

ASSEMBLY COMMITTEE SUBSTITUTE FOR  
**ASSEMBLY, No. 4194**

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**STATE OF NEW JERSEY**  
**220th LEGISLATURE**

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ADOPTED JUNE 23, 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:**

**Assemblywomen McKnight, Lopez and Assemblyman McKeon**

**SYNOPSIS**

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

**CURRENT VERSION OF TEXT**

Substitute as adopted by the Assembly Appropriations Committee.



**(Sponsorship Updated As Of: 6/29/2022)**

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

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 and appropriate to establish a Statewide licensure system, through  
 2 which the Police Training Commission will promulgate and apply  
 3 uniform standards of professional conduct by law enforcement  
 4 officers, establish minimum standards for licensure, review and take  
 5 action on initial and renewal applications of applicants and law  
 6 enforcement officers and applicants who meet those standards, and  
 7 deny, revoke, or suspend licenses due to failure to meet or maintain  
 8 those standards.

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

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

17 2. As used in this act:

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

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

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

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

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

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

1 appointed pursuant to section 25 of P.L.2017, c.331 (C.4:22-14.1)  
2 or section 28 of P.L.2017, c.331 (C.4:22-14.4); transit police  
3 officers appointed by New Jersey Transit pursuant to section 2 of  
4 P.L.1989 c.291 (C.27:25-15.1); and campus police officers  
5 appointed pursuant to P.L.1970, c.211 (C.18A:6-4.2 et seq.).

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

16 "Licensing committee" means the committee established by the  
17 Police Training Commission to perform duties with respect to law  
18 enforcement officer licensing as set forth in subsection c. of section  
19 9 of P.L. , c. (C. ) (pending before the Legislature as this  
20 bill).

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

25 "National Decertification Index" shall mean the national registry  
26 of law enforcement officer decertification or license revocations  
27 maintained by the International Association of Directors of Law  
28 Enforcement Standards and Training, or a successor database.

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

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

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

45 "Probationary law enforcement license" means a license issued  
46 by the Police Training Commission to a person appointed by a law  
47 enforcement unit on a probationary or temporary basis which  
48 authorizes the person to perform the functions of a permanent law

1 enforcement officer during the person's probationary or temporary  
2 appointment term.

3 "Sustained finding" shall mean a determination by an employing  
4 law enforcement unit that a law enforcement officer violated a law;  
5 regulation; directive, guideline, policy, or procedure issued by the  
6 Attorney General or County Prosecutor; agency protocol; standing  
7 operating procedure; rule; or training.

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

9

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

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

28 b. A **【police】** law enforcement officer who is terminated from  
29 an agency for reasons of economy or efficiency shall be granted an  
30 exemption or waiver from retaking the basic training course if,  
31 within **【five】** three years from the date of termination, the **【police】**  
32 law enforcement officer is appointed to a similar law enforcement  
33 position in another agency or is reemployed by the agency from  
34 which **【he】** the officer was terminated.

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

36

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

39 4. a. Notwithstanding the provisions of R.S.11:2-6, a  
40 probationary or temporary appointment as a **【police】** law  
41 enforcement officer may be made for a total period not exceeding  
42 one year for the purpose of enabling a person seeking permanent  
43 appointment to take a police training course as prescribed in this  
44 act, provided, however, that the time period may exceed one year  
45 for those persons enrolled prior to the one-year limit in a police  
46 training course scheduled to end subsequent to the one-year limit,  
47 and for those persons who, prior to the one-year limit, have been  
48 scheduled to attend a police training course which commences

1 subsequent to the one-year limit. In no case shall any extension  
2 granted for the reasons herein listed exceed six months. Every  
3 person holding such a probationary or temporary appointment shall  
4 enroll in a police training course, and such appointee shall be  
5 entitled to a leave of absence with pay during the period of the  
6 police training course.

7 b. A person holding a probationary or temporary appointment  
8 on the effective date of P.L. , c. (C. ) (pending before the  
9 Legislature as this bill) shall not be permitted to continue in the  
10 probationary or temporary appointment beyond one year after the  
11 effective date of P.L. , c. (C. ) (pending before the  
12 Legislature as this bill) unless the person enrolls in or completes a  
13 basic training course approved by the commission.

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

27 d. Upon successful completion of a probationary or temporary  
28 appointment, a person may apply for licensure as a permanent law  
29 enforcement officer in a manner prescribed by the commission  
30 pursuant to P.L. , c. (C. ) (pending before the Legislature as  
31 this bill). The probationary license shall remain in force and effect  
32 until the commission acts upon the application for licensure as a  
33 permanent law enforcement officer.

