

**TITLE 10 PUBLIC SAFETY AND LAW ENFORCEMENT**  
**CHAPTER 29 LAW ENFORCEMENT ACADEMY**  
**PART 9 POLICE OFFICER**

**10.29.9.1 ISSUING AGENCY:** Department of Public Safety, New Mexico Law Enforcement Academy, 4491 Cerrillos Road, Santa Fe, New Mexico 87505.  
[10.29.9.1 NMAC - Rp, 10.29.9.1 NMAC, 11/15/2016]

**10.29.9.2 SCOPE:** All police officers and law enforcement agencies in the state of New Mexico.  
[10.29.9.2 NMAC - Rp, 10.29.9.2 NMAC, 11/15/2016]

**10.29.9.3 STATUTORY AUTHORITY:**  
Subsection (B) (C) (F) of Section 29-7-4 NMSA 1978 (Repl. Pamp. 1994), Subsection (E) (F) of Section 29-7-5 NMSA 1978, (Repl. Pamp. 1994), Paragraph (4) (6) of Subsection (A) of Section 29-7-6 NMSA 1978, (Repl. Pamp. 1994), Section 29-7-7.1 NMSA 1978, (Repl. Pamp. 1994), Section 29-7-7.2 NMSA 1978, (Repl. Pamp. 1994), Section 29-7-10 NMSA 1978, (Repl. Pamp. 1994).  
[10.29.9.3 NMAC - Rp, 10.29.9.3 NMAC, 11/15/2016]

**10.29.9.4 DURATION:** Permanent.  
[10.29.9.4 NMAC - Rp, 10.29.9.4 NMAC, 11/15/2016]

**10.29.9.5 EFFECTIVE DATE:** November 15, 2016, unless a different date is cited at the end of a section.  
[10.29.9.5 NMAC - Rp, 10.29.9.5 NMAC, 11/15/2016]

**10.29.9.6 OBJECTIVE:** The objectives of Part 9 are to establish minimum standards of training for police officer certification, authorize the adoption of a student handbook of student rules and regulations by the director, enumerate reporting requirements for law enforcement agencies in the state of New Mexico, establish criteria for applications to attend the New Mexico law enforcement academy, identify criteria for psychological evaluations required under law and fingerprint clearance, establish entry level and requalification firearms training requirements, establish criteria and procedures for temporary or emergency certification and renewal of certification after absence.  
[10.29.9.6 NMAC - Rp, 10.29.9.6 NMAC, 11/15/2016]

**10.29.9.7 DEFINITIONS:** [RESERVED]

**10.29.9.8 POLICE OFFICER MINIMUM STANDARDS OF TRAINING:** The core basic training academy curriculum at a minimum will include:

**A. Block 1: Introduction to the academy:** seven total block hours. This unit of instruction prepares the cadet officer for the academy experience, focusing on the responsibilities the cadet must undertake to successfully complete the basic police officer's certification academy. The subjects include:

- (1) academy mission - one hour;
- (2) overall academy objectives - two hours;
- (3) rules and regulations of the academy - one hour;
- (4) learning skills - two hours; and
- (5) role and function of the New Mexico law enforcement academy (NMLEA) - one hour.

**B. Block 2: Introduction to law enforcement in New Mexico:** ~~20-six~~ 26 total block hours. This unit of instruction identifies the core background, principles and expectations of being a certified law enforcement officer in the state of New Mexico. The subjects include:

- (1) history and principles of law enforcement - one hour;
- (2) cultural diversity - four hours;
- (3) ethics and moral issues/sexual harassment - eight hours;
- (4) the New Mexico criminal justice system - two hours;
- (5) criminal and civil liability - standards of performance - three hours; and
- (6) survival Spanish for law enforcement - eight hours.

**C. Block 3: Physical and emotional readiness:** 64 total block hours. This unit of instruction will instruct the student in health and physical fitness concepts, flexibility, strength, body composition and

cardiovascular endurance. The student will be expected to successfully complete both entrance and exit standards of fitness and exit standards of job-related agility. The subjects and standards include:

- (1) physical fitness practical training time - 60 hours;
- (2) emotional health, officer suicide and stress management - three hours;
- (3) nutrition - one hour; and
- (4) fitness standards for basic police officer training academy entrance and exit standards.

Complete medical exam packets, law enforcement academy form three (LEA 3), must have been signed by a medical doctor and have been received with final clearance and approval prior to physical fitness testing being administered by academy staff. 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	Mid-Point Standard	Exit Standard
1.5 Mile run	15:54	15:04	14:15
300 Meter	71.0 sec	67.5	64
Sit-ups (1 min)	27	32	37
Push-ups (1 min)	15	20	25
<6000'	Entrance Standard	Mid-Point Standard	Exit Standard
1.5 Mile run	15:14	14:24	13:45
300 Meter	71.0 sec	67.5	64
Sit-ups (1 min)	27	32	37
Push-ups (1 min)	15	20	25

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

(a) Sit-ups: The student starts by lying on their back, knees bent, heels flat on the floor, fingers interlaced and placed behind the head. Partner holds the feet down firmly. In the up position, the student should touch the elbows to knees and then return 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.

(b) 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. 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.

(c) Exit job specific agility course standard: course #1: officer starts seated in his vehicle, hands on the steering wheel with seatbelt in use and wearing a 10 pound weight belt or vest around waist to simulate a gun belt. As the timed exercise begins, the officer will:

- (i) release seatbelt and open vehicle door;
- (ii) run 30 feet and open building door;
- (iii) cross four foot threshold, run up two flights of stairs and pause for 60 sec. (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 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.

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

(5) 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, he or she 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.

(6) After scaling the wall, run 50 feet to a handcuff/arrest simulator, put arms down, touch ends and hold for 60 seconds. Arrest simulator is five foot high with 60 pounds resistance in the right arm and 40 pounds in left arm. End exercise. Passing score is three minutes five seconds.

(d) 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:

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

(ii) Run 12.5 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.

(iii) Run 12.5 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 New Mexico law enforcement academy.

(iv) 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.

(v) Both officer and dummy (victim) must completely cross the finish line to end the exercise. Passing Score 42 seconds.

**D. Block 4: Law and procedures:** [50]52 total block hours. This unit of instruction informs the student about law and its application to the function of a law enforcement officer. The subjects include:

- (1) authority and jurisdiction - three hours;
- (2) constitutional law - one hour;
- (3) criminal law - 10 hours;
- (4) criminal procedure and laws of arrest - seven hours;
- (5) search and seizure - [22]24 hours;
- (6) civil law - one hour;
- (7) liquor law - one hour;
- (8) Indian country law - one hour;
- (9) juvenile law - one hour;
- (10) handling juveniles and their problems - one hour; and
- (11) hate crimes - two hours.

