimum requirements for an applicant to be appointed as or
47 maintain the status of a licensed law enforcement officer. The
48 applicant shall have the burden of demonstrating to the satisfaction

1 of the commission that the applicant meets all requirements for the
2 issuance of a law enforcement license. The commission shall have
3 the authority to issue a license for employment as a law
4 enforcement officer if an applicant satisfies all licensing
5 requirements. A license issued pursuant to this section shall expire
6 three years after its date of issuance, before which time the law
7 enforcement officer shall be required to apply for a license renewal.
8 The requirements for initial licensure shall include, but not be
9 limited to, that an applicant:

10 (1) be at least 18 years of age;

11 (2) be a citizen of the United States, if required for the position
12 for which licensure is sought;

13 (3) be at least a high school graduate or have earned a General
14 Educational Development (GED) diploma;

15 (4) be fingerprinted in accordance with the standards established
16 by the commission;

17 (5) have passed a medical examination by a licensed physician,
18 physician assistant, or licensed advanced practice registered nurse,
19 based on specifications established by the commission;

20 (6) have passed a psychological examination by a licensed
21 psychologist or psychiatrist based on specifications established by
22 the commission;

23 (7) be of good moral character as determined by a background
24 investigation conducted under the procedures established by the
25 commission and successfully pass a criminal background records
26 check in accordance with the Prison Rape Elimination Act (PREA),
27 28 C.F.R. 115.317, if applicable;

28 (8) successfully meet and complete all required basic physical
29 and educational training courses as required by the commission;

30 (9) successfully pass a drug screening test as prescribed by the
31 commission;

32 (10) possess a valid driver's license;

33 (11) not have received a dishonorable discharge from military
34 service;

35 (12) successfully complete any probationary period prescribed
36 by the commission;

37 (13) not have been convicted of any of the following:

38 (a) a crime in this State or any other state, territory, country, or
39 of the United States. As used in this paragraph, the term shall
40 include a conviction of an offense which if committed in this State
41 would be deemed a crime under either State or federal law without
42 regard to its designation elsewhere;

43 (b) an act of domestic violence pursuant to P.L.1991, c.261
44 (C.2C:25-17 et seq.);

45 (c) an offense that would preclude an applicant from carrying a
46 firearm as defined by N.J.S.2C:39-1;

47 (d) a disorderly persons offense or petty disorderly persons
48 offense involving dishonesty, fraud, or a lack of good moral

1 character, unless the commission determines the offense to be de
2 minimis in nature or inconsequential to the applicant's ability to
3 meet the standards expected of a law enforcement officer;

4 (e) two or more motor vehicle offenses for operating a motor
5 vehicle while under the influence of drugs or alcohol pursuant to
6 R.S.39:4-50 or two or more motor vehicle offenses for reckless
7 driving pursuant to R.S.39:4-96; or

8 (f) any offense listed in (b) through (e) of this paragraph
9 committed in violation of the laws of another state, territory,
10 country, or the United States;

11 (14)not be the subject of a domestic violence restraining order
12 pursuant to P.L.1991, c.261 (C.2C:25-17 et seq.), an extreme risk
13 protective order, or a temporary extreme risk protective order
14 pursuant to P.L.2018, c.35 (C.2C:58-20 et seq.) issued against the
15 applicant;

16 (15)not be an active member of a group or organization that
17 advocates for, espouses, or promotes:

18 (a) the overthrow of a local, state, or federal government; or

19 (b) discrimination or violence against or hatred or bias toward
20 individuals or groups based on race, creed, color, national origin,
21 ancestry, age, sex, marital status, sexual orientation, gender identity
22 or expression, or any other protected characteristic under the "Law
23 Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.), or
24 knowingly engage in any activity, conduct, or behavior relating to
25 such group or organization with the intent to support, endorse or
26 advocate for, or which the applicant knows or should know will
27 have the effect of supporting, furthering, or advocating for, the
28 goals of such group or organization, where active membership or
29 knowing engagement would undermine public confidence in the
30 ability of the individual law enforcement officer or the employing
31 law enforcement agency to carry out the public safety mission, or
32 where active membership or knowing engagement would cause
33 substantial disruption to proper law enforcement functioning;

34 (16) not have engaged in conduct or behavior in the applicant's
35 personal or professional life, including, but not limited to, making
36 statements, posting, sharing, or commenting in support of any
37 posting, on social media or otherwise, that demonstrates, espouses,
38 advocates, or supports discrimination or violence against, or hatred
39 or bias toward, individuals or groups based on race, creed, color,
40 national origin, ancestry, age, sex, marital status, sexual orientation,
41 gender identity or expression, or any other protected characteristic
42 under the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1
43 et seq.), where the conduct or behavior would undermine public
44 confidence in the ability of the individual law enforcement officer
45 or the employing law enforcement agency to carry out the public
46 safety mission, or where the conduct or behavior would cause
47 substantial disruption to proper law enforcement functioning;

1 (17) provide to the commission and the applicant's employing
2 law enforcement unit a complete list of all social media accounts
3 maintained by the applicant and grant to the commission and the
4 applicant's employing law enforcement unit access to all outwardly
5 facing activity and publicly accessible components of the accounts;
6 and

7 (18) pay or cause to be paid any fees, if applicable, established
8 by the commission.

9 b. An applicant for licensure or license renewal shall provide to
10 the commission and the applicant's employing law enforcement unit
11 documented proof, in a form and manner as required by the
12 commission, that the applicant is in compliance with paragraphs (1)
13 through (18) of subsection a. of this section. The commission shall
14 promulgate in its rules and regulations the form, manner and
15 substance of documents required by the commission to provide
16 sufficient proof of the qualifications required by this section.

17 c. Law enforcement officers from jurisdictions outside of New
18 Jersey and federal law enforcement officers applying for licensure
19 in this State shall be required to meet all of the requirements set
20 forth in this section and also shall be required to complete a waiver
21 form that allows the commission and any hiring law enforcement
22 unit to review the officer's internal affairs records from any and all
23 prior law enforcement positions.

24 d. At the discretion of the commission, licenses issued pursuant
25 to this section may serve as authorization for a licensee to serve in
26 one of the following positions, provided the licensee meets the
27 requisite qualifications for that status: a full-time permanent law
28 enforcement officer; a Class One, Class Two, or Class Three special
29 law enforcement officer; or a probationary law enforcement officer.