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

35  
36 5. Section 2 of P.L.1998, c.146 (C.52:17B-69.1) is amended to  
37 read as follows:

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

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

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

47 The person may be charged a fee by the commission or approved  
48 school, as the case may be, not exceeding that which the  
49 commission approved school charges a governmental employer for

1 the training of an employee holding a probationary or temporary  
2 appointment.

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

6 b. The commission, in accordance with the provisions of the  
7 "Administrative Procedure Act," P.L.1968, c.410 (C.52:14B-1 et  
8 seq.), shall promulgate rules and regulations to effectuate the  
9 purposes of this section.  
10 (cf: P.L.1998, c.146, s.2)

11  
12 6. Section 3 of P.L.1998, c.146 (C.52:17B-69.2) is amended to  
13 read as follows:

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

21  
22 7. Section 5 of P.L.1961, c.56 (C.52:17B-70) is amended to  
23 read as follows:

24 5. There is hereby established in the Division of Criminal  
25 Justice in the Department of Law and Public Safety a Police  
26 Training Commission whose membership shall consist of the  
27 following persons:

28 a. [Two] Four citizens of this State who shall be appointed by  
29 the Governor with the advice and consent of the Senate for terms of  
30 three years [commencing with the expiration of the terms of the  
31 citizen members, other than the representative of the New Jersey  
32 Office of the Federal Bureau of Investigation, now in office].

33 b. The president or other representative designated in  
34 accordance with the bylaws of each of the following organizations:  
35 the New Jersey State Association of Chiefs of Police; the New  
36 Jersey State Policemen's Benevolent Association, Inc.; the New  
37 Jersey State League of Municipalities; the New Jersey State Lodge,  
38 Fraternal Order of Police; the State Troopers Fraternal Association  
39 of New Jersey; the County Prosecutors' Association of New Jersey;  
40 the Sheriffs' Association of New Jersey; the Police Academy  
41 Directors Association; the New Jersey County Jail Wardens  
42 Association; the New Jersey Juvenile Detention Association; and  
43 the National Organization of Black Law Enforcement Executives.

44 c. The Attorney General, the Superintendent of State Police,  
45 the Commissioner of Education, [the Secretary of Higher  
46 Education,] the Commissioner of Corrections, and the Chairman of  
47 the State Parole Board, ex officio, or [when so designated by  
48 them,] their [deputies] designees.

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

e. The Police Training Commission shall ensure that all commission members, during their tenure as commissioners, annually complete confidentiality, ethics, and other training as required by the Attorney General's Office. The commission shall also ensure that all newly appointed public members of the commission complete a course designed to familiarize the members with relevant law enforcement training concepts, including but not limited to the use of force policy and internal affairs policy and procedures to help the members carry out their duties under P.L. , c. (C. ) (pending before the Legislature as this bill).  
(cf: P.L.2015, c.258, s.1)

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

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

The commission shall have the authority:

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

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

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

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

e. To certify **police officers, correctional police officers, juvenile correctional police officers, and juvenile detention** **law enforcement** officers who have satisfactorily completed training programs and to issue appropriate certificates to **the police**



- 1 officers, correctional police officers, juvenile correctional police
- 2 officers, and juvenile detention】 the officers;
- 3 f. To advise and consent in the appointment of an
- 4 administrator of police services by the Attorney General pursuant to
- 5 section 8 of P.L.1961, c.56 (C.52:17B-73);
- 6 g. (Deleted by amendment, P.L.1985, c.491)
- 7 h. To make rules and regulations as may be reasonably
- 8 necessary or appropriate to accomplish the purposes and objectives
- 9 of this act;
- 10 i. To make a continuous study of police training methods and
- 11 training methods for 【correctional police officers, juvenile
- 12 correctional police officers, and juvenile detention】 law
- 13 enforcement officers and to consult and accept the cooperation of
- 14 any recognized federal or State law enforcement agency or
- 15 educational institution;
- 16 j. To consult and cooperate with universities, colleges, and
- 17 institutes in the State for the development of specialized courses of
- 18 study for 【police】 law enforcement officers in police science and
- 19 police administration;
- 20 k. To consult and cooperate with other departments and
- 21 agencies of the State concerned with police training or the training
- 22 of 【correctional police officers, juvenile correctional police
- 23 officers, and juvenile detention】 law enforcement officers;
- 24 l. To participate in unified programs and projects relating to
- 25 police training and the training of 【correctional police officers,
- 26 juvenile correctional police officers, and juvenile detention】 law
- 27 enforcement officers sponsored by any federal, State, or other
- 28 public or private agency;
- 29 m. To perform other acts as may be necessary or appropriate to
- 30 carry out its functions and duties as set forth in this act;
- 31 n. To extend the time limit for satisfactory completion of police
- 32 training programs or programs for the training of 【correctional
- 33 police officers, juvenile correctional police officers, and juvenile
- 34 detention】 law enforcement officers upon a finding that health,
- 35 extraordinary workload, or other factors have, singly or in
- 36 combination, effected a delay in the satisfactory completion of the
- 37 training program;
- 38 o. (1) To furnish approved schools, for inclusion in their
- 39 regular police training courses and curriculum, with information
- 40 concerning the advisability of high speed chases, the risk caused by
- 41 them, and the benefits resulting from them, and to include any other
- 42 relevant police training courses that will assist the commission in
- 43 providing efficient training;
- 44 (2) To 【review and approve new standards and course curricula
- 45 for】 consult the New Jersey State Police with respect to its
- 46 administration of police training courses or programs 【to be offered
- 47 by approved schools】 for the training of 【police】 law enforcement
- 48 officers to be certified as a Drug Recognition Expert for detecting,