**E. Block 5: Patrol procedures and operations:** 70 total block hours. This unit of instruction will cover the various types of incidents that a law enforcement officer can be expected to be involved in while on patrol, and the practices and procedures necessary to perform the patrol function. The subjects include:

- (1) patrol procedures and operations - eight hours;
- (2) vehicle stops techniques - two hours;
- (3) road blocks and barricades - one hour;
- (4) gangs, terrorism and explosive recognition overview - eight hours;
- (5) critical incident management overview - eight hours;
- (6) radio procedures - one hour;
- (7) patrol response practicum - five hours;
- (8) night-time vehicle stops practicum - five hours;
- (9) officer survival - eight hours;
- (10) building search practicum - eight hours;
- (11) missing persons, silver alert, Brittny alert and Amber alert - seven hours;
- (12) hazardous materials - eight hours; and
- (13) transporting prisoners - one hour.

**F. Block 6: Principles of criminal investigation:** [46]47 total block hours. This unit of instruction shall prepare the officer to effectively secure a crime scene, conduct an investigation, collect evidence and prepare reports so suspects may be prosecuted. The subjects include:

- (1) officer as first responder - eight hours;
- (2) interview and interrogation techniques and skills - two hours;
- (3) identifying, collecting and processing evidence - eight hours;
- (4) identification of suspects - one hour;
- (5) injury and death cases - three hours;
- (6) sex crimes - three hours;

- (7) controlled substances - three hours;
- (8) informants and intelligence - two hours;
- (9) surveillance - two hours;
- (10) technology crimes and investigations - two hours;
- (11) child abuse and neglect - four hours; ~~and~~
- (12) crime scene practicum - eight hours~~[-];~~ and
- (13) sexual assault biological DNA evidence - one hour.

**G. Block 7: Motor vehicle law enforcement:** 40 total block hours. This unit of instruction will furnish the officer with information relating to the applicable motor vehicle laws and the criteria for conducting traffic enforcement operations. The subject includes:

- (1) vehicle code enforcement - one hour;
- (2) title, registration and vehicle identification - one hour;
- (3) driver licensing - one hour;
- (4) occupant safety - one hour;
- (5) traffic enforcement strategies - one hour;
- (6) DWI enforcement/impaired operator - 32 hours;
- (7) commercial vehicle enforcement - one hour; and
- (8) off highway motor vehicle act - ~~[one hour]~~two hours.

**H. Block 8: Motor vehicle collision investigation and related issues:** 24 total block hours. This unit of instruction will provide the student with a basic level of competency to conduct a traffic crash investigation; to have an awareness of the risk posed by hazardous materials and the officer's role in a hazardous materials incident. Hazardous materials foundational knowledge as taught in sub-block 5.12 is applied in sub-block 8.1. The subjects include:

- (1) collision investigation - 23 hours; and
- (2) vehicle crash forms - one hour.

**I. Block 9: Crisis intervention/management:** 40 total block hours. This unit of instruction will prepare the officer to effectively manage high-risk incidents by providing resolution techniques through crisis intervention with the goal of successful conclusion. The subjects include:

- (1) behavior management and crisis intervention - eight hours;
- (2) dispute intervention and conflict management - eight hours;
- (3) handling the mentally ill and other specialty populations - 16 hours; and
- (4) suicide, barricaded, hostage and suicide by police - eight hours.

**J. Block 10: Domestic issues:** 20 total block hours. This unit of instruction will focus on the cycle of violence, the rights of victims and the responsibilities of law enforcement and the assistance available to victims. The subjects include:

- (1) domestic violence and police response - eight hours;
- (2) victims assistance law and human trafficking - two hours;
- (3) ensuring child safety upon parental arrest - two hours; and
- (4) domestic violence practicum - eight hours.

**K. Block 11: Note taking and report writing:** 16 total block hours. This unit of instruction will provide the student with the competencies to effectively communicate in written form the necessary information required in a police report and other official communications. The subjects include: note taking and report writing - 16 hours.

**L. Block 12: Defensive tactics and handling arrested persons:** 86 total block hours. This unit of instruction will provide the student with techniques used to arrest and control subjects and also how to defend themselves from physical attack. The student will learn the relationship between the subjects actions, crimes suspected of committing and the proper application of force when reasonably necessary. The subjects include:

- (1) use of force/force response to resistance - 12 hours;
- (2) medical implications - one hour;
- (3) oleo resin capsicum spray - three hours;
- (4) mechanics of arrest, restraint and control practical - 62 hours; and
- (5) electronic control devices (taser) - eight hours.

**M. Block 13: Case presentation:** 12 total block hours. This unit of instruction will give the student the skills for proper preparation and testimony in court and to prepare and question witnesses on the stand, make objections and arguments in petty misdemeanor and misdemeanor cases. The subjects include:

- (1) court room testimony and demeanor - two hours; and

- (2) police officer as prosecutor practical - 10 hours.

**N. Block 14: Operation of a patrol vehicle:** 54 total block hours. This unit of instruction will prepare the officer for proficiently operating a patrol vehicle, the various factors that affect the operation of a patrol vehicle, procedures for emergency driving and legal issues related to emergency vehicle operations. The student will demonstrate their competencies on the sub-skills (lane change, slalom, perception reaction, lolly-pop and backing) driving course with a precision closed course and a precision open course and overall course. Satellite academy courses will be equivalent to the New Mexico law enforcement academy emergency vehicle operator's course(s):

- (1) introduction to emergency vehicle operations - two hours;
- (2) safe pursuit act and legal issues - 16 hours;
- (3) emergency response - two hours;
- (4) vehicle dynamics - two hours; and
- (5) skills development driving courses - 32 hours.

**O. Block 15: Basic firearms (handgun) course:** ~~[77]~~79 total block hours. This unit of instruction will familiarize the student with the operation and maintenance of a firearm, firearm safety, safety equipment and fundamentals of marksmanship. The student will successfully complete the New Mexico firearms standardized qualification courses and will display proper decision-making in shoot/don't shoot simulations. The subjects include:

- (1) basic firearms (handgun) practical training and qualifications - 68 hours;
- (2) tourniquet and trauma kit - two hours
- ~~[(2)]~~(3) body armor - one hour; and
- ~~[(3)]~~(4) deadly force decision making practicum simulator - eight hours.

**P. Block 16: Academy administration:** 40 total block hours. This unit is for the administration of the basic academy training program. This includes examinations and reviews, assessments, inspections, discretionary training time and graduation. The subjects include:

- (1) cadet check in - three hours;
- (2) orientation - four hours;
- (3) block exams - 11 hours;
- (4) physical assessments - four hours;
- (5) administrative review - four hours;
- (6) law enforcement officer certification exam (LEOCE) - four hours;
- (7) equipment return - two hours;
- (8) graduation rehearsal - two hours;
- (9) graduation - three hours; and
- (10) dorm check-out - three hours.

**Q. Total basic training academy minimum hours required for certification:** ~~[672]~~677 total hours.  
[10.29.9.8 NMAC - Rp, 10.29.9.8 NMAC, 11/15/2016]

**10.29.9.9 STUDENT HANDBOOK, PROCEDURES AND REGULATIONS:** Due to the need to insure that students attending the New Mexico law enforcement academy comply with rules and regulations, the director of the New Mexico law enforcement academy is hereby instructed to prepare a handbook covering student rules and regulations, policies and procedures. Such handbook shall be updated as necessary and when applicable, changes shall be reported to the New Mexico law enforcement academy board at their next regularly scheduled meeting.  
[10.29.9.9 NMAC - Rp, 10.29.9.9 NMAC, 11/15/2016]

#### **10.29.9.10 POLICE OFFICER REGISTRY REPORTING AND APPLICATIONS FOR ADMISSION/CERTIFICATION:**

##### **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 New Mexico law enforcement academy within 30 days of such action.

