TITLE 10 PUBLIC SAFETY AND LAW ENFORCEMENT
CHAPTER 28 LAW ENFORCEMENT STANDARDS AND TRAINING
PART 8 LAW ENFORCEMENT TRAINING

10.28.8.1 ISSUING AGENCY: New Mexico Law Enforcement Standards and Training Council, 4491 Cerrillos Road, Santa Fe, New Mexico 87507
[10.28.8.1 NMAC - N, 11/3/2026]

10.28.8.2 SCOPE: Applies to all law enforcement-certified police officers in the state of New Mexico, all law enforcement agencies in the state of New Mexico, and all applicants for police officer certification by waiver of basic training and all law enforcement agencies in the state of New Mexico.
[10.28.8.2 NMAC - N, 11/3/2026]

10.28.8.3 STATUTORY AUTHORITY: Paragraph (1) of Subsection E of Section 29-7-4 NMSA 1978
[10.28.8.3 NMAC - N, 11/3/2026]

10.28.8.4 DURATION: Permanent
[10.28.8.4 NMAC - N, 11/3/2026]

10.28.8.5 EFFECTIVE DATE: November 3, 2026, unless a later date is cited at the end of a section.
[10.28.8.5 NMAC - N, 11/3/2026]

10.28.8.6 OBJECTIVE: The purpose of Part 8 is to establish minimum standards of training for police officer certification, establish training requirements and eligibility standards for police officers who seek certification by waiver of basic training under Section 29-7-10 NMSA 1978, and establish in-service training requirements for certified police officers and certified public safety telecommunicators.
[10.28.8.6 NMAC - N, 11/3/2026]

10.28.8.7 DEFINITIONS: [Reserved]
[10.28.8.7 NMAC - N, 11/3/2026]

10.28.8.8 POLICE OFFICER MINIMUM STANDARDS OF TRAINING:

A. The Standards and Training Council shall approve the minimum standards of training for the academy's basic law enforcement training program and certification-by-waiver program. This curriculum shall be the standard curriculum for all regional satellite academies and certification-by-waiver programs. The LEOCE shall be based on this standard curriculum. The academy and regional satellite academies may add additional content to the standard curriculum, as long as that content is accredited. The additional content may not replace the standard curriculum unless that part of the curriculum conflicts with state or federal law and has not yet been formally updated by the academy.

B. The academy is responsible for ensuring that curriculum for the basic law enforcement training program and certification-by-waiver program is updated and includes current practices. The council may direct the academy to use outside experts to develop these curricula. The council may direct the academy to use outside experts to update and maintain some or all of these curricula.

C. The basic law enforcement training program shall include current practices in the following topics:

(1) A minimum of 16 hours of training shall be in safe initiation and conduct of high-speed pursuits to Section 29-20-3 NMSA 1978.

(2) A topic of training shall be domestic abuse incident training pursuant to Section 29-7-4.1 NMSA1978**.**

(3) A minimum of two hours of training shall be in the detection, investigation, and reporting of a crime motivated by hate pursuant to Subsection B of Section 31-18B-5 NMSA 1978.

(4) Training in the investigation of driving while intoxicated (DWI), which includes, but is not limited to NHTSA-approved standardized field sobriety testing (SFST) protocols.

(5) A topic of training shall be in ensuring child safety upon arrest pursuant to Section 29-7-7.3 NMSA 1978.

(6) A topic of training shall be child abuse incident training pursuant to Section 29-7-4.2 NMSA 1978**.**

(7) A minimum of 4 hours shall be in missing persons and AMBER alert training pursuant to Section 29-7-7.4 NMSA 1978.

(8) A minimum of 40 hours of training shall be in the interaction with persons with mental impairment training pursuant to Section 29-7-7.5 NMSA 1978.

(9) A topic of training shall be in crisis management and intervention; dealing with individuals who are experiencing mental health issues; methods of de-escalation; peer-to-peer intervention; stress management; racial sensitivity; reality-based situational training; and use of force training that includes the elimination of vascular neck restraints pursuant to Section 29-7-4.4 NMSA 1978, Section 29-7D-2 NMSA 1978, Section 29-7D-3 NMSA 1978, Section 29-7D-4 NMSA 1978, and Section 29-7D-5 NMSA 1978.