1 identifying, and apprehending drug-impaired motor vehicle  
2 operators~~]. The commission shall~~, and to consult with the  
3 Cannabis Regulatory Commission established by 31 of P.L.2019,  
4 c.153 (C.24:6I-24) with respect to any aspects of the course  
5 curricula that focus on impairment from the use of cannabis items  
6 as defined by section 3 of P.L.2021, c.16 (C.24:6I-33) or marijuana.  
7 **Any police officer certified and recognized by the commission as a**  
8 **Drug Recognition Expert prior to the effective date of this section,**  
9 **as amended by the "New Jersey Cannabis Regulatory, Enforcement**  
10 **Assistance, and Marketplace Modernization Act," P.L.2021, c.16**  
11 **(C.24:6I-31 et al.), shall continue to be recognized as certified until**  
12 **that certification has expired or is no longer considered valid as**  
13 **determined by the commission, or the certification is replaced by**  
14 **the police officer with a new certification in accordance with the**  
15 **new standards and course curricula for certification described in**  
16 **this paragraph.]**

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

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

41  
42 9. (New section) The commission shall establish the process by  
43 which law enforcement officers shall be licensed and the  
44 implementation of that process. The commission is vested with the  
45 power, responsibility, and duty:

46 a. to prescribe minimum standards and requirements for the  
47 licensure for law enforcement officers and to maintain the status as  
48 a licensed law enforcement officer for the purpose of promoting and

1 assuring integrity, competence, professionalism, and fitness for  
2 duty. The minimum standards shall include, but not be limited to:

3 (1) minimum pre-employment qualifications for law  
4 enforcement officer applicants, including but not limited to, age  
5 requirements, residency requirements, background investigations,  
6 psychological examinations, and educational requirements;

7 (2) minimum post-academy training and educational  
8 requirements, including but not limited to required field training  
9 hours for recent academy graduates and required continuing  
10 educational courses for law enforcement officers; and

11 (3) minimum standards of professional conduct;

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

14 c. to perform or cause to be performed through the licensing  
15 committee the following activities related to law enforcement  
16 officer licensing:

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

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

21 (3) conduct license renewal, suspension, revocation, or denial  
22 hearings; and

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

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

33 The composition, membership, terms of membership, and  
34 procedures applicable to the function and operations of the  
35 licensing committee shall be determined by the commission,  
36 provided that the membership of the licensing committee shall  
37 include the Attorney General's designee and no less than one public  
38 member.

39

40 10. (New section) A person shall not be employed as a law  
41 enforcement officer, as defined in section 2 of P.L.1961, c.56  
42 (C.52:17B-67), in this State unless the person holds a valid, active  
43 license as a law enforcement officer issued in accordance  
44 with P.L. , c. (C. ) (pending before the Legislature as this  
45 bill). A person shall not act as a law enforcement officer, as  
46 defined in section 2 of P.L.1961, c.56 (C.52:17B-67), in this State  
47 beyond the scope of the authorization provided pursuant to any  
48 designations to the license approved by the Police Training  
49 Commission.

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

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

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

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

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

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

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

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

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

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

3       10. The members of the commission shall receive no salary but  
4 all members except those designated in subsection c. of section 5  
5 of this act shall be reimbursed for their reasonable expenses  
6 lawfully incurred in the performance of their official functions.  
7 The members of the commission who are employed by the State, a  
8 county, a municipality or any State, county, or local governmental  
9 entity shall not be subject to loss of pay or accrued time due to  
10 attending commission meetings or otherwise performing the official  
11 commission functions.

