

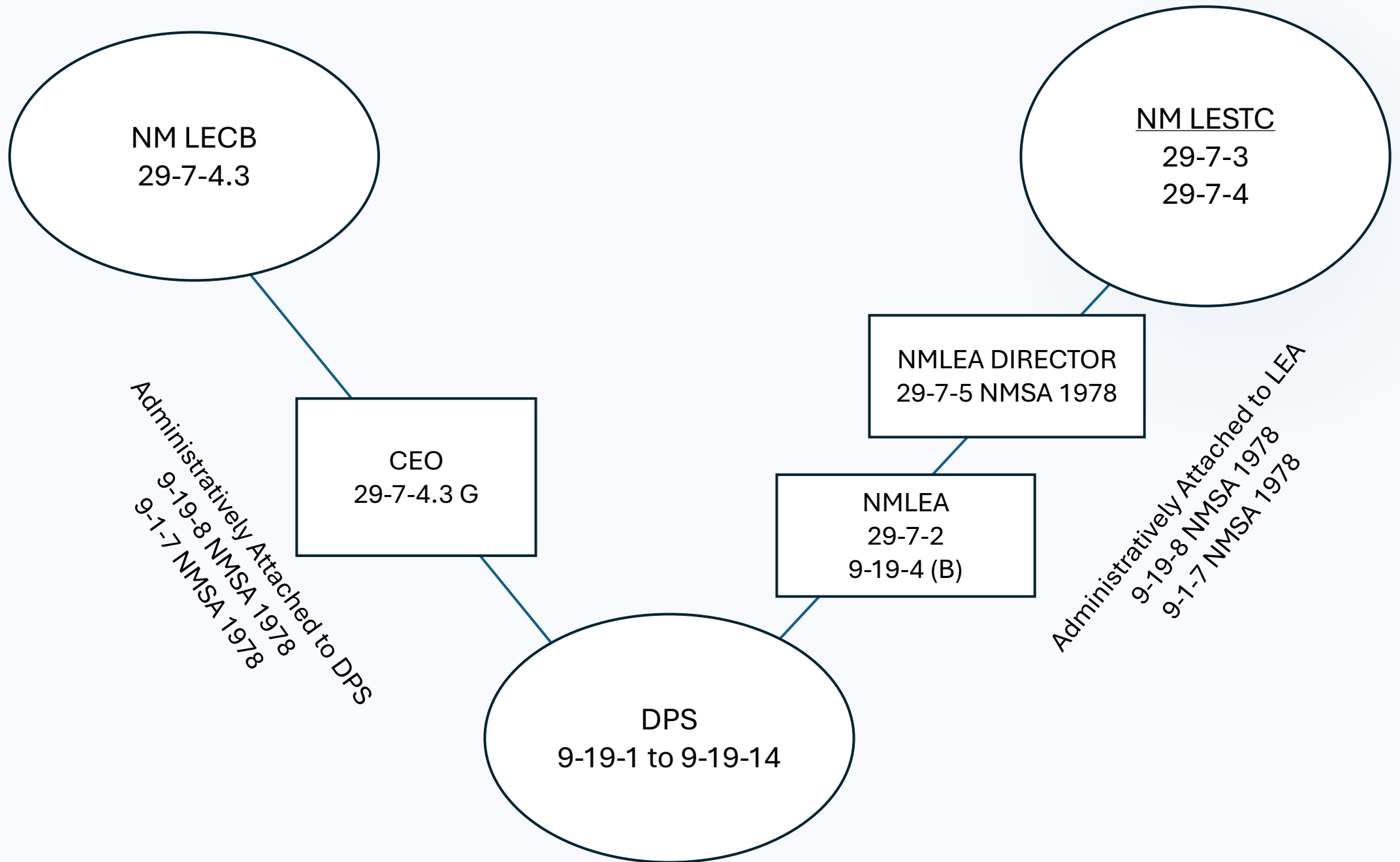
# Law Enforcement Standards and Training Council

# New Mexico Law Enforcement Standards & Training Council

## 29-7-3 (B) NMSA 1978

The council shall develop and promulgate

- training requirements,
- curricula and methods;
- professional development programs;
  
- And performance standards to be consistent throughout New Mexico for law enforcement officers and public safety telecommunicators at all levels, including
  - basic,
  - field training officer programs,
  - advanced,
  - specialized and
  - instructor training



## 29-7-4 Power and Duties of the Council

The council shall:

- A. develop a planned program, **to be implemented by the director**, of:
  - 1) **basic law enforcement training and in-service law enforcement training**, a portion of which may be conducted on a regional basis; and
  - 2) **basic telecommunicator training and in-service telecommunicator training**, as provided in the Public Safety Telecommunicator Training Act [[29-7C-1](#) to [29-7C-9](#) NMSA 1978], a portion of which may be conducted on a regional basis;
- B. **prescribe qualifications for instructors and prescribe courses of instruction** for:
  - 1) basic law enforcement training and in-service law enforcement training; and
  - 2) basic telecommunicator training and in-service telecommunicator training, as provided in the Public Safety Telecommunicator Training Act;
- E. **adopt, publish and file**, in accordance with the provisions of the State Rules Act [Chapter [14](#), Article [4](#) NMSA 1978], **all rules concerning the implementation and enforcement of Sections [29-7-2](#) through [29-7-7.7](#), [29-7-12](#), [29-7-14](#), [29-7C-4](#), [29-7C-5](#) and [29-7C-7](#) NMSA 1978.**

## 29-7-5 Powers and Duties of the Director

The director shall be under the supervision and direction of the Secretary of Public Safety.

The director **shall**:

- A. be the chief executive officer of the academy** and employ necessary personnel;
- B. issue a certificate of completion to any person who:**
  - 1) graduates from an approved basic law enforcement training program and who satisfies the qualifications for certification as set forth in Section [29-7-6](#) NMSA 1978; or
  - 2) graduates from an approved basic telecommunicator training program and who satisfies the qualifications for certification as set forth in the Public Safety Telecommunicator Training Act [[29-7C-1](#) to [29-7C-9](#) NMSA 1978];

- C. perform all other acts necessary and appropriate to the carrying out of the director's duties;**
- D. implement the training standards and requirements developed and adopted by the council; and**
- E. annually evaluate the courses of instruction being offered by the academy and make necessary modifications and adjustments to the programs.**

# The LEA

29-7-2 NMSA 1978

## Academy Established

The "New Mexico law enforcement academy" is established to provide a planned program of basic law enforcement training and in-service law enforcement training for police officers and to furnish instruction and seminars to constantly upgrade law enforcement within the state.

9-19-4 (B) NMSA 1978

## Department Established (DPS)

There is created in the executive branch the "department of public safety". The department shall be a cabinet department and shall consist of, but not be limited to:

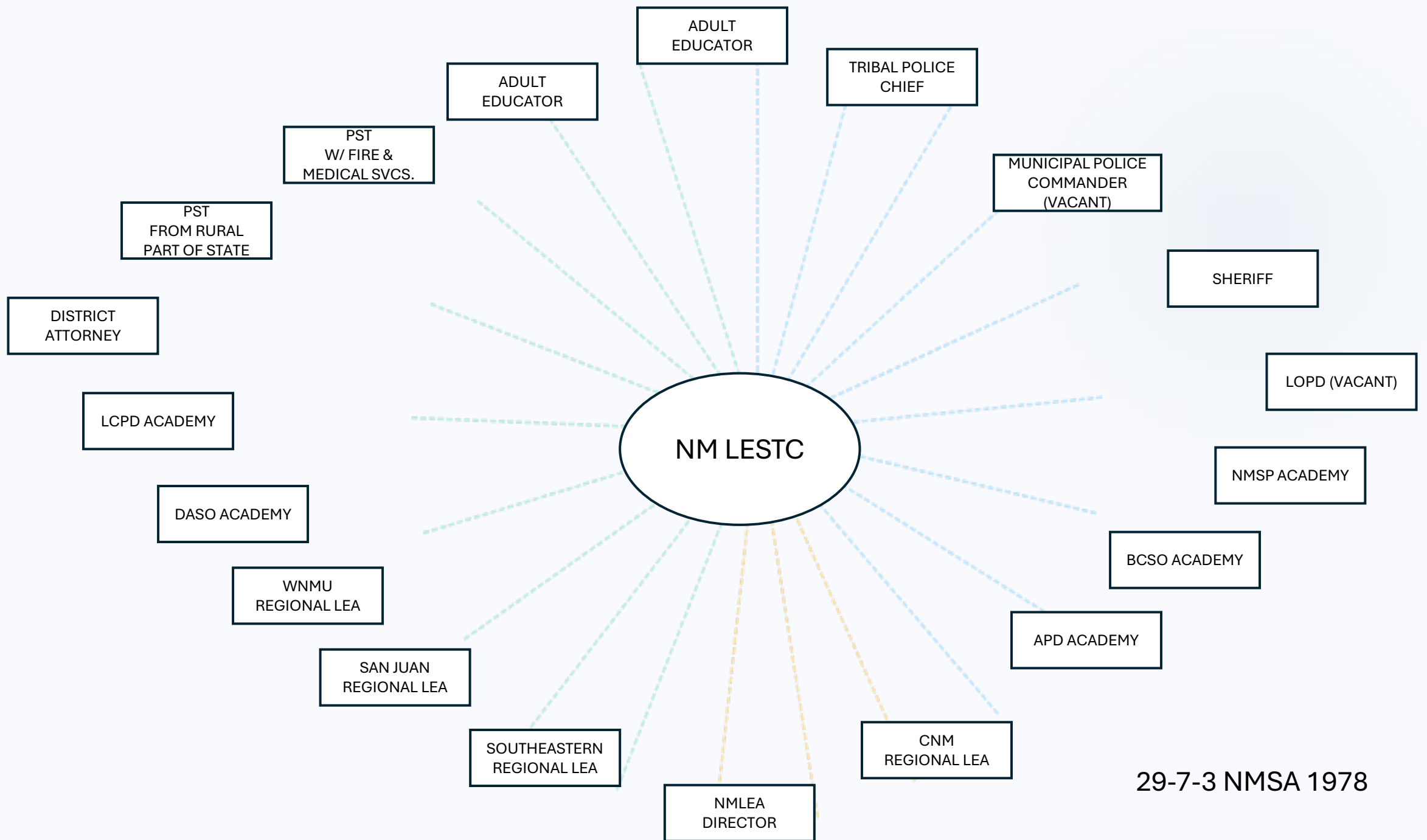
- A. the New Mexico state police division;
- B. the New Mexico law enforcement academy;**
- C. the technical support division;
- D. the administrative services division; and
- E. the information technology division.