(10) A topic of training shall be tourniquet and trauma kit training pursuant to Section 29-7-7.7 NMSA 1978.

(11) A topic of training shall be legal training to include New Mexico state statutes and state and federal case law.

D. Physical fitness entrance and exit examinations

(1) The physical fitness entrance examination shall be administered no earlier than 45 days prior to the start date of the academy.

(2) Fitness standards for basic police officer training academy entrance and exit standards. All entrance times were set by the NMLEA Board on September 3, 2014, with the altitude adjustment adopted by the NMLEA Board on June 8, 2016. Physical fitness testing standards:

>6000' + 40 sec adj.	**Entrance Standard**	**Exit Standard**
1.5 Mile run	15:54	14:15
300 Meter	71.0 sec	64
Sit-ups (1 min)	27	37
Push-ups (1 min)	15	25
<6000'	**Entrance Standard**	**Exit Standard**
1.5 Mile run	15:14	13:45
300 Meter	71.0 sec	64
Sit-ups (1 min)	27	37
Push-ups (1 min)	15	25

*20-minute mandatory rest period between the 1.5-mile run and the 300-meter run.

(3) Sit-ups: The student starts by lying on their back, knees bent, heels flat on the floor, fingers placed behind the ears. The partner holds the feet down firmly. In the up position, the student should bring the elbows to the knees, then return to the floor until the shoulder blades touch the floor. Any resting should be done in the up position. No rocking hips. If fingers become unlaced, adjustment must be made in the up position.

(4) Push-ups: The hands are placed about shoulder-width apart. The administrator or partner places a fist on the floor below the student's chest at the midpoint of the sternum (unless a male is testing a female). Starting from the up position (elbows fully extended), the student must keep the back straight at all times (no swayback or elevated hips) and lower their body to the floor until the chest touches the administrator's fist. The student then returns to the up position. Any resting should be done in the up position. Modified push-ups are no longer optional for female applicants. All applicants are required to perform standard push-ups as described in (a) and (b) above.

D. Exit job-specific agility course standard:

(1) Course #1: officer starts seated in their vehicle, hands on the steering wheel with seatbelt in use and wearing a 10-pound weight belt or vest around the waist to simulate a gun belt. As the timed exercise begins, the officer will:

(a) release seatbelt and open vehicle door;

(b) run 30 feet and open building door;

(c) cross the four-foot threshold, run up two flights of stairs, and pause for 60 seconds. (rise and run of seven inches by 11 inches is standard; eight inches by 10 inches or six inches by 12 inches are acceptable. Standard floor landings are 10 feet high.) If only one floor is available, it is acceptable to run up, run down, run up, and pause for 60 seconds. After 60 seconds, run down the stairs and out the door. There is no restriction on how the officer negotiates the stairs; however, both feet must contact the top and bottom stair.

(d) run 100 feet from the door to a five-foot-high platform, run up steps, ladder, or ramp to the top of the platform, and jump down.

(e) run 37 and one-half feet, turn and reverse touching the ramp, run 25 feet to a six-foot-high wall and scale it. The wall is constructed of unpainted cinder block with a smooth top. If the applicant chooses, they may drag a rigid aid or object 10 feet from the side of the wall and use it to scale the wall. The rigid object will have handles, a flat top, weigh 50 pounds, and be 25 inches tall.

(f) after scaling the wall, run 50 feet to a handcuff/arrest simulator, put arms down, touch ends, and hold for 60 seconds. The arrest simulator is five feet high with 60 pounds of resistance in the right arm and 40 pounds in the left arm.

(g) end exercise. The passing score is three minutes and five seconds.

(2) Course #2: Officer starts from a standing position wearing a 10-pound weight belt or vest around waist to simulate a gun belt. As the timed exercise begins, the officer will:

(a) run 30 feet straight ahead and jump across a four-foot-wide barrier. The barrier is low to the ground (e.g., a ditch or highway divider).