(2) Required reporting forms shall be established by the director of the New Mexico law enforcement academy.

(3) All law enforcement agencies who do not comply with the requirement of submitting to the New Mexico law enforcement academy status reports on their employees will not be eligible for training funds

or attendance at basic or in-service/advanced training classes until the registry is made current. Repeated failures to maintain the registry shall result in a period of suspension of training eligibility to be set by the director of the New Mexico law enforcement academy.

(4) In order to protect the lives and safety of the officer involved, any law enforcement agency employing undercover officers may indicate, in writing, a desire to protect the officer's identity. If such indication is made, the officer's name shall not appear in the general office registry. His name and other information requested shall however be furnished to the New Mexico law enforcement academy.

**B. Application Requirements:**

(1) An applicant for training or for certification, or his department, must submit the initial application for admission/certification and all necessary paperwork within 30 days of the initial hire date for said applicant.

(2) Non-compliance with the 30 day application 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 the applicant and the applicant must have his commission suspended if he exceeds one year from initial hire date.

(3) No applicant shall be admitted to the New Mexico law enforcement academy after one year of initial hire date unless the applicant and his chief, sheriff, or agency head certify:

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

(b) that the department will reinstate the officer based upon his successful completion of the basic training course and certification by the New Mexico law enforcement academy board.

(4) The New Mexico law enforcement academy shall be notified of any change in the medical or psychological condition of an applicant prior to his admission or certification.

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

[10.29.9.10 NMAC - Rp, 10.29.9.10 NMAC, 11/15/2016]

**10.29.9.11 [RESERVED]**

**10.29.9.12 PSYCHOLOGICAL EXAMINATION:**

**A. Procedure:**

(1) Prior to admission to training or certification as a law enforcement officer in the state of New Mexico, it shall be necessary for each applicant to be examined by a licensed/certified psychologist who shall certify to the individual's emotional and mental condition on a form prescribed by the director and entitled "mental examination certification".

(2) Private firms who administer psychological examinations for law enforcement officers shall be acceptable if, however, a qualified representative as stated in Paragraph (1) of Subsection A of 10.29.9.12 NMAC completes the appropriate form as prescribed by the director.

(3) The applicant shall also prepare and submit a form prescribed by the director and entitled "psychological statement of applicant".

(4) False or incorrect statements in either form are grounds for revocation of any certificate granted.

(5) Evaluations cannot be more than one year old for admission/certification purposes.

(6) The psychological evaluation/written report will be required to be attached to the LEA-4 form. The written evaluation shall be returned to the department head at the time of certification and shall not be maintained in student training files.

(7) The applicant shall not hold the privilege of obtaining the evaluation; evaluations are the property of the referring agency and shall be held in the strictest of confidence. A self-sponsored applicant may hold the privilege of obtaining the evaluation, however, the original report must still be sent directly to the academy upon completion by the psychologist.

(8) If any information concerning psychological screening/evaluation provided to the director or the person evaluating the applicant's suitability is found to be false or not truthful, the applicant will be either refused enrollment or if certified, decertified in accordance with 10.29.1.10 NMAC through 10.29.1.17 NMAC.

(9) Applicant failure of psychological examination must be reported to the New Mexico law enforcement academy within 30 days.

**B. Screening process:**

(1) Purpose: The intent of these guidelines is to set minimally acceptable standards for pre-employment psychological testing of persons seeking certification as police officers in New Mexico.

(2) Examiner standard: Pre-employment psychological testing shall be conducted by a licensed/certified psychologist. In the event the psychologist does not have appropriate training in this area, he/she should seek supervision as per the guidelines of the American psychological association ethical standards and code of conduct.

(3) Overview of process: At a minimum, the pre-employment psychological testing process shall consist of the following:

- (a) psychological testing;
- (b) face-to-face interview;
- (c) written narrative report;
- (d) completed New Mexico LEA-4 form; and
- (e) informed consent/release of information form.

(4) Psychological testing: The pre-employment psychological testing shall include, at a minimum, testing across the following areas:

- (a) a measure of reading ability such as the wide range achievement test (WRAT), the Nelson-Denny reading test, or other comprehensive measure which yields a grade-level score;
- (b) a measure of psychopathology, such as the Minnesota multiphasic personality inventory second revised version (MMPI-2), the personality assessment inventory (PAI) or the Millon-3; and
- (c) a measure of normal personality functioning, such as the 16PF, the LEADER or the Inwald personality inventory.

(5) Interview: The interview shall be conducted in-person by the licensed/certified psychologist in a face-to-face setting with the candidate. At a minimum, the interview will cover the following areas:

- (a) a brief mental status exam;
- (b) gather or review a social history, to include relevant information regarding early development, schooling, military service, job history and potential problems issues, such as drug and alcohol use, driving, fighting, domestic violence, and past critical life events;
- (c) explore areas of judgment and reliability, such as impulse control, communication, appropriate use of force, social skills, common sense, and credit history; and
- (d) any other aspects of personal development (i.e. medical history) that the examiner deems important.

(6) Written report: The report shall incorporate all information gathered in the interview and testing. Any clinically significant elevations in test scores shall be discussed and their impact upon job performance explored. The examiner should address the ability of the candidate to perform the essential job functions, some of which may be unique to the sponsoring agency. If the candidate is not recommended, the report should enumerate which essential job functions he/she is incapable of performing.

(7) All psychologists performing pre-employment testing must conform to the guidelines of the American psychological association regarding storage of records.

**C. Rejection of applicant and subsequent psychological evaluation within 12 months:**

(1) In the event an applicant receives a psychological rejection a subsequent or additional psychological evaluation may only be obtained as provided for in Paragraph (1) of Subsection D of this section, and this subsequent psychological evaluation must first be approved by the director through the appeal process as outlined and provided for in Paragraph (1) of Subsection D of this section. This evaluation must be requested within 30 days of the rejection.

(2) A psychological evaluation obtained without the approval of the director within 12 months of the rejection will not be accepted.

(3) Any rejected applicant who does not appeal the rejection may reapply to a New Mexico law enforcement agency 12 months from the signature date of the rejection.

**D. Appeal process:**

(1) In the event an applicant receives a rejection, the applicant or agency may request that the rejection be reviewed within 30 days of signature date. This request shall be submitted to the New Mexico law enforcement academy director in writing and state the reason that an appeal is warranted.

(a) Reviewing authority will be a New Mexico licensed psychologist(s) designated by the director.

(b) Results of this review will be communicated in writing to the New Mexico law enforcement academy.

(2) If the reviewer concurs with the rejection, the applicant will be eligible to reapply to a New Mexico law enforcement agency 12 months from the signature date of the original evaluation.

(3) If, in the judgment of the reviewer, a second psychological opinion is warranted:

(a) The second opinion will be rendered by a New Mexico licensed psychologist chosen by the New Mexico law enforcement academy director or his/her designee.

