



Division of Criminal Justice

Mandatory In-Service Law Enforcement Training

The in-service training of police officers has always been encouraged. Continued law enforcement education will enable an officer to perform more efficiently and more safely, and is essential in limiting liability in civil actions arising from officer's activities.

Some in-service training is mandated by the county prosecutor, the Attorney General or through various state or federal statutes or rules. This paper identifies those mandated in-service training programs that apply to law enforcement personnel in the state.

There are a limitless number of topics for in-service training including new laws, court decisions, internal policies and procedures and defensive driving. Although there is merit to this training, there are no mandates identified for requiring this additional training. The agency chief must determine what additional training is appropriate for the department in light of availability of resources.

This document has been prepared to assist law enforcement executives in understanding the very complex area of in-service training. If you have any further questions, please call the Law Enforcement Standards Section at (609) 984-7301. The Law Enforcement Standards Section will attempt to answer your questions about in-service training, or refer you to the appropriate agency.

1. Mandatory In-Service Training for All Law Enforcement Officers

All police officers are required to complete the following types of in-service training regardless of their duties or assignment.

a. *Firearms Requalification, Use of Force Policy and Vehicular Pursuit Policy*

Requalification with the agency handgun is mandated annually by N.J.S.A. 2C:39-6j. An Attorney General's Directive issued in December of 1989 requires semi-annual requalification with all agency-authorized firearms that the officer

may be required to use in the course of official duties. The Attorney General has also directed that all police receive semi-annual training on the laws and policies governing the use of force and vehicular pursuit. This training is usually given in conjunction with the firearms requalification. All of this training usually occurs within an eight hour period or less.

b. *Domestic Violence*

N.J.S.A. 2C:25-20 requires annual in-service training of at least four hours on domestic violence. Officers transferring to a new agency must receive training within 90 days from the date of transfer. Initial training now occurs as part of the Basic Course for Police Officers.

2. Mandatory In-service Training Due to a Particular Assignment

Because of particular assignment or particular duties, many police officers will be required to complete one or more of the following types of in-service training:

a. Officers who may respond to calls for service or handle emergency situations

i. *Bloodborne Pathogens*

Under 29 C.F.R. §1910.1030, only those police officers with an occupational exposure or the potential for such exposure are required to complete basic and in-service biohazard training. Training time varies depending on size of class and methodology, but update in-service training should take one to two hours.

ii. *Hazardous Materials*

Under 29 C.F.R. §1910.120 (q) (6), only those police officers who participate or are expected to participate in an emergency response to a hazardous materials situation must receive basic and annual in-service training in hazardous materials. The amount of in-service training that is required will depend on the level of basic hazardous materials training the officer has completed.

iii. *Right to Know*

Under N.J.A.C. 8:59-7.1 (c), only those police officers who are exposed to or have the potential to be exposed to hazardous substances during the course of their work must receive Right to Know training, including annual in-service training. Officers exposed to just one hazardous chemical need

not complete in-service Right to Know training provided their employer complies with the minimal training and notification requirements in N.J.A.C. 8:59-6.3 (f).

b. *Breathalyzer Recertification*

N.J.A.C. 13:57-1.6 and -1.7 require police officers who are certified to operate a breathalyzer to be recertified every third calendar year. A minimum of eight hours of training is necessary for recertification.

c. *911 dispatcher or call-taker update training*

N.J.A.C. 13:81-2.2 requires call-takers and dispatchers for the 911 emergency telecommunications system to complete eight hours of in-service training on an annual basis. Every police officer who acts as a call-taker or dispatcher must comply with the in-service training requirement.

d. *K-9 in-service training*

K-9 units are required to receive semi-annual training, pursuant to an Attorney General directive in December 1992.

e. *Emergency Medical Technician (EMT) recertification*

Emergency Medical Technicians must complete recertification training every three years under the policy of the New Jersey Department of Health.

f. *Miscellaneous*

Based on their duties and responsibilities, police officers may be required by federal and State regulation undergo in-service training in other areas. Examples of this include: confined space training; self-contained breathing apparatus training; and fire extinguisher training. This training is necessary only if the police officer engages in duties that require expertise in the subject area.

3. *Voluntary in-service training*

There is a vast array of training programs available to law enforcement through county and state police academies, federal law enforcement agencies, and private organizations. Some of the training which is widely used throughout this State, despite the fact that is not mandated, include the following:

a. *Radar operator and instructor training*

Over 90% of the police agencies in New Jersey participate in the voluntary radar operators certification program developed by the Division of Criminal Justice. The program, which was instituted to ensure consistency in the training of radar operators, requires four hours of recertification training every three years. Approximately 9,000 officers are presently certified under this program.

b. *Internal Affairs Policy and Procedures*

In August 1991, the Attorney General mandated that all law enforcement agencies establish an internal affairs function. To support this mandate, the Division of Criminal Justice provides training on the directive and internal affairs to any officer so assigned. To date, police officers from 483 municipal, county and State law enforcement agencies have been trained in this area.

c. *Victim-Witness Services*

N.J.S.A. 52:4B-47 requires in part that in-service training shall be made available for police officers, assistant prosecutors, county detectives and investigators on specialized needs of crime victims and available services, but does not specify that law enforcement officers must attend. Initial training occurs as part of the Basic Course for Police Officers. Training time is not specified but in-service updates would require less than an hour.

d. *Side handled baton training*

Update training in the side handled baton (PR-24) is not required by state mandate. The manufacturer of the PR-24, Monadnock, recommends recertification on a regular basis.

e. *CPR and First Aid training*

CPR refresher training is recommended and can be accomplished in one to four hours according to the American Heart Association. First aid refresher training is also recommended for all police officers.