(b) run 12 and one-half feet, and climb, jump, or hurdle over a three-foot-high barrier. The barrier is to resemble a fence or low wall, no more than four inches wide and at least eight feet long, made of metal or wood.

(c) run 12 and one-half feet to the back of a vehicle, equivalent to a full-sized police vehicle and push it 30 feet on a flat surface in the direction of a clear area where a victim extraction will take place. The car is occupied by a dummy (victim) wearing a seatbelt and weighing 190 pounds plus or minus 10 pounds. The dummy must meet standards established by the council.

(d) approach the victim’s door; open the door; undo the seatbelt; pull the victim out of the vehicle and drag them 20 feet perpendicular to the direction of the vehicle.

(e) both officer and dummy (victim) must completely cross the finish line to end the exercise.

(f) end exercise. The passing score is 42 seconds.

[10.28.8.8 NMAC - N, 11/3/2026]

10.28.8.9 BASIC TRAINING; STUDENT HANDBOOK, PROCEDURES AND REGULATIONS:
Due to the need to ensure that students attending the academy comply with rules and regulations, the director is hereby instructed to prepare a handbook covering student rules and regulations, policies, and procedures. Such handbooks shall be updated as necessary, and when applicable, changes shall be reported to the Standards and Training Council at its next regularly scheduled meeting.

[10.28.8.9 NMAC - N, 11/3/2026]

10.28.8.10 POLICE OFFICER REGISTRY REPORTING:

A. Reporting Requirements:

(1) Employment, termination, or conviction of any felony charge or violation of any federal or state law or local ordinance relating to aggravated assault, theft, driving while intoxicated, controlled substances, or other crime involving moral turpitude of all peace officers in the state of New Mexico must be reported to the academy within 30 days of such action.

(2) Required reporting forms shall be established by the director.

(3) The New Mexico law enforcement standards and training council may notify the department and the state treasurer to withhold the distribution of the law enforcement protection fund to any governmental entity that has failed to submit required reports to the council as provided in Section 29-7-7.2 NMSA 1978 or that employs law enforcement officers who have failed to submit proof of completion of required in-service law enforcement training as required in Section 29-7-7.1 NMSA 1978.

(4) In order to protect the lives and safety of the officer involved, any law enforcement agencies employing undercover officers may indicate, in writing, a desire to protect the officer's identity. If such an

indication is made, the officer's name shall not appear in the general office registry. Their name and other information requested shall, however, be furnished to the academy.

B. Registry Requirements:

(1) An applicant for training or for certification, or his department, must submit the Agency Employment Action Form (LEA 82) to the academy within 30 days of the initial hire date for said applicant.

(2) Non-compliance with the 30-day employment action requirement will result in assignment to class after completion of all other requirements herein on a space-available basis only - no special consideration will be given to the applicant, and the applicant must have his/her commission suspended if he/she exceeds one year from the initial hire date.

(3) No applicant shall be admitted to the academy or regional satellite academy after one year of the initial hire date unless the applicant and their chief, sheriff, or agency head certify:

(a) that he was suspended from duty as a law enforcement officer and their commission revoked within one year of their initial hire date; and

(b) that the department will reinstate the officer based on their successful completion of the basic training course and certification by the New Mexico Law Enforcement Certification Board.

(4) The academy or regional satellite academy where the applicant plans to attend shall be notified of any change in the medical or psychological condition of the applicant prior to their admission or certification.

(5) Applicants who falsify any information on their application for admission or certification will not be considered for admission or certification.

[10.28.8.10 NMAC - N, 11/3/2026]

10.28.8.11 BASIC TRAINING; ENTRY LEVEL AND REQUALIFICATION FIREARMS TRAINING:

A. Entry-level handgun standards: The entry-level officer category includes any officer who is newly hired and has not previously received academy-level training. Prior to carrying a handgun on or off duty, all entry-level noncertified officers working in a law enforcement capacity prior to the academy shall receive a minimum of sixteen (16) hours of instruction in the following areas:

(1) Safety
- **(a)** on/off duty
- **(b)** range

(2) Legal aspects
- **(a)** state statutes
- **(b)** use of force policy
- **(c)** departmental policy
- **(d)** civil liability considerations