(b) Psychologist will review all test data and other information that was available to the initial psychologist (i.e., background investigation and polygraph results).

(c) The second evaluation, at minimum, will follow the guidelines for pre-employment evaluations as outlined by the New Mexico law enforcement academy. The psychologist may review the original test data and will use, at a minimum, one additional testing instrument for the second evaluation.

(d) Psychologist may request other information from the applicant, the agency, or the New Mexico law enforcement academy prior to conducting the evaluation.

(e) The cost of this evaluation will be borne by the agency or the applicant.

(f) If the results of the second evaluation are negative, the applicant may reapply to a New Mexico law enforcement agency 12 months from the signature date of the second opinion.

(g) If the results of the second evaluation are positive, the applicant's name will be removed from the list of failed applicants.

[10.29.9.12 NMAC - Rp, 10.29.9.12 NMAC, 11/15/2016]

**10.29.9.13 FINGERPRINT [CLEARANCE] RESPONSE FOR ADMISSION/CERTIFICATION:** Due to the fact that the [New Mexico law enforcement] academy is not recognized by federal regulations as a duly authorized law enforcement agency and therefore cannot be issued an originating agency identification (ORI) to send or receive fingerprint [clearances] responses through the federal bureau of investigation, the previous procedures established by the law enforcement academy are repealed and are replaced by the following procedures:

**A.** All New Mexico police officer applicants for admission and certification must receive a fingerprint [clearance] response from the department of public safety [technical and emergency support division] law enforcement records bureau and the federal bureau of investigation. No [officer] individual applying for police officer certification is allowed to receive an original appointment on a permanent basis in New Mexico if the [officer] individual has ever been convicted of, [or] pled guilty to, or entered a plea of nolo contendere to any felony charge; or, within the three-year period immediately preceding their application, been convicted of, pled guilty to, or entered a plea of nolo contendere to any 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; ~~and have not~~ or has been released or discharged under dishonorable conditions from any of the armed forces of the United States[, Section 29-7-6 NMSA 1978, (Repl. Pamph. 1994)].

**B.** [One set (two cards)] Ten-print fingerprints of police officer applicant or fingerprint cards will be thoroughly completed by the hiring police agency and forwarded to the department of public safety [technical and emergency support division] law enforcement records bureau. The department of public safety [technical and emergency support division] law enforcement records bureau will use one fingerprint card for a records check with their agency and will forward the card back to the hiring agency and will forward the second completed card to the federal bureau of investigation identification section for a records check. The department of public safety [technical and emergency support division] law enforcement records bureau will not log in the fingerprint cards received from the various law enforcement agencies and will not accept inquiries on the status of the fingerprint [clearance] response either for department of public safety technical and emergency support division or the federal bureau of investigation. Department of public safety [technical and emergency support division] law enforcement records bureau will forward applicant fingerprint requests to the federal bureau of investigation within three days upon receipt of the cards. Incomplete fingerprint cards or cards not properly completed will be returned by the department of public safety [technical and emergency support division] law enforcement records bureau to the requesting agency.

**C.** All fingerprint [clearances] responses will be forwarded from department of public safety [technical and emergency support division] and the federal bureau of investigation back to the initiating agency. If the "ORI" label on the fingerprint card is different than that of the hiring agency, the hiring agency requesting the clearance must print their agency's address below the address located on the fingerprint card.

**D.** Upon receipt [of clearance] from both the department of public safety [technical and emergency support division] law enforcement records bureau and the federal bureau of investigation of a response of, "no



record”, the hiring agency will be required to complete ~~[NMLEA Form #A-9]~~ the LEA-9 form, certified by the ~~[department]~~agency head's signature, and forward ~~[this form]~~ to the ~~[New Mexico law enforcement]~~ academy stating that the ~~[officer]~~individual is in compliance with Section 29-7-6, NMSA 1978~~[-(Repl. Pamp. 1994)]~~.

E. Upon receipt of ~~[information]~~ response from the department of public safety ~~[technical and emergency support division]~~ law enforcement records bureau and the federal bureau of investigation that the applicant ~~[for certification]~~ has a criminal conviction for a felony crime or ~~[crime involving moral turpitude]~~ any other disqualifying criminal or military record, it will be the agency's responsibility to terminate the ~~[officer]~~application and certification process. If there is not adequate information~~[-i.e., no disposition, listed on the “rap sheet”]~~ it is the agency's responsibility to determine the disposition of the case prior to requesting certification ~~[of the officer]~~by and certifying that the ~~[officer]~~individual has no disqualifying criminal record ~~[of arrest]~~ under the provisions of the Law Enforcement Training Act. In situations in which the agency is unable to determine the disposition of an ~~[arrest/conviction]~~arrest or conviction, the agency should consult the ~~[attorney general's office]~~ director for assistance. For guidance in determining whether misdemeanor convictions are crimes specifically involving moral turpitude, ~~[departments]~~agencies should request the assistance of the ~~[attorney general's office]~~ director.

F. ~~[No police officer may be certified through the New Mexico law enforcement academy who has been convicted of or pled guilty to or entered a plea of nolo contendere to any felony charge or, within the three-year period immediately preceding their application, to any 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 and have not been released or discharged under dishonorable conditions from any of the armed forces of the United States, Section 29-7-6 NMSA 1978, (Repl. Pamp. 1994).]~~ Any ~~[department]~~ agency head certifying that an officer has “no arrest” for the above and information to the contrary is received by the New Mexico law enforcement academy or the attorney general's office, decertification procedures will be immediately initiated and the law enforcement agency ~~[chief/sheriff]~~chief, sheriff, or department head notified as well as the attorney general's office and the ~~[New Mexico law enforcement academy]~~ board.  
[10.29.9.13 NMAC - Rp, 10.29.9.13 NMAC, 11/15/2016]

#### **10.29.9.14 ENTRY LEVEL AND REQUALIFICATION FIREARMS TRAINING:**

A. **Entry level handgun standards:** The entry level officer category includes any officer who is newly hired that has not previously received academy level training. This will result in the standardization of training in firearms and reduce the liability to departments by ensuring all officers are informed of the most recent legal and technical aspects of using deadly force. Prior to carrying a handgun on or off duty, all entry level non-certified officers shall receive a minimum of 16 hours of instruction in the following areas:

- (1) safety - one hour;
  - (a) on/off duty;
  - (b) range;
- (2) legal aspects - two hours;
  - (a) state statutes;
  - (b) use of force policy;
  - (c) departmental policy;
  - (d) civil liability considerations;
- (3) mental conditioning - one hour of awareness training;
- (4) weapons care and cleaning - one hour;
  - (a) nomenclature;
  - (b) weapons operation;
  - (c) disassembly/cleaning;
- (5) marksmanship fundamentals - one hour;
  - (a) stance;
  - (b) grip;
  - (c) sight alignment;
  - (d) sight picture;
  - (e) breath control;
  - (f) trigger control;
  - (g) follow through;
- (6) weapon manipulation - two hours (lecture);
  - (a) 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 - eight hours;
  - (a) written test;
  - (b) practical (non-shooting skills training);
  - (c) live-fire manipulation drills (minimum 130 rounds);
  - (d) decisional shooting (minimum 20 rounds), three scenarios: good guy/bad guy; shoot/don't shoot, and multiple assailant.
  - (e) handgun qualification eighty percent or greater (minimum 75 rounds);
    - (i) 50 rounds day qualification (see specific course);
    - (ii) 25 rounds night qualification (see specific course);