30 e. A license issued pursuant to this section may be renewed
31 administratively, under terms and conditions established by the
32 commission, without requiring review by the licensing committee
33 pursuant to subsection b. of section 19 of P.L. , c. (C.)
34 (pending before the Legislature as this bill) or conducting a hearing
35 pursuant to section 20 of P.L. , c. (C.) (pending before the
36 Legislature as this bill), if the licensee and the licensee's employing
37 law enforcement unit submit the certifications required pursuant to
38 subsection a. of section 18 of P.L. , c. (C.) (pending before
39 the Legislature as this bill) and if a notice of an employment action
40 concerning the licensee has not been submitted to or is not required
41 to be submitted to the commission in accordance with subsection a.
42 of section 17 of P.L. , c. (C.) (pending before the
43 Legislature as this bill).

44
45 15. (New section) The commission may waive the requirements
46 of subparagraphs (d) and (e) of paragraph (13) of subsection a. of
47 section 14 of P.L. , c. (C.) (pending before the Legislature

1 as this bill) if the applicant demonstrates to the licensing
2 committee's satisfaction that:

3 a. the applicant's conviction or convictions occurred five or
4 more years prior to submission of an application for licensure as a
5 law enforcement officer;

6 b. the applicant has taken rehabilitative steps since the
7 applicant's conviction or convictions to become a law-abiding
8 citizen through actions, including but not limited to continuing
9 education, maintaining gainful employment, and having no further
10 convictions; and

11 c. the applicant is currently of good moral character and
12 submits at least three letters of recommendation from members of
13 the applicant's community detailing the applicant's good moral
14 character.

15

16 16. (New section) a. An employing law enforcement unit shall
17 be responsible for the collection, verification, and maintenance of
18 documentation establishing that an applicant meets the minimum
19 qualifications for employment as a law enforcement officer.

20 b. When all of the documentation concerning an applicant is
21 obtained, the employing law enforcement unit shall submit the
22 documentation to the commission for verification and review in a
23 manner prescribed by the commission.

24 c. The commission shall adopt rules and regulations
25 establishing the procedure to submit licensing application
26 documents.

27 d. The commission shall review an applicant's documentation
28 submitted for licensure to determine eligibility for the issuance of a
29 law enforcement license.

30

31 17. (New section) a. The chief of an employing law
32 enforcement unit shall notify the commission in writing, on a form
33 prescribed by the commission, of the following employment actions
34 concerning a law enforcement officer:

35 (1) the date of appointment or employment with the law
36 enforcement unit;

37 (2) the date of separation from appointment or employment with
38 the law enforcement unit, which includes any firing, termination,
39 resignation, retirement, or voluntary or involuntary extended leave
40 of absence;

41 (3) the imposition of any discipline subject to appeal;

42 (4) any suspension of more than five days or 40 hours duration,
43 imposed pending investigation or disciplinary action;

44 (5) any sustained finding that a law enforcement officer used
45 excessive force;

46 (6) any pending criminal charge or conviction of any crime,
47 disorderly persons, petty disorderly persons, or driving while
48 intoxicated offense;

1 (7) any sustained finding that a law enforcement officer is unfit
2 for duty;

3 (8) any sustained finding that the law enforcement officer filed a
4 false report or submitted a false certification in any criminal,
5 administrative, employment, financial, or insurance matter in the
6 officer's professional or personal life;

7 (9) any sustained finding that the law enforcement officer
8 mishandled or destroyed evidence;

9 (10) any sustained finding that the law enforcement officer was
10 untruthful or demonstrated a lack of candor; and

11 (11) any sustained finding that the law enforcement officer is
12 biased against a particular class of people based on race, creed,
13 color, national origin, ancestry, sex, marital status, sexual
14 orientation, gender identity or expression, or any other protected
15 characteristic under the "Law Against Discrimination," P.L.1945,
16 c.169 (C.10:5-1 et seq.).

17 In addition to the completed form, the employing law
18 enforcement unit shall provide additional supporting information
19 and documentation as may be required by the commission. The
20 employing law enforcement unit shall maintain the original form
21 and submit, or electronically transmit, the information required
22 under this subsection to the commission within two business days
23 of the employment action. Notwithstanding any other provision of
24 law, the completed forms and information submitted to the
25 commission pursuant to this section shall not constitute a public
26 record under P.L.1963, c.73 (C.47:1A-1 et seq.) or any court
27 decision, or a government record subject to access pursuant to
28 P.L.2001, c.404 (C.47:1A-5 et seq.).

29 b. In a case of separation from employment, the employing law
30 enforcement unit shall execute and maintain a form adopted by the
31 commission, setting forth in detail the facts and reasons for the
32 separation. The information contained in the form shall be
33 submitted, or electronically transmitted, to the commission within
34 two business days. If the officer is separated for the officer's
35 failure to comply with the provisions of P.L. , c. (C.)
36 (pending before the Legislature as this bill), the notice shall specify
37 this. Any law enforcement officer who has separated from
38 employment for cause shall be permitted to respond to the
39 separation, in writing, to the commission, setting forth the facts and
40 reasons for the separation as the officer understands them. The
41 response shall be submitted to the commission within two business
42 days of the separation.

43 c. Before employing a licensed law enforcement officer, a
44 subsequent employing law enforcement unit shall contact the
45 commission to inquire as to the facts and reasons an officer was
46 separated from any previous employing unit. The commission shall,
47 upon request and without prejudice, provide to the subsequent
48 employing law enforcement unit all information that is required

1 under sections a. and b. of this section that is in its possession.
2 Notwithstanding this provision, a law enforcement unit seeking to
3 hire a law enforcement officer shall comply with the provisions of
4 section 1 of P.L.2020, c.52 (C.52:17B-247) and request that
5 officer's internal affairs and personnel files from the officer's
6 previous employing law enforcement units.

7 d. Whenever a law enforcement officer voluntarily separates
8 from employment with a law enforcement unit to commence
9 employment at another unit, the chief of the former law
10 enforcement unit shall notify the commission in writing in advance,
11 if possible, but no later than two business days after the officer's
12 departure. Upon separation from employment, the law enforcement
13 officer's license shall be placed on inactive status, unless the
14 commission has previously acted to approve the officer's active
15 status at the new employing law enforcement unit. The chief of that
16 unit shall make application to the commission, in a manner
17 proscribed by the commission, through its regulations, prior to or
18 within two business days of the officer's appointment date to
19 restore the officer's license to active status. The commission shall
20 consider the application and render a decision concerning the
21 reactivation of the officer's license.

22 e. It shall be unlawful for any State, county, or municipal
23 agency, law enforcement unit, or licensed law enforcement officer
24 to enter into any non-disclosure agreement which seeks to conceal
25 or prevent public review of the circumstances under which the
26 officer separated from or was terminated or fired from employment
27 by the law enforcement unit or State, county, or municipal agency.