(3) Mental conditioning and awareness training

(4) Weapons care and cleaning
- **(a)** nomenclature
- **(b)** weapons operation
- **(c)** disassembly/cleaning

(5) Marksmanship fundamentals
- **(a)** stance
- **(b)** grip
- **(c)** sight alignment
- **(d)** sight picture
- **(e)** breath control
- **(f)** trigger control
- **(g)** follow through

(6) Weapon manipulation:
- **(a)** draw and presentation
- **(b)** reloading techniques
- **(c)** aimed pairs
- **(d)** failure drills
- **(e)** malfunction clearance techniques
- **(f)** use of cover

(g) shooting positions
(h) night shooting techniques

(7) Range training and testing
(a) practical (non-shooting skills training)
(b) live-fire manipulation drills (minimum 130 rounds)
(c) decisional shooting (minimum 20 rounds), with a minimum of three scenarios, including shoot/don't shoot scenarios and multiple assailants.
(d) handgun qualification eighty percent or greater (minimum 75 rounds);
(i) 50-round day qualification (see specific course);
(ii) 25-round night qualification (see specific course);

B. Entry-level shotgun/rifle standards: The entry-level officer category includes any officer who is newly hired and has not previously received academy-level training. Prior to carrying a shotgun/rifle, all entry-level noncertified officers working in a law enforcement capacity prior to the academy shall receive a minimum of eight hours of instruction in the following areas, in addition to Entry Level Handgun Standards training above:

(1) Safety
(a) on/off duty
(b) range

(2) Legal aspects
(a) use of force policy
(b) departmental policy

(3) Weapons care and cleaning
(a) nomenclature
(b) weapons operation
(c) disassembly/cleaning

(4) Weapon manipulation
(a) low/high ready
(b) sling positions
(c) reloading techniques
(d) malfunction clearance techniques
(e) shooting positions

(5) Range training and testing
(a) practical (non-shooting skills training)
(b) manipulation drills (minimum 50 rounds)
(c) agency live-fire qualification

C. Minimum standards description: Specific handgun courses of fire designed for daylight and nighttime conditions will be used for qualification.

D. Instructor standards: All firearms training will be conducted by credentialed firearms instructors or credentialed instructors who are supervised by a credentialed firearms instructor.

E. Requalification: All law enforcement officers must participate in requalification firearms training in accordance with the target/scoring methodology described in Subsection G of 10.28.8.11 NMAC.

F. Reporting:

(1) No uncertified police officer will be allowed to carry a weapon while on duty until the entry-level training has been completed and reported to the academy.

(2) Requalification scores of every law enforcement officer in the state of New Mexico shall be reported yearly to the academy by the employing agency for the daytime, and nighttime firearm qualification courses as established in subsections G through K of 10.28.8.11.

G. Target/scoring methodology:

(1) Silhouette dimensions will be no larger than 20 inches wide by 35 inches tall overall. Any target similar in design to the scoring boxes is acceptable for qualification. The target will represent the silhouette of a human with the following scoring zones: A “Coke bottle” shape scoring area - this area is worth two points (worth four points in the low-light night qualification course). A template of the scoring area can be obtained from the academy and drawn onto the agency target.

(2) Any rounds impacting outside the scoring area, even if they are on the silhouette, are not worth any points.

(3) When the course calls for a "head shot," the rounds must hit within the oval-shaped scoring area in the head, with the bottom limit of the "head shot" scoring area established at or above the bottom of the "business card". The "business card" is the square-shaped scoring area within the oval "head shot" scoring area.

H. Ammunition: All firearms training will be with ammunition that is substantially similar to the duty ammunition. Only factory-made new ammunition should be carried on duty.

I. Equipment: Officers will qualify with their duty equipment authorized by the department.

J. Qualification course: Day (50-round course) - A minimum score of eighty percent is required. Please refer to the NMDPS LEA Day Pistol Qualification.

K. Qualification course: Night (25-round course) - A minimum score of eighty percent is required. Low-light conditions would include parking lights from vehicles, naturally existing light, or other light that is just enough to identify a threat. Please refer to the NMDPS LEA Night Pistol Qualification.