**B. Entry level shotgun/rifle standards:** Prior to carrying a shotgun or rifle on or off duty, all entry level non-certified officers shall receive (in addition to the above) a minimum of eight hours of instruction in the following areas:

- (1) safety - 30 minutes;
  - (a) on/off duty;
  - (b) range;
- (2) legal aspects - 30 minutes;
  - (a) use of force policy;
  - (b) departmental policy;
- (3) weapons care and cleaning - one hour;
  - (a) nomenclature;
  - (b) weapons operation;
  - (c) disassembly/cleaning;
- (4) weapon manipulation - two hours;
  - (a) low/high read;
  - (b) sling positions;
  - (c) reloading techniques;
  - (d) malfunction clearance techniques;
  - (e) shooting positions;
- (5) range training and testing - four hours;
  - (a) written test;
  - (b) practical (non-shooting skills training);
  - (c) live-fire manipulation drills (minimum 50 rounds);
  - (d) qualification course.

**C. Minimum standards description:** Specific handgun courses of fire designed for daylight and nighttime conditions, will be used for qualification. This will ensure that all officers are tested to the same standard once a year only. It is recommended that the agency vary courses of fire for other agency required qualifications.

**D. Instructor standards:** All firearms training will be conducted by approved instructors or New Mexico state certified firearms instructors.

**E. Requalification:** All law enforcement officers must participate in requalification firearms training in accordance with the target/scoring methodology described in Subsection G of 10.29.9.14 NMAC.

**F. Reporting:**

(1) Training must be conducted and reported to the New Mexico law enforcement academy within 30 days of a non-certified police officer being hired. The reporting form shall be provided by the New Mexico law enforcement academy. 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 New Mexico law enforcement academy.

(2) Requalification scores of every law enforcement officer in the state of New Mexico shall be reported yearly to the New Mexico law enforcement academy by the employing agency for the daytime, nighttime, and other applicable courses of fire.

**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 with 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 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 “business card”, which is the square shaped scoring area.

(4) A total possible score of 100 points can be achieved with this scoring system. A minimum score of eighty percent, or 80 points, is required for qualification. At least 40 rounds must impact within the scoring area and all rounds must be accounted for either as a hit or a miss. No soft scoring. For the low-light night qualification course, a total possible score of 100 points can be achieved with each round having a value of four points.

**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. Training officers will ensure practical and live-fire testing will be done in clothing consistent with the officer's normal duty uniform. As a minimum, body armor should be worn.

**J. Backup weapons:** It is recommended that officers be allowed to carry backup weapons, if approved by the departmental armorer/range master, and the officer should demonstrate proficiency with the weapon consistent with their departmental policies. If backup weapons are carried, the weapons should be inspected and by qualification on an appropriate course of fire.

**K. Qualification course:** Day (50 round course) - A minimum score of eighty percent is required. Please access the qualification courses through department of public safety (DPS)/NMLEA staff.

**L. 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 access the qualification courses through DPS/NMLEA staff.  
[10.29.9.14 NMAC - N, 11/15/2016]

#### **10.29.9.15 TEMPORARY OR EMERGENCY CERTIFICATION:**

##### **A. Procedure:**

(1) The director may, in his discretion, grant a temporary certification in order to avoid hardships or prevent conflicts within a department arising solely from technical noncompliance with academy board rules.

(2) Said temporary certificate shall be granted only for good cause, proved to the satisfaction of the director, and shall be granted only to persons who have met the minimum standards of training prescribed by the board as well as all other state requirements.

(3) Grounds for granting such temporary certification shall include, but not be limited to, the following: a person qualifying for certification by waiver during a period between board meetings.

(4) A temporary certification must be approved and made permanent no later than the next scheduled board meeting.

(5) In the event said certification is not approved and made permanent by the board, the certification shall expire and be of no further force or effect whatsoever.

##### **B. [RESERVED]**

[10.29.9.15 NMAC - Rp, 10.29.9.15 NMAC, 11/15/2016]

#### **10.29.9.16 RENEWAL OF CERTIFICATION AFTER ABSENCE:**

##### **A. Break in law enforcement employment:**

(1) In the event a certified officer in the state of New Mexico leaves his position for any reason and is not employed as a full-time law enforcement officer for a period of more than two years, but less than eight years, such officer will be considered to be decertified, and will be required to meet all current certification requirements of the New Mexico law enforcement academy and successfully complete the certification by waiver of previous training program conducted by the New Mexico law enforcement academy.

(2) In the event a certified officer in the state of New Mexico leaves his position for any reason and is not employed as a full-time law enforcement officer for a period in excess of eight years, such officer

will be considered to be decertified and will be required to meet all current certification requirements and successfully complete the basic police officer training program.

(3) Those persons who hold a valid New Mexico police officer certification and are employed in an administrative capacity as a full-time police educator or trainer shall not be deemed to have left their position in law enforcement and shall not be required to reapply for certification as specified herein.

(4) The director of the New Mexico law enforcement academy shall have the authority to determine those positions as administrators or trainers that meet the requirements of Paragraph (3) of Subsection A of 10.29.9.16 NMAC above.

**B. Minimum allowable employment** - An officer must show proof of having worked a minimum of six consecutive months during a break in service of two or less years as a full-time law enforcement officer for a recognized law enforcement agency of this or another state to retain their certification.

**C. Military service impact on in-service and firearms credits** - If a certified law enforcement officer or dispatcher, in good standing with the law enforcement academy, is called to active military duty, all biennial in-service and firearms qualifications requirements shall be suspended during the period of active military duty. The employing agency shall notify the law enforcement academy of the active military duty call-up and the date on which the call-up occurred. The suspension of the requirements for in-service and firearms training shall terminate 90 days after the officer/dispatcher leaves active military duty. Upon return from active military duty, the employing agency shall retrain or refresh the certified officer/dispatcher. The employing agency shall notify the law enforcement academy of the officer's/dispatcher's return and of the officer's retraining. Any necessary retraining shall occur within 90 days of return to commission. In the event that a certified law enforcement officers or dispatchers period of separation due to active military service exceeds two years, the individual must complete a certification by waiver training program with the exception of having to complete any of the entrance or testing requirements. If the officer/dispatcher believes that military training which the officer/dispatcher received during the military call-up may qualify for in-service training or firearms qualifications requirements, the agency or officer/dispatcher may petition the law enforcement academy for permission to accept such military training in lieu of in-service training or firearms qualifications requirements. Such petitioning must be submitted in form as prescribed by the director and must include proof of such military training. The law enforcement academy's decision to accept credit for such training shall be at the sole discretion of the director.