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

13

14       14. (New section) a. The applicant for an initial law  
15 enforcement license or a probationary license shall have the burden  
16 of demonstrating to the satisfaction of the commission that the  
17 applicant meets all requirements for the issuance of a law  
18 enforcement license. The requirements for an initial license and a  
19 probationary license shall include, but not be limited to, that an  
20 applicant:

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

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

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

26       (4) be fingerprinted in accordance with the standards established  
27 by the commission;

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

31       (6) have passed a psychological examination by a licensed  
32 psychologist or psychiatrist based on specifications established by  
33 the commission;

34       (7) be of good moral character as determined by a background  
35 investigation conducted under the procedures established by the  
36 commission and successfully pass a criminal background records  
37 check in accordance with the Prison Rape Elimination Act (PREA),  
38 28 C.F.R. 115.317, if applicable;

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

41       (9) successfully pass a drug screening test as prescribed by the  
42 commission;

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

44       (11) not have received a dishonorable discharge from military  
45 service;

46       (12) successfully complete any probationary period prescribed  
47 by the commission;

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

- 1 (a) a crime in this State or any other state, territory, country, or
- 2 of the United States, including a conviction of an offense which if
- 3 committed in this State would be deemed a crime under either State
- 4 or federal law without regard to its designation elsewhere;
- 5 (b) an act of domestic violence pursuant to P.L.1991, c.261
- 6 (C.2C:25-17 et seq.);
- 7 (c) an offense that would preclude an applicant from carrying a
- 8 firearm as defined by N.J.S.2C:39-1;
- 9 (d) a disorderly persons offense or petty disorderly persons
- 10 offense involving dishonesty, fraud, or a lack of good moral
- 11 character, unless the commission determines the offense to be de
- 12 minimis in nature or inconsequential to the applicant's ability to
- 13 meet the standards expected of a law enforcement officer;
- 14 (e) two or more motor vehicle offenses for operating a motor
- 15 vehicle while under the influence of drugs or alcohol pursuant to
- 16 R.S.39:4-50 or two or more motor vehicle offenses for reckless
- 17 driving pursuant to R.S.39:4-96; or
- 18 (f) any offense listed in (b) through (e) of this paragraph
- 19 committed in violation of the laws of another state, territory,
- 20 country, or the United States;
- 21 (14) not be the subject of or had a domestic violence restraining
- 22 order pursuant to P.L.1991, c.261 (C.2C:25-17 et seq.), an extreme
- 23 risk protective order, or a temporary extreme risk protective order
- 24 pursuant to P.L.2018, c.35 (C.2C:58-20 et seq.) issued against the
- 25 applicant;
- 26 (15) not be an active member of a group or organization that
- 27 advocates for, espouses, or promotes the overthrow of a local, state,
- 28 or federal government or discrimination or violence against or
- 29 hatred or bias toward individuals or groups based on race, creed,
- 30 color, national origin, ancestry, age, sex, marital status, sexual
- 31 orientation, gender identity or expression, or any other protected
- 32 characteristic under the "Law Against Discrimination," P.L.1945,
- 33 c.169 (C.10:5-1 et seq.), or knowingly engage in any activity,
- 34 conduct, or behavior relating to such group or organization with the
- 35 intent to support, endorse or advocate for, or which the applicant
- 36 knows or should know will have the effect of supporting,
- 37 furthering, or advocating for, the goals of such group or
- 38 organization, where active membership or knowing engagement
- 39 would undermine public confidence in the ability of the individual
- 40 law enforcement officer or the employing law enforcement agency
- 41 to carry out the public safety mission, or where active membership
- 42 or knowing engagement would cause substantial disruption to
- 43 proper law enforcement functioning;
- 44 (16) not have engaged in conduct or behavior in the applicant's
- 45 personal or professional life, including, but not limited to, making
- 46 statements, posting, sharing, or commenting in support of any
- 47 posting, on social media or otherwise, that demonstrates, espouses,
- 48 advocates, or supports discrimination or violence against, or hatred
- 49 or bias toward, individuals or groups based on race, creed, color,

1 national origin, ancestry, age, sex, marital status, sexual orientation,  
2 gender identity or expression, or any other protected characteristic  
3 under the “Law Against Discrimination,” P.L.1945, c.169 (C.10:5-1  
4 et seq.), where the conduct or behavior would undermine public  
5 confidence in the ability of the individual law enforcement officer  
6 or the employing law enforcement agency to carry out the public  
7 safety mission, or where the conduct or behavior would cause  
8 substantial disruption to proper law enforcement functioning;