28

29 18. (New section) a. A law enforcement officer required to
30 renew the officer's license shall submit an application for law
31 enforcement license renewal through the officer's employing law
32 enforcement unit to the commission. The application for law
33 enforcement license renewal shall be on a form adopted by the
34 commission and shall require the law enforcement officer and the
35 chief of the officer's employing law enforcement unit to certify that
36 the officer:

37 (1) is of good moral character as determined by a background
38 investigation conducted under the procedures established by the
39 commission;

40 (2) successfully meets and has completed all commission
41 required physical and educational training courses;

42 (3) has not been convicted of:

43 (a) a crime in this State or any other state, territory, country, or
44 of the United States. As used in this paragraph, the term "convicted
45 of a crime" shall include a conviction of an offense which if
46 committed in this State would be deemed a crime under either state
47 or federal law without regard to its designation elsewhere;

- 1 (b) an act of domestic violence pursuant to P.L.1991, c.261
2 (C.2C:25-17 et seq.);
- 3 (c) an offense that would preclude an applicant from carrying a
4 firearm as defined by N.J.S.2C:39-1;
- 5 (d) a disorderly persons offense or petty disorderly persons
6 offense involving dishonesty, fraud, or a lack of good moral
7 character, unless the commission determines the offense to be de
8 minimis in nature or inconsequential to the applicant's ability to
9 meet the standards expected of a law enforcement officer;
- 10 (e) two or more motor vehicle offenses for operating a motor
11 vehicle while under the influence of drugs or alcohol pursuant to
12 R.S.39:4-50 or two or more motor vehicle offenses for reckless
13 driving pursuant to R.S.39:4-96; or
- 14 (f) any offense listed in subparagraph (b) through (e) of this
15 paragraph committed in violation of the laws of another state,
16 territory, country, or the United States.
- 17 (4) is not an active member of a group or organization that
18 advocates for, espouses or promotes:
- 19 (a) the overthrow of a local, state or federal government; or
- 20 (b) discrimination or violence against or hatred or bias toward
21 individuals or groups based on race, creed, color, national origin,
22 ancestry, sex, marital status, sexual orientation, gender identity or
23 expression, or any other protected characteristic under the "Law
24 Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.), and
25 has not knowingly engaged in any activity, conduct, or behavior
26 relating to the group or organization with the intent to support,
27 endorse or advocate for, or which the officer knows or should know
28 will have the effect of supporting, furthering, or advocating for, the
29 goals of the group or organization, where active membership or
30 knowing engagement undermines or tends to undermine public
31 confidence in the ability of the individual law enforcement officer
32 or the employing law enforcement agency to carry out the public
33 safety mission, or where active membership or knowing
34 engagement causes or threatens to cause substantial disruption to
35 proper law enforcement functioning; and
- 36 (5) has not engaged in conduct or behavior in the officer's
37 personal or professional life, including but not limited to, making
38 statements, posting, sharing, or commenting in support of any
39 posting on social media or otherwise that demonstrates, espouses,
40 advocates or supports discrimination or violence against, or hatred
41 or bias toward individuals or groups based on race, creed, color,
42 national origin, ancestry, sex, marital status, sexual orientation,
43 gender identity or expression, or any other protected characteristic
44 under the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1
45 et seq.), where the conduct or behavior would undermine public
46 confidence in the ability of the individual law enforcement officer
47 or the employing law enforcement agency to carry out the public

1 safety mission, or where the conduct or behavior would cause
2 substantial disruption to proper law enforcement functioning.

3 b. A law enforcement officer who is unable to certify to any
4 item enumerated in subsection a. of this section shall disclose to the
5 commission the reason the officer cannot make the certification.
6 The commission shall consider this information in determining
7 whether the officer's license shall be renewed.

8 c. In addition to the information contained in the law
9 enforcement license renewal application form, the commission may
10 request any additional information it deems relevant to determine
11 whether a law enforcement officer's license should be renewed.
12 The information may include a summary of a law enforcement
13 officer's internal affairs file, or the entire file as the commission
14 deems necessary. An employing law enforcement unit or the law
15 enforcement officer shall provide all additional information
16 requested by the commission.

17 d. The license of a law enforcement officer who is active and in
18 good standing and who has timely submitted a completed renewal
19 application which the commission fails to act upon prior to the
20 license expiration date shall be deemed in force and effect until the
21 time as the commission acts upon the renewal application, provided
22 that nothing in this subsection shall be construed to preclude the
23 commission from exercising the authority provided under section 19
24 of P.L. , c. (C.) (pending before the Legislature as this bill)
25 during that interval or thereafter.

26 e. A person appointed as a permanent law enforcement officer
27 prior to the effective date of P.L. , c. (C.) (pending before
28 the Legislature as this bill) shall apply for a law enforcement
29 license in accordance with subsections a. through c. of this section.
30 The commission shall devise a process and schedule for submission
31 of a law enforcement license application for the officers.

32

33 19. (New section) a. The commission shall have authority to
34 suspend, revoke, place conditions upon, or deny a law enforcement
35 license or otherwise place conditions on the renewal of a law
36 enforcement license to an applicant or law enforcement officer if
37 the applicant or officer has:

38 (1) failed to demonstrate or adhere to the minimum
39 qualifications under section 14 of P.L. , c. (C.)(pending
40 before the Legislature as this bill), or in the rules and regulations of
41 the commission when applying for a license or license renewal. The
42 burden shall be on the applicant or the law enforcement officer to
43 establish that the minimum qualifications are met;

44 (2) knowingly made misleading, deceptive, untrue, or fraudulent
45 representations in the practice of being a law enforcement officer or
46 in any document connected therewith or practiced fraud or deceit or
47 intentionally made any false statement in obtaining a license to be
48 an officer;

1 (3) been convicted of a crime in this State or any other state,
2 territory, country, or of the United States. As used in this
3 paragraph, the term "convicted of a crime" shall include a
4 conviction of an offense which if committed in this State would be
5 deemed a crime under either state or federal law without regard to
6 its designation elsewhere;

7 (4) committed a crime involving moral turpitude, without regard
8 to conviction. The conviction of a crime involving moral turpitude
9 shall be conclusive of the commission of the crime;

10 (5) been convicted of an act of domestic violence as defined by
11 section 1 of P.L.1991, c.261 (C.2C:25-17 et seq.);

12 (6) had the officer's law enforcement license revoked,
13 suspended, or annulled by any lawful certifying or licensing
14 authority, had other disciplinary action taken against the officer by
15 any lawful certifying or licensing authority, or was denied a license
16 by any lawful certifying or licensing authority;