[10.29.9.16 NMAC - Rp, 10.29.9.16 NMAC, 11/15/2016]

#### **10.29.9.17 MEDICAL REVIEW PROCEDURES:**

**A. Authority:** In accordance with the provisions of the Law Enforcement Training Act, Section 29-7-6 NMSA 1978, an applicant for certification or training must be examined by a licensed physician and be found to be free of any physical condition that might adversely affect his/her performance as a police officer or prohibit him/her from successfully completing a prescribed basic law enforcement training course.

**B. Introduction:** In establishing medical selection guidelines, the New Mexico law enforcement academy board recognizes the principle that nothing the academy does should interfere with the employers hiring process. However, the academy reserves the right to determine if the candidate may pose a direct threat to his/her safety or that of others in attending and participating in all aspects of the training program.

**C. Information to physician and agency: examination instructions:** Under the medical selection guidelines the role of the physician is to identify the existence of any potentially excludable conditions. The physician and employer shall review these findings and the employer will make a decision as to whether the conditional offer of employment should be withdrawn, or to initiate discussions with the candidate concerning reasonable accommodations. The employer then determines whether any particular proposed accommodation is acceptable and reasonable. Once the determination is made that the candidate with reasonable accommodation can perform the essential tasks of policing, and assuming that a position is available, the conditional offer of employment should be honored and the candidate scheduled for admission into the academy. (See LEA medical forms, 16 pages.)

**D. The academy:** In those instances where a candidate comes to the academy, with or without accommodation, and the director determines that the physical/medical condition of the individual poses a direct threat to his/her safety or that of others, admission to the academy can be denied for good reason, providing no reasonable accommodation can be found. The rejected candidate may appeal to the medical review board to seek redress. In that instance, the director, who is a member of the medical review board, shall excuse him/herself from the appeal.

**E. Medical review board established:** There is established a subcommittee of the New Mexico law enforcement academy board known as the medical review board. The membership of the medical review board is

appointed by the chairperson and shall include:

- (1) chair: member of the New Mexico law enforcement academy board selected to serve as the chair of the medical review board;
- (2) police chief;
- (3) sheriff;
- (4) advocate of the disabled community;
- (5) two physicians (well experienced in medical employment examinations); and
- (6) director of academy

**F. Appeal process:** When a candidate who considered him/herself protected under the Americans with Disabilities Act, is rejected by the employer, he/she may pursue recourse through the courts. However, if the candidate is rejected by an examining physician under the medical selection guidelines due to a medical condition of particular severity, e.g., back problems, diabetes, cardiovascular disease, etc., and he/she feels that he/she can perform the essential tasks, he/she can appeal to the medical review board. At the candidate's initiation and expense, the candidate may present evidence/testimony/demonstrations of his/her ability to perform the essential tasks without posing a direct risk to his/her health and safety and that of others. The medical review board cannot determine whether accommodations are reasonable or unreasonable since those are matters which are exclusive to the applicant and the employer. The medical review board will review the information presented by the applicant and make a recommendation to the academy board as to whether he/she can be admitted to the academy. After consideration of the medical review board recommendation, the academy board will make a final determination.

**G. Medical selection guidelines (potentially excludable conditions”) entry level law enforcement officer:**

- (1) Eyes and vision.
  - (a) Visual acuity - distant vision; uncorrected distant vision should be better than, or equal to, 20/100 (Snellen) binocular, and correctable to better than, or equal to, 20/30 (Snellen) binocular; distant vision correctable to better than, or equal to, 20/30 (Snellen) binocular. Preferred means of correction are soft contact lenses or shatterproof frames and lenses with headband.
  - (b) Visual acuity - near vision; near vision correctable to better than, or equal to, 20/40 (Snellen) binocular.
  - (c) Visual acuity - color vision; Correct reading of at least nine or more of the first 13 plates of the Ishihara test (24 plate edition). Recourse testing is available by means of the Farnsworth - Munsell 100-hue test.
  - (d) Visual acuity - depth perception; depth perception should be sufficient to demonstrate normal stereo depth perception with or without correction to the standard: 100 ARC seconds.
  - (e) Visual acuity - peripheral vision; Peripheral vision should be normal and not negatively impact candidate's ability to perform essential tasks.
  - (f) Glaucoma - if the candidate meets visual acuity guidelines following treatment, then the condition is non-disqualifying.
  - (g) Strabismus - if the candidate meets visual acuity guidelines following surgery, then the condition is non-disqualifying.
  - (h) Cataracts, current - if the candidate meets visual acuity guidelines following treatment, the condition is non-disqualifying.
  - (i) Proliferative retinopathy - if the candidate meets visual acuity guidelines following treatment, the condition is non-disqualifying.
  - (j) Nystagmus or other extra-ocular movement - if the candidate meets visual acuity guidelines, then the condition is non-disqualifying.
  - (k) Monocular vision.
  - (l) Blindness, including night-blindness.
  - (m) Retinal detachment - if the candidate meets visual acuity guidelines following treatment, then the condition is non-disqualifying.
  - (n) Chronic keratitis - if the candidate meets visual acuity guidelines following treatment, then the condition is non-disqualifying.
  - (o) Optic neuritis - if the candidate meets visual acuity guidelines following treatment, then the condition is non-disqualifying.
- (2) Ears and hearing.
  - (a) Hearing acuity - the *average* hearing level (HL) at the test frequencies, 500, 1000, and 2000 Hz will not exceed 25dB in either ear, and no single hearing level will exceed 30 dB at any of these

test frequencies in either ear. Hearing loss at 3000 Hz will not exceed 40 dB HL in either ear. Recourse testing of speech discrimination ability using phonetically balanced word lists in the presence of noise is available.

(b) Acute otitis media, otitis externa, and mastoiditis - if the candidate meets hearing acuity guidelines and the condition is under treatment, then the condition is non-disqualifying.

(c) Any inner/middle/outer ear disorder affecting equilibrium - if the candidate has historically had episodes of vertigo, he or she may require further evaluation.

(3) Nose, throat, and mouth - the conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

(a) loss of sense of smell;

(b) aphonia, speech loss or speech defects; or

(c) deformities interfering with the proper fitting of a gas mask.

(4) Peripheral vascular system - the conditions which follow are not meant to be exclusive.

If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

(a) Hypertension - resting blood pressure should be less than, or equal to, 140 mmHg systolic and 90mmHg diastolic on three successive readings. (If the candidate has controlled hypertension and is on medication with side effect profiles which do not interfere with performance of essential tasks then the condition may not be disqualifying.)

(b) Varicose veins - if the condition is serious enough to affect the candidate's ability to perform essential tasks, it should be noted.

(c) Venous insufficiency - if the condition is serious enough to affect the candidate's ability to perform essential tasks, it should be noted.

(d) Peripheral vascular diseases - if the condition is serious enough to affect the candidate's ability to perform essential tasks, it should be noted.

(e) Thrombophlebitis - if the condition is serious enough to affect the candidate's ability to perform essential tasks, it should be noted.

(5) Heart and cardiovascular system - the conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

(a) Congenital heart disease - if the candidate's functional work capacity is unimpaired, then the condition is non-disqualifying.