[10.28.8.11 NMAC - N, 11/3/2026]

10.28.8.12 BASIC TRAINING; CONTINUATION OF CERTIFICATION AFTER SEPARATION:

A. If a New Mexico certified law enforcement officer leaves the profession, is not employed as a full-time law enforcement officer for a period of time, and applies to return to service, the applicant shall satisfy the following requirements:

(1) Must have graduated from a certified law enforcement academy that was comparable to or exceeds the standards of the programs of the academy.

(2) Separation must have been under honorable conditions. Retirement in lieu of investigation into misconduct will not be considered an honorable separation.

(3) The officer's certification must not be revoked or currently suspended by the board.

(4) Must successfully complete the equivalent of:

(a) If separated for less than six years, those officers will be required to fulfill the annual in-service requirements for the current in-service cycle within 90 days of rehire and the biennium in-service requirements for the current in-service cycle by the end of that in-service training cycle.

(b) If separated for more than six years, they must attend a certification by waiver of the basic training program but are not required to retake the Law Enforcement Officer Certification Examination (LEOCE).

(5) When sponsored by an agency, the officer must complete any other requirements imposed on applicants by that sponsoring agency.

B. A New Mexico certified officer who has retired or separated from a New Mexico law enforcement agency may maintain their certification without being required to attend a certification by waiver program, as long as they complete annual in-service requirements for at least one of the years in the current two-year in-service cycle, and fulfill the biennium in-service requirements for the current in-service cycle, as established by the council, as long as their certification has not been revoked or is not currently suspended by the board.

[10.28.8.12 NMAC - N, 11/3/2026]

10.28.8.13 IN-SERVICE TRAINING FOR LAW ENFORCEMENT OFFICERS:

A. Curriculum Development

(1) During the first year of each in-service cycle, which occurs in even-numbered years, the council shall plan the required in-service training topics for the next cycle. In developing these topics, the council shall consult with the Courts, Corrections, and Justice Committee of the New Mexico Legislature and the Office of the Governor.

(2) The council shall approve the required in-service topics at its final meeting of the first year of the current cycle.

(3) The academy shall use the first nine months of the second year of the cycle to develop the curriculum for the upcoming in-service cycle. The academy may incorporate the approved topics into existing required in-service courses or create a new required course to cover them. The council may direct the academy to use outside experts to develop the curriculum.

(4) If the council identifies an urgent or critical topic, such as a change in law or an issue affecting the health, welfare, or safety of officers or the public, the council may direct the academy to create a class addressing that topic. The council shall allow the academy a reasonable time to develop and distribute the curriculum. Once developed, the academy may distribute the material to instructors or offer the class as advanced training at any time.

(5) If an urgent or critical topic is identified during the first year of the current cycle, it may be added to the next in-service cycle. If identified in the second year, the academy shall determine whether there is sufficient time to complete curriculum development before the next cycle begins. If not, the topic shall be delivered as an advanced training class and will not be included in the upcoming in-service cycle.

B. In-service law enforcement training consists of a minimum of 40 hours of academic instruction approved by the council for each certified police officer during each 24-month period of employment or service with a state or local law enforcement agency. The first required in-service law enforcement training period shall commence no later than twelve months after graduation from an approved basic law enforcement training program. Each two-year in-service training cycle will begin on the first day of the subsequent even-numbered year and conclude on the final day of the subsequent odd-numbered year.

C. The training shall include, but not be limited to, current practices and updates in the following topics:

(1) A minimum of four hours of training shall be in the safe initiation and conduct of high speed pursuits pursuant to Section 29-20-3 NMSA 1978.

(2) A topic of training shall be in domestic abuse incident training pursuant to Section 29 7-4.1 NMSA1978, annually.

(3) A minimum of two hours of training shall be in the detection, investigation, and reporting of a crime motivated by hate pursuant to Subsection B of Section 31-18B-5 NMSA 1978.

(4) For all officers who may be involved in the arrest of driving while intoxicated (DWI) offenders as a normal part of their duties, four hours of training shall be in NHTSA-approved standardized field sobriety testing (SFST) protocols or successful course completion of the NHTSA-approved 16-hour advanced roadside impaired driving enforcement course.