17 (7) engaged in any unprofessional, unethical, deceptive, or
18 deleterious conduct or practice harmful to the public; the conduct or
19 practice need not have resulted in actual injury to any person. As
20 used in this paragraph, the term "unprofessional conduct" shall
21 include any departure from, or failure to conform to, the minimal
22 standards of acceptable and prevailing practice of an officer as
23 prescribed by the commission. As used in this paragraph the term
24 "deceptive conduct" shall include but not be limited to:

25 (a) a sustained finding that a law enforcement officer filed a
26 false report or submitted a false certification in any criminal,
27 administrative, employment, financial, or insurance matter in the
28 professional or personal life of the officer;

29 (b) a sustained finding that the law enforcement officer was
30 untruthful or demonstrated a lack of candor;

31 (c) a sustained finding that the law enforcement officer
32 mishandled or destroyed evidence; or

33 (d) a sustained finding that a law enforcement officer has
34 engaged in conduct demonstrating discrimination, hatred or bias
35 against individuals or groups based on race, creed, color, national
36 origin, ancestry, sex, marital status, sexual orientation, gender
37 identity or expression, or any other protected characteristic under
38 the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et
39 seq.);

40 (8) been adjudged mentally incompetent by a court of competent
41 jurisdiction, within or outside this State;

42 (9) become unable to perform as an officer with reasonable skill
43 and safety to citizens by reason of illness or use of alcohol, drugs,
44 narcotics, chemicals, or any other type of material or as a result of
45 any mental or physical condition;

46 (10) been the subject of a domestic violence restraining order
47 pursuant to P.L.1991, c.261 (C.2C:25-17 et seq.), an extreme risk
48 protective order or a temporary extreme risk protective order

1 pursuant to P.L.2018, c.35 (C.2C:58-20 et seq.) issued against the
2 applicant or officer; or

3 (11) been suspended or discharged by the officer's employing
4 law enforcement unit for disciplinary reasons.

5 b. The commission shall establish a licensing committee to
6 assist it in exercising the authority provided under this act,
7 including duties with respect to law enforcement officer licensing
8 as set forth in subsection c. of section 9 of P.L. , c. (C.)
9 (pending before the Legislature as this bill) and this section,
10 including but not limited to, making recommendations for licensure
11 to be considered by the full commission. The composition,
12 membership, terms of membership, and procedures applicable to the
13 function and operations of the licensing committee shall be
14 determined by the commission, provided that the membership of the
15 licensing committee shall include the Attorney General's designee
16 and no less than one public member.

17 c. If the commission finds, based on its own review or a
18 recommendation of the licensing committee, that any person has
19 engaged in the conduct described in subsection a. of this section,
20 the commission may take any of the following actions:

21 (1) deny a license to an applicant;

22 (2) suspend any license for a definite period;

23 (3) place limitations or restrictions on a license;

24 (4) revoke a license;

25 (5) condition a penalty, or withhold formal disposition, upon the
26 officer's completing care, counseling, or treatment, as directed by
27 the commission; or

28 (6) place the officer's license on inactive status.

29 d. In addition to and in conjunction with the foregoing actions,
30 the commission may make a finding adverse to the applicant or law
31 enforcement officer, but withhold imposition of judgment or it may
32 impose the judgment but suspend enforcement thereof and place the
33 officer on probation, which may be vacated upon noncompliance
34 with reasonable terms as the commission may impose.

35 e. In its discretion, the commission may restore and reissue a
36 license issued under this act and, as a condition thereof, may
37 impose any corrective measure prescribed by the commission.

38 f. Any decision to revoke, suspend, or deny licensure or
39 license renewal shall be accompanied by a written statement in a
40 form to be prescribed by the commission.

41 g. Decisions of the commission authorized under this section
42 shall be final agency decisions subject to appeal to the Superior
43 Court.

44
45 20. (New section) a. In all situations where a law enforcement
46 officer has been convicted of an offense set forth in subparagraph
47 (a), (b), or (c) of paragraph (13) of subsection a. of section 14 of
48 P.L. , c. (C.) (pending before the Legislature as this bill),

1 the commission shall revoke a law enforcement officer's license or
2 deny the issuance of a license to an applicant.

3 b. Except as provided in section a. of this section, in all
4 situations involving application of the authority of the commission
5 set forth in section 19 of P.L. , c. (C.) (pending before the
6 Legislature as this bill), the law enforcement officer shall, if
7 requested by the officer, be entitled to a hearing in a manner
8 prescribed in this subsection and in regulations as may be
9 promulgated by the commission:

10 (1) The licensing committee may hear the matter or refer the
11 matter to a hearing officer for fact finding and a recommended
12 disposition;

13 (2) If the matter is referred to a hearing officer, the officer shall
14 conduct a hearing and provide a written report to the licensing
15 committee detailing the facts revealed and providing a
16 recommended disposition; and

17 (3) The licensing committee shall review the hearing officer's
18 report, vote on the proposed disposition, and make a
19 recommendation to the full commission, which shall render a
20 decision in writing to the law enforcement officer, or any other
21 party participating in the hearing.

22 c. Any ruling adverse to the law enforcement officer or any
23 party participating in the hearing may be appealed to the Superior
24 Court within 45 days of receipt of the commission's decision on
25 appeal. Absent an appeal to the Superior Court, all findings of the
26 commission shall become final upon the expiration of the appeal
27 deadline. Upon review on appeal to the Superior Court, the
28 commission's decisions shall be upheld unless the court finds the
29 commission's decision was arbitrary, capricious, or unreasonable,
30 or the record was unsupported by substantial credible evidence.

31 d. The commission shall promulgate rules and regulations
32 detailing the manner of the hearing and appeal process. The
33 processes shall include, but not be limited to, the manner in which a
34 hearing and appeal are initiated and the manner in which the
35 hearing shall be conducted.

36
37 21. (New section) a. The commission shall, by regulation,
38 require all law enforcement officers, as a condition of continued
39 employment or appointment as an officer, to receive periodic
40 commission-approved continuing officer education training. The
41 training or education shall be mandated and prescribed by the
42 commission. Every law enforcement unit shall provide a reasonable
43 opportunity for its officers to complete training.

44 b. The law enforcement officer shall submit proof of all
45 required training to the chief of the officer's employing law
46 enforcement unit, who shall in turn, submit the documentation to
47 the commission in a manner to be proscribed by the commission's
48 regulations.

1 22. (New section) a. The commission shall, by rule or
2 regulation, establish, prescribe, or modify fees for training or other
3 services provided by the commission pursuant to the provisions of
4 this act. The fees may include, but are not limited to, fees for
5 academy recruits and fees for each academy. Any fees established
6 pursuant to this subsection shall be dedicated to the costs of
7 providing the training or other services provided by the
8 commission, as the case may be.