(b) Valvular heart disease - if the candidate's functional work capacity is unimpaired, then the condition is non-disqualifying.

(c) Coronary artery disease.

(d) ECG abnormalities (*if associated with organic heart disease*) including, but not limited to:

(i) Wolff-Parkinson-White (WPW) syndrome.

(ii) ST depression.

(iii) right or left bundle branch blocks.

(iv) 3 degree A-V block.

(v) Mobitz type ii A-V blocks.

(vi) Sinoatrial block or sick sinus syndrome.

(vii) Ventricular extrasystoles (*frequent - 20/minute with exercise, 10/minute without exercise*).

(viii) Ventricular tachycardia.

(ix) Atrial fibrillation or flutter.

(x) Symptomatic supraventricular tachycardia.

(e) Angina.

(f) Congestive heart failure.

(g) Cardiomyopathy.

(h) Active pericarditis, endocarditis, and myocarditis.

(6) Respiratory system - The conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

(a) Active pulmonary tuberculosis.

- (b) Chronic bronchitis.
- (c) Active asthma - if satisfactorily treated, the condition is not disqualifying.
- (d) Chronic obstructive pulmonary disease.
- (e) Bronchiectasis and pneumothorax.
- (f) Pneumonectomy.
- (g) Acute/chronic mycotic diseases - Including, but not limited to,

coccidioidomycosis and histoplasmosis.

(7) Gastrointestinal system - The conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

(a) Colitis - Including, but not limited to, Crohn's disease, ulcerative colitis, irritable bowel syndrome (symptomatic or needing medication), bacterial colitis. If satisfactorily treated, the condition is not disqualifying.

(b) Esophageal disorders - including, but not limited to, esophageal stricture, lower esophageal ring and esophageal spasm. If the candidate's condition is controlled, then the condition is non-disqualifying.

(c) Hemorrhoids - If the candidate's condition is controlled, then the condition is non-disqualifying.

(d) Pancreatitis.

(e) Gall bladder disorders.

(f) Active peptic ulcer disease.

(g) Symptomatic inguinal, umbilical, ventral, femoral, or incisional hernias.

(h) Malignant disease of the liver, gall bladder, pancreas, esophagus, stomach, small or large bowel, rectum or anus.

(i) Gastrointestinal bleeding - If condition is satisfactorily treated, then it is not disqualifying.

(j) Active or chronic hepatitis.

(k) Cirrhosis of the liver.

(8) Genitourinary system - The conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation. People with communicable diseases must be evaluated relevant to their ability to train for and perform essential tasks without posing a direct threat to the health and safety of themselves and others.

(a) Pregnancy - qualification of the candidate is dependent upon the stage of the pregnancy.

(b) Nephrectomy - If a candidate possesses this condition with normal renal functions, then the condition is non-disqualifying.

(c) Acute nephritis.

(d) Nephrotic syndrome.

(e) Acute renal/urinary calculi.

(f) Renal transplant.

(g) Renal failure.

(h) Hydrocele and varicocele (symptomatic).

(i) Malignant diseases of bladder, kidney, ureter, cervix, ovaries, breasts, prostate, etc.

(j) Active venereal diseases.

(k) Urinary tract infection.

(l) Polycystic kidney disease.

(m) Pelvic inflammatory disorders.

(n) Cervicitis.

(o) Endometriosis.

(p) Bartholin gland abscess.

(q) Vaginitis.

(r) Inflammatory disorders - including, but not limited to, prostatitis, orchitis, and epididymitis.

(s) Presence of illicit drugs.

**(9)** Endocrine and metabolic systems - The conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

- (a) Untreated thyroid disease.
- (b) Diabetes mellitus.
- (c) Adrenal dysfunction - including, but not limited to, Addison's disease and

Cushing's disease.

- (d) Hypoglycemia.
- (e) Pituitary dysfunction.
- (f) Thyroid tumor.

**(10)** Skin and collagen diseases - The conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

- (a) Serious dermatological disorders.
- (b) Lupus erythematosus.
- (c) Contact allergies (of a serious or relevant nature).

**(11)** Musculoskeletal system - The conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

- (a) Disorders that limit motor performance.
- (b) Cervical spine or lumbosacral fusion.
- (c) Degenerative cervical or lumbar disc disease (if symptomatic).
- (d) Extremity amputation.
- (e) Osteomyelitis.
- (f) Loss in motor ability from tendon or nerve injury/surgery.
- (g) Arthritis - if a candidate possesses this condition with no functional impairment,

then the condition is non-disqualifying.

(h) Joint conditions - any condition which negatively impacts the ability of the candidate to perform essential tasks should be noted for further evaluation.

- (i) Coordinated balance.
- (j) Herniated disc (symptomatic).
- (k) Spinal deviations.
- (l) Fracture deformities (symptomatic).

**(12)** Hematopoietic and lymphatic systems - The conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

- (a) Anemia (all).
- (b) Polycythemia.
- (c) Sickle cell trait - sickle cell trait is a non-disqualifying condition.
- (d) Sickle cell disease.
- (e) Hematopoietic disorders (including malignancies).
- (f) Hemophilia.

**(13)** Nervous system - The conditions which follow are not meant to be exclusive. If the examining physician feels (an) other unstated condition(s) may adversely impact the ability of the candidate to perform the essential tasks of the job, it (they) should be noted for further evaluation.

- (a) Epilepsy.
- (b) Cerebral palsy.
- (c) Movement disorders.
- (d) Cerebral aneurysms.
- (e) Syncope.
- (f) Progressive neurological diseases - including, but not limited to, multiple

sclerosis and Huntington's chorea.

(g) Peripheral nerve disorder - including, but not limited to, polyneuritis, mononeuritis and neurofibromatosis.

- (h) Narcolepsy.
- (i) Cerebral vascular accident.



(j) Central nervous system infections.

[10.29.9.17 NMAC - Rp, 10.29.9.17 NMAC, 11/15/2016]

**10.29.9.18 LAW ENFORCEMENT OFFICER CERTIFICATION EXAMINATION; TIME LIMITATIONS:**

**A.** Students who successfully complete a New Mexico law enforcement academy basic police training program will be allowed to take the law enforcement officer certification exam (LEOCE). Only those students who have successfully completed all requirements under the minimum standards of training, as determined by the director of the New Mexico law enforcement academy, will be administered the law enforcement officer certification exam.

(1) Students will be allowed two opportunities in which to pass the law enforcement officer certification exam within one year from the date of completion of the academy program. Students who fail the exam two times must attend the academic portion of the certification by waiver of previous training program prior to taking the exam a third time. Students who fail the test three times will be required to re-enroll and successfully complete the New Mexico law enforcement academy's basic police training program. Students will not be allowed to attend a regional/satellite program.

(2) Students who achieve a passing score on the law enforcement officer certification exam will be allowed one year from the date of the test in which to be eligible for certification. Certification can be granted only when the eligible student is hired by a recognized New Mexico law enforcement agency in a law enforcement position.

(3) If a student secures a law enforcement position after one year from the date of successful completion of the law enforcement officer certification exam, the student will be required to attend the certification by waiver of previous training program (short course) conducted by the New Mexico law enforcement academy.