9 (17) provide to the commission and the applicant’s employing  
10 law enforcement unit a complete list of all social media accounts  
11 maintained by the applicant and grant to the commission and the  
12 applicant’s employing law enforcement unit access to all outwardly  
13 facing activity and publicly accessible components of the accounts;

14 (18) not currently be listed on the National Decertification Index  
15 as being decertified as a law enforcement officer or having the  
16 license or certification as a law enforcement officer revoked or  
17 denied;

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

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

21 b. The commission may waive the requirements of  
22 subparagraphs (d) and (e) of paragraph (13) of subsection a. of this  
23 section if the applicant demonstrates to the licensing committee’s  
24 satisfaction that:

25 (1) the applicant’s conviction or convictions occurred five or  
26 more years prior to submission of an application for licensure as a  
27 law enforcement officer;

28 (2) the applicant has taken rehabilitative steps since the  
29 applicant’s conviction or convictions to become a law-abiding  
30 citizen through actions, including but not limited to continuing  
31 education, maintaining gainful employment, and having no further  
32 convictions; and

33 (3) the applicant is currently of good moral character and  
34 submits at least three letters of recommendation from members of  
35 the applicant’s community detailing the applicant’s good moral  
36 character.

37 c. An applicant for licensure shall provide to the commission  
38 or the applicant’s employing law enforcement unit documented  
39 proof, in a form and manner as required by the commission, that the  
40 applicant is in compliance with paragraphs (1) through (20) of  
41 subsection a. of this section. The commission shall promulgate in  
42 its rules and regulations the form, manner, and substance of  
43 documents required by the commission to provide sufficient proof  
44 of the qualifications required by this section. An application for  
45 initial licensure or license renewal of a person employed as full-  
46 time sworn member of any State, county, or municipal law  
47 enforcement agency or department, division or instrumentality of  
48 those governments on the effective date of P.L. , c.  
49 (C. )(pending before the Legislature as this bill) shall not be

- 1 denied based solely on consideration of disciplinary actions based
- 2 on conduct occurring prior to the date of enactment of P.L. , c.
- 3 (C. )(pending before the Legislature as this bill).
- 4 d. The commission shall have the authority to issue a license for
- 5 employment as a law enforcement officer if an applicant satisfies all
- 6 licensing requirements. A license issued pursuant to this section
- 7 shall expire three years after its date of issuance, before which time
- 8 the law enforcement officer shall be required to apply for a license
- 9 renewal pursuant to section 17 of P.L. , c. (C. ) (pending
- 10 before the Legislature as this bill).
- 11 e. 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 f. A person appointed as a permanent law enforcement officer
- 19 prior to the effective date of P.L. , c. (C. ) (pending before
- 20 the Legislature as this bill) shall apply for a law enforcement
- 21 license in accordance with section 17 of P.L. , c. (C. )
- 22 (pending before the Legislature as this bill). The commission shall
- 23 devise a process and schedule for submission of a law enforcement
- 24 license application for the officers.
- 25 g. At the discretion of the commission, licenses issued pursuant
- 26 to this section may serve as authorization for a licensee to serve in
- 27 one of the following positions, provided the licensee meets the
- 28 requisite qualifications for that status: a full-time permanent law
- 29 enforcement officer; a Class One, Class Two, or Class Three special
- 30 law enforcement officer; or a probationary law enforcement officer.
- 31 h. In all situations where a law enforcement officer has been
- 32 convicted of an offense set forth in subparagraph (a), (b), or (c) of
- 33 paragraph (13) of subsection a. of this section, the commission shall
- 34 deny the issuance of a license to an applicant.
- 35 i. Any decision to deny a license shall be accompanied by a
- 36 written statement in a form to be prescribed by the commission.
- 37
- 38 15. (New section) a. An employing law enforcement unit
- 39 shall be responsible for the collection, verification, and maintenance
- 40 of documentation establishing that an applicant meets the minimum
- 41 qualifications for employment as a law enforcement officer.
- 42 b. When all of the documentation concerning an applicant is
- 43 obtained, the employing law enforcement unit shall submit the
- 44 documentation to the commission for verification and review in a
- 45 manner prescribed by the commission.
- 46 c. The commission shall adopt rules and regulations
- 47 establishing the procedure to submit licensing application
- 48 documents.



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

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

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

(1) the separation from appointment or employment with the law enforcement unit, which includes any firing, termination, resignation, retirement, or voluntary or involuntary extended leave of absence, which notice shall include the date of separation;

(2) the imposition of any discipline subject to appeal;

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

(4) any sustained finding that a law enforcement officer used excessive force;

(5) any pending criminal charge or conviction of any crime, disorderly persons, petty disorderly persons, or driving while intoxicated offense;

(6) any sustained finding that a law enforcement officer is unfit for duty;

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

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

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

(10) any sustained finding that the law enforcement officer is biased against a particular class of people 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," P.L.1945, c.169 (C.10:5-1 et seq.).