9 b. The commission may, by rule or regulation, establish,
10 prescribe, or modify fees for application for and issuance of an
11 initial license pursuant to the provisions of this act for applicants or
12 law enforcement officers not employed as full-time sworn members
13 of any State, county, or municipal law enforcement agency or
14 department or division of those governments on the effective date
15 of this act, provided that a fee may not be charged for application
16 for and issuance of initial licenses for law enforcement officers
17 employed as full-time sworn members of any State, county, or
18 municipal law enforcement agency, department, or division of those
19 governments on the effective date of this act, or for application for
20 and issuance of law enforcement license renewals for law
21 enforcement officers employed as full-time sworn members of any
22 State, county, or municipal law enforcement agency, department, or
23 division of those governments on or after the effective date of this
24 act.

25 c. The commission shall be authorized to accept payment of
26 fees established pursuant to this section from an applicant or
27 licensee or on behalf of an applicant or licensee from a law
28 enforcement unit employing or proposing to employ the applicant
29 or officer, from any other governmental entity, or from funds made
30 available by the State for this purpose.

31

32 23. (New section) There is hereby appropriated from the
33 General Fund to the Department of Law and Public Safety the sum
34 of \$6,000,000 to carry out the purposes of this act for the fiscal
35 period ending June 30, 2023.

36

37 24. The following sections are repealed:

38 Section 5 of P.L.1988, c.176 (C.52:17B-68.1);

39 Section 3 of P.L.1967, c.252 (C.52:17B-71.1); and
40 5-71.7).

41

42 25. This act shall take effect on the first day of the eighteenth
43 month after enactment, however the provisions of paragraph (2) of
44 subsection o. of section 8 shall take effect immediately. The Police
45 Training Commission may take such anticipatory actions in advance
46 of that date as may be necessary to effectuate the provisions of this
47 act.

STATEMENT

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This bill concerns the licensing of law enforcement officers and appropriates \$6 million.

Under the provisions of this bill, a person is not to be employed as a law enforcement officer in this State unless the person holds a valid, active license issued in accordance with the bill's provisions.

The Police Training Commission (PTC) is required to establish the process by which law enforcement officers are to be licensed and implement that process. Under the bill, the membership of the PTC is expanded to include two additional public members and a member of the State Troopers Fraternal Association of New Jersey.

The bill provides that the PTC is vested with the power, responsibility, and duty to prescribe minimum standards for the licensure for law enforcement officers; establish a licensure application process for law enforcement officers and establish and implement procedures and criteria for license renewal, suspension, revocation, or denial; and to perform, through the licensing committee, certain activities related to law enforcement officer licensing.

Under the bill, the PTC is to establish a licensing committee to assist it in exercising the authority provided under the bill, including but not limited to, making recommendations for licensure to be considered by the full commission. The membership of the licensing committee is to include the Attorney General's designee and at least one public member.

The bill sets forth specific requirements for initial licensure. A license issued under the bill expires three years after its date of issuance, before which time the law enforcement officer is required to apply for a license renewal.

A law enforcement officer that is required to renew the officer's license is to submit an application through the officer's employing law enforcement unit to the PTC. The law enforcement officer and the chief of the employing law enforcement unit are required to certify that the officer meets certain requirements.

The employing law enforcement unit is required to notify the PTC of certain employment actions regarding a law enforcement officer. Under the bill, the PTC has the authority to suspend, revoke, place conditions upon, or deny a law enforcement officer license or place conditions on the renewal of a license under certain circumstances.

The bill provides that the PTC is required to revoke or deny a license whenever a law enforcement officer or applicant is convicted of a crime, an act of domestic violence, or an offense that would preclude the officer or applicant from carrying a firearm. In all other instances the law enforcement officer is entitled to a hearing. Under the bill, decisions of the PTC are final agency decisions subject to appeal to the Superior Court.

1 In addition, the bill provides that the commission may establish
2 or prescribe fees for training or other services provided by the PTC.
3 However, current law enforcement officers are not to be charged
4 application or licensing fees when applying for a license.

5 Finally, the bill appropriates \$6 million from the General Fund to
6 the Department of Law and Public Safety to carry out the bill's
7 purposes.

ASSEMBLY LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

ASSEMBLY, No. 4194

STATE OF NEW JERSEY

DATED: JUNE 2, 2022

The Assembly Law and Public Safety Committee reports favorably Assembly Bill No. 4194.

As reported by the committee, Assembly Bill No. 4194 concerns the licensing of law enforcement officers and appropriates \$6 million.

Under the provisions of the bill, in order to be employed as a law enforcement officer in this State, a person is required to hold a valid, active license issued in accordance with the bill's provisions. The Police Training Commission (PTC) is required to establish the process by which law enforcement officers are to be licensed and is required to implement that process.

Under the bill, the membership of the PTC is expanded to include two additional public members and a member of the State Troopers Fraternal Association of New Jersey. The PTC is vested with the power, responsibility, and duty to prescribe minimum standards for the licensure for law enforcement officers; establish a licensure application process for law enforcement officers; establish and implement procedures and criteria for license renewal, suspension, revocation, or denial; and perform, through a licensing committee, certain activities related to law enforcement officer licensing.

The provisions of the bill require the PTC to establish a licensing committee to assist it in exercising the authority provided under the bill including, but not limited to, making recommendations for licensure to be considered by the full commission. The membership of the licensing committee is to include the Attorney General's designee and at least one public member.

The bill sets forth specific requirements for initial licensure. A license issued under the bill expires three years after the date of issuance, before which time the law enforcement officer is required to apply for a license renewal.

A law enforcement officer who is required to renew a license is to submit an application to the PTC through the officer's employing law enforcement unit. The law enforcement officer and the chief administrator of the employing law enforcement unit are required to certify that the officer meets certain requirements. The employing law enforcement unit is required to notify the PTC of certain employment actions regarding a law enforcement officer.

Under the bill, the PTC has the authority to suspend, revoke, place conditions upon, or deny a law enforcement officer license or place conditions on the renewal of a license under certain circumstances.

The bill provides that the PTC is required to revoke or deny a license whenever a law enforcement officer or applicant is convicted of a crime, an act of domestic violence, or an offense that would preclude the officer or applicant from carrying a firearm. In all other instances the law enforcement officer is entitled to a hearing. Under the bill, decisions of the PTC are final agency decisions subject to appeal in the Superior Court.

In addition, the bill provides that the PTC may establish or prescribe fees for training or other services provided by the commission. However, current law enforcement officers are not to be charged application or licensing fees when applying for a license.

