



State of New Jersey

DEPARTMENT OF LAW AND PUBLIC SAFETY
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Attorney General

ATTORNEY GENERAL LAW ENFORCEMENT DIRECTIVE NO. 2025-03

TO: All Law Enforcement Chief Executives and County Prosecutors

FROM: Matthew J. Platkin, Attorney General

DATE: November 5, 2025

SUBJECT: Law Enforcement Directive Establishing the Statewide Public Safety Professional Development Institute (PDI)

As public safety in New Jersey continues to evolve, it is imperative that the resources and training available to the members of our law enforcement community meet their needs. Leveraging technology to provide opportunities for professional development and continuing education, in a manner that is effective and convenient, will continue to ensure New Jersey residents receive the highest level of public safety services.

The creation of a statewide public safety Professional Development Institute (PDI) provides law enforcement agencies with access to online learning resources which will allow their members, of all ranks, to receive elective education courses and programs on their own schedule. In addition, PDI may designate certain courses as fulfilling mandatory training requirements, such as those required by N.J.S.A. 52:17B-77.13 et seq., commonly referred to as CLEAR training or the Community-Law Enforcement Affirmative Relations statute.

Providing law enforcement officers with elective education opportunities to pursue their own areas of interest and obtain the knowledge necessary to promote best practices in public safety, officer safety, community engagement, implicit bias, and leadership and professional development will greatly improve upon the sometimes-limited access to these resources.

Therefore, pursuant to the authority granted to me under the New Jersey Constitution and the Criminal Justice Act of 1970, N.J.S.A. 52:17B-97 to -117, which provides for the general supervision of criminal justice by the Attorney General as chief law-enforcement

officer of the State in order to secure the benefits of a uniform and efficient enforcement of the criminal law and the administration of criminal justice throughout the State, I hereby direct that Attorney General Law Enforcement Directive No. 2016-5 be repealed and superseded by this Directive. All law enforcement and prosecuting agencies operating under the authority of the laws of the State of New Jersey shall implement and comply with the provisions of this Directive.

I. ATTORNEY GENERAL PROFESSIONAL DEVELOPMENT INSTITUTE (PDI)

There is hereby established in the Office of Policing Strategy and Innovation (OPSI),¹ the statewide public safety Professional Development Institute (PDI or Institute) to oversee and implement the provisions of this Directive.

The Institute shall work in cooperation with the County Prosecutors' Association of New Jersey, the New Jersey State Police, the Office of Law Enforcement Professional Standards, the New Jersey Association of Chiefs of Police, and such other law enforcement, community, faith-based, and educational organizations, as the Executive Director of OPSI deems appropriate, to accomplish the goals set forth in this Directive or those required to achieve statutory compliance.

II. COURSE LIBRARY

The Executive Director of OPSI, or their designee, shall make available approved courses on the ACADIS Learning Management System maintained by the Police Training Commission. Such courses shall be provided in a manner deemed appropriate by the Executive Director of OPSI, or their designee, with due consideration given to the ability to view courses in segments, over time to afford flexibility in scheduling an officer's participation. Courses may include a test, where appropriate, to confirm that officers taking the course understand the principles presented.

The Institute may establish standards for determining which courses of instruction should be included in the catalog. These courses of instruction may be developed by: the Institute, a New Jersey law enforcement agency, a law enforcement agency in another jurisdiction, an institution of higher learning, a non-profit organization or foundation, or any other organization deemed appropriate by OPSI's Executive Director, or their designee. Included courses shall be relevant to the goals of enhancing officer safety, community-law enforcement relationships, and the professional development of police officers and supervisors.

¹ The Office of Policing Strategy and Innovation (OPSI) was created on November 4, 2024 by Attorney General Administrative Executive Directive No. 2024-05:
https://www.njoag.gov/wp-content/uploads/2024/11/ag-Directive-2024-05_Directive-Creating-the-Office-of-Policing-Strategy-and-Innovation.pdf

A. Elective Courses

The Institute's course offerings shall be elective in nature, except for those courses specifically required by statute or Attorney General Directive (see subsection B, below). These courses will provide officers with learning opportunities to enhance their knowledge base, expertise, and ownership of policing advancement, while developing leadership skills designed for all phases of their careers.

B. Required Courses

When directed by the Attorney General, the PDI shall make available on the ACADIS Learning Management System, courses required by statute or directive in the manner deemed appropriate by the OPSI Executive Director or their designee.

The chief law enforcement executive of each agency shall ensure affected law enforcement employees within their agencies complete mandatory training as necessary and maintain compliance with law and/or directive.

C. Community-Law Enforcement Affirmative Relations (CLEAR) Training

The Institute shall provide appropriate courses that satisfy the requirements set forth under N.J.S.A 52:17B-77.13 et seq. and make them available to all law enforcement officers. All officers shall satisfy the course of instruction identified or developed pursuant to N.J.S.A 52:17B-77.13 et. seq. once every five (5) years. The chief law enforcement executive of each agency must ensure sworn law enforcement employees within their agencies complete this training as necessary, and shall ensure that statutory compliance with respect to mandatory training is maintained.

D. In-Service Training

The chief law enforcement executive of each agency shall ensure sworn law enforcement employees within their agencies complete appropriate in-service training as necessary. When appropriate, a law enforcement agency may authorize an elective course as satisfying in-service training requirements.²

² The in-service training requirements of this section do not diminish the authority of County Prosecutors and agency executives to implement or modify in-service training within their respective jurisdictions.

III. COURSE PARTICIPATION

All sworn law enforcement officers shall have access to the ACADIS Learning Management System, and are authorized to enroll in any course that is available. Participation in continuing education courses pursuant to this Directive may be performed while at the officer's duty station or such other location, and at such times, as shall be determined by the chief executive of the agency that employs the officer. Course participation will be recorded and tracked in the ACADIS system.

In addition to elective education, Law enforcement chief executives, including County Prosecutors, may exercise their discretion, at any time, to designate one or more courses of instruction that all officers within their jurisdictions must complete within a prescribed period of time.

An officer shall not receive credit for participating in the same course of instruction presented on two or more occasions unless the course has been substantially modified, as determined by the Institute.

IV. OTHER PROVISIONS

- A. **Required training.** Failure to complete required training may result in adverse licensing action by the Police Training Commission, in addition to any other consequences deemed appropriate by employing agencies.
- B. **Non-enforceability by third parties.** This Directive is issued pursuant to the Attorney General's authority to ensure the uniform and efficient enforcement of the laws and administration of criminal justice throughout the State. Nothing in this Directive shall be construed in any way to create any substantive right that may be enforced by any third party.
- C. **Severability.** The provisions of this Directive shall be severable. If any phrase, clause, sentence, or provision of this Directive is declared by a court of competent jurisdiction to be invalid, the validity of the remainder of the Directive shall not be affected.
- D. **Questions.** Any questions concerning the interpretation or implementation of this Directive shall be addressed to the Executive Director of the Office of Policing Strategy and Innovation, or their designee.
- E. **Effective date.** This Directive shall take effect January 1, 2026 and shall specifically repeals and supersedes Attorney General Law Enforcement Directive No. 2016-5. This Directive shall remain in full force and effect unless and until it is repealed,

amended, or superseded by Order of the Attorney General. All law-enforcement agencies are encouraged to take any action it deems necessary related to training on this Directive.

Matthew J. Platkin
Attorney General

ATTEST:

Lyndsay V. Ruotolo
First Assistant Attorney General

Dated: November 5, 2025