(5) A topic of training shall be in ensuring child safety upon arrest pursuant to Section 29-7-7.3 NMSA 1978, annually.

(6) Four hours of accredited day and night firearms training on agency-approved weapons systems, including but not limited to duty handgun, backup handgun, shotgun, and rifle. No more than one hour of training shall be classroom lecture. Training shall include day and night training and shall consist of practical exercises using live fire, Simmunitions®, Airsoft®, virtual reality, or other firearms training systems. Qualification testing may not be used as training to meet this requirement.

(7) A topic of training in child abuse incident training pursuant to Section 29-7-4.2 NMSA 1978, annually.

(8) A topic of training shall be in missing persons and AMBER alert training pursuant to Section 29-7-7.4 NMSA 1978, annually.

(9) A minimum of two hours of training shall be in an academy-accredited interaction with persons with mental impairments, pursuant to Section 29-7-7.5 NMSA 1978.

(10) A topic of training shall be in crisis management and intervention; dealing with individuals who are experiencing mental health issues; methods of de-escalation; peer-to-peer intervention; stress management; racial sensitivity; reality-based situational training; and use of force training that includes the elimination of vascular neck restraints pursuant to Section 29-7-4.4 NMSA 1978, Section 29-7D-2 NMSA 1978, Section 29-7D-3 NMSA 1978, Section 29-7D-4 NMSA 1978, and Section 29-7D-5 NMSA 1978, annually**.**

(11) A topic of training shall be in academy-accredited tourniquet and trauma kit training pursuant to Section 29-7-7.7 NMSA 1978, annually.

(12) A topic of training shall be in legal update training to include changes in New Mexico state statutes and recent state and federal case law.

(13) Remaining training hours shall be in maintenance or advanced areas to meet the agency's specific needs.

D. Training content and accreditation for in-service classes

(1) The council may expand annual or biennium in-service training requirements as necessitated by changes to the law, regulatory changes, or emerging professional standards. This additional training may increase the 40-hour biennium minimum standard for that individual time period.

(2) The academy is responsible for creating a standard in-service curriculum for all required in-service classes to ensure that the curriculum is in line with the standard basic law enforcement training curriculum. This content shall be made available to all agencies three months before the start of the in-service training cycle.

(3) An individual agency may create its own in-service courses that add content to the standard in-service curriculum. These courses must be accredited by the academy.

E. Required training may be received through the following means:

(1) Where scheduling will allow, the academy will assign staff to instruct the course at the academy and regional training sites.

(2) Curriculum developed by the academy will be provided to individual agencies upon request for their own credentialed instructors to present to their officers, provided the instructor is qualified in the subject matter.

(3) Individual agencies or private contractors may develop curriculum for review and accreditation by the academy that meets the criteria established by the council.

(4) The instructor can use any instructional modality, including but not limited to in-person training, online training, or a hybrid of in-person and online training to teach a class, as long as the teaching modality for a particular class is not specifically required by statute.

F. Implementation is to begin on January 1 of the first even-numbered year of a training cycle.

G. Officers obtaining certification within an even-numbered year will be required to obtain one-half of the in-service training requirements. Officers obtaining certification in an odd-numbered year will be required to meet the next two-year in-service training requirement, which will take effect on January 1 of the succeeding even-numbered year. The in-service training requirements are applicable in subsequent two-year cycles (one even-numbered year and the subsequent odd-numbered year constitute a two-year cycle. Officers transferring from one agency to another will carry with them the responsibility for in-service training.

[10.28.8.13 NMAC - N, 11/3/2026]

10.28.8.14 CERTIFICATION BY WAIVER; REQUIREMENTS FOR OFFICERS: [RESERVED]

[10.28.8.14 NMAC - N, 11/3/2026]

10.28.8.15 CERTIFICATION BY WAIVER; REQUIREMENTS FOR NON-NEW MEXICO CERTIFIED POLICE OFFICERS: [RESERVED]

[10.28.8.15 NMAC - N, 11/3/2026]

History of 10.28.8 NMAC: [RESERVED]