



International Association of Directors of Law Enforcement Standards and Training

2019 Reciprocity Handbook

Revised March 14, 2019

This handbook contains information gathered from the 50 state law enforcement officer standards and training organizations. The reciprocity requirements are listed for the certification and licensing of law enforcement officers for each agency.

This handbook has been prepared to provide information about the various governmental reciprocity regulations relating to the employment and training standards for criminal justice officers in the United States.

For more information about the International Association of Directors of Law Enforcement Standards and Training (IADLEST), please visit our web site at:

<http://www.iadlest.org>

You can also contact the IADLEST by writing to:

IADLEST
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Peace Officer Reciprocity

Background

The International Association of Directors of Law Enforcement Standards and Training (IADLEST) is an association of law enforcement standards and training managers and leaders. The IADLEST's mission is to research, develop, and share information, ideas, and innovations which assist states in establishing effective and defensible standards for employment and training of law enforcement officers; and, in those states where dual responsibility exists, corrections personnel.

Peace Officers Standards and Training (POST), or its equivalent, exists in most of the 50 states. The POST Boards set standards for law enforcement officers, identify training needs, and certify training. Often law enforcement officers who have been trained and certified by one state desire to relocate to another state. These individuals question whether their training is accepted by that state's POST and want to know the new state's certification process. Most state POST agencies have developed reciprocity policies and administrative rules to accept training from other states' POST agencies and allow qualified and experienced officers to challenge some or all portions of their basic training requirements.

The IADLEST has developed this reciprocity manual as a resource to law enforcement training managers and others interested in the different states' requirements for peace officer certification for qualified, experienced officers who received their law enforcement training elsewhere. It is recommended that interested persons access the web page of the respective state to get additional information and guidance on waiver of training.

Each POST agency has prepared their respective reciprocity page. It is recognized that the requirements of certification or reciprocity may change, or there may be a change in agency telephone numbers. It is important that IADLEST be notified in writing when this occurs so corrections can be made to the Handbook.

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Listing of Law Enforcement Training and Standards Agencies

STATE	AGENCY NAME AND ADDRESS	TELEPHONE
Alabama	Alabama Police Officers Standards and Training P.O. Box 300075; Montgomery, Alabama 36130-0075	(334) 242-4045
Alaska	Alaska Police Standards P.O. Box 111200; Juneau, Alaska 99811	(907) 269-5511
Arizona	Arizona Peace Officer Standards and Training 2643 East University Drive; Phoenix, Arizona 85034	(602) 223-2514
Arkansas	Arkansas Commission on Law Enforcement Standards & Training P.O. Box 3106; East Camden; Arkansas 71711	(501) 682-2260
California	Commission on Peace Officer Standards and Training 860 Stillwater Road, Suite 100; West Sacramento, California 95605	(916) 227-2803
Colorado	Colorado Police Officers Standards and Training Board Ralph L. Carr Colorado Judicial Center; 1300 Broadway, 9 th Floor; Denver, Colorado 80203	(720) 508-6721
Connecticut	Police Standards and Training 285 Preston Avenue; Meriden, Connecticut 06450-4891	(203) 238-6505
Delaware	Delaware State Police Training P.O. Box 430; Dover, Delaware 19903-0430	(302) 672-5455
District of Columbia	District of Columbia Police Training and Standards Board 300 Indiana Avenue, NW; Suite 5059; Washington, DC 20001	(202) 727-9099
Florida	Florida Department of Law Enforcement P.O. Box 1489; Tallahassee, Florida 32302-1489	(850) 410-7000
Georgia	Georgia Peace Officers Standards and Training Council P.O.Box 349; Clarkdale, Georgia 30111-0349	(770) 732-5974
Guam	Guam POST Commission; Guam Community College P.O. Box 23069, GMF; Barrigada, Guam 96921	(671) 735-5638
Hawaii	Honolulu Police Department 93-093 Waipahu Depot Road; Waipahu, Hawaii 96797-3053	(808) 677-1474
Idaho	Idaho Peace Officer Standards and Training P.O. Box 700; Meridian, Idaho 83642-0700	(208) 884-7250
Illinois	Illinois Law Enforcement Training and Standards Board 4500 South Sixth Street Road; Room 173; Springfield, Illinois 62703-6617	(217) 782-4540
Indiana	Indiana Law Enforcement Training Law Enforcement Training Board P.O. Box 313; Plainfield, Indiana 46168-0313	(317) 839-5191
Iowa	Iowa Law Enforcement Academy P.O. Box 130; Johnston, Iowa 50131-0130	(515) 725-9600
Kansas	Kansas Peace Officers' Standards and Training 1999 North Amidon, Suite 350; Wichita, Kansas 67203	(316) 832-9906
Kentucky	Kentucky Department of Criminal Justice Training 521 Lancaster Rd.; Funderburk Bldg.; Richmond, Kentucky 40475-3137	(859) 622-1328
Louisiana	Louisiana Commission on Law Enforcement Peace Officers Standards and Training Council; Box 3133; Baton Rouge, LA 70821-3133	(225) 342-1530
Maine	Criminal Justice Academy 15 Oak Grove Road; Vassalboro, Maine 04989	(207) 877-8000
Maryland	Maryland Police and Correctional Training Commissions 6852 4th Street; Sykesville, Maryland 21784	(410) 875-3400
Massachusetts	Massachusetts Municipal Police Training Committee 6 Adam Street; Randolph, Massachusetts 02368	(781) 437-0301
Michigan	Michigan Commission on Law Enforcement Standards 927 Centennial Way; P.O. Box 30633; Lansing, Michigan 48909	(517) 636-7864
Minnesota	Board of Peace Officer Standards and Training 1600 University Ave., Suite 200; St. Paul, Minnesota 55104-3825	(651) 643-3060
Mississippi	Mississippi Board of Law Enforcement Officer Standards and Training 1025 Northpark Dr.; Ridgeland, Mississippi 39157	(601) 977-3777
Missouri	Missouri Peace Officer Standards and Training P.O. Box 749; Jefferson City, Missouri 65102-0749	(573) 526-2765

Montana	Montana Police Officers' Standards and Training 2260 Sierra Road, East; Helena, Montana 59602	(406) 444-9976
Nebraska	Nebraska Law Enforcement Training Center 3600 North Academy Road; Grand Island, Nebraska 68801-0403	(308) 385-6030
Nevada	Commission on Peace Officers Standards and Training 5587 Wa Pai Shore Avenue; Carson City, Nevada 89701	(775) 687-7678
New Hampshire	Police Standards and Training 17 Institute Drive; Concord, New Hampshire 03301-7413	(603) 271-2133
New Jersey	New Jersey Police Services Section P.O. Box 085; Trenton, New Jersey 08625-0085	(609) 376-2800
New Mexico	Department of Public Safety Training and Recruiting Division 4491 Cerrillos Road; Santa Fe, New Mexico 87507-9721	(505) 827-9251
New York	New York State Division of Criminal Justice Services, Office of Public Safety; 80 South Swan St.; Albany NY 12210	(518) 457-2667
North Carolina	North Carolina Criminal Justice Education and Training 1700 Tryon Park Drive; Raleigh, North Carolina 27610	(919) 661-5980
North Dakota	North Dakota Police Officers Standards and Training Board P.O. Box 1054; Bismarck, North Dakota 58502-1054	(701) 328-5500
Ohio	Ohio Peace Officer Training Commission; Ohio Peace Officer Training Academy; P.O. 309; London, Ohio 43140	(740) 845-2700
Oklahoma	Oklahoma Council on Law Enforcement Education and Training 2401 Egypt Road; Ada, Oklahoma 74820-0669	(405) 239-5152
Oregon	Department of Public Safety Standards and Training 4190 Aumsville Highway, SE; Salem, Oregon 97317	(503) 378-2332
Pennsylvania	Pennsylvania Municipal Police Officers Education and Training Commission 8002 Bretz Drive; Harrisburg, Pennsylvania 17112-9748	(717) 346-7749
Rhode Island	Police Academy, Flanagan Campus 1762 Louisquisset Pike; Lincoln, Rhode Island 02865	(401) 722-5808
South Carolina	South Carolina Criminal Justice Academy 5400 Broad River Road; Columbia, South Carolina 29212	(803) 896-7777
South Dakota	RSouth Dakota Law Enforcement Officers Standards & Training 1302 East Highway 14, Suite 5 Pierre, South Dakota 57501-8505	(605) 773-3584
Tennessee	Tennessee Law Enforcement Training Academy 3025 Lebanon Road; Nashville, Tennessee 37214-2217	(615) 741-4448
Texas	Texas Commission on Law Enforcement 6330 U.S. Hwy 290 East; Suite 200; Austin, Texas 78723	(512) 936-7700
Utah	Peace Officer Standards and Training 410 West 9800 South; Sandy, Utah 84070	(801) 256-2300
Vermont	Vermont Criminal Justice Training Council 317 Academy Road - Main Building; Pittsford, Vermont 05763	(802) 483-6228
Virginia	Virginia Department of Criminal Justices Services 1100 Bank Street, 12th Floor; Richmond, Virginia 23219	(804) 786-4000
U. S. Virgin Islands	United States Virgin Islands P.O.S.T.; #1 Estate Diamond; Frederiksted, Virgin Islands 00840	(340) 778-1250
Washington	Washington State Criminal Justice Training Commission 19010 1st Ave., South; Burien, Washington 98148	(206) 835-7300
West Virginia	LEPS Programs; West Virginia State Police 123 Academy Drive; Dunbar, West Virginia 25064	(304) 766-5847
Wisconsin	Wisconsin Training and Standards Bureau 17 West Main Street; Madison, Wisconsin 53707	(608) 266-9606
Wyoming	Peace Officers Standards and Training (POST) 1556 Riverbend Dr.; Douglas, WY 82633	(307) 358-4563 Ext. #224

Reciprocity Summary

Alphabetical Listing by State

State	Reciprocity	Basic Academy Hours
Alabama	Yes	520
Alaska	Yes	1,000
Arizona	Yes	585
Arkansas	Yes	520
California	No	664
Colorado	Yes	548
Connecticut	Yes	1,005
Delaware	Yes	584
Florida	Yes	770
Georgia	Yes	404
Hawaii	No	1,032
Idaho	Yes	569
Illinois	Yes	560
Indiana	Yes	600
Iowa	Yes	619
Kansas	Yes	560
Kentucky	Yes	768
Louisiana	Yes	496
Maine	Yes	720
Maryland	Yes	785
Massachusetts	Yes	812
Michigan	Yes	594
Minnesota	Yes	Degree
Mississippi	Yes	480
Missouri	Yes	600
Montana	Yes	480
Nebraska	Yes	627
Nevada	Yes	480
New Hampshire	Yes	684
New Jersey	Yes	880
New Mexico	Yes	677
New York	Yes	705
North Carolina	Yes	618
North Dakota	Yes	440
Ohio	Yes	728
Oklahoma	Yes	576
Oregon	Yes	640
Pennsylvania	Yes	919
Rhode Island	Yes	900
South Carolina	Yes	491
South Dakota	Yes	520
Tennessee	Yes	480
Texas	Yes	643
Utah	Yes	588
Vermont	Yes	772
Virginia	Yes	792
Washington	Yes	720
West Virginia	Yes	835
Wisconsin	Yes	720
Wyoming	Yes	605

Reciprocity Summary

Listed by Required Basic Academy by Hours

State	Reciprocity	Basic Academy Hours
Minnesota	Yes	Degree
Hawaii	No	1,032
Connecticut	Yes	1,005
Alaska	Yes	1,000
Pennsylvania	Yes	919
Rhode Island	Yes	900
New Jersey	Yes	880
West Virginia	Yes	835
Massachusetts	Yes	812
Virginia	Yes	792
Vermont	Yes	772
Maryland	Yes	785
Florida	Yes	770
Kentucky	Yes	768
Ohio	Yes	728
Maine	Yes	720
Washington	Yes	720
Wisconsin	Yes	720
New York	Yes	705
New Hampshire	Yes	684
New Mexico	Yes	677
California	No	664
Texas	Yes	643
Oregon	Yes	640
North Carolina	Yes	640
Nebraska	Yes	627
Iowa	Yes	619
Wyoming	Yes	605
Indiana	Yes	600
Missouri	Yes	600
Michigan	Yes	594
Utah	Yes	588
Idaho	Yes	587
Arizona	Yes	585
Delaware	Yes	584
Oklahoma	Yes	576
Illinois	Yes	560
Kansas	Yes	560
Colorado	Yes	548
Alabama	Yes	520
Arkansas	Yes	520
South Dakota	Yes	520
Louisiana	Yes	496
South Carolina	Yes	491
Mississippi	Yes	480
Montana	Yes	480
Nevada	Yes	480
Tennessee	Yes	480
North Dakota	Yes	440
Georgia	Yes	404

ALABAMA

www.apostc.alabama.gov

Reciprocity: Yes

Basic Academy: 520 hours

Lateral Academy: 95 hours

Conditions:

- Applicants must first be employed as a law enforcement officer. The employing agency submits a request that the employee be considered for Waiver of Lateral Entry Equivalency Training.
- Applications are accepted from peace officers of another State (proof of certification required and certification must be current and good standing), Federal, military, or other law enforcement.
- Applicants shall not be out of law enforcement more than two years at time of application.
- Applicant assessment is based upon scoring on a ten point scoring system. Points are awarded based on years of full time law enforcement experience, total hours of basic police training (one academy session only), and post- secondary degrees; **OR**, applicants who are certified in another state are considered eligible (regardless of the point score) for Lateral Entry Training provided their former State's certification is current, in good standing, and the applicant has been employed full-time as a law enforcement officer for a minimum of one year AFTER the date of certification.
- Alabama will not accept advanced training in lieu of basic training.
- Applicants who received their certification in another State through a waiver of training in that State are not eligible for a waiver of training in Alabama.
- Applicants must successfully complete the lateral entry training academy to receive Alabama Certification.

