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**TO: ALL BERGEN COUNTY CHIEFS OF POLICE, POLICE DIRECTORS,
OFFICERS-IN-CHARGE, AND SHERIFF**

FROM: PROSECUTOR MARK MUSELLA

DATE: OCTOBER 22, 2020

**SUBJECT: BERGEN COUNTY PROSECUTOR'S OFFICE LAW ENFORCEMENT
DIRECTIVE NO. 2020-11 – ESTABLISHING AND INCORPORATING
MANDATORY DE-ESCALATION TRAINING INTO ACTIVE SHOOTER
TRAINING**

On March 17, 2020, the Bergen County Prosecutor's Office issued **LAW ENFORCEMENT DIRECTIVE NO. 2017-1 MANDATORY ACTIVE SHOOTER TRAINING**. That Directive supplanted previous Prosecutor's Office directives and established an Active Shooter Response Policy and a "framework to develop, implement, and continually improve a unified active shooter policy in Bergen County." A critical part of that framework was the creation of the Active Shooter Task Force to train Municipal Instructors from each Bergen County law enforcement agency to serve as active shooter instructors for their departments.

Law enforcement agencies that have been involved in situations that pose the potential for violent confrontations have increasingly recognized the need for law enforcement training to de-escalate those situations and prevent violence and injury to law enforcement, subjects of police action, and the general public. In furtherance of these goals, this Directive mandates de-escalation training for all Bergen County law enforcement officers. This mandatory de-escalation training will be fully compatible with and supplement the current mandated active shooter training.

The current Active Shooter Task Force will now be designated as the De-Escalation/Active Shooter Task Force. The Task Force will train Municipal Instructors, to be designated as De-Escalation/Active Shooter Municipal Instructors, in de-escalation and active shooter tactics. The De-Escalation/Active Shooter Municipal Instructors will, in turn, train all officers in their departments on de-escalation and active shooter tactics. Agencies may designate their current Active Shooter Municipal Instructors as their De-Escalation/Active Shooter Municipal Instructors or name alternate De-Escalation/Active Shooter Municipal Instructors. Every Bergen County law enforcement agency must designate at least two officers as De-Escalation/Active Shooter Municipal Instructors.

The De-Escalation/Active Shooter Municipal Instructors will be required to attend four-day, thirty-two hour De-Escalation/Active Shooter training courses beginning in December, 2020 and continuing into 2021. Upon successful completion of this training, participants will be certified as De-Escalation/Active Shooter Municipal Instructors. This training will satisfy the current certification and five year recertification requirement of Directive 2017-1. Thereafter, De-Escalation/Active Shooter Municipal Instructors must be recertified every five years.

All Bergen County law enforcement officers must undergo sixteen hours of de-escalation training by their De-Escalation/Active Shooter Municipal Instructors in 2021 as scheduled by their departments. This will satisfy their annual active shooter training requirement. Beginning in 2022, all Bergen County law enforcement officers must undergo eight hours of De-escalation/Active Shooter Training annually.

As always, I thank you for your cooperation.



MARK MUSELLA
BERGEN COUNTY PROSECUTOR

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