Finally, the bill appropriates \$6 million from the General Fund to the Department of Law and Public Safety to carry out the bill's purposes.

ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

ASSEMBLY COMMITTEE SUBSTITUTE FOR
ASSEMBLY, No. 4194

STATE OF NEW JERSEY

DATED: JUNE 23, 2022

The Assembly Appropriations Committee reports favorably an Assembly Committee Substitute for Assembly Bill No. 4194.

This committee substitute concerns the licensing of law enforcement officers and appropriates \$6 million.

Under the provisions of this committee substitute, a person is not to be employed as a law enforcement officer in this State unless the person holds a valid, active license issued in accordance with the committee substitute's provisions.

The Police Training Commission (PTC) is required to establish the process by which law enforcement officers are to be licensed and implement that process. Under the committee substitute, the membership of the PTC is expanded to include two additional public members and a member of the State Troopers Fraternal Association of New Jersey.

The committee substitute provides that the PTC is vested with the power, responsibility, and duty to: prescribe minimum standards and requirements for the licensure for law enforcement officers and to maintain the status of a licensed law enforcement officer; establish a licensure process and applicable criteria for license issuance, renewal, suspension, revocation, or denial; and to perform or cause to be performed through the licensing committee certain activities related to law enforcement officer licensing.

Under the committee substitute, the PTC is to establish a licensing committee to assist in exercising the authority provided under the committee substitute, including certain duties with respect to law enforcement officer licensing. The membership of the licensing committee is to include, but is not limited to, the Attorney General's designee and no less than one public member.

The committee substitute sets forth specific requirements for an initial license and a probationary license. The PTC has the authority to issue a license for employment as a law enforcement officer if an applicant satisfies all licensing requirements. The committee substitute requires the PTC to deny an application for a license if the applicant or officer is convicted of a crime, an act of domestic violence, or an offense that would preclude the applicant or officer from carrying a firearm. A license issued under the committee substitute expires three

years after its date of issuance, before which time the law enforcement officer is required to apply for a license renewal.

A law enforcement officer that is required to renew the officer's license or a person appointed as a permanent law enforcement officer prior to the committee substitute's effective date is to submit an application through the officer's employing law enforcement unit to the PTC. The law enforcement officer and the chief law enforcement officer of the employing law enforcement unit are required to certify that the officer meets certain requirements.

The committee substitute further provides that the employing law enforcement unit is required to notify the PTC of certain employment actions regarding a law enforcement officer.

In addition, under the committee substitute, the PTC also has the authority to impose certain adverse license actions if a law enforcement officer engages in certain conduct. If the PTC finds that the officer has engaged in the enumerated conduct, the PTC can take any of the following adverse license actions: suspend the license for a definite period; place limitations or restrictions on a license; revoke a license, condition a penalty or withhold formal disposition upon the officer's completing care, counseling, or treatment, as directed by the commission; or place the officer's license on inactive status.

The committee substitute requires the PTC to revoke a law enforcement officer's license if the officer is convicted of a crime, an act of domestic violence, or an offense that would preclude the officer from carrying a firearm.

Under the committee substitute, with certain exceptions, in all situations involving the imposition of an adverse license action by the commission or the denial of an initial or renewal license, the law enforcement officer is entitled to a hearing, if requested by the officer.

The committee substitute provides that any ruling of the commission adverse to the law enforcement officer or any party participating in the hearing may be appealed to the Superior Court within 45 days of receipt of the commission's decision. Upon review on appeal to the Superior Court, the commission's decision is to be upheld unless the court finds the commission's decision was arbitrary, capricious, or unreasonable, or the record was unsupported by substantial credible evidence.

In addition, the committee substitute provides that the commission may establish or prescribe fees for training or other services provided by the PTC. Under the committee substitute, current law enforcement officers are not to be charged application or licensing fees when applying for a license.

Finally, the committee substitute appropriates \$6 million from the General Fund to the Department of Law and Public Safety to carry out the bill's purposes.

FISCAL IMPACT:

Fiscal information for this bill is currently unavailable.

LEGISLATIVE FISCAL ESTIMATE
ASSEMBLY COMMITTEE SUBSTITUTE FOR
ASSEMBLY, No. 4194
STATE OF NEW JERSEY
220th LEGISLATURE

DATED: JULY 5, 2022

SUMMARY

Synopsis: Concerns licensing of law enforcement officers; appropriates \$6 million.

Type of Impact: Annual State and local expenditure increases. State revenue Increase.

Agencies Affected: Department of Law and Public Safety; The Judiciary; Law Enforcement Statewide.

Office of Legislative Services Estimate

Fiscal Impact	<u>FY 2023</u>	<u>FY 2024 and Thereafter</u>
State Cost Increase	Up to \$6 Million	Indeterminate
State Revenue Increase	None	Indeterminate
Local Expenditure Increase	None	Indeterminate

- The Office of Legislative Service (OLS) determines this bill will lead to indeterminate salary and non-salary expenditures for the Police Training Commission (PTC) to establish a Statewide licensure process for certain law enforcement officers. The bill provides an initial appropriation of \$6 million, and there will be on-going annual salary and non-salary costs to the PTC and costs associated with appeals in the Superior Court in future years.
- The bill requires the PTC to prescribe minimum standards for the licensure for law enforcement officers; establish a licensure application process for law enforcement officers; establish and implement procedures and criteria for license renewal, suspension, revocation, or denial; and perform, through a licensing committee, certain activities related to law enforcement officer licensing.
- The bill establishes that the license would be valid for three years.
- The OLS estimates there would be an indeterminate State revenue increase from the bill's provision requiring the PTC to establish or prescribe fees for training or other services provided

by the commission; however, current law enforcement officers are excluded from fees when obtaining a license.

BILL DESCRIPTION

The bill requires the licensing of law enforcement officers and appropriates \$6 million.

Under the bill, the PTC prescribes minimum standards for the licensure for law enforcement officers; establishes a licensure application process for law enforcement officers; establishes and implements procedures and criteria for license renewal, suspension, revocation, or denial; and perform, through a licensing committee, certain activities related to law enforcement officer licensing. The license would be valid for three years.

Under the bill, the PTC has the authority to suspend, revoke, place conditions upon, or deny a law enforcement officer license or place conditions on the renewal of a license under certain circumstances. Under the bill, decisions of the PTC are final agency decisions subject to appeal in the Superior Court.

The bill provides that the PTC may establish or prescribe fees for training or other services provided by the commission. However, current law enforcement officers are not to be charged application or licensing fees when applying for a license.

Finally, the bill appropriates \$6 million in the first year to the Department of Law and Public Safety to carry out the bill's purposes.