ALASKA

<https://dps.alaska.gov/APSC/Home>

Reciprocity: Yes

Basic Academy

650 hours by Regulation

Actual Academy Length: Over 1,000 hours

Reciprocity Academy

80 hours by Regulation

Actual Academy Length: 120 hours

Conditions: The Alaska Police Standards Council (APSC) is Alaska's POST. The council may, at its discretion, waive part or all of the basic academy training if an applicant furnishes satisfactory evidence that the applicant successfully completed another certified police academy that was at least 650 hours in length and include the following topics of instruction:

1. Disability awareness and working with those with disabilities
2. Blood borne pathogens
3. Ethics
4. Constitutional law and civil rights
5. Control tactics
6. Cardiopulmonary resuscitation (CPR), basic first aid, and use of an automated external defibrillator (AED)
7. Criminal investigation including:
 - a. Controlled substances
 - b. Crimes against minors
 - c. Sex crimes and human trafficking (Minimum of 12 hours instruction on Sexual Assault)
8. The criminal justice system
9. Criminal law and procedure
10. Crime scene investigation
11. Cultural diversity
12. Domestic violence (Minimum of 12 Hours)
13. Driving under the influence, field sobriety training, and use of a scientific instrument to analyze a sample of a person's breath and determine the breath alcohol content of that sample
14. Electronic evidence and identity theft
15. Classroom and practical emergency vehicle operations
16. Emotional survival, police stress, and trauma
17. Mental health issues
18. Firearms, including:
 - a. Classroom instruction
 - b. Handguns, practical instruction

- c. Handguns, practical instruction, low-light operations
- d. Long guns, practical instruction
- e. Long guns, practical instruction, low-light operations
19. Hazardous materials
20. Interview and interrogation
21. Juvenile law and procedure
22. Patrol procedures
23. Police tools, including TASER, oleoresin capsicum, baton, handcuffs, and radar
24. Professional communication
25. Radio procedures
26. Report writing
27. Search and seizure and search warrants
28. Social media
29. Traffic law and stops, including practical scenarios and accident investigation
30. Use of force

APSC exercises discretion by individually evaluating a reciprocal applicant's entire training history to determine if the above criteria have been met. For example, an officer with many years of experience and hours of in-service and advanced training is likely eligible for Alaska reciprocity despite their basic academy, years earlier, only being 450 hours in length. Additionally, prior police experience is recognized in Alaska toward Intermediate and Advanced officer certification. Interested applicants are urged to contact APSC if they have any questions.

To ultimately obtain Alaska Certification, the reciprocal applicant must:

- Meet the minimum standards for a police officer under Alaska's statutes and regulations;
- Successfully complete the Alaska reciprocity academy or an equivalent;
- Successfully complete an approved field training program with an Alaskan agency;
- Successfully complete a 12-month, full time, probationary employment period as an officer with an APSC member agency.

ARIZONA

www.azpost.gov

Reciprocity: Yes

Basic Academy: 585 hours (minimum)

Email: webmaster@azpost.gov

Conditions: A person whose certification status has lapsed or a person who has functioned in the capacity of a peace officer in another state or for a Federal law enforcement agency may apply to the Board for a waiver of required training. If the Board determines that the best interests of the law enforcement profession are served and the public welfare and safety is not jeopardized, the Board shall grant a complete or partial waiver if:

- An application and written verification of previous experience and training are submitted by the appointing agency on a form prescribed by the Board;
- The individual meets the minimum qualifications listed in R13-4-105;
- The individual complies with the requirements of R13-4-103(E)(1);
- The appointing agency complies with the requirements of R13-4-106(C); and,
- The individual successfully completes an examination measuring the individual's comprehension of the full-authority peace officer basic course as follows:

If the individual has at least two years of active-status experience as a peace officer in another state or for a federal law enforcement agency during the last three years, has been on inactive status for no more than one year, and submits to the Board basic training and in-service training records that the Board determines demonstrate substantial comparability to Arizona's full-authority peace officer basic training course, the individual shall pass blocks II and IV of the Comprehensive Final Examination (CFE);

If the individual's certification is lapsed, the individual shall pass all blocks of the CFE;

If the individual's out-of-state or federal law enforcement experience does not meet the criterion in R13-4-110 (D)(5)(a), but the Board determines that the individual's basic training and in-service training records demonstrate substantial comparability to Arizona's full-authority peace officer basic training course, the individual shall pass all blocks of the CFE; and

For the written test, the individual must score 70% or greater on each block. For a score of less than 70% in any block, the applicant is required to receive remedial training and be reexamined in the block(s) failed.

If an individual scores less than 70% on any reexamination block, the individual may retake the block(s) within 60 days from the original testing date if the individual remains appointed by the original appointing agency or enrolled in the academy.

- An individual who fails a second retake of a block of the CFE as described in R13-4-110(A)(1)(c) may pursue certification only by repeating the 585-hour, full-authority peace officer basic training course and;
- An agency head is not required to continue to appoint an individual during the 60 days permitted for a second retake of a failed block of the CFE.
- In addition to the written examination required under subsection (D) (5), the individual must satisfactorily perform the practical demonstrations of proficiency in the areas of: peace officer physical aptitude test (POPAT), vehicle operations, pursuit operations, and three (3) firearms qualifications.
- Applicants are allowed one (1) retest in any category of the practical demonstrations in which they were not successful;
- Failing to successfully complete any portion of the practical demonstrations will require the applicant to receive the required training and successfully complete the failed practical demonstration(s) at an approved academy.

If an individual scores less than 70% on any reexamination block, the individual may retake the block(s) within 60 days from the original testing date if the individual remains appointed by the original appointing agency or enrolled in the academy.

ARKANSAS

www.clest.org/regulation_1008.html

Reciprocity: Yes

Basic Academy: 520 Hours

Conditions: Waiver for equivalent training candidates from other states are required to first be hired by an Arkansas law enforcement agency, thus meeting all applicable state pre-employment standards. Then, the agency may request from the Arkansas Commission an application packet to attend a mandatory refresher course. Failure to satisfactorily complete the course with a minimum score of 70% on the written examination(s) and a minimum score of 80% on firearms qualification will result in the candidate being required to attend the full basic academy.

- The Arkansas Commission may waive basic training upon presentation of documented evidence including course content and clock hours by a department that an officer has satisfactorily completed equivalent training.
- Training received in a state with laws governing or regulating law enforcement training must, if subject to such review, have been approved or certified in the state in which the training was received.
- The Commission may elect to prescribe as a condition of certification the satisfactory completion of the Law Enforcement Officer Refresher Course or other supplementary or remedial training necessary to equate previous training with current standards.
- For certification purposes, the full-time law enforcement officers who have not met the minimum classroom hours of training, but have accumulated at least 50% of the required hours may, at the discretion of the Commission, receive ten (10) classroom hours of credit for each year of full-time law enforcement experience.
 - Those who qualify for this equivalent training waiver will be required to satisfactorily complete the Law Enforcement Refresher Course.
 - Should the officer fail to satisfactorily complete the Refresher Course, he or she will be required to attend the Basic Police Training Course at a Commission approved training facility.
- Where approved by the Commission, individuals who meet all other requirements of certification, and who receive a waiver under this regulation, shall be entitled to certification after the completion of the appropriate probationary period.

CALIFORNIA

www.post.ca.gov

Reciprocity: No

Basic Academy: 664 hours

Conditions: The Commission on Peace Officer Standards and Training (POST) for the State of California does not have reciprocity agreements with any other states.

California currently maintains a Basic Course Waiver (BCW) process for peace officers coming from another state. Eligibility for the Basic Course Waiver process is based on meeting the requirements outlined in the table below.

Prior General Law Enforcement Basic Course Training	Successful completion of a 200-hour or longer general law enforcement basic training course.
Minimum General Law Enforcement Training Required	Successful completion of at least 664 hours of general law enforcement training to meet the minimum hours required in California’s Regular Basic Course.
Completion of Legislatively Mandated Training Subjects	Successful completion of the legislatively mandated training subjects included in the Regular Basic Course and outlined in the Legislatively Mandated Training Worksheet.
General Law Enforcement Experience	Successful completion of at least one year of sworn general law enforcement experience as attested to by the employing department head, training officer, or personnel officer.

If POST determines that the applicant meets the training and experience requirements of the BCW process, the applicant must then complete the Basic Course Waiver Examination (BCWE). The BCWE includes both written and skills components. The written component consists of a 100-question, multiple-choice, comprehensive examination, covering subjects taught in the Regular Basic Course, including California law. Applicants must attain a score of at least 77%. The skills component consists of an applicant’s successful demonstration of defensive tactics and firearms (handgun and shotgun) proficiency. The defensive tactics portion is graded Pass/Fail. The firearms portion is graded by an accuracy score as determined by the Requalification Course presenter.

The BCWE can be met by successfully completing either the:

1. One hundred thirty-six (136)-hour minimum POST Requalification Course at specified basic academies in California, or
2. Testing that is available only through participating Requalification Course presenters.

Based upon the applicant’s prior training, experience, and successful completion of the BCWE, POST will issue a letter that waives the requirement for attendance at a POST-certified Regular Basic Course. **Acceptance of a waiver is at the discretion of the employing agency.** A waiver is NOT equivalent to a POST Basic Certificate.

COLORADO

<https://www.colorado.gov/post>

Reciprocity: Yes

Basic Academy: 548 hours

Conditions: Training required for basic certification may be obtained through a training program conducted by a POST approved training academy or completion of requirements from another state or Federal jurisdiction having standards determined to be substantially equivalent to Colorado POST Rules.

- To be eligible for Colorado basic certification, an applicant must:
 - Have been authorized to act as a peace officer in another state or Federal jurisdiction, excluding the armed forces, for at least the preceding three years and served as a certified law enforcement officer in good standing in such other state or Federal jurisdiction for more than one year in the preceding three years.
 - Possess and submit a copy of high school diploma, high school equivalency certificate, or other evidence of completion of high school.
 - Possess and submit a copy of current first aid and cardiopulmonary resuscitation certificates, or equivalents.
 - Truthfully complete and submit a Colorado POST-approved application and a notarized copy of the Release of Information form.
 - Successfully complete the fingerprint-based criminal history record check.
 - Submit a check from a law enforcement agency, certified check, or money order for the certification examination as well as each skill exam.
- Additionally, all applicants must:
 - Successfully pass the Colorado POST written certification examination;
 - Successfully pass Colorado POST approved proficiency exams in three specific skill areas (arrest control tactics, firearms, and law enforcement driving) through the test out process or by attending a POST authorized refresher academy; or

Applicants applying for basic certification may obtain a six month provisional letter upon approval of eligibility. If the applicant is not actively serving in a certified law enforcement position in the other state or federal agency within six months of applying for the provisional

certification, the POST certification examination must be passed *prior* to being awarded a provisional certification. If the applicant is actively serving in the other state and is hired by an agency in Colorado, they will have six months in which to pass the POST certification exam.

Approved skills training or skills testing must be completed during the applicant's provisional status in order to be awarded basic certification.

All applicants must pass a psychological and medical examination prior to their first employment in the state.

CONNECTICUT

www.ct.gov/post/site/default.asp

Reciprocity: Yes

Basic Academy: 1,005 hours

Conditions: Any police officer appointed by a law enforcement unit of this State who has previously been certified and served as a police officer in another state, served in that position for at least two years, and has been separated from that position no longer than two years shall be eligible for certification in the State of Connecticut without attending the Basic Academy, provided the officer:

- Is recommended for Comparative Certification by the Connecticut appointing authority.
- Provides evidence of having met applicable Connecticut entry standards for appointment.
- Passes an evaluation or examination as required by the Post Council.
- Meets all Connecticut specific training requirements within one year of date of appointment.

DELAWARE

dsp.delaware.gov

Reciprocity: Yes

Basic Academy: 584 hours

Conditions: The Council on Police Training may waive the requirement of attending an approved Delaware Police Training Academy for those officers seeking Delaware certification of training after having completed equivalent training out-of-state, and having met all training considered indigenous to Delaware. The Chief of Police of the municipality seeking waiver of training obtained in Delaware must submit to Council an application for Exemption from Mandatory Training.