In addition to the completed form, the employing law enforcement unit shall provide additional supporting information and documentation as may be required by the commission. The employing law enforcement unit shall maintain the original form and submit, or electronically transmit, the information required under this subsection to the commission within two business days of the employment action. Notwithstanding any other provision of

1 law, the completed forms and information submitted to the  
2 commission pursuant to this section shall not, by virtue of having  
3 been required pursuant to this section, constitute a public record  
4 under P.L.1963, c.73 (C.47:1A-1 et seq.) or a government record  
5 subject to access pursuant to P.L.2001, c.404 (C.47:1A-5 et seq.),  
6 but shall be accessible when otherwise required to be disclosed by  
7 law.

8 c. In a case of separation from employment, the employing law  
9 enforcement unit shall execute and maintain a form adopted by the  
10 commission, setting forth in detail the facts and reasons for the  
11 separation. The information contained in the form shall be  
12 submitted, or electronically transmitted, to the commission within  
13 two business days. If the officer is separated for the officer's  
14 failure to comply with the provisions of P.L. , c. (C. )  
15 (pending before the Legislature as this bill), the notice shall specify  
16 this. Any law enforcement officer who has separated from  
17 employment for cause shall be permitted to respond to the  
18 separation, in writing, to the commission, setting forth the facts and  
19 reasons for the separation as the officer understands them. The  
20 response shall be submitted to the commission within two business  
21 days of the separation.

22 d. Before employing a licensed law enforcement officer, a  
23 subsequent employing law enforcement unit shall contact the  
24 commission to inquire as to the facts and reasons an officer was  
25 separated from any previous employing unit. The commission shall,  
26 upon request and without prejudice, provide to the subsequent  
27 employing law enforcement unit all information that is required  
28 under subsections a., b., and c. of this section that is in its  
29 possession. Notwithstanding this provision, a law enforcement unit  
30 seeking to hire a law enforcement officer shall comply with the  
31 provisions of section 1 of P.L.2020, c.52 (C.52:17B-247) and  
32 request that officer's internal affairs and personnel files from the  
33 officer's previous employing law enforcement units.

34 e. Whenever a law enforcement officer voluntarily separates  
35 from employment with a law enforcement unit to commence  
36 employment at another unit, the chief law enforcement officer of  
37 the former law enforcement unit shall notify the commission in  
38 writing in advance, if possible, but no later than two business days  
39 after the officer's departure. Upon separation from employment,  
40 the law enforcement officer's license shall be placed on inactive  
41 status, unless the commission has previously acted to approve the  
42 officer's active status at the new employing law enforcement unit.  
43 The chief law enforcement officer of that unit shall make  
44 application to the commission, in a manner prescribed by the  
45 commission, through its regulations, prior to or within two business  
46 days of the officer's appointment date to restore the officer's  
47 license to active status. The commission shall consider the  
48 application and render a decision concerning the reactivation of the  
49 officer's license.

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

17. (New section) a. A law enforcement officer required to renew the officer's license or a person appointed as a permanent law enforcement officer prior to the effective date of P.L. , c. (C. ) (pending before the Legislature as this bill) shall submit an application for law enforcement license renewal through the officer's employing law enforcement unit to the commission. The application for law enforcement license renewal shall be on a form adopted by the commission and shall require the law enforcement officer and the chief law enforcement officer of the officer's employing law enforcement unit to certify that the officer:

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

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

(3) has not been convicted of:

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

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

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

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

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

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

(4) is not an active member of a group or organization that advocates for, espouses or promotes the overthrow of a local, state or federal government or 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

1 characteristic under the “Law Against Discrimination,” P.L.1945,  
2 c.169 (C.10:5-1 et seq.), and has not knowingly engaged in any  
3 activity, conduct, or behavior relating to the group or organization  
4 with the intent to support, endorse or advocate for, or which the  
5 officer knows or should know will have the effect of supporting,  
6 furthering, or advocating for, the goals of the group or organization,  
7 where active membership or knowing engagement undermines or  
8 tends to undermine public confidence in the ability of the individual  
9 law enforcement officer or the employing law enforcement agency  
10 to carry out the public safety mission, or where active membership  
11 or knowing engagement causes or threatens to cause substantial  
12 disruption to proper law enforcement functioning; and

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

27 b. A law enforcement officer who is unable to certify to any  
28 item enumerated in subsection a. of this section shall disclose to the  
29 commission the reason the officer cannot make the certification.  
30 The commission shall consider this information in determining  
31 whether the officer’s license shall be renewed.