FISCAL ANALYSIS

EXECUTIVE BRANCH

According to information provided by a representative with the Department of Law and Public Safety (DLPS), the DLPS projected the need for a State appropriation of \$5.935 million in FY 2023, \$6.2 million in FY 2024, \$6.3 million in FY 2025, and \$6.6 million in FY 2026. In FY 2024 the DLPS estimates that anticipated revenue including an annual State appropriation would offset the increased expenditures.

According to the DLPS, the \$6 million appropriation in the first year would expand the number of PTC employees to 46, a growth of 36 employees, including two part time hearing officers, two Division of Law attorneys, as well as fund employee benefits, and non-salary needs such as equipment, vehicles, and other supplies. In FY 2023, the DLPS anticipates zero licensing fees being collected due to the time needed to enact and implement the requirements of the bill during the first year. Beginning in FY 2024, the department estimates revenues may collected from certain academy recruits and academy certification fees, which when added to the State appropriation would total \$6.270 million.

OFFICE OF LEGISLATIVE SERVICES

The OLS determines this bill will lead to indeterminate salary and non-salary expenditures for the PTC to establish a Statewide licensure process for certain law enforcement officers. The bill provides an initial appropriation of \$6 million, and there will be on-going annual salary and non-salary costs to the PTC and costs associated with appeals in the Superior Court in future years.

Expenditures - The PTC, currently budgeted for under the Division of Criminal Justice in the DLPS, is responsible for the education curriculum of law enforcement officers Statewide. Under this bill, the OLS estimates the PTC's workload will increase as the responsible agency to establish a Statewide licensure system for over 30,600 law enforcement officers, through which the PTC will promulgate and apply uniform standards of professional conduct by law enforcement officers, establish minimum standards for licensure, review and take action on initial and renewal applications of applicants and law enforcement officers and applicants who meet those standards, and deny, revoke, or suspend licenses due to failure to meet or maintain those standards.

Information provided by the DLPS, estimates the implementation of this bill to approximately \$6 million annually for salary and non-salary expenditures for PTC to establish a Statewide licensure process for certain law enforcement officers. The DLPS indicated the PTC would expand the number of PTC employees to 46, a growth of 36 employees. The OLS concurs with a portion of the DLPS estimate as the bill will expand the duties of the PTC; however, concludes that the DLPS estimate includes existing State employees. According to information provided by the DLPS, the PTC has 10 funded employees currently, with another four positions supporting the PTC funded through the Division of Criminal Justice. An additional 11 employees are pending and in the process of being hired, prior to the enactment of this bill. The OLS estimates that the initial cost to fund the provisions of the bill should exclude the 25 current and pending employees should not include the DLPS estimate.

The provisions in the bill indicate that the PTC will be responsible for appeals; however, decisions of the PTC are final agency decisions are subject to appeal in the Superior Court.

State Revenue – The OLS estimates that based on the bill's provisions, the PTC will establish or prescribe fees for training or other services provided by the commission; however, current law enforcement officers are excluded from any licensing fees.

According to the DLPS, in FY 2023, the department anticipates zero licensing fees being collected due to the time needed to enact and implement the requirements of the bill during the first year. Beginning in FY 2024, the department estimates fees may be considered, which when added to an annual State appropriation would offset the PTC's expenditures estimated between \$6 to \$7 million annually.

Police Training Commission Background

The PTC, under the authority of the Police Training Act, is responsible for the development and certification of basic training courses for county and local police, sheriffs' officers, State and county investigators, State and county corrections officers, juvenile detention officers, and a number of other law enforcement positions, as well as several instructor development courses.

According to New Jersey Administrative Code, law enforcement agencies (State, county, municipal, or a combination), institutions of higher learning, or government agencies (State, county, or municipal) are eligible to apply to the PTC for certification to operate a school.

According to the PTC website, the following is a list of the sixteen established academies in New Jersey:

- Atlantic County Police Training Center
- Bergen County Law and Public Safety Institute Police, Fire, and EMS Academies
- Camden County College Police Academy
- Cape May County Police Academy
- Division of Criminal Justice Training Academy
- Essex County College Public Safety Academy
- Gloucester County Police Academy

- Hudson County Public Safety Training Center
- Juvenile Justice Commission Training Academy
- Mercer County Police Academy
- Monmouth County Police Academy
- Morris County Public Safety Training Academy
- New Jersey Department of Corrections Training Academy
- Ocean County Police Academy
- Passaic County Police Academy
- John H. Stamler Police Academy (Union County)

Section: Law and Public Safety

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This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).

Governor Murphy Signs Police Licensing Program Bill Into Law

07/21/2022

New Jersey will join 46 states with license programs in place

SECAUCUS – Governor Phil Murphy today signed S2742/A4194 into law, establishing a police licensing program for all New Jersey law enforcement officers. The new law will require all law enforcement officers to hold a valid, active license issued by the Police Training Commission (PTC) in order to be employed as officers in the State of New Jersey. Governor Murphy first proposed the legislation in May 2022 and the bill quickly moved through both the Senate and Assembly. New Jersey will become the 47th state to establish a police licensing program.

"I thank my legislative partners for acting quickly on passing this bill and sending it to my desk to sign today. This police licensing program will, formally and finally, recognize all who serve in law enforcement in our state as the specially trained and highly skilled professional they are," **said Governor Murphy**. "Officers holding these licenses will be proven professionals who fulfill their duties with honesty and integrity, helping law enforcement strengthen and rebuild the bonds of trust between police and residents in the communities they serve, especially in our Black and Brown communities."

"This landmark legislation will have real and transformative impact on policing in New Jersey, and will serve to significantly improve trust between law enforcement and the public they are sworn to protect," **said Acting Attorney General Platkin**. "One of the strongest commitments of the Murphy Administration has been to ensure the continued excellence and success of New Jersey's law enforcement officers, while promoting a culture statewide of professionalism, transparency, and accountability."

"The licensing of law enforcement officers throughout New Jersey provides an additional layer of professionalism and accountability to the men and women who take an oath to serve and protect the citizens of this great state," **said Colonel Patrick J. Callahan, Superintendent of the New Jersey State Police**. "I applaud the efforts of Governor Murphy and Acting Attorney General Platkin who have worked tirelessly with the members of the Police Training Commission to enact a statewide licensing program that strengthens transparency and public trust."

"NJDOC correctional police are highly trained and dedicated professionals with the significant responsibility of protecting the public and ensuring safe and secure facilities" **said NJDOC Commissioner Victoria L. Kuhn**. "The statewide licensure of law enforcement will continue to build trust and improve accountability for officers that serve in the NJDOC, and each and every community across the state."

