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ATTORNEY GENERAL LAW ENFORCEMENT DIRECTIVE NO. 2021-7

TO: All Law Enforcement Chief Executives

FROM: Gurbir S. Grewal, Attorney General

DATE: June 25, 2021

SUBJECT: **Revising Law Enforcement Training Requirements for 2021**

In December 2020, Attorney General Directive 2020-13 announced the first revision to the statewide “Use of Force Policy” in two decades (“Revised Policy”).¹ The Revised Policy, which takes effect on December 31, 2021, substantially overhauls the responsibilities of law enforcement officers when interacting with the public.

To ensure that all police officers are appropriately trained on their new responsibilities under the Revised Policy, New Jersey’s over 38,000 state, county, and municipal law enforcement officers will attend training that covers the changes in the Revised Policy, as well as de-escalation techniques and other tactics aimed at limiting the use of force. These trainings (collectively, the “New UOF Trainings”) will include:

- Eight comprehensive training modules (online);
- Integrating Communication, Assessment, and Tactics (“ICAT”) course developed by the Police Executive Research Forum; and
- Active Bystandership for Law Enforcement (“ABLE”) course developed by Georgetown University and others.

By December 31, 2021, all officers are required under Directive 2020-13 to complete the New UOF Trainings—with an adjustment to the deadline for ICAT and ABLE trainings described below—which overlap with prior training obligations. As a result, in order to ensure efficient use

¹ Available at: https://www.nj.gov/oag/dcj/agguide/directives/ag-Directive-2020-13_Use_of_Force_Procedures.pdf.



of law enforcement resources, I have determined that it is appropriate to adjust several preexisting training requirements.

1. ***Use of force training.*** The existing Use of Force Policy requires officers to complete twice-annual training on the “lawful and appropriate use of force and deadly force.”² The New UOF Trainings cover that same topic, among other things. Therefore, instead of completing two trainings in calendar year 2021 under the existing Use of Force Policy, officers need only (1) attend one semi-annual use of force training under the existing Use of Force Policy and (2) complete the eight comprehensive online training modules on the Revised Policy. This modified training schedule does not alter the effective date of the Revised Policy, which remains December 31, 2021.
2. ***Vehicular pursuit training.*** The existing New Jersey Police Vehicular Pursuit Policy (“existing Vehicular Pursuit Policy”) requires officers to complete twice-annual training on the laws and policies governing vehicular pursuit.³ The New UOF Trainings also cover that same topic. Therefore, instead of completing two vehicular pursuit trainings in calendar year 2021 under the existing Vehicular Pursuit Policy, officers need only (1) attend one training session under the existing Vehicular Pursuit Policy and (2) complete the eight comprehensive online training modules on the Revised Policy.
3. ***Firearms requalification.*** Scheduling officer requalification appointments has been difficult due to firing ranges operating at reduced capacity because of safety precautions related to the COVID-19 pandemic. Additionally, as a result of the COVID-19 pandemic and other factors, the United States has experienced a significant ammunition shortage placing additional logistical and financial burdens on police agencies with respect to firing range re-qualifications. Therefore, it is necessary to adjust the twice-annual requirement of the Semi-Annual Firearms Qualification and Requalification Standards for New Jersey Law Enforcement (“Standards”) this year.⁴ In 2021, law enforcement officers need only complete a single firearms requalification, which will comply with the requirement in N.J.S.A. 2C:39-6j that officers complete an initial firearms training course and then an annual qualification.

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 all law enforcement agencies operating under the authority of the laws of the state of New Jersey ensure that the officers they employ comply with the following policies and protocols.

² Available at: <https://www.nj.gov/oag/dcj/agguide/useofforce2001.pdf> (see Section II.A).

³ Available at: https://www.nj.gov/oag/dcj/agguide/vehpurs_2009.pdf.

⁴ Available at: <https://www.state.nj.us/lps/dcj/pdfs/dcj-firearms.pdf>.

I. Training Requirements

- A. ***Use of force training.*** In 2021, every law enforcement officer must complete:
1. At least one training session on the lawful and appropriate use of force and deadly force, as required by the existing Use of Force Policy (Section II.A).
 2. The eight comprehensive online training modules on the Revised Policy.
- B. ***Vehicular pursuit training.*** In 2021, every law enforcement officer must complete:
1. At least one training session under the existing Vehicular Pursuit Policy.
 2. The eight comprehensive online training modules on the Revised Policy.
- C. ***Firearms requalification for active officers.*** In 2021, every law enforcement officer must complete, pursuant to the requirements outlined in the Semi-Annual Firearms Qualification and Requalification Standards for New Jersey Law Enforcement (“Standards”), the below. Each requalification shall include all applicable night requalification requirements as mandated by the Standards.⁵
1. At least one entire round of firearms requalification with the handgun.
 2. At least one entire round of firearms requalification with the shotgun (for officers authorized to carry).
 3. At least two firearms requalification sessions with the patrol rifle and/or subgun (for officers authorized to carry). One session shall be a qualification round and the other a training/familiarization round.
- D. ***Firearms requalification for retired officers.*** The adjustments to the Standards outlined in this Directive shall not be applicable to firearms requalification for retired law enforcement officers issued permits pursuant to N.J.S.A. 2C:39-6l. The requalification requirements for Retired Officer Carry Permits shall continue to be governed by N.J.S.A. 2C:39-6l.
- E. ***Deadline for ICAT and ABLE trainings.*** Under Directive 2020-13, officers are required to complete the New UOF Trainings by December 31, 2021. Due to the COVID-19 pandemic, as well as the scope of the undertaking to provide this new training to more than 38,000 officers, it is necessary to extend the deadline for ICAT and ABLE training (but not

⁵ Nothing in this Directive should be interpreted as prohibiting any law enforcement agency from completing two or more rounds of firearms requalification during 2021, or requiring officers to complete any additional in-service training, as circumstances permit.

for the eight online modules). Accordingly, this Directive makes the following adjustments to the ICAT and ABLE training deadlines:

1. While each agency must still train a majority of its officers in ICAT and ABLE by December 31, 2021, remaining officers shall complete the two trainings by April 30, 2022.
2. Every county ICAT-ABLE training coordinator and statewide law enforcement agency ICAT-ABLE training coordinator shall report to the Executive Director of the Office of Public Integrity and Accountability (“OPIA”) on the progress of ICAT and ABLE training in their respective jurisdictions by January 31, 2022. The report shall detail the progress of the training as of December 31, 2021 and shall be in a format prescribed by the OPIA Executive Director.

II. Other Provisions

- A. ***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. This Directive imposes limitations on law enforcement agencies and officials that may be more restrictive than the limitations imposed under the United States and New Jersey Constitutions, and federal and state statutes and regulations. Nothing in this Directive shall be construed in any way to create any substantive right that may be enforced by any third party.
- B. ***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 document shall not be affected.
- C. ***Questions.*** Any questions concerning the requirements laid out in this Directive shall be addressed to Jeffrey J. Barile, Bureau Chief, Prosecutors Supervision and Training Bureau within the Division of Criminal Justice at BarileJ@njdcj.org.
- D. ***Effective date.*** This Directive shall take effect immediately and shall remain in force unless it is repealed, amended, or superseded by Order of the Attorney General.



Gurbir S. Grewal
Attorney General

ATTEST:



Thomas J. Eicher
Executive Director, Office of Public Integrity & Accountability

Dated: June 25, 2021