32 c. In addition to the information contained in the law  
33 enforcement license renewal application form, the commission may  
34 request any additional information it deems relevant to determine  
35 whether a law enforcement officer’s license should be renewed.  
36 The information may include a summary of a law enforcement  
37 officer’s internal affairs file, or the entire file as the commission  
38 deems necessary. An employing law enforcement unit or the law  
39 enforcement officer shall provide all additional information  
40 requested by the commission.

41 d. A license issued pursuant to section 14 of P.L. , c.  
42 (C. ) (pending before the Legislature as this bill) may be  
43 renewed administratively, under terms and conditions established  
44 by the commission, without requiring review by the licensing  
45 committee pursuant to subsection d. of section 9 of P.L. , c.  
46 (C. ) (pending before the Legislature as this bill) or conducting  
47 a hearing pursuant to section 19 of P.L. , c. (C. ) (pending  
48 before the Legislature as this bill), if the licensee and the licensee’s  
49 employing law enforcement unit submit the certifications required

1 pursuant to subsection a. of this section and if a notice of an  
2 employment action concerning the licensee has not been submitted  
3 to or is not required to be submitted to the commission in  
4 accordance with subsection b. of section 16 of P.L. , c. (C. )  
5 (pending before the Legislature as this bill).

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

15 f. Any decision to deny a license renewal shall be accompanied  
16 by a written statement in a form to be prescribed by the  
17 commission.  
18

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

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

26 (2) knowingly made misleading, deceptive, untrue, or fraudulent  
27 representations in the practice of being a law enforcement officer or  
28 in any document connected therewith or practiced fraud or deceit or  
29 intentionally made any false statement in obtaining a license to be  
30 an officer;

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

37 (4) committed a crime involving moral turpitude, without regard  
38 to conviction. The conviction of a crime involving moral turpitude  
39 shall be conclusive of the commission of the crime;

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

42 (6) had the officer's law enforcement license revoked,  
43 suspended, or annulled by any lawful certifying or licensing  
44 authority, had other disciplinary action taken against the officer by  
45 any lawful certifying or licensing authority, or was denied a license  
46 by any lawful certifying or licensing authority;

47 (7) engaged in any unprofessional, unethical, deceptive, or  
48 deleterious conduct or practice harmful to the public; the conduct or  
49 practice need not have resulted in actual injury to any person. As

1 used in this paragraph, the term “unprofessional conduct” shall  
2 include any departure from, or failure to conform to, the minimal  
3 standards of acceptable and prevailing practice of an officer as  
4 prescribed by the commission. As used in this paragraph the term  
5 “deceptive conduct” shall include but not be limited to:

6 (a) a sustained finding that a law enforcement officer filed a  
7 false report or submitted a false certification in any criminal,  
8 administrative, employment, financial, or insurance matter in the  
9 professional or personal life of the officer;

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

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

14 (d) a sustained finding that a law enforcement officer has  
15 engaged in conduct demonstrating discrimination, hatred or bias  
16 against individuals or groups based on race, creed, color, national  
17 origin, ancestry, sex, marital status, sexual orientation, gender  
18 identity or expression, or any other protected characteristic under  
19 the “Law Against Discrimination,” P.L.1945, c.169 (C.10:5-1 et  
20 seq.);

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

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

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

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

34 b. If the commission finds, based on its own review or a  
35 recommendation of the licensing committee, that any person has  
36 engaged in the conduct described in subsection a. of this section,  
37 the commission may take any of the following actions:

38 (1) suspend any license for a definite period;

39 (2) place limitations or restrictions on a license;

40 (3) revoke a license;

41 (4) condition a penalty, or withhold formal disposition, upon the  
42 officer's completing care, counseling, or treatment, as directed by  
43 the commission; or

44 (5) place the officer's license on inactive status.

45 c. In addition to and in conjunction with the foregoing actions,  
46 the commission may make a finding adverse to the applicant or law  
47 enforcement officer, but withhold imposition of judgment or it may  
48 impose the judgment but suspend enforcement thereof and place the

1 officer on probation, which may be vacated upon noncompliance  
2 with reasonable terms as the commission may impose.

3 d. In its discretion, the commission may restore and reissue a  
4 license issued under this act and, as a condition thereof, may  
5 impose any corrective measure prescribed by the commission.

6 e. In all situations where a law enforcement officer has been  
7 convicted of an offense set forth in subparagraph (a), (b), or (c) of  
8 paragraph (13) of subsection a. of section 14 of P.L. , c.  
9 (C. ) (pending before the Legislature as this bill), the  
10 commission shall revoke a law enforcement officer's license.