29-7-3 (A) NMSA 1978

The "New Mexico law enforcement standards and training council" is created and is administratively attached to **the New Mexico law enforcement academy** of the department of public safety, **which shall provide staff support for the council.**

# Council Composition

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29-7-3 NMSA 1978

# Current Council Actions

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# Current Council Actions

## Rule Making

**10.28.1** GENERAL PROVISIONS

**10.28.2** DEFINITIONS

**10.28.3** FACILITIES

**10.28.4** REGIONAL SATELLITE  
ACADEMIES

**10.28.5** QUALIFICATIONS FOR  
ACADEMY ADMISSION

**10.28.6** COURSE ACCREDITATION

**10.28.7** INSTRUCTOR  
CREDENTIALING

**10.28.8** LAW ENFORCEMENT  
TRAINING

**10.28.9** PST TRAINING

## Academy Curriculums

PSD Academy Curriculum

Basic Law Enforcement  
Training Program  
Curriculum

- IADLEST did a Job Task Analysis of the job of a police officer in NM.
- Partnering with IADLEST to develop an evidence-based law enforcement curriculum.
- 3-year project

## In-Service Requirements

Currently 29 topics in 40 hours required by state law

- Does not include ethics
- Does not include leadership
- Does not include proper use of technology
- Does not include perishable skills like arrest and control techniques or active shooter training
- Does not include topical issues like Human Trafficking

# Supporting Future Bills In-service

# Concerns Voiced In Bill Analysis for 2026 Bill

## CVRC

compensation and support. Any reduction in required in-service training may have unintended consequences for victims' experiences within the criminal justice system.

## NM DOJ

As written, SB 50 removes annual in-service training for law enforcement officers and telecommunicators. Removing that training may pose public safety risks. Some critical areas (domestic violence, mental health, de-escalation, and child safety) require ongoing refreshers because best practices change often. Without regular training, officers and dispatchers may rely on outdated methods, resulting in questionable outcomes.

## DPS

- **Enforceability and alignment:** Removing statutory references to specific in-service topics may reduce the legal clarity that currently supports existing NMAC requirements. Clarifying how statutory authority, NMAC standards, and certification enforcement will align could help preserve enforceability and reduce the risk of legal challenges.
- **Roles and responsibilities:** SB 50 shifts training direction to the Standards and Training Council (STC). DPS values this model, but a clear framework is important given the STC's volunteer structure. Clarifying which entity sets statewide training standards, which entity develops curriculum, and how uniform implementation is ensured across NMLEA and the nine satellite academies would strengthen implementation.