The application must be completed in its entirety and submitted to the Administrator prior to appointment by the requesting agency. The officer must enclose a copy of the certificate of training from the police academy, which provided police basic training. The officer must also enclose a copy of the curriculum from that academy which must include: description of courses taught; hours assigned to each course; and, a brief synopsis of the material taught in each course.

The Administrator will examine the equivalent training records and make a comparison with the Delaware Mandatory Requirements. Any areas not meeting Delaware Standards will be required, prior to submission of the waiver application to Council for consideration. If an applicant has completed an out-of-state Academy, but has not worked full time in law enforcement during the five years immediately prior to the date of application, that Applicant must attend an approved Academy in its entirety. If the Council should determine that the out-of-state training was in the main, deficient, it may deny the waiver in its totality and require attendance at an approved Delaware police training academy.

If an applicant, upon review of their training, needs to take more than 40% of the minimum number of hours of training in the state of Delaware, then they must attend a Delaware approved Academy in its entirety.

If the Council should determine that the out-of-state training was in the main, deficient, it may deny the waiver in its totality and require attendance at an approved Delaware police training school.

FLORIDA

www.fdle.state.fl.us

Reciprocity: Yes

Basic Law Enforcement Academy: 770 hours

Basic Corrections Academy: 420 hours

Basic Correctional Probation Academy: 482 hours

Conditions: Florida Statute 943 and the Florida Administrative Code rules for the Criminal Justice Standards and Training Commission allow previously certified Florida officers and out-of-state or federal officers seeking certification in Florida to show proficiency in the high-liability areas of defensive tactics, firearms, first aid for criminal justice officers, and vehicle operations, as well as pass the State Officer Certification Exam (SOCE). Qualification to be considered for an equivalency of training is based upon successful completion of a Florida Basic Recruit Training Program or a comparable basic recruit training program in another state or for the federal government, and at least one year of full-time work experience in the other state or with the federal government within the past eight years. The Florida employing agency, training center, or criminal justice selection center must submit a completed Equivalency of Training Out-of-State Federal Officers form, CJSTC 76, to the Criminal Justice Professionalism Division.

An individual who previously served in the U.S. military as a member of the special operations forces as defined in Commission rule may also be eligible to complete an abbreviated Basic Recruit Training Program. An individual who qualifies as a special operations forces member must show proficiency in the high-liability areas of defensive tactics, firearms, and first aid for criminal justice officers, complete the abbreviated discipline-specific Basic Recruit Training Program, and pass the SOCE. In order to qualify for an equivalency of training, an individual must provide proof of prior service as a special operations member for a minimum of five years with no more than a four-year break in service.

Florida Administrative Code states that an applicant for certification as an officer who requests exemption from completion of a Commission-approved Basic Recruit Training Program is qualified for the exemption if the applicant meets each of the following criteria:

For Previously Certified Florida, Out-of-State, or Federal Officers:

- A Florida criminal justice employing agency, training center, or criminal justice selection center, on behalf of the applicant seeking exemption, must verify that the applicant has successfully completed a Florida Basic Recruit Training Program or a comparable basic recruit training program. The applicant must have prior service as a fully sworn Florida officer or at least one year as a full-time officer in another state or with the federal government, with the most recent separation being no more than eight years prior to the date a completed application is submitted for each of the criminal justice disciplines for which the applicant wishes to claim exemption.

- The out-of-state or federal basic recruit training may have been completed at any point in an officer's career and includes, but is not limited to, a basic recruit training program, in-service officer training, other continuing officer training, or any combination thereof. Verification of an applicant's successful completion of comparable basic recruit training must consist of obtaining authentic written copies of one or more of the following documents: criminal justice agency training records, criminal justice officer training academy records, transcripts, curricula or curricula summaries, certificates of completion, or other such documents that verify the applicant's successful completion of comparable basic recruit training in another state or for the federal government.

An employing agency, training center, or selection center, on behalf of an out-of-state or federal officer applicant seeking exemption, must verify that the applicant has served as a full-time, sworn officer for one year with no more than an eight-year break in service as measured from the separation date of the officer's most recent qualifying employment to the date a completed application for an exemption from training is received. An applicant may qualify for exemption from the Florida Basic Recruit Training Program with a single or an aggregate of prior full-time, sworn officer employment with another state or states, the federal government, or both. However, if the applicant has less than one year of experience with one employing agency, the applicant may not claim full-time, sworn officer experience from more than two previous officer positions within an 18-month period. This verification must consist of authentic written copies of one or more of the following: agency employee payroll records, agency employment records, employment verification by an authorized representative of the applicant's previous employer or employers, or other such documentation which evidences the applicant's previous experience and employment as a full-time officer for at least one year.

- Upon verification of an applicant's exemption, an employing agency, training center, or selection center must electronically submit the completed form CJSTC-76 to the Criminal Justice Professionalism Division through the Automated Training and Management System (ATMS). All supporting documentation verifying comparable training and work experience shall be maintained on file by the employing agency or selection center.
- The employing agency, training center, or criminal justice selection center will notify the applicant in writing of the exemption or non-exemption. If exemption is denied, the applicant may appeal the decision with the employing agency, training center, or selection center.
- The officer will have one year from the date he or she receives form CJSTC-76 granting the officer's request for an exemption from training to demonstrate proficiency in the high-liability areas required for the discipline in which the officer is seeking certification and to pass the SOCE.
- In order to demonstrate proficiency in the high-liability areas, the officer must contact a Commission-certified training center. The training center will determine the amount of classroom time required of the officer to demonstrate proficiency.
- Once the officer has completed the demonstration of proficiency, the training center will complete an Equivalency of Training Proficiency Demonstration, form CJSTC-76A. The

officer will be provided a copy of the signed form CJSTC-76A and be entered in ATMS as eligible to take the SOCE.

- If the applicant has been separated from employment for a period of eight years or longer, the applicant must pass an approved Basic Abilities Test (BAT), complete the full basic academy, and pass the SOCE before he or she qualifies for certification as an officer.

For Special Operations Forces Members:

- A Florida criminal justice employing agency, training center, or criminal justice selection center must verify that the applicant has served in the special operations forces for at least five years and has not been separated from special operations forces for more than four years, as measured from the separation date from the special operations forces to the time a complete application for exemption is received. The employing agency, training center, or criminal justice selection center shall further verify and document the specific training and experience the applicant received during his or her special operations forces service that is relevant to law enforcement. The employing agency, training center, or criminal justice selection center shall submit documentation of satisfaction of these requirements to the Commission.
- Upon verification of an applicant's exemption, an employing agency, training center, or selection center must electronically submit the completed form CJSTC-76 to the Criminal Justice Professionalism Division through the Automated Training and Management System (ATMS). All supporting documentation verifying special operations forces service shall be maintained on file by the employing agency or selection center.
- The employing agency, training center, or criminal justice selection center will notify the applicant in writing of the exemption or non-exemption. If exemption is denied, the applicant may appeal the decision with the employing agency, training center, or selection center.
- The officer will have one year from the date he or she receives form CJSTC-76 granting the officer's request for an exemption from training to demonstrate proficiency in the high-liability areas, complete the abbreviated basic recruit training course, and pass the SOCE for the discipline in which the officer is seeking certification.
- In order to demonstrate proficiency in the high-liability areas and complete the abbreviated basic recruit training course, the officer must contact a Commission-certified training center.
- Once the officer has completed the demonstration of proficiency and the abbreviated basic recruit training course, the training center will complete an Equivalency of Training Proficiency Demonstration, form CJSTC 76A. The officer will be provided a copy of the signed form CJSTC-76A and be entered in ATMS as eligible to take the SOCE.
- If the applicant has been separated from a special operations forces position for a period of four years or longer, he or she must pass an approved BAT, complete the full basic academy, and pass the SOCE before the applicant qualifies for certification as an officer.

GEORGIA

www.gapost.org/index.html

Reciprocity: Yes

Basic Academy: 404 hours

Conditions: Georgia provides an equivalency rating procedure for eligible Federal peace officers, military peace officers, out-of-state peace officers, pre-service candidates, and inactive registered Georgia peace officers actively employed in law enforcement or who have graduated from a basic law enforcement training course within the last three years.

- Applicants must meet eligibility requirements and then complete a 200-hour course that is offered at a POST-certified academy.
- The course features topics which include Georgia criminal law, traffic law, and other legal topics, as well as high-liability topics such as CPR, firearms, emergency vehicle operations, use of force, etc. The course also has comprehensive cognitive and performance testing.

HAWAII

<http://www.honolulupd.org/department/index.php>

Reciprocity: No

Basic Academy: 1,032 hours

Conditions: The state of Hawaii does not have any guidelines regarding recognition of law enforcement training and experience received in another state.

Honolulu is the Capital of Hawaii and the Honolulu Police Department, which services the entire island of Oahu, does not have reciprocity agreements with any other states or police departments. Regardless of past experience, everyone wanting to become an officer with Honolulu Police Department must go through the same employment process as any resident applicant which includes:

- Written Entry Exam
- Pre-Hire processing:
 - Psychological Evaluation
 - Interview
 - Background Check
 - Medical Screening
 - Polygraph
 - Drug Screening
- Six and a half months recruit training
- Twelve month probationary period

IDAHO

www.post.idaho.gov

Reciprocity: Yes

Basic Academy: 586.5 hours

Conditions: Any peace officer presently appointed by a duly constituted Idaho law enforcement agency who, within the last five (5) years, has been employed and certified or commissioned by another state or the federal government as a peace officer or a student who has satisfactorily completed a Basic Police Academy equivalent to the Idaho POST Basic Patrol Academy within the last three (3) years may be eligible for certification in the state of Idaho without attending the Basic Patrol Academy, provided the officer:

- Submits a POST Certification Patrol Challenge Packet to POST Council, which must include copies of POST training records from other states to substantiate the officer's training; and transcripts, certificates, diplomas, or other documents that substantiate the officer's education and experience;
- Discloses information regarding any decertification investigation or proceeding or the substantial equivalent from any other jurisdiction and the results thereof.
- Attends an approved course of study in Idaho law and passes the POST Idaho law exam;
- Passes the following tests administered by a POST Training Specialist:
 - The POST patrol certification examination approved by the Council. The officer will be allowed two (2) attempts to pass the examination. The attempts will be no less than thirty (30) days apart and no more than six (6) months apart. If an officer fails both attempts or fails to retake the examination within six (6) months, he or she must successfully complete the POST Basic Patrol Academy to be certified.
 - The POST Firearms Qualification Course; and
 - The POST Physical Readiness Test.
- Satisfactorily completes at least a six (6) month probationary period. The probationary period may be extended by the appointing agency which could delay certification until the probationary period is satisfactorily completed. This six (6) months' time must be continuous with the agency the officer is appointed to when applying for certification. The probationary period must not extend beyond one (1) year for certification purposes.

ILLINOIS

www.ptb.state.il.us

Reciprocity: Yes

Basic Academy: 560 hours

Conditions: When employing a law enforcement applicant who has previously been certified as a law enforcement officer in another state, the hiring agency may request a conditional waiver of Illinois basic law enforcement training if the officer meets the conditions outlined below.

Candidates must have successfully completed a basic law enforcement training course at a POST certified academy with a curriculum deemed equivalent to the Illinois Law Enforcement Basic Training Course, which is currently 560 hours in length.

Candidates must have successfully completed a probationary period of at least six months while employed full-time with a law enforcement agency in the state where they were trained.

Candidates must not have had a substantial break in service prior to the reciprocity waiver submission.

Before a waiver of training may be submitted, candidates must first be hired by a bona fide Illinois law enforcement agency. Therefore, candidates must meet all applicable Illinois pre-employment standards.

Waiver applications and supporting documentation must be submitted to ILETSB by the hiring agency.

Upon approval of the waiver application, candidates will be required to attend either a full or abbreviated Mandatory Firearms Training course and an Illinois Law for Police Officers course. Upon completion of these requirements, candidates will be allowed one attempt to pass the equivalency exam.

Failure to successfully pass the equivalency exam would necessitate attendance at an Illinois basic law enforcement training academy.

Summary:

- Candidates must first be hired by a law enforcement agency.
- Applications for waiver and all documentation must come from the hiring agency.
- ILETSB assesses whether the training and experience are sufficient for the candidate to be eligible to receive a waiver of basic training.
- The candidate must then pass all requirements outlined in the conditional waiver letter, which may include, but is not limited to the following:
 - Mandatory Firearms Training (full or abbreviated)

- Illinois Law for Police Course
- Equivalency Exam

Responsibility of the Hiring Agency:

The hiring agency must provide the following to ILETSB when hiring an out-of-state trained officer:

1. A FORM E and WAIVER submitted through the Board's LEDI System
2. Authorization to Obtain and Release Information signed by the officer
3. A copy of the candidate's FBI criminal history check based upon the 10-print submission
4. A copy of the candidate's Basic Training Certificate (if available)

The Notice of Appointment must be submitted electronically through the Board's LEDI system. The supplemental documentation must be submitted electronically to the ILETSB office to begin the waiver review process. Please email those documents to the ILETSB office.