(4) Students will be allowed three years from the date of successful completion of the law enforcement officer certification exam to secure a law enforcement position. After three years, they will be required to attend and successfully complete another basic police officer training program certified by the New Mexico law enforcement academy board.

**B.** Students who have successfully completed a New Mexico law enforcement academy basic police training program and passed the law enforcement officer certification exam will be provided a letter from the director of the New Mexico law enforcement academy attesting to the student's eligibility for certification as a police officer in New Mexico.

**C.** An application for certification and required supporting documentation must be submitted to the New Mexico law enforcement academy within 14 days of the student's employment as a police officer as required under New Mexico law enforcement academy board Rule 10.29.9.10 NMAC. Any officer (or department) not submitting the required documents is in violation of Section 29-7-1 et. al., NMSA 1978, (Repl. Pamp. 1994), and will be required to forfeit his position.

**D.** When all paperwork is completed to the satisfaction of the director of the New Mexico law enforcement academy for any student requesting certification by successful completion of a New Mexico law enforcement academy basic police training program, or any other previous comparable training, the request will be submitted to the New Mexico law enforcement academy board for final approval and award of certification under Section 29-7-1 et. al., NMSA 1978, (Repl. Pamp. 1994).

[10.29.9.18 NMAC - Rp, 10.29.9.18 NMAC, 11/15/2016]

**10.29.9.19 CONTINUATION OF CERTIFICATION AFTER SEPARATION:**

**A. Eligibility:** In the event a New Mexico certified law enforcement officer, with five years or more of commissioned law enforcement employment, leaves his position in good standing; he will be eligible to continue his New Mexico certification status provided he complies with the procedures outlined below.

**B. Procedure:**

(1) Every eligible law enforcement officer separating from commissioned law enforcement service may continue their New Mexico certification by successfully completing each year and approved 20 hour in-service training program offered by the academy. This program will comply with the provisions of 10.29.7 NMAC In-Service Training Requirements and 10.29.9.14 NMAC Entry Level and Requalification Firearms Training.

(2) The officer must successfully complete the first approved training program within two years of separation and then once each year during the calendar year in subsequent years.

(3) The requirements of 10.29.9.16 NMAC - Renewal of Certification After Absence, will apply to those officers not in compliance with the provisions of this section.

[10.29.9.19 NMAC - Rp, 10.29.9.19 NMAC, 11/15/2016]

#### **HISTORY OF 10.29.9 NMAC:**

**Pre-NMAC History:** The material in this part was derived from that previously filed with the State Records Center and Archives under NMLEA Rule #28, 1981 Police Officer Minimum Standards Of Training, filed 10-7-81; NMLEA Rule #28, Police Officer Minimum Standards Of Training, filed 12-16-81; NMLEA Rule #28, Police Officer Minimum Standards Of Training, filed 1-19-83; NMLEA Rule #28, Police Officer Minimum Standards Of Training, filed 8-25-83; NMLEA Rule #28, Police Officer Minimum Standards Of Training, filed 1-24-84; NMLEA #28, Police Officer Minimum Standards Of Training, filed 4-29-86; NMLEA #28, Police Officer Minimum Standards Of Training, filed 1-19-87; NMLEA #28, Police Officer Minimum Standards Of Training, filed 2-16-87; NMLEA Rule #D1, Police Officer Minimum Standards Of Training, filed 3-10-89; NMLEA #D1, Police Officer Minimum Standards Of Training, filed 12-31-92; NMLEA #D1, Amendment #1, filed 3-15-93; NMLEA Rule #4, Specialized Course Rules And Regulations, filed 4-29-76; NMLEA Rule #5, Approved Police Officer's Basic Training Program Rules And Regulations, filed 4-29-76; NMLEA Rule #10, Rules And Regulations And Student Handbook, filed 9-15-77; NMLEA Rule #2, Student Handbook And Regulations: Rules, Regulations And Procedural Handbook, filed 2-14-80; NMLEA Rule #2, Student Handbook And Regulations: Rules, Regulations And Procedural Handbook, filed 4-21-81; NMLEA Rule #2, Amendment No. 1, filed 1-28-82; NMLEA Rule #2, Amendment No. 2, filed 3-8-82; NMLEA Rule #2, Amendment No. 3, filed 2-17-83; NMLEA Rule #2, Student Handbook And Regulations: Rules, Regulations And Procedural Handbook, filed 8-25-83; NMLEA Rule #2, Student Handbook And Regulations: Rules, Regulations And Procedural Handbook, filed 1-24-84; NMLEA Rule #2, Student Handbook And Regulations: Rules, Regulations And Procedural Handbook, filed 5-18-84; NMLEA Rule #2, Student Handbook, Procedures And Regulations, filed 4-30-85; NMLEA Rule #D2, Student Handbook, Procedures And Regulations, filed 3-10-89; NMLEA Rule #34, Police Officer Certification Registry, filed 1-28-82; NMLEA Rule #35, Applications For Basic Training (Certification) 14 Day Requirement, filed 5-19-83; NMLEA Rule #D3, Police Officer Registry Reporting And Applications For Admission/Certification, filed 3-10-89; NMLEA Rule #33, Letter Of Intent For Basic Training Students, filed 1-28-82; NMLEA Rule #D4, Letter Of Intent For Basic Training Students, filed 3-10-89; NMLEA Rule #36, Psychological Examination, filed 11-4-83; NMLEA Rule #36, Psychological Examination, filed 11-10-86; NMLEA Rule #D5, Psychological Examination, filed 3-10-89; NMLEA Rule #D5, Psychological Examination, filed 10-12-89; NMLEA Rule #D5, Psychological Examination, filed 11-15-93; NMLEA Rule #32, Fingerprint Clearance For Admittance, filed 8-4-81; NMLEA Rule #32, Amendment No. 1, filed 5-19-83; NMLEA Rule #32, Fingerprint Clearance For Admittance, filed 2-18-86; NMLEA Rule #D6, Fingerprint Clearance For Admittance; filed 3-10-89; DPS/T&RD #40, Entry Level And Requalification Firearms Training, filed 12-9-87; NMLEA Rule #D7, Entry Level And Requalification Firearms Training, filed 3-10-89; NMLEA Rule #D7, Entry Level And Requalification Firearms Training, filed 2-8-95; NMLEA Rule #D7, Amendment 1, filed 2-16-95; NMLEA Rule #11, Temporary And/Or Emergency Certification, filed 2-14-80; NMLEA Rule #D8, Temporary And/Or Emergency Certification, filed 3-10-89; NMLEA Rule #14, Renewal Of Certification After Absence, filed 2-14-80; NMLEA Rule #14, Renewal Of Certification After Absence, filed 8-14-85; NMLEA Rule #14, Renewal Of Certification After Absence, filed 8-29-86; NMLEA Rule #D9, Renewal Of Certification After Absence, filed 3-10-89; NMLEA Rule #D9, Renewal Of Certification After Absence, filed 10-25-89.

#### **History of Repealed Material:**

10.29.9 NMAC Law Enforcement Academy - Police Officer, filed 4-30-2001 - Repealed effective 11/15/2016.