The PTC, which establishes statewide law enforcement standards, voted unanimously in June 2020 to create a statewide police licensing program, recognizing that over 40 states across the country use a form of decertification or licensing for law enforcement officers. In an effort to help build public trust in law enforcement, the police licensing program will require all law enforcement officers to meet certain uniform professional standards to become, or continue to be, an active law enforcement officer in the state.

To better protect the health, safety, and welfare of all citizens, the legislation would grant the PTC the ability and responsibility to monitor and take appropriate actions against the licenses of any law enforcement officer who acts outside the bounds of professional standards or engages in illegal or improper conduct. Some of the conduct resulting in the revocation or non-issuance of a license include:

- Conviction of any crime in NJ, or any other state, territory, country, or of the U.S.;
- Conviction of an act of domestic violence;
- Conviction of any offense that would preclude an officer from carrying a firearm;
- Two or more motor vehicle offenses for operating a motor vehicle while under the influence of drugs or alcohol, or two or more motor vehicle offenses for reckless driving;
- Being an active member of a group that advocates for the violent overthrow of the government or for discrimination based on classes protected by the Law Against Discrimination (LAD); and
- Conduct or behavior in the officer's personal or professional life such as making statements, posting, sharing, or commenting in support of any posting, on social media, or otherwise, that demonstrates, espouses, advocates or supports discrimination or violence against, or hatred or bias toward individuals or groups based on race, creed, color, national origin, ancestry, sex, marital status, sexual orientation, gender identity or expression, or any other protected characteristic under the "Law Against Discrimination."

Officers will be subject to renew their licenses three years after issuance.

Primary sponsors of the legislation include:

- Senator Linda Greenstein
- Senator Troy Singleton
- Assemblywoman Verlina Reynolds-Jackson
- Assemblyman Benjie E. Wimberly
- Assemblyman William W. Spearman

"We have taken major steps over recent years – requiring the use of body-worn cameras, enhancing training, and increasing the diversity of our law enforcement agencies – to fortify the relationships between our communities and the law enforcement agencies that serve them. Police licensure is a commonsense next step," **said Senator Greenstein**. "Our communities will be better served – and our law enforcement agencies will be better equipped – with a framework for licensure in place. I'd like to thank my colleagues for supporting this legislation and Governor Murphy for signing it into law."

"The creation and implementation of a statewide licensure program for law enforcement officers is essential, as it will set requirements and minimum standards for all police at all levels," **said Senator Troy Singleton**. "I truly believe that uniform professional standards will help build public trust and ensure that proper policing is occurring across New Jersey."

"Professional licensure will greatly help ensure law enforcement officers uphold the public trust by maintaining high standards of training and proficiency," **said Assemblywoman Reynolds-Jackson**. "Many professions require licensure and are held accountable if they are in violation. The job of law enforcement is as critically important to our communities as the work of doctors and lawyers. This law will raise the level of professionalism that is required to serve our communities in any situation."

"We should always work to enhance transparency and build better relationships between the police and the residents they protect," **said Assemblyman Bill Spearman**. "Through this law, we will be able to hold bad actors accountable for their wrongdoings and ensure that the proper disciplinary actions are pursued."

"The Police Training Commission will have the ability to better monitor officers and take the appropriate action against those who engage in improper conduct under established licensure standards," **said Assemblyman Benjie Wimberly**. "This law is a step toward rebuilding trust in our communities."

"The State Troopers Fraternal Association has continually been willing to partner with the Governor and members of the legislature in producing common sense police reform legislation. This historic legislation creating a police licensing program here in New Jersey is no exception. This is yet another piece of legislation that we have all worked on together to enhance transparency and promote public trust and confidence in our troopers and all law-enforcement. This bill enhances the concepts of producing a more professional and better trained police officer while incapacitating bad actors for which we have no tolerance," **said Wayne Blanchard, President, State Troopers Fraternal Association**.

"The New Jersey Fraternal Order of Police which represents over 14,000 of New Jersey's Finest supports Governor Murphy's initiatives to further enhance professionalism within the Law Enforcement community in the State of New Jersey," **said Robert Gries, Executive Vice President, NJFOP**. "We look forward to supporting and working with the Governor's Office on this and all matters that affect and improve the ability of Law Enforcement to perform their important work."

"The ACLU-NJ and our advocacy partners have been calling for police licensing for years, and we're proud that we're finally able to see it come to fruition," **said ACLU-NJ President Amol Sinha**. "The bill Governor Murphy signed is strong: both the bill's sponsors and the administration took a promising draft and improved it by mandating reporting to the National Decertification Index. We intend to continue working with the Attorney General and stakeholders to ensure that this new licensing scheme provides necessary accountability and transparency for all New Jerseyans as well as ensures due process and fairness mechanisms for members of law enforcement. But there is much more that remains to be done. New Jersey belatedly joins the more than 40 other states in having a licensing scheme for police officers. We must now do the hard work of delivering meaningful measures of accountability such as police discipline transparency, civilian complaint review boards with subpoena power, and ending qualified immunity. We cannot – and should not – aspire to merely catch up with states like Alabama and Florida – instead we must lead on issues of police accountability to create a fairer and more just New Jersey for all."

"We applaud Governor Murphy and Attorney General Platkin for their leadership in establishing a police licensure program in New Jersey," **said Reverend Charles Boyer, Pastor, Greater Mount Zion Bethel AME Church and Executive Director, Salvation & Social Justice, United Black Agenda**. "Black residents in New Jersey are three times as likely to have force used against them than their white counterparts, and excessive force claims continue to cost New Jersey taxpayers millions each year. This bill is both critical and long overdue, yet we acknowledge that this legislation is not a panacea. We still have much work

to do to ensure that this bill lives up to the state's promise to heighten the standard of police conduct in the state and effectively holding officers who fail to meet that standard accountable. We at Salvation and Social Justice look forward to continuing to work with this Administration to increase transparency, equity, and justice in this state."

"I know that most New Jersey residents will be proud to join forty-six (46) states in these United States to require Law Enforcement Officers to be licensed like the many professionals in their communities," **said Reva Foster President, NJ Black Issues Convention.**

"Today's signing is a watershed moment in New Jersey for police transparency and professionalism. No longer will bad officers be able to hide behind the Shield of anonymity. The new measures go along way in fostering better community relations," **said Richard Rivera, co-founder, National Coalition Of Latino Officer.**

Professional licensing is used in various other contexts, and occupations such as teachers, doctors, electricians, and counselors, among others, are subject to licensing requirements that provide the public with appropriate assurance of professionalism, qualification, and accountability.