After the Board has verified the Basic Training from the out-of-state POST, a letter will be sent to the hiring agency indicating the requirements needed to fulfill the conditions of the waiver.

Important Things to Know:

Until ILETSB can confirm the officer's certification status from his or her home state, the officer is not authorized to carry a firearm. Rather than waiting for the issuance of the conditional waiver letter, the hiring agency may wish to enroll the officer in a 40-hour Mandatory Firearms Training course through their local MTU. Successful completion of this course would allow the officer to carry a firearm in the interim period, and would supersede the firearms training requirement in the conditional waiver.

The officer must meet the conditions of the waiver, within six months from date of hire, to become certified in Illinois. Failure to meet this deadline will result in the denial of the waiver. At that point, the officer will need either to be separated from the law enforcement agency, or enrolled to attend an Illinois basic law enforcement academy.

Military law enforcement training does not meet the conditions for reciprocity in Illinois.

Reciprocity for a former federal officer differs significantly, due to the specialized training and record checks involved. For guidance related to the hiring of former federal officers, please contact the ILETSB office.

INDIANA

www.in.gov/ilea/

Reciprocity: Yes

Basic Academy: 600 hours

Condition: Any person trained out of state who is hired by an Indiana law enforcement agency must complete a Law Enforcement Training (LETB) certified 40-hour Pre-Basic Course before that person is empowered to make an arrest, conduct a search or seizure, or carry a handgun without a permit.

- Completion of a certified Pre-Basic Course allows a person to function as a police officer for one year from the date of appointment while awaiting enrollment in a full 600-hour basic training course or while completing the requirements for a waiver of basic training.
- An individual who has successfully completed a POST-certified law enforcement basic training course in another state, and can document at least one year of paid full-time service as a police officer, may be eligible for a partial waiver of Indiana's basic training requirement. The newly hired officer's obligations are as follows:
 - Undergo a background investigation
 - Pass a LETB approved physical examination
 - Submit proof of high school graduation or GED
 - Document certification in another state (copy of basic certificate)
 - Provide a copy of curriculum (not the daily schedule) from the basic course attended
 - Document at least one year of paid, full-time law enforcement service (letter from former department stating how long the officer worked for them, what their duties were, and that they left in good standing)
 - Provide a list of no more than one page of courses the officer considers the most significant in-service training completed
 - Police Agency must enter a "New Hire" form in the ACADIS computer system
 - Please submit a \$50 waiver application fee with waiver packet
- To complete the requirements of the partial waiver, the waiver candidate must:
 - Submit to an interview by a LETB designee
 - Pass a comprehensive written exam
 - Complete and pass the Indiana criminal and traffic law (home study) courses and proctored exams
 - Pass firearms written and proficiency exams
 - Complete a LETB recognized EMS Awareness course or First Responder course or an ARC First Aid course
 - Complete other areas required by the LETB

IOWA

www.ILEATraining.org

Reciprocity: Yes

Basic Academy: 619 hours

Conditions: Iowa rules provide that a law enforcement officer hired by an Iowa agency, who has met all minimum standards for Iowa law enforcement officers, who has been certified in another state and that certification is currently valid, and who does not have more than a 12-month break in service, may be eligible for certification through examination. An extension to the 12 month break in service may be granted by the Iowa Law Enforcement Academy Council.

- Application must be made within 120 days of the hiring date and must be achieved within one year (Per State of Iowa Code 3.8(5)).
- Formal documentation of official certification and training must be provided.
- If the applicant has five or more years of experience, a “short form” examination is administered; less than five years, a “long form” examination is taken (per State of Iowa Code 3.8(1) and 3.8(2)).
- Study guides are provided. The applicant must achieve a score of 70% in each testing area. Retesting is permitted within 60 days. If failed again, the applicant must attend that block of instruction in a basic school.
- The applicant is required to fire a qualifying course with the applicant's handgun on an Academy range under the supervision of an Academy firearms instructor (per State of Iowa Code 3.8(4)(b)).
- The applicant must possess first aid training and provide documentation of current first responder or more advanced certification recognized by the Iowa Law Enforcement Academy, and current CPR certification (per State of Iowa Code 3.8(4)(c)).

KANSAS

www.kscpost.org

Reciprocity: Yes

Basic Academy: Not Less than 560 hours
Statutory Requirement

Definitions:

- **“Director of police training,”** means the director of police training at the law enforcement training center.
- **“Director”** means the executive director of the Kansas commission on peace officers’ standards and training.

Conditions: Kansas law provides that the Executive Director may, in the exercise of discretion, award a certificate attesting to the satisfactory completion of a basic course of instruction to any person who has been duly certified under the laws of another state or territory if, in the opinion of the Director, the requirements for certification in such other jurisdiction equal or exceed the qualifications required to complete satisfactorily the basic course of instruction at the training center.

- Pursuant to a State of Kansas inter-agency agreement with the Kansas Commission on Peace Officers’ Standards and Training, the Director of Kansas Police Training will evaluate all applicants for Reciprocity Certification.
- If an applicant is eligible for Reciprocity Certification, the applicant will be granted Conditional Reciprocity pending satisfactory completion of an approved course and proficiency testing.
- Conditional Reciprocity may only be granted upon employment with a recognized Kansas law enforcement agency.
- Evaluations of employment and training histories for non-employed peace officers seeking employment in Kansas will be conducted on a preliminary basis. Kansas employment must precede actual application. Non-certified copies of employment and training history documents may be submitted for a preliminary, cursory review.
- Eligible reciprocity applicants must attend and satisfactorily complete a 48-hour, one-week specialized course in instruction, qualify with firearm (minimum score of 70%), and pass a written examination, achieving a minimum score of 70%.

- Upon satisfactory completion of the reciprocity certification course and required proficiency testing, applicants will be granted Kansas certification; and further basic training requirements will be waived.
- Applicants who have successfully completed a Federal law enforcement basic training program and who have had previous active employment and certification with a recognized Federal law enforcement agency within five years preceding the date of application may be eligible for Kansas reciprocity certification.
- Applicants with only military police basic training and experience are not eligible for Kansas reciprocity certification.
- Applicants who are not duly certified under the laws of another state or territory because they have not taken a state licensing examination, but who have satisfactorily completed within five years of the date preceding the reciprocity application a basic training program at a training academy certified by the state licensing authority will be evaluated on a case-by-case basis.
- Applicants whose certifications in another state or territory who have been inactive for a period of more than five years are not eligible for Reciprocity Certification.

KENTUCKY

<http://docjt.ky.gov>

Reciprocity: Yes

Basic Academy: 768 hours

Conditions: The Kentucky Law Enforcement Council (KLEC) has approved procedures for accepting police basic training taken in another state. In general, the following conditions need to be met and supported with documentation:

- The applicant must submit the following:
 - A copy of the topics and hours of the basic course taken including a breakdown of hours per class and total hours graduated with.
 - Documentation indicating successful completion of the course.
 - Documentation that the basic course taken was approved or certified by that state's POST commission.
 - An official document showing that the applicant has worked at least one year full time in the state they were certified in.
- Any basic course taken after December 1, 1998, must be equal or exceed the hours required of Kentucky peace officer (640-hours standard). Exceptions exist for officers who have honorably retired from their previous department.
- The officer must complete the following courses within one year of employment in Kentucky: Legal Update and Penal Code, Constitutional Procedures, Basic Officer Skills and Homeland Security course.
- The officer must complete a KLEC approved 40 hour in-service course annually.

LOUISIANA

www.lcle.la.gov/POST

Reciprocity: Yes

Basic Academy: 496 hours

Conditions: Out-of-state transfer officers shall be eligible for Louisiana POST certification by meeting the following criteria:

- Be hired by a Louisiana Law Enforcement/Criminal Justice Agency.
- Possess a valid out-of-state POST/Basic Certification that meets or exceeds Louisiana minimum. (The validity of the certification is to be determined by the state who issues the original certification.)
- Successfully complete a “transition” training course (at a Louisiana POST accredited academy) consisting of the following:
 - Section entitled “Legal Aspects” of the Louisiana POST Basic Training Manual
 - Section entitled “Firearms” of the Louisiana POST Basic Training Manual.
 - Successfully complete a Louisiana POST Academy Firearms Qualification (shoot Louisiana POST Qualification Course four times, the average of the four scores must meet or exceed 80%).
 - Pass the POST Basic Statewide Examination with a 70% or better.
- Applicants, who have attended “pre-service” training in another state and have not been certified in that state, shall be required to attend and successfully complete an entire POST Basic Training course at a Louisiana POST accredited academy.

MAINE

www.state.me.us/dps/mcja/training/mandatory/law.htm

Reciprocity: Yes

Basic Academy: 720 hours

Conditions: The Board of Trustees for the Maine Criminal Justice Academy may grant a waiver to a person employed as a law enforcement officer in Maine who has completed a state or federally regulated entry level law enforcement training program provided that:

- The applicant satisfies all Basic Law Enforcement Training entrance standards including:
 - Minimum age of 21, or age 20 with 60 college credit hours.
 - At least a high school graduate.
 - A valid motor vehicle operator's license.
 - No criminal convictions for, or shall have not engaged in conduct which is penalized as, Class A, B, C, or D crimes; or violations of the Maine Criminal Code, chapters 15, 19, 25, 29, 31, 35, 41 or 45.
 - Must be of good moral character as determined by a thorough background investigation conducted by the hiring agency.
 - Shall be able to read and write at a level necessary to master the law enforcement basic training course as determined by the use of a reading and writing test.
- Must be employed as a full time law enforcement officer or have received a conditional offer of employment as a full time law enforcement officer.
- Must provide a detailed curriculum of the state or federally regulated entry level law enforcement program completed in another state and document all other courses taken.
- Must complete, or meet, the training standards of the Maine Law Enforcement Pre-Service Training Program, plus qualify with a firearm on the MCJA course of fire by a certified MCJA Firearms Instructor and have thorough background check completed.
- Must pass a polygraph examination and a psychological examination by a State of Maine licensed polygraph examiner and psychological examiner.
- If the Board of Trustees finds that the applicant meets the entrance standards and has completed an equivalent course, it may grant a conditional waiver that shall become final if, within one year of employment, the applicant successfully passes the Maine Law Enforcement Officers' Certification Examination.

MARYLAND

www.dpscs.state.md.us/aboutdpscs/pct/index.shtml

Reciprocity: Yes

Basic Academy: 750 hours +
35 hours firearms

Conditions: The Maryland Code of Regulations (COMAR) permits a waiver of the full Maryland basic academy (“entrance-level”) training requirements, or certain portions thereof, for an individual who has successfully completed basic academy training that meets or exceeds Maryland’s basic academy training requirements, and:

- within the past five years, has been a law enforcement officer for the federal government or in a state other than Maryland; or
- if not employed as a law enforcement officer within the past five years, has completed a basic academy training within the past two years.

In order to verify that basic academy training has been successfully completed and that the full training program, or a portion of it, meets or exceeds Maryland’s requirements, the applicant must provide a copy of the diploma or proof of successful completion of a basic academy training program, the training curriculum, the training objectives (if applicable), the course descriptions and outline, the number of hours for courses that were completed, and other such information. Thereafter, the individual’s employing agency submits this documentation to the Maryland Police Training and Standards Commission and requests that the Commission grant a waiver of full basic academy training, or a portion of it. The Commission staff will evaluate the training and determine if it is comparable to Maryland’s basic academy requirements and meets the training objectives for Maryland.

If the individual qualifies for a waiver of training and meets all selection standards to be a police officer, the individual may be granted provisional certification. Within 365 days of receiving provisional certification, the individual is required to complete the following:

- The portions of Maryland’s basic academy training on Maryland criminal, traffic, juvenile law; and
- Maryland’s basic academy firearms training program (regardless of previous firearms training); and
- Certification in an emergency medical care program such as first responder, advanced first aid or higher, if not currently certified in one of these disciplines.

MASSACHUSETTS

www.mass.gov/mptc

Reciprocity: Yes

Basic Academy: 812+ hours

Conditions: A person who has been employed as a full time police officer for a minimum of two years in another state and is being hired in Massachusetts may qualify for a Permanent Exemption from recruit training.

In order to determine whether they might qualify for this exemption, an individual may request an advisory letter. To request such a letter, an individual needs to submit the following paperwork to the Director of Training for review:

- Copy of the basic recruit curriculum of the academy attended
- Breakdown of course titles and course hours
- Total hours of the curriculum
- Copy of graduation certificate
- Current résumé

An advisory letter will be provided to the transferring police officer and will contain a statement that would suggest a favorable or unfavorable Permanent Exemption would be forthcoming if the request was presented to the Municipal Police Training Committee for formal consideration. This letter could then be forwarded to a police department chief and/or the appointing authority, who would ultimately apply for a Permanent Exemption on behalf of the police officer. Because of statutory restrictions, a final determination can only be given to the appointing authority upon an offer of employment.

Permanent Exemption: When a person from out-of-state has been hired by a Massachusetts municipal, University of Massachusetts, or environmental police department on a full time basis and has already been through a Basic Recruit Officer Course in another state, he or she may be qualified for a Permanent Exemption from the Massachusetts basic academy. By statute, the actual application for a Permanent Exemption must be filed by the appointing authority of the employing municipal department and must be accompanied by the following:

- Current certification in CPR and First Aid
- Current qualification in use of firearms by a Municipal Police Training Committee-Certified Instructor

- Certificate of completion of a Recruit Officer Course substantially equivalent to the Municipal Police Training Committee Recruit Officer Course
- Basic Recruit Officer Course Curriculum
- Current résumé demonstrating at least two years of service as a full time police officer upon graduation from the Recruit Officer Course

For officers from out of state who seek to become a reserve/intermittent police officer, a fulltime officer who has graduated from a full time police academy in another state may be exempted from attending reserve basic training upon petition from the appointing chief of police, provided the officer has a minimum of two years of law enforcement experience since completion of the entry-level police academy and also completes the Municipal Police Training Committee's established orientation program.

MICHIGAN

www.michigan.gov/mcoles

Reciprocity: YES

Basic Academy: 594 hours

Conditions: The Michigan Commission on Law Enforcement Standards (MCOLES) Recognition of Prior Training and Experience Program (RPTE) is available for individuals who were employed as a certified or licensed law enforcement officer in a state other than Michigan if specific requirements are met. In order to be considered for the program you must meet the following requirements. (Please note that this is not an exhaustive list and is meant to provide guidance for reciprocity.)

- A person who is or was previously certified or licensed as a law enforcement officer by a Police Officer Standards and Training (POST) agency in a state other than Michigan shall meet all of the following requirements to be considered for admission to the program:
 - Must have completed a POST agency's basic law enforcement training program recognized by the commission or have been employed as a law enforcement officer before the establishment of training standards in that state.
 - Must have been employed as a law enforcement officer empowered to enforce all the general criminal laws in the state in which they were certified or licensed and have acted in that capacity for a minimum of, 2080 hours following the date of certification or licensing.
 - Must meet the Michigan Commission on Law Enforcement Standards current selection and employment standards. (Michigan Administrative Rules R 28.14203(a) to (j), except for (g) and (i), and R 28.14204)
 - If not currently employed as a law enforcement officer, the separation from employment as a law enforcement officer shall have been under such conditions that qualify the candidate for employment in Michigan as a law enforcement officer.
- Once approved for the RPTE Program, the candidate has 90 days to enroll in an RPTE program.
- All out-of-state candidates who are found to be eligible for the program are encouraged to attend the entire Recognition of Prior Training and Experience program approved by MCOLES prior to taking the firearms assessment and licensing examination.
- Prior to taking the MCOLES licensing exam, applicants must attain a qualifying score on the approved MCOLES firearms course for handgun, shotgun, and patrol rifle.
- In order to qualify for licensure as a police officer in Michigan, participants must pass the licensing exam and then secure employment as a law enforcement officer within one (1) year of the date of the end of the initial session in which they were enrolled.

MINNESOTA

www.post.state.mn.us

Reciprocity: Yes

Basic Academy: Completion of Board certified program of professional peace officer education and a degree from a regionally accredited institution of higher education.

Conditions: The Board has approved procedures for accepting police basic training taken in another state and some federal law enforcement training. In general, the following conditions need to be met and supported with documentation.

- An applicant must meet the following basic requirements to qualify for reciprocity:
 - Five years of employment as a sworn law enforcement officer, served during the past six years, after completing basic police education, OR;
 - Three years of employment as a sworn law enforcement officer, served during the past six years, after completing basic police education, combined with a post-secondary degree from a regionally accredited post-secondary education institution.

Applicants who meet these requirements must pass a written examination that is based on adult and juvenile Minnesota Criminal Laws, Minnesota Criminal Procedures, Minnesota Traffic Laws and law enforcement best practices.

NOTE: Law enforcement experience must be as a fully certified or licensed law enforcement officer in another state or in certain branches of Federal law enforcement. Federal service must be in a position that is classified as a Federal Law Enforcement Officer by the Office of Personnel Management.

- Additionally, Minnesota statute recognizes military police service for reciprocity under the following conditions:
 - Four complete years of relevant military experience in a law enforcement occupational specialty position, OR;
 - Two complete years of relevant military experience in a law enforcement occupational specialty and a post-secondary degree from a regionally accredited post-secondary education institution, OR;
 - Four years cumulative experience in a civilian full time sworn peace officer position and relevant military experience in a law enforcement occupational specialty position.

MISSISSIPPI

www.dps.state.ms.us

Reciprocity: Yes

Basic Academy: 480 hours

Conditions: Mississippi law provides for certification for any applicant who presents evidence of completion of a course of instruction in another jurisdiction equivalent in content and quality to that required by the Board on Law Enforcement Officer Standards and Training.

- The employer shall submit an application for certification to the Board. The employer assures that the applicant meets all the employment standards: education, citizenship, mental/physical condition, and moral character. The application shall include documentation of experience, education, and training.
- The Board shall review all applications, contact the POST at each listed place of employment (or the training institution/agency command where there is no POST organization) and verify that the applicant has successfully completed an equivalent basic course. Further, the Board verifies that each applicant has left the state in good standing and/or has a valid certificate.
- Individual applicants may apply directly to the Board for a training assessment letter. The staff will review the record of training and issue a conditional letter of eligibility for equivalency training. Applicants may then submit copies of this letter to prospective employers.
- All individuals who have met the eligibility requirements for equivalency must successfully complete a 200 hour training program which provides an overview of Mississippi statutes, an update of constitutional laws, and testing/evaluation of law enforcement skill areas (firearms, defensive driving, defensive tactics).

MISSOURI

Website: <https://dps.mo.gov/post>

Email: post@dps.mo.gov

Reciprocity: Yes

Basic Academy: Class A (600 hours)

Conditions: Missouri laws and regulations allow for an officer to transfer laterally from another state provided he or she meets certain minimum requirements and passes a comprehensive state licensing examination. Eligibility to take the examination is determined by a points assessment process. The points process assesses basic law enforcement training, years of experience (both full-time and reserve), college degree, and law enforcement related continuing education. Candidates who have less than 120 hours of basic training are not eligible to apply.

- The POST Licensing Section is responsible for evaluating the qualifications of persons applying to be licensed in Missouri. The License Application for Veteran Peace Officers and Peace Officer Licensing Handbook are available under the POST Forms section of the website <https://dps.mo.gov/post>

Information that must be returned with the application includes:

- Copy of High School Diploma, GED, or college degree;
 - Copy of Birth Certificate, Passport, or Naturalization Documentation as proof of U.S. citizenship. If name has been changed, include marriage license, divorce decree, or legal name change documentation;
 - Photocopy of current state issued driver's license;
 - Completed, signed, and notarized Missouri Peace Officer License Legal Questionnaire and Authorization for Release of Information;
 - A letter from each law enforcement agency listed verifying either full-time or reserve/part-time employment during dates indicated;
 - Copy of basic law enforcement training certificate;
 - Copy of military police Enlisted Record Brief/Officer Record Brief, and/or DD Form 214 (if applicable);
 - Verification from the state licensing entity that applicant was/is the holder of a valid peace officer license in his or her state if indicated;
 - Verification of hours of continuing education attended while employed as a peace, federal, or military police officer as indicated; and
 - Verification of graduation from FBI National Academy, Northwestern University Center for Public Safety Staff and Command School or the Southern Police Institute Police Executive Development Course if indicated
- Applicants must complete a State and FBI background check as instructed in the application.
 - Applicants who are denied a license have a right of appeal to the state's Administrative Hearing Commission.

MONTANA

www.post.mt.gov

Reciprocity: Yes

Basic Academy: 480 hours

Conditions: A peace officer who has completed a basic peace officer's course that is taught by a federal, state, or United States military law enforcement agency and that is reviewed and approved by the Montana public safety officer standards and training council as equivalent with current training in Montana and whose last date of employment as a peace officer or member of the military law enforcement was less than 60 months prior to the date of present appointment as a peace officer may, **within one year of the peace officer's present employment or initial appointment as a peace officer within this state**, satisfy the basic educational requirements by successfully completing a basic equivalency course administered by the Montana law enforcement academy. The prior employment of a member of the military law enforcement must be reviewed and approved by the Montana public safety officer standards and training council.

- Peace officers with out-of-state experience and training and peace officers formerly employed by Federal agencies who do not have basic certification and **are employed by Montana law enforcement agencies:**
 - Shall have completed the probationary period prescribed by law but in no case have less than one year experience with the present employing agency.
 - Whose training is determined by the POST Council as equivalent to the basic course must successfully complete an equivalency course, approved by the council and administered by the Montana Law Enforcement Academy (MLEA). The Council will require those who fail the equivalency course to successfully complete the basic course at MLEA.
- All of the training and equivalency requirements for the basic certificate must be accomplished within one year of the initial appointment as a peace officer in Montana.
- The Montana public safety officer standards and training council may extend the one-year time requirements upon the written application of the peace officer and the appointing authority of the officer. The application must explain the circumstances that make the extension necessary. Factors that the council may consider in granting or denying the extension include but are not limited to illness of the peace officer or a member of the peace officer's immediate family, absence of reasonable access to the basic equivalency course, and an unreasonable shortage of personnel within the department. The council may not grant an extension to exceed 180 days.

NEBRASKA

www.nletc.nebraska.gov

Reciprocity: Yes

Basic Academy: 627 hours

Conditions: Nebraska provides a program whereby state and federal law enforcement officers, as well as qualified military police officers may receive reciprocity certification. A person does not need to be employed by a Nebraska agency to apply and complete the reciprocity program and receive a diploma. Applicants must meet the following prerequisites to apply for reciprocity certification:

- Must have successfully completed a basic law enforcement training course or formalized training as a military police officer.
- Must have a combination of training, education, and experience equivalent to the Nebraska basic certification course.
- Must be a licensed or certified officer from another jurisdiction.
- Must have been appointed and worked as a full or part time law enforcement officer within the previous two years from the date of application. (Reserve and auxiliary status not accepted)
- Must have worked a minimum of 180 days as a full or part time law enforcement officer in the state of certification or military officer in a branch of the United States Military. (Reserve and auxiliary status not accepted)
- Must not have had their certification revoked or suspended for disciplinary reasons.

Applicants are required to submit documentation of all relevant training and education, their law enforcement certification, and documentation that they have left their previous law enforcement employers in good standing. Applicants meeting all prerequisite standards must take and pass a law enforcement comprehensive exam with a minimum score of 70%. Applicants must then take and pass the reciprocity certification course. Applicants who meet all standards and pass the reciprocity certification course receive a diploma. An applicant receives Nebraska certification upon appointment as a law enforcement officer with a Nebraska agency.

For further details and information, see the “Reciprocity” page at [www.nletc.state.ne.us].

NEVADA

post.state.nv.us

Reciprocity: Yes

Basic Academy 480 hours

Conditions: A request for reciprocity training and certification is submitted to Nevada POST by the employing Nevada law enforcement agency. This request must include the following: A verified copy of the basic certificate or license, verification from the reciprocity state or federal program that the officer was certified or licensed and was in good standing. The certification or license was equivalent to a Nevada category I peace officer. The following requirements must also be met for certification:

1. Come from a reciprocity state (listed on Nevada POST approved list) or approved federal program as an equivalent to a Nevada Category I peace officer (jail and prisons generally don't qualify unless there is no difference in the certification);
2. The basic certification or license from the reciprocity state has never been suspended or revoked;
3. Less than 60 months has lapsed since leaving the reciprocity state as an employed peace officer and being hired as a Category I or II Nevada peace officer;
4. Pass the state's physical fitness test battery within 16 weeks from the date of hire as a Nevada peace officer;
5. If approved for reciprocity certification by POST, successful completion of the 80 hour In-Lieu certification training program;
6. Pass the written state certification examination;

Note: An applicant is allowed two (2) attempts to pass the written examination. The two attempts must not be longer than 90 days apart. If an officer fails both attempts, the agency administrator, armed with a remedial plan, may petition the POST Commission to allow the officer a third attempt. If the third attempt is failed, the officer must successfully complete a Basic Training Course to be certified. Applicant must be hired by a Nevada Law Enforcement Agency to sit for the state certification exam.

7. Pursuant to NRS 289.550, all Nevada peace officers must be certified within one year from the date of hire.

Once all these requirements are fulfilled, the employing Nevada law enforcement agency can make application to POST for the Basic Certificate.

NEW HAMPSHIRE

www.pstc.nh.gov

Reciprocity: Yes

Basic Academy: 684 hours

Conditions: The Administrative rules of the New Hampshire Police Standards and Training Council allow the Council to waive all or part of the basic training requirements if the applicant has successfully completed a comparable POST basic training program in another state. Waiver requests must be filed with POST by the hiring agency with full documentation including a copy of the out-of-state certification and the training curriculum completed. We do not recognize military or Federal training academies or college degrees as equivalent training.

- If you are currently serving as a certified, academy-trained, full-time police officer in another state, you may be eligible to have some subjects waived in our Academy and only attend the “New Hampshire Law Package” training, and pass tests on these modules. You still must meet all the pre-hiring and background investigation requirements, pass the medical and psychological exams and the physical fitness test. You will also be required to pass the on-going physical fitness test every three years to maintain your New Hampshire certification. We are reciprocal with all other states in the US and recognize their training if it is at least equal in scope to ours. Any classes you did not have in your state of origin, you may be required to take in our Academy. If our analysis of your out-of-state training requires you to take the equivalent of 30% or more of our total Academy hours, you will be required to attend our entire Academy.
- An officer previously certified in another state, may be eligible for New Hampshire certification based on prior training and experience only if the basic training they attended meets the basic requirements for content and hours of training compatible with the current New Hampshire academy, to be determined on a case-by-case basis due to variations in the curriculum in out-of state training programs.
- An out-of-state officer will be required to provide a copy of the curriculum of the basic academy they attended, with a detailed description of courses completed and hours of training to demonstrate that it is comparable with standards required by Police Standards and Training Council including the major liability areas of Driving, Firearms, and Defensive Tactics.
- The POST staff evaluates the training and makes recommendations to the Council, which may or may not accept them.
- If the Council determines that an out-of-state officer is eligible for certification based on prior training and experience, the officer will be required to pass a medical examination according to Council protocol, the entrance fitness test, and the law package for the appropriate academy, and any other training the Council determines is appropriate.
- Waiver applicants must pass the Cooper physical fitness assessment at the 35th percentile, a fingerprint and background check, and a comprehensive medical examination.

NEW JERSEY

www.njptc.org

Reciprocity: Yes (limited)

Basic Academy: 22 weeks (average)

Conditions: The New Jersey Police Training Act and the Police Training Commission Rules provide that the Police Training Commission may, in its discretion, waive all or portions of any required training for an individual who has successfully completed a course conducted by any Federal, state, or other public or private agency which is substantially equivalent to the Commission Course.

- A request for a waiver of training may be submitted only by the appointing authority, on a form (PTC-15) prescribed by the Commission, together with official documentation from the institution where the training was obtained.
- For the Commission to consider a request for a waiver of training, the individual for whom the waiver request is submitted must hold an appointment as a police officer serving in a New Jersey law enforcement agency.
- If an individual has a break in law enforcement service of three or more years, the individual is required to be completely retrained.
- Substantial equivalence is determined by comparing the appropriate Commission Basic Course with the course the waiver applicant successfully completed. Required documentation includes certification that training was successfully completed, as well as curricula which include detailed descriptions of the subjects completed.
- Individuals for whom out-of-state waivers of training are granted must successfully complete New Jersey-specific training that includes, but is not necessarily limited to the following:
 - New Jersey Criminal Justice System
 - New Jersey Law
 - Arrest, Search, Seizure, Evidence, and Use of Force
 - Firearms Training
 - Motor Vehicle Law
 - Range Exercises
 - Criminal Investigations
 - Patrol Concepts
 - Police Community Relations
 - Vehicle Operations

NEW MEXICO

www.lea.nm.gov

Reciprocity: Yes

Basic Academy: 677 hours

Conditions: A Certification by Waiver (CBW) process exists for: (1) Officers whom the New Mexico Law Enforcement Academy Board has previously certified but whose certification has become inactive; (2) Officers who have functioned as a certified peace officer in another state or with the Federal government whose training and experience substantially conforms to the basic police officer course curriculum of New Mexico; or (3) Active duty Military Police Officers with a four (4) year enlistment and meet the requirements listed in 10.29.6.11 of the New Mexico Administrative Code.

- Every applicant for CBW must meet all qualifications and requirements as established in New Mexico Statutes 29-7-6 NMSA 1978, Qualifications for Certification and New Mexico Law Enforcement Academy Board Administrative Rules (10.29.1 through 10.29.10 New Mexico Administrative Code). This includes, US Citizen, High School Diploma or equivalent, Valid Driver's License, comprehensive medical and psychological exams, criminal history-background, not been released or discharged under dishonorable conditions from any of the armed forces of the United States, and is of good moral character.
- Any previously certified New Mexico peace officer must attend the CBW Training Program if they have been out of commissioned law enforcement for more than two (2) years, but less than eight (8) years. Any formerly New Mexico state-certified applicant who has not been employed as a full-time law enforcement officer for a period in excess of eight (8) years must attend the basic police officer training program to become certified.
- In the event a certified officer from another state or duly commissioned officer from a federal agency makes application for certification in the state of New Mexico, he or she must meet all qualifications for certification listed in 29-7-6 NMSA 1978 and other requirements as determined by the director.
- Any applicant who has not been employed as a full-time law enforcement officer for a period in excess of eight (8) years must attend the basic police officer training program to become certified.
- Any applicant who has successfully completed an accredited law enforcement academy from another state, but has never been certified, must secure a law enforcement position with a recognized New Mexico law enforcement agency within one (1) year of academy completion and must meet all other qualifications and requirements as determined by the director to be eligible for certification by waiver.

- All previously certified out-of-state applicants and uncertified out of state academy graduates must attend the CBW Training Program.

Certification by Waiver of Previous Training will include:

1. Ethics and sexual harassment - 8 hours
2. Search and seizure - 16 hours
3. New Mexico legal block - 16 hours
4. Handling the mentally ill - 8 hours
5. Use of force, and training simulator - 16 hours
6. Domestic violence and human trafficking - 8 hours
7. Reality based training scenarios - 4 hours
8. Administrative time – 1 hour
9. Law Enforcement officers certification exam - three (3) hours; and
10. Eighty hours of academy-accredited training is required for successful completion of the certification by waiver of previous training courses.

To be eligible for certification, the applicant shall be required to successfully complete the two (2) phase application process;

https://www.lea.nm.gov/templates/g5_hydrogen/custom/PDFs/CBW_Part_I_Application_Package_10-05-02.pdf

https://www.lea.nm.gov/templates/g5_hydrogen/custom/PDFs/CBW_Part_II_Application_Package_12-03-13.pdf

The applicant must also complete the 80-hour CBW Training Program, including the Law Enforcement Officer's Certification Exam with a score of 70% or greater in order to demonstrate proficiency.

Training is tuition based for both law enforcement agency candidates and civilian trainees.

NEW YORK

www.criminaljustice.ny.gov/ops

Reciprocity: Yes

Basic Academy: 705 hours (minimum)

Conditions: Employment and training certification are separate. Employment practices and requirements vary throughout the state. Peace officers and police officers are separate and distinct in New York. The New York State average academy was 956 hours for the most recently recorded year. The average out-of-state training requirement was 400 hours plus locally determined additions by the employer and local academy.

- The basic training curriculum submitted will be evaluated and compared to determine possible training deficiencies.
- New York law specific areas are never waived. Firearms, Defensive Tactics, EVOC, and Physical Fitness training cannot be waived, however, proficiency testing is permitted.
- Conditions for reciprocity:
 - Submission of proof that the applicant has been appointed as a police officer in New York State.
 - Submission of proof that the applicant was a police officer of the United States, or of any territory or possession thereof, or of the District of Columbia, or of any of the United States or its subdivisions (not military).
 - Submission of proof that the applicant successfully completed the appropriate and required out-of-state course of police officer training.
 - Submission of the curriculum used in the officer's basic training for evaluation purposes.
 - Training can be only examined if the candidate was a police officer within specific periods of time prior to their appointment to a position in New York. Generally, an officer must have been employed within the preceding two- or four-year period. Only officers working criminal law enforcement for more than two years can have a break in service over two years. Out-of-state applicants with more than a four year break require full training.
 - There are no "lateral" appointments to New York agencies. All standard background, fitness, medical, and hiring requirements apply.
 - Applications may only be submitted by the employer in New York. Some appointing authorities require a complete cycle, regardless of training and experience.

NORTH CAROLINA

<http://www.ncdoj.gov/About-DOJ/Law-Enforcement-Training-and-Standards.aspx>

Reciprocity: Yes

Basic Academy: 640

Conditions: Minimum employment, training, and retention standards for law enforcement and criminal justice officers of North Carolina is decided between the North Carolina Criminal Justice Training and Standards Board and the North Carolina Sheriffs' Education and Training Standards Commission. The Sheriffs' Commission covers deputy sheriffs, detention officers, and telecommunicators, while the Criminal Justice Commission covers all other law enforcement, state corrections, youth services, and local confinement officers. Private police are commissioned by the Attorney General who adopts the Criminal Justice Commission minimum standards by references. Mandated training curricula for both Commissions are prepared, updated, and distributed by the North Carolina Justice Academy and delivered locally by the Department of Community College Institutions as well as some law enforcement agencies.

North Carolina is the only state having two regulatory bodies (Sheriffs and Criminal Justice) that promulgate minimum standards in the criminal justice field. Officers may hold as many as two public offices at one time and, thus, could come under the purview of both Commissions at once.

Criminal Justice Commission: Conditions for the transfer of certification are:

- Cannot have a break in full-time, sworn law enforcement service exceeding one year.
- Must have a minimum of two years full-time, sworn law enforcement experience.
- Document successful completion of an accredited basic law enforcement training program in the state from which transferring.
- Must meet minimum standards for employment.
- Neither Federal nor military training experience is recognized.
- Qualified applicants must serve a 12 month probationary period.

Sheriffs' Commission: To transfer certification, an individual must first be deemed a "qualified applicant" by meeting the following requirements:

- Exceed a one-year break in service.
- Minimum standards for employment.
- Two years full-time sworn law enforcement experience either in North Carolina, another state, or another Federal agency.
- Have held certification from the appropriate certifying or licensing agency from which transferring.
- Serve a 12 month probationary period.

Qualified North Carolina applicants, qualified out-of-state transferees, and qualified Federal transferees shall be allowed to either: (1) complete the Basic Enforcement Training Course in its entirety or (2) attempt to challenge the entire state examination and pass a skills assessment.

Requirements	Criminal Justice Commission	Sheriffs' Standards Commission	Company Police Act
State Exam	Yes ₁	Yes ₁	Yes ₁
Firearms Qualifications	Prior ₂	Prior ₂	Prior ₂
Training Hours	As established through and evaluation of the officer's training and experience.	Choice for Qualified Applicants between Basic Training in its entirety or attempt to challenge the state exam and pass a skills assessment in the following areas:	96
Training Subjects	As established through and evaluation of the officer's training and experience.	<ul style="list-style-type: none"> * First Responder * Firearms * Law Enforcement Driver Training * Physical Fitness * Subject Control * Arrest Techniques 	<ul style="list-style-type: none"> * Motor Vehicle Laws * Preparing for Court & Testifying in Court * Elements of Criminal Law * Juvenile Laws and Procedures * Arrest, Search & Seizure/Constitutional Law * ABC Laws & Procedures
Probationary Period	1 Year	1 Year	1 Year
Prior Certification - License Time	2 Years, full-time	2 Years, full-time	2 Years, full-time
Maximum Time Break in Service	3 year	No Maximum	1 year
Meet All Minimum Standards	Yes	Yes	Yes, plus polygraph & Company Police Exam
State Officers	Yes	Yes	Yes
Federal Officers	Yes ₃	Yes	No ₃
Military Police	Yes	Yes	No ₃

1 Within first year of employment as an officer.

2 Must successfully qualify prior to beginning one-year probationary period as an officer.

3 Federal officers must meet minimum standards and complete BLET in its entirety.

NORTH DAKOTA

www.post.nd.gov

Reciprocity: Yes

Basic Academy: 440 hours

Conditions: North Dakota law allows that the POST Board may grant a partial waiver of standards and issue a peace officer license to eligible persons who have law enforcement training and experience in another state. In order to be eligible for this partial waiver, the individual must first meet the following requirements:

- The individual must be currently certified, licensed, or license eligible by another state as a peace officer.
- The individual must have completed the following requirements which will be arranged or provided by the hiring North Dakota law enforcement agency:
 - Successful completion of a medical examination required by the Board.
 - Successful completion of a psychological evaluation by a Board approved psychological provider.
 - Successful completion of a complete background investigation conducted by the agency.
 - Successfully met the written examination (Use of Force) and performance portions for sidearm qualification.
 - Not be prohibited from access to National Crime Information Center (NCIC) or Criminal Justice Information Sharing (CJIS) databases.
 - Any other requirements included in the agency hiring process.
- The individual must be hired by a North Dakota law enforcement agency and notice provided to the Board by the agency administrator that the individual has met the above requirements.
- The agency may then apply for a North Dakota Peace Officer Limited License for the individual by submitting the necessary paperwork and the required fee.
- The agency administrator must submit to the Board a written request for a partial waiver on behalf of the individual along with documentation of the license and experience of the officer as well as the training received in the other state.
- The individual, after being issued a limited license will be required to attend one week of basic training that will include North Dakota criminal and traffic law.
- If a passing score is obtained on the examinations at the end of the training, the officer must take the North Dakota Peace Officer Licensing Examination.
- If a passing score is obtained on the licensing examination, the license will be issued. If a passing score is not obtained on the first attempt, the individual may retake the examination a second time within thirty (30) days from the date of the first examination. If the individual does not obtain a passing score, no waiver will be granted; and the entire basic training must be completed.

OHIO

www.OhioAttorneyGeneral.gov/opotc

Reciprocity: Yes

Basic Academy: 728 hours

Condition: The Ohio Peace Officer Training Commission (OPOTC) may accept prior training and education as equivalent to Ohio peace officer basic training (Ohio Administrative Code Section 109:2-1-12(B)(1)). In addition to any assigned training, individuals must also pass the Ohio state certification exam.

Officers who have met the following criteria may apply for an equivalency determination:

- Appointed as a peace officer in Ohio. The officer must **first** to be appointed by an Ohio agency, although a full-time appointment is not required. If the officer found an agency that would commission the officer as a part-time, full-time, auxiliary, special, or reserve officer, OPOTC could begin this analysis;
- Currently certified as a law enforcement officer in another state and has not had a break in service greater than four years.

Training credit will be examined on an hour-by-hour basis. There is an exception if an individual has five or more years of full-time experience within the past four years. These individuals will only be required complete training topics statutorily mandated in Ohio, if not previously completed, and Ohio-specific content (e.g., Ohio Revised Code).

The Ohio appointing agency and the officer together submit a “prior equivalency” application, SF410bas - Request for Prior Equivalent Training Analysis for Peace Officers. The OPOTC then conducts its evaluation to determine what training topics the officer will need to take.

The officer would also need to 1) submit to and pass a criminal background check, 2) pass the State Certification Exam (SCE) by a score of at least 70% on the first or second attempt, and 3) pass the local agency’s firearms qualification course of fire.

OKLAHOMA

www.ok.gov/cleet

Reciprocity: Yes

Basic Academy: 576 hours

Conditions: Any peace officer presently employed by a law enforcement agency in Oklahoma who has, for at least three months within the immediate past two years, been employed as a certified, full time, active peace officer in another state or with a recognized Federal law enforcement agency, may be certified without attending the entire basic academy provided:

- Documentation is submitted of his or her certification and employment in the other state.
- The applicant's employing agency submits an information packet which includes proof that the:
 - Applicant is currently employed in Oklahoma.
 - Applicant meets the minimum age of 21 years.
 - Applicant has attained a high school diploma or GED equivalency.
 - Employing agency has fingerprinted the officer and submitted those prints to the FBI and Oklahoma State Bureau of Investigation.
 - Employing agency has had the officer psychologically tested, and the test was evaluated by a psychologist licensed in the State of Oklahoma, and the officer is suitable for employment as a peace officer.
- The applicant attends a 50 hour Reciprocity certification class conducted by the Oklahoma Council on Law Enforcement Education and Training.
- The applicant successfully passes the reciprocity certification examination with a score of 70% or higher. Two attempts are allowed. If the applicant fails the examination a second time, he or she must successfully complete that functional area of the basic academy. The functional areas are:
 - Legal Matters
 - Criminal Investigation
 - Traffic
 - Patrol
 - Community/Human Relations
 - Ethics
 -

OREGON

www.oregon.gov/DPSST

Reciprocity: Yes

Basic Police Academy: 640 hours

Basic Corrections Academy: 240 hours

Conditions: The Oregon Department of Public Safety Standards and Training (DPSST) makes determinations of whether employment and basic training completed in another state is comparable to Oregon's minimum training standards for police or corrections officer certification. Rules regarding reciprocity/training waiver requirements are found in Oregon's Administrative Rules under OAR 259-008-0025.

To be considered for a waiver of the police or corrections basic training course, Oregon law enforcement agencies wishing to request a reciprocity determination or training waiver for an officer must submit the following:

- A written letter from the employing agency's department head requesting to waive the basic police or basic corrections course. Note: The officer must be hired prior to requesting a waiver review.
- A copy of the applicant's prior basic training course with subject and hour breakdown.
- A copy of the applicant's basic training completion certificate, or other documentation proving successful completion of prior basic course.
- The applicant's employment history as a police or corrections officer including hire date, promotion dates, and resignation date. This can be documented on letterhead from the previous agency or be a POST record that includes employment history.

DPSST Review: All reciprocity/waiver reviews are conducted on a case-by-case basis and are discipline specific. The applicant must have been employed full-time with a police or corrections agency within the past five years, and the prior basic course must be determined by DPSST to be comparable to the DPSST basic course.

If the reciprocity/waiver is approved, the applicant will be required to successfully complete a Career Officer Development Course and the DPSST Basic Field Training Manual prior to applying for Oregon police or corrections officer certification.

The applicant will be required to meet all other Oregon employment and certification requirements for police or corrections officers as defined in Oregon Administrative Rule, Chapter 259, Division 8.

PENNSYLVANIA

<https://mpoetc.psp.pa.gov>

Reciprocity: Yes

Basic Academy: 919 hours

- Candidates trained, certified, and employed as full-time police officers in another state **may** be eligible for certification as a police officer in the Commonwealth of Pennsylvania. The following documentation must be submitted for review and determination of eligibility for certification:
 - Proof of completion of a basic police academy course comparable to the basic training as prescribed under Pennsylvania law, 53 P.S., P.L. 359, No. 120.
 - Proof of compliance with certification standards determined by the Peace Officers’ Standards and Training Commission in the state where trained.
 - Proof of full-time employment as a police officer in that state.
 - A properly completed Application for Certification Examination.
- Upon receipt of all required information, the Municipal Police Officers’ Education and Training Commission (MPOETC) will review the Application for Certification Examination and out-of-state documentation to determine eligibility of the candidate to take the certification exam. Once approved, the candidate must pass (72% or higher) the certification exam. Employment is not a prerequisite for taking the certification exam; however, certification is not issued until employment as a police officer by a certified agency is obtained. A passing exam grade is valid for two years. If certification is not obtained within two years, the exam must be re-taken to maintain the status of “eligible for certification.” Please visit <https://mpoetc.psp.pa.gov> to obtain the required application.
- Pennsylvania municipal police departments employ police officers and submit waiver of training applications to MPOETC. MPOETC assigns temporary certification after applicant has met all regulatory requirements. Police officers have full police powers at time of temporary certification. During quarterly Commission meetings, eligibility requirements are reviewed; and upon approval by the Commission, full certification is issued.
- Beginning in 2013, Pennsylvania also allows eligible former Federal Law Enforcement Officers (FLEO), and Military Police (MP) Officers to be waived of a portion of the 919 hours of basic training. Currently, eligible former FLEOs or MPs are administered a knowledge assessment test to determine if or what portions of the basic training they will be required to attend. Please visit <https://mpoetc.psp.pa.gov> for further information on partial waivers.

RHODE ISLAND

www.rimpa.dps.ri.gov

Reciprocity: Yes

Basic Academy: 900 hours

Conditions: The Rhode Island Police Officers' Commission on Standards & Training may waive portions of the state's Basic Training Academy requirements for certification, provided the applicant has successfully completed a comparable Police Officer Basic Training Program as Rhode Island's and that the applicant has not been out of active law enforcement service more than three years. Candidates for Rhode Island certification would also be required to have a police chief from a sponsoring agency within Rhode Island make the request for review of the individual's past training credentials.

- The staff of the Rhode Island Municipal Police Training Academy will review the candidate's past training credentials, and they make a recommendation to the Chairman of the Commission on Standards and Training.
- At the very least, an out-of-state candidate would be required to complete an application to submit to the academy. Also, the candidate would be required to successfully pass:
 - Psychological examination.
 - Criminal records check.
 - Rhode Island motor vehicle law course.
 - Rhode Island criminal law course.
 - Rhode Island domestic violence law course.
 - Rhode Island firearms law course.
 - Rhode Island firearms qualification course.
- In some cases, the applicant is required to pass the Rhode Island basic water safety course.

SOUTH CAROLINA

www.sccja.sc.gov

Reciprocity: Yes

Basic Law Enforcement: 490.75 hours

Conditions: South Carolina regulations provide that a portion of the “Basic Training” requirements for Law Enforcement certification may be waived by the Director of the South Carolina Criminal Justice Academy provided that the candidate who has received law enforcement training in another state submits satisfactory proof of successful completion and submits a verified copy of courses taken. Training will be reviewed on a case-by-case basis, and each candidate will be given credit for training deemed to be equivalent to training offered by the South Carolina Criminal Justice Academy (SCCJA). All candidates must satisfy legal and firearms training as well as remedy any prior deficiencies in training.

- The employing agency shall submit the necessary documentation to the SCCJA requesting a waiver. A review committee consisting of the Certification, Training, and Standards will evaluate the training and determine if it is comparable to SCCJA basic training requirements.
- To be eligible, an applicant must meet the following criteria:
 - Applicants who have been basic certified in another state, received U.S. Federal law enforcement training, or U.S. military police training within the last three years and have been discharged in good standing.
 - Successfully completed a mandatory psychological evaluation.
- Upon approval of candidate's eligibility, the employing agency must submit the following:
 - Law enforcement candidate training and certification application.
 - Attestation that the agency possesses:
 - Proof of education (HS or GED minimum).
 - Birth certificate (21 years of age).
 - Certified five-year driving history to include applicable out-of-state driver license record (No suspensions during the past five (5) years for DUI, reckless homicide, involuntary manslaughter, or leaving the scene of an accident).
 - Medical exam showing the candidate is fit for duty.
 - Certified South Carolina driver's license.
 - Criminal history check. (No felonies, crimes with possible sentences of 1 year or more, or crimes of moral turpitude.)
 - Favorable credit check.
- Waiver applicants must pass written and proficiency exams with a minimum score of 70% or higher. Only one retest is allowed.

SOUTH DAKOTA

<http://dci.sd.gov/LawEnforcementTraining/StandardsandTrainingCommission.aspx>

Reciprocity: Yes

Basic Academy: 520 hours

Conditions: South Dakota Legislative Research Council, Administrative Rule 2:01:06:03 states, “The commission may waive all or any portion of the training program requirement of § 2:01:06:01 upon formal application of a person requesting the waiver and a showing that the person to be exempted from the training program has completed a course of equivalent content and quality in another jurisdiction no more than two years previous to the date of the appointment or has been employed within the previous two years as a certified law officer in another jurisdiction and has completed a course of equivalent content and quality. The executive secretary may administer to the applicant a written examination to determine the applicant's state of competence. Upon completion of the evaluation, the commission shall issue the applicant a certificate as a certified law enforcement officer or shall notify the applicant of the training to be completed before he or she can be certified. After the applicant successfully completes the required training and if the applicant meets the minimum standards for certification of § 2:01:02:01, the commission shall issue the applicant a certificate as a certified law enforcement officer.”

- An applicant must complete a formal application including documentation showing the applicant to be exempted from the training program. Upon approval of application, applicants who qualify to complete the Reciprocity Examination have one attempt and must attain a score of 70% or higher. If an applicant passes the exam, the applicant is eligible to attend the required training noted below. If an applicant fails the exam, he or she must successfully complete the Basic Certification Course (520 hours).
- Applicants are required to complete training determined by the Law Enforcement Standards and Training Commission to include Domestic Violence; Criminal Law; Traffic Law; Legal instruction; and demonstration of Firearms, Use of Force, and Emergency Vehicle Operations (EVOC) Skills.
- Failure of either Firearms or EVOC will result in the candidate’s having to attend the 40-hour block of instruction during the Basic Certification Course on the respective topic failed.
- Applicant must become certified within his or her original probationary period of employment, not to exceed one (1) year. According to SDCL 23-3-41, “Probationary appointment of officers until training completed--Maximum probationary employment. At the earliest practicable time, the commission shall provide, by regulation, that no person shall be appointed as a law enforcement officer, except on a temporary or probationary basis, unless such person has satisfactorily completed a preparatory program of law enforcement training at a school approved by the commission. No law enforcement officer who lacks the

education and training qualifications required by the commission may have his or temporary or probationary employment extended beyond one year by renewal of appointment or otherwise. However, in municipalities of the third class, the probationary period may be extended for one additional year.”

TENNESSEE

<https://www.tn.gov/commerce/post.html>

Reciprocity: Yes

Basic Academy: 480 Hours

Conditions: The Tennessee Peace Officer Standards and Training Commission (POST) has approved procedures for accepting police basic training taken in another state. In general, the following conditions need to be met and supported with documentation.

- Application request must be made from a law enforcement agency. The Tennessee Peace Officer Standards and Training Commission (POST) will not review individual applications.
- Law enforcement agency does screening and background investigation including medical, psychological, and agility testing (per individual agency standards).
- POST reviews application. Out-of-state training must be equivalent in scope and content. Minimum total hours must be 480 with criteria for each subject area. Credit may be given for advanced in-service (i.e. National Academy or Southern Police Institute). POST Commission votes on each applicant.
- Applicants must successfully complete a three-weeks POST-approved transition school followed by a comprehensive exam.

TEXAS

<http://www.tcole.texas.gov/>

Reciprocity: Yes

Basic Academy hours: 643 hours

Conditions: Prospective applicants for peace officer licensing in Texas must provide documentation that they have successfully completed an equivalent basic police academy.

Proper documentation: Before individuals with an out-of-state license(s) (out-of-service or training/exam score over two years) may attempt the licensing exam, they must meet the requirements of Commission Rules:

Individuals from other U.S. states must meet all the following requirements:

1. Successful completion of a state POST-approved basic police officer training course;
2. Certified/licensed as a police officer by a state POST;
3. Certificate/license must never have been surrendered, suspended, or revoked;
4. Certificate/license must not be in the process of being surrendered, suspended, or revoked.

Eligible Federal Law Enforcement Agencies:

The following 13 agencies are the only agencies that will be considered (identified by the current Texas Code of Criminal Procedure §2.122). Special Agents of the:

- FBI, Secret Service, Customs, ATF, DEA, INS
- Criminal Investigation Division – IRS
- Bureau of Diplomatic Security – State Department
- Inspectors Postal Service and IRS Internal Security Division
- Marshals and Deputy Marshals – U. S. Marshal Service
- Civilian Special Agents of the Naval Intelligence Service
- U. S. Border Patrol

If qualified from above, then an individual:

1. Must have successfully completed an approved Federal agency law enforcement training course.
2. Must be subject to continued employment or must be eligible for re-hire (excluding retirement).

In order to obtain an Endorsement of Eligibility, the applicant must complete the application, attach the \$150 fee plus any required documents, have it notarized, and mail it back to TCOLE.

Required Documents

1. A notarized copy of basic training certificate for the peace officer or Federal license.
2. A notarized statement from the state POST www.iadlest.org/post.htm, or Federal regulatory agency www.fletc.gov revealing any action that may have been taken against any license or certificate issued by that agency or against employer.
3. A notarized copy of license or certificate from the state POST (if applicable).

Documents must bear original certification seals or stamps.

UTAH

post.utah.gov

Reciprocity: Yes

Basic Academy: 588 hour minimum

Conditions: Utah law provides that the Basic Training requirement for peace officer certification may be waived by the POST Director if the applicant has successfully completed a comparable Peace Officer Basic Training program or a training program that, in the Director's judgment, is equivalent to the program required for certification in Utah. Waiver applicants may be required to furnish POST with a copy of their training curriculum and proof of successful completion of the program.

- The In-Service Bureau Chief will evaluate all peace officer and dispatcher training programs for waiver eligibility. Generally, the following rules will apply:
 - Applicants who have been certified as a city, county, state, federal, or military law enforcement officer within the last four years, and have left in good standing, may be eligible for waiver.
 - Applicants who have successfully completed a state, Federal, or military law enforcement basic training academy within the last four years may be eligible for waiver.
- The applicant will fill out the application and send it, with the assessed fees, directly to POST. (Waiver [written and P.T. exam] \$75) If an applicant is hired by a Utah law enforcement department, then the \$75 fee is waived.
- Waiver applicants must pass a written examination, with a score of 80% or higher. If the applicant does not pass this examination, he or she may take one make-up examination. (An applicant must take the examination within 90 days from the date of the application's approval. Applicants who obtain two failing scores will be required to attend a basic training program before certification is granted.)
- Waiver applicants must pass the physical assessment test-one job; one standard requirement.

VERMONT

www.vcjtc.state.vt.us

Reciprocity: Yes

Basic Academy: 792 hour minimum

Conditions: Vermont Criminal Justice Training Council Rule # 19(d) states:

- Waivers of training may be partial or complete and shall only be granted on the basis of equivalent training that the individual has successfully completed. The law enforcement officer requesting such a waiver shall comply with Rule 14 (re-certification of officers based on time out of law enforcement) herein and shall submit school transcripts, training certificates, and other documentation indicating completed equivalent training to accompany the application for a waiver of the law enforcement officer's minimum training. The application shall be on a form approved by the Council.
- In accordance with Rule 8, Basic Training Standards for Level III Law Enforcement Officer: "Any sworn, commissioned member of a municipal police department, county sheriff's office, state law enforcement agency or political subdivision thereof who is paid on a full-time basis and has authority, except where exempted by statute, to enforce the criminal laws of this state as a law enforcement officer as defined in Title 20, Chapter 151, must complete the basic training course at the Police Academy or at another approved facility (or completed a course of instruction and training which is equal to Vermont's Basic Training Course for Level III Law Enforcement Officers outside of Vermont)."
- The Director of Administration will evaluate all requests for waivers. The eligibility will be determined by comparing the curriculum content of the individual's basic training class with the curriculum at the Vermont Police Academy for the same approximate period. The applicant must be or must have been certified as a police officer in the state, municipality, sheriff's department, or other full-time sworn officer in their respective state.
 - The applicant must have successfully completed a state, municipal, or sheriff's academy program for full-time officers.
 - The applicant must have a minimum of three years of full-time experience with a law enforcement agency
 - Applicants who have been out of law enforcement for up to three (3) years may be eligible for a waiver.
 - Applicants who have completed a college or university program and are certifiable in the state where the college or university program is located may be eligible for a waiver.
- The head of a hiring agency in Vermont (or designee) must make a request for waiver. The request from an individual for waiver will NOT be accepted. All entrance requirements for the Vermont Police Academy must be met, i.e., See Council Rule 17 (Entry Standards for

Basic Training) for details. All police applicants for certification must take the written entrance examination (minimum passing score 70 %), MMPI, a background investigation to include a polygraph exam, and meet compliance certificate requirements.

VIRGINIA

<https://www.dcjs.virginia.gov/about-dcjs/>

Reciprocity: Yes

Basic Academy: 792 hour minimum

Conditions: Any law enforcement officer with at least 60 continuous months of certified experience and who has not been out of such employment in excess of 24 months, has not been decertified or subject to decertification, and who in compliance with training requirements in the state from which the officer is terminating employment may be eligible for a partial exemption of the compulsory minimum training standards for law enforcement officers.

- The employing agency must submit a completed request for partial training exemption signed by the chief of police, sheriff or agency administrator. The employing agency determines if it chooses to submit a request for partial training exemption or elects to have the individual attend the entire entry-level law enforcement training program.
- Each request will be reviewed and evaluated by the Department of Criminal Justice Services (DCJS) staff on a case-by-case basis. All prior training and experience will be verified with the out-of-state employer and POST.
- The individual receiving a partial training exemption must attend all designated subjects and successfully complete all performance objectives identified at a Virginia certified criminal justice academy and complete all necessary field training requirements through the employing agency. Completion of academy training must be reported by the academy to DCJS through the training records management system. The employing agency must report the completion of field training requirements to DCJS on the forms provided.
- The individual receiving a partial training exemption must also successfully pass the State Certification Exam with a score of 70%. The exam will be administered by DCJS field staff at the certified academy where any required training was obtained.
- The individual receiving a partial training exemption must comply with any additional requirements imposed by the employing agency.

WASHINGTON STATE

www.cjtc.state.wa.us

Reciprocity: Yes

Basic Academy: 720 hours

Equivalency Academy: 80 hours

Conditions:

- Applicants must complete the 80-hour Basic Equivalency Course. Participation in the equivalency process is limited to:
 - Fully commissioned peace officers of a city, county, or political subdivision of the state of Washington, who otherwise are eligible to attend the basic law enforcement academy; **or**
 - Fully commissioned peace officers who have attained commissioned law enforcement status by completing a basic training program in this or another state. For this purpose, the term "basic training program" does not include any military or reserve training program or any federal training program not otherwise approved by the Commission; **or**
 - Persons who have not attained commissioned peace officer status but have successfully completed *a basic law enforcement academy recognized as a full equivalent* to the Washington State Basic Law Enforcement Academy by the Commission and within 12 months of the date of completion been made a conditional offer of employment as a fully commissioned peace officer in Washington State; **or**
 - Persons whose peace officer certification, commission, and/or licensing has lapsed because of a break in service as a full-time, fully commissioned peace officer in this or any other state or territory for more than twenty-four (24) months but less than sixty (60) months and who are required to attend the equivalency.
- In those instances wherein an applicant has attended more than one basic training program, eligibility for participation in the basic equivalency process shall not be approved if such applicant, for whatever reason, failed to successfully complete the most recent of such programs attended.

To view the complete list of State, Federal, and US Territory basic law enforcement academy's recognized as a full equivalent, visit our website at www.cjtc.state.wa.us or contact the Peace Officer Certification Manager at certmail@cjtc.state.wa.us.

Statutes that govern Peace Officer Certification:

- RCW 43.101.095 – Peace Officer Certification; WAC 139-05-210 – Basic Law Enforcement Certificate of Equivalency; Chapter 139-07 WAC – Conditions of Employment

WEST VIRGINIA

<http://www.djcs.wv.gov/law-enforcement-professional-standards/Pages/default.aspx> Site address for the Law Enforcement Professional Standards (LEPS) Subcommittee (POST body) of the West Virginia Division of Justice and Community Services (DJCS) website
www.djcs.wv.gov/law-enforcement-training/Documents/149CSR2.pdf
Site address for equivalent certification (reciprocity) rule/requirements

Reciprocity: Yes

Basic Academy: 835 hours

Conditions: Applicants for certification as law enforcement officers in the State of West Virginia under the equivalent certification provision shall:

- Have completed a Peace Officers Standards and Training Commission approved basic entry-level training program or equivalent Federal law enforcement training;
- Have been certified as a law enforcement officer in the state or by the Federal agency where basic entry-level training was completed and that such certification remains in good standing. In states where there are different levels of law enforcement certification, the officer must hold the highest level certification;
- Have never been convicted of any felony or misdemeanor involving moral turpitude or had a sufficient number of misdemeanors as to establish a general disregard for the law;
- Have made application for certification within ninety (90) calendar days of their date of employment with a West Virginia Law Enforcement agency in accord with the equivalent training provision of the law. There are no provisions for a review/screening for approval to participate in the equivalent certification program prior to such employment due to staffing/review requirements;
- Complete all of the following basic entry-level core courses when scheduled during a three week training program at the state's entry level training academy within twelve (12) months from the date of employment, currently held during September of each year:
 - Firearms Training and Certification;
 - Emergency Vehicles Operations Course;
 - Defensive Tactics;
 - Laws of Arrest;
 - West Virginia Motor Vehicle Law;
 - Criminal Law;
 - Domestic Crimes; and,
 - Laws of Search and Seizure
- Equivalent certification applicants shall submit in conjunction with the required application within 90 days a complete medical examination which shows they meet the requirements for admission to a basic entry-level training program.

- The Law Enforcement Professional Standards (LEPS) Subcommittee shall review all applications for equivalent certification. The Equivalent Certification Committee of the LEPS Subcommittee shall determine if the applicant's prior law enforcement training is equivalent to the training standards then applicable in West Virginia and make a recommendation to the law enforcement professional standards sub-committee as to whether the applicant is eligible for equivalent certification.
- The wording "equivalent to the training standards then applicable in West Virginia" means that the officer's entry level training program from another state will be compared against the length of the entry level training program in place in West Virginia **at the time of the review** (emphasis added to reflect that as the length of the entry level training program changes that the hours reviewed to determine equivalency changes as well) In-service and ongoing law enforcement related training and length of employment may be considered during the review in conjunction with the length of the entry level training program when reviewing officers with extended work histories from other jurisdictions. It is not just the number of hours completed in the officer's prior entry level training, the classes completed must be considered to be equivalent to the classes that make up our entry level training program.
- The LEPS Subcommittee has set a policy that military law enforcement training will not be considered as prior entry level law training as to a request to participate in this program.
- A fee of \$750 to be paid by the officer's employing agency shall be paid while the officer is completing the required core classes.
- While the officer is completing the application and review process, he or she may work as a sworn officer in West Virginia with all applicable arrest powers as to the policy of the employing agency. Should he or she be determined not eligible to participate in the equivalent certification process, he or she may elect to attend the full entry level training program. If he or she does not elect to do so then he or she must stop working as a sworn officer immediately.
- Individuals employed as a head of a law enforcement agency in West Virginia are exempt from the certification requirements of a law enforcement officer in West Virginia. Should an individual elect to use that exemption and subsequently seek to become certified as a law enforcement officer in West Virginia, even if under the guidelines discussed as to the equivalent certification process he or she would have been approved to participate in, he or she would then have to attend the full entry level training program.

Questions concerning this program may be directed to the LEPS Program staff at (304) 766-5847.

WISCONSIN

www.wilenet.org

Reciprocity: Yes

Basic Academy 720 hours

Eligibility Requirements

The Board considers waivers of preparatory training for law enforcement and tribal law enforcement applicants who meet the following eligibility requirements:

Applicants must meet the minimum employment requirements for law enforcement and tribal law enforcement officers set forth in Wisconsin Administrative Code Chapter LES 2, and shall:

1. have completed preparatory law enforcement officer training