## New SB 50 Version

Currently 29 topics in 40 hours required by state law

- Does not include ethics
- Does not include leadership
- Does not include proper use of technology
- Does not include perishable skills like arrest and control techniques or active shooter training
- Does not include topical issues like Human Trafficking

# New NMAC: 10.28.8 LAW ENFORCEMENT TRAINING

**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, xx/xx/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, xx/xx/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, xx/xx/2026]

**10.28.8.4 DURATION:** Permanent  
[10.28.8.4 NMAC - N, xx/xx/2026]

**10.28.8.5 EFFECTIVE DATE:** xxxxxxxx xx, 2026, unless a later date is cited at the end of a section.  
[10.28.8.5 NMAC - N, xx/xx/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 ce[No Title]blic safety telecommunicators.  
[10.28.8.6 NMAC - N, xx/xx/2026]

**10.28.8.7 DEFINITIONS:** [Reserved]  
[10.28.8.7 NMAC - N, xx/xx/2026]

**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.

# New NMAC: 10.28.8 and 10.28.9 – TRAINING

- 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 NMSA 1978, **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.

## 10.28.9.11 IN-SERVICE TRAINING:

- A. All New Mexico-certified public safety telecommunicators shall receive a minimum of 20 hours of biennium training (every other year). 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.
- (1) A topic of training shall be 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 high-quality telecommunicator cardiopulmonary resuscitation using the most current nationally recognized emergency cardiovascular care guidelines. Training on high-quality telecommunicator cardiopulmonary resuscitation shall include instruction on out-of-hospital cardiac arrest protocols and compression-only cardiopulmonary resuscitation, pursuant to Section 29-7C-4.1.
  - (2) One hour of crisis management, including crisis intervention, confrontation de-escalation practicum, and proper interaction with persons with mental impairments training for each certified telecommunicator during each two-year period, pursuant to Section 29-7C-7 NMSA 1978.
  - (3) Remaining training hours shall be in maintenance or advanced training areas to meet the agency's specific needs and abilities of the public safety telecommunicator.
- B. 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 biennium minimum standard for that individual time period.

# Supporting Future Bills Conflicts in Statute

# The LEA

29-7-3 (A) NMSA 1978

## NMLESTC Statute

The "New Mexico law enforcement standards and training council" is created and is administratively attached to the New Mexico law enforcement academy of the department of public safety, **which shall provide staff support for the council.**

9-19-4 (B) NMSA 1978

## Department Established (DPS)

There is created in the executive branch the "department of public safety". **The department** shall be a cabinet department **and shall consist of**, but not be limited to:

- A. the New Mexico state police division;
- B. the New Mexico law enforcement academy;**
- C. the technical support division;
- D. the administrative services division; and
- E. the information technology division.

# Governor Appointed Position or Not?

## Removal of the director

### 29-7-5.1 (A) NMSA 1978

The director may be removed by the secretary in accordance with the procedures provided in Section [29-2-11](#) NMSA 1978 for removal of members of the New Mexico state police holding permanent commissions. In the case of removal proceedings for the director under that section, **"commission", as used in Subsections C and D of Section [29-2-11](#) NMSA 1978,** shall be construed to mean **the New Mexico law enforcement standards and training council.**

### 29-2-11 (A) NMSA 1978

C. In the event an officer is **removed from office, demoted or suspended for a period of more than thirty days**, the secretary shall provide written notification of the grounds supporting the action to the officer. The officer **may appeal the secretary's action to the commission** within thirty days of the date of receipt of the secretary's written notification. The appeal process shall be public and conducted in accordance with New Mexico state police rules.

D. In the event the commission finds that there is just cause for the removal, demotion or suspension of the officer for a period in excess of thirty days, the officer may appeal the decision of the commission to the district court pursuant to the provisions of Section [39-3-1.1](#) NMSA 1978.

# The Director

## 29-7-4 NMSA 1978

### Powers and duties of council

- A. develop a planned program, **to be implemented by the director**, of:
- 1) basic law enforcement training and in-service law enforcement training, a portion of which may be conducted on a regional basis; and
  - 2) basic telecommunicator training and in-service telecommunicator training, as provided in the Public Safety Telecommunicator Training Act [[29-7C-1](#) to [29-7C-9](#) NMSA 1978], a portion of which may be conducted on a regional basis;

## 29-7-5 NMSA 1978

### Powers and duties of the director

**The director shall be under the supervision and direction of the secretary of public safety.**

The director **shall**:

- A. be the chief executive officer of the academy and employ necessary personnel;
- D. implement the training standards and requirements developed and adopted by the council;**

