

1. Quarterly Training Cycle
  - a. Patrol Rifle/Subgun Qualifications/Training.
    - 1) Requalification with the department patrol rifle/subgun is mandated quarterly by N.J.S.A. 2C:39-6j.
  
2. Semi-Annual Training Cycle
  - a. Firearms Qualifications/Training;
    - 1) Requalification with the department handgun/shotgun is mandated semi-annually by N.J.S.A. 2C:39-6j.
  
  - b. Use of Force Training (includes the use of less lethal and deadly force);
    - 1) Training will be on the laws and policies governing the use of force.
  
  - c. Vehicular Pursuit Training.
    - 1) Training will be on the laws and policies governing vehicle pursuits.
  
3. Annual Training Cycle
  - a. Domestic Violence Training;
    - 1) N.J.S.A. 2C:25-20 requires annual in-service training of at least four hours on domestic violence. Police officers transferring to a new department must receive training within 90 days from the date of transfer. Initial training now occurs as part of the Basic Course for Police Officers.

- b. Blood-Borne Pathogens Training;
  - 1) OSHA's Bloodborne Pathogens standard prescribes safeguards to protect workers against the health hazards from exposure to blood and other potentially infectious materials, and to reduce their risk from this exposure.
  
- c. Hazardous Materials Awareness Training;
  - 1) Recognize & identify hazardous materials, take basic protective actions and initiate isolation and evacuation according to protective action distances.
  
- d. 9-1-1 Call Taker Update;
  - 1) All officers that are certified to work the telecommunications system will receive eight-hour in-service 9-1-1 training annually as required.
  
- e. Legal Updates Training;
  - 1) This training will be inclusive of case law, search and seizure, criminal and motor vehicle law.
  
- f. Continuing Education Credits.
  - 1) All police officers shall receive training in the Community Law Enforcement Affirmative Relations Continuing Education Courses pursuant to Attorney General Law Enforcement Directive No. 2016-5 as identified by the Community Law Enforcement Affirmative Relations (CLEAR) Institute.
    - 2017- De-escalation
    - 2018- Cultural Diversity, Bias Crime Reporting, and De-escalation.
    - 2019- Sex Assault Investigations
    - 2020- Law Enforcement Interactions with Transgender Individuals/ Law Enforcement and the Jewish Orthodox Religion

4. Biennial Training Cycle

- a. Right to Know Training;
  - 1) Employees identified by the training unit that have the potential to be exposed to hazardous substances during the course of their work will receive biennial training in Right to Know as required.

- b. Ethics Training;
- c. Less Lethal Weapons Training.
  - 1) Only police officers that have completed the prescribed course of instruction on the department authorized less lethal weapons are authorized to carry the weapon. A certified instructor in accordance with department written directive shall instruct the training.

5. Triennial Training Cycle

- a. Harassment in the Workplace Training;
  - 1) All department employees shall complete this training.
- b. Discriminatory Profiling Training;
  - 1) All department enforcement personnel will receive training regarding cultural diversity and the prohibition against discriminatory profiling, including legal aspects. This training shall minimally occur on a triennial basis.
- c. Handling the Mentally Ill Training;
  - 1) Initial training for all sworn personnel.
  - 2) Refresher training for all sworn personnel shall occur minimally on a triennial basis.
- d. Radar/Laser Operator Training;
  - 1) Certified police officers will be re-certified to operate the radar/laser every three (3) years. The re-certification process will be administered by a certified radar/laser instructor, and shall consist of a minimum of four (4) hours of instruction.
- e. Cell Block Management Training.
  - 1) Initial training for personnel assigned to supervise detainees.
  - 2) Refresher training for personnel assigned to supervise detainees shall occur minimally on a triennial basis.

6. Periodic Training Cycle

- a. C.P.R.;
  - 1) C.P.R. refresher training is recommended and can be accomplished as required by the current standards of the certifying entity, (e.g., American Red Cross or American Heart Association).

- b. First Aid Training;
  - 1) Police officers shall receive in-service training in first aid, when necessary.
- c. Alcotest Training.
  - 1) Police officers who are certified to operate the Alcotest machine (D.W.I)
- d. Dealing with the Immigrant Community
  - 1) Although officers should assist federal immigration authorities when required to do so by law, they should also be mindful that providing assistance above and beyond those requirements threatens to blur the distinctions between state and federal actors and between federal immigration law and state criminal law. It also risks undermining the trust between the law enforcement community and the public.