11 f. Any decision to revoke or suspend a license shall be  
12 accompanied by a written statement in a form to be prescribed by  
13 the commission.

14 g. Decisions of the commission authorized under this section  
15 shall be final agency decisions subject to appeal to the Superior  
16 Court.

17 h. The commission shall report all final decisions to revoke or  
18 deny licensure issued under this act to the National Decertification  
19 Index.

20

21 19. (New section) a. Except under circumstances set forth in  
22 subsection h. of section 14 of P.L. , c. (C. ) (pending before  
23 the Legislature as this bill) or subsection e. of section 18 of P.L. ,  
24 c. (C. ) (pending before the Legislature as this bill), in all  
25 situations involving the imposition of an adverse license action by  
26 the commission as set forth in subsection b. of section 18 of P.L. ,  
27 c. (C. ) (pending before the Legislature as this bill) or the  
28 denial of an initial or renewal license, the law enforcement officer  
29 shall, if requested by the officer, be entitled to a hearing in a  
30 manner prescribed in this subsection and in regulations as may be  
31 promulgated by the commission:

32 (1) The licensing committee may hear the matter or refer the  
33 matter to a hearing officer for fact finding and a recommended  
34 disposition;

35 (2) If the matter is referred to a hearing officer, the officer shall  
36 conduct a hearing and provide a written report to the licensing  
37 committee detailing the facts revealed and providing a  
38 recommended disposition; and

39 (3) The licensing committee shall review the hearing officer's  
40 report, vote on the proposed disposition, and make a  
41 recommendation to the full commission, which shall render a  
42 decision in writing to the law enforcement officer, or any other  
43 party participating in the hearing.

44 b. Any ruling of the commission adverse to the law  
45 enforcement officer or any party participating in the hearing may be  
46 appealed to the Superior Court within 45 days of receipt of the  
47 commission's decision on appeal. Absent an appeal to the Superior  
48 Court, all findings of the commission shall become final upon the  
49 expiration of the appeal deadline. Upon review on appeal to the

1 Superior Court, the commission's decisions shall be upheld unless  
 2 the court finds the commission's decision was arbitrary, capricious,  
 3 or unreasonable, or the record was unsupported by substantial  
 4 credible evidence.

5 c. The commission shall promulgate rules and regulations  
 6 detailing the manner of the hearing and appeal process. The  
 7 processes shall include, but not be limited to, the manner in which a  
 8 hearing and appeal are initiated and the manner in which the  
 9 hearing shall be conducted.

10

11 20. (New section) a. The commission shall, by regulation,  
 12 require all law enforcement officers, as a condition of continued  
 13 employment or appointment as an officer, to receive periodic  
 14 commission-approved continuing officer education training. The  
 15 training or education shall be mandated and prescribed by the  
 16 commission. Every law enforcement unit shall provide a reasonable  
 17 opportunity for its officers to complete training.

18 b. The law enforcement officer shall submit proof of all  
 19 required training to the chief law enforcement officer of the  
 20 officer's employing law enforcement unit, who shall in turn, submit  
 21 the documentation to the commission in a manner to be proscribed  
 22 by the commission's regulations.

23

24 21. (New section) a. The commission shall, by rule or  
 25 regulation, establish, prescribe, or modify fees for training or other  
 26 services provided by the commission pursuant to the provisions of  
 27 this act. The fees may include, but are not limited to, fees for  
 28 academy recruits and fees for each academy. Any fees established  
 29 pursuant to this subsection shall be dedicated to the costs of  
 30 providing the training or other services provided by the  
 31 commission, as the case may be.

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

48 c. The commission shall be authorized to accept payment of  
 49 fees established pursuant to this section from an applicant or



1 licensee or on behalf of an applicant or licensee from a law  
2 enforcement unit employing or proposing to employ the applicant  
3 or officer, from any other governmental entity, or from funds made  
4 available by the State for this purpose.

5

6 22. (New section) There is hereby appropriated from the General  
7 Fund to the Department of Law and Public Safety the sum of  
8 \$6,000,000 to carry out the purposes of this act for the fiscal period  
9 ending June 30, 2023.

10

11 23. The following sections are repealed:

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

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

14 Sections 1 through 6 of P.L.1968, c.265 (C.52:17B-71.2 through  
15 C.52:17B-71.7).

16

17 24. This act shall take effect on the first day of the eighteenth  
18 month after enactment, however paragraph (2) of subsection o. of  
19 section 8 shall take effect immediately. The Police Training  
20 Commission may take such anticipatory actions in advance of that  
21 date as may be necessary to effectuate the provisions of this act.