# Director's Gatekeeping Authority and Liability

# Director's Gatekeeping Authority

## 29-7-5 NMSA 1978

- B. issue a certificate of completion to any person who:
- 1) graduates from an approved basic law enforcement training program **and** who satisfies the qualifications for certification as set forth in Section [29-7-6](#) NMSA 1978; or
  - 2) graduates from an approved basic telecommunicator training program **and** who satisfies the qualifications for certification as set forth in the Public Safety Telecommunicator Training Act [[29-7C-1](#) to [29-7C-9](#) NMSA 1978];

## 29-7-6 NMSA 1978

An applicant for certification shall provide evidence satisfactory to the board that the applicant:

- 7) is of good moral character;

## 29-7C-3 NMSA 1978

An applicant for certification shall provide evidence satisfactory to the board that the applicant:

- F. is of good moral character;

## Certification Control

**Substantial Leverage:** Evaluating "good moral character" gives the director substantial leverage over fellow council members, and the hiring agencies, by controlling their admissions with preemptive refusal to issue certificates

**Broad Discretion:** Refusing to issue a certificate lets the director decide which applicants the board considers for certification, usurping the board's authority.

**Liability Problem:** Ultimate liability falls on the director, and not on satellite academies, because the director is the one who issues that certificate for every officer and PSD in the state.

# Recommend: Change “Certificate” to “Affidavit” & Academy Specific

The majority of the council supports amending the director’s duties in statute to:

- 1) The **director** shall issue **an affidavit to the board** for any person **who graduates** from the academy’s basic law enforcement training program **and passes the Law Enforcement Officer Certification Exam or Telecommunicator Certification Exam**. The director **shall include any concerns** that the director has regarding **whether the person satisfies the qualifications** for certification as set forth in Section [29-7-6](#) NMSA 1978 or the Public Safety Telecommunicator Training Act [[29-7C-1](#) to [29-7C-9](#) NMSA 1978].
- 2) The **regional satellite academy director** shall issue **an affidavit to the board** for any person **who graduates** from that director’s regional satellite academy’s basic law enforcement training program **and passes the Law Enforcement Officer Certification Exam or Telecommunicator Certification Exam**. The **regional satellite academy director** **shall include any concerns** that the director has regarding **whether the person satisfies the qualifications** for certification as set forth in Section [29-7-6](#) NMSA 1978 or the Public Safety Telecommunicator Training Act [[29-7C-1](#) to [29-7C-9](#) NMSA 1978].

# Municipal League Bill Draft Review

underscored material = new  
[bracketed material] = delete

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1. Adds training requirements to the statute, and nothing indicates that any of those topics are evidence-based, unlike the academy curriculum we are developing based on the JTA we commissioned.
2. The starting point of the rolling in-service time requirement is based on the officer's graduation, not on any established in-service cycle, so an officer will never know which curriculum to follow when it is updated.
3. This bill draft only addresses law enforcement and does not include public safety dispatchers

# Assumptions in the Municipal League Bill Justification

## Training in New Mexico

New Mexico requires ongoing (also called in-service) training for all certified law enforcement officers as a condition of maintaining certification. New Mexico's in-service training framework establishes a baseline of 40 hours every two years with specific mandated topics and enforcement mechanisms tied to certification and funding. The Law Enforcement Standards and Training Council which is charged with developing and promulgating the training requirements is a volunteer entity that is administratively attached to the New Mexico Law Enforcement Academy of the Department of Public Safety. The Council lacks staffing or adequate resources to devote to the development of up-to-date and relevant training and requirements. As a result, training curricula and materials have not been updated in at least a decade. Despite a changing environment, officers continue to receive the same training, irrespective of rank or position or changing needs. Additionally, the statutory requirements that outline in-service training requirements are complex and difficult to follow, leading to a lack of transparency. Simplifying and consolidating law enforcement training requirements into a unified statutory framework would improve clarity, consistency, and compliance by eliminating fragmented mandates across multiple statutes.

1. **The council lacks staffing** – the legislature provided the LEA with funded positions to support the council
2. **Training materials have not been updated in at least a decade** – courses are reaccredited every 2 years; we have contracted with IADLEST to create evidence-based academy training that may lead to future in-service training.
3. **Officers continue to receive the same training irrespective of rank or position, or training needs.** – exactly why the council is asking to move training from statute to NMAC

# Questions & Discussion

New Mexico Law Enforcement Standards & Training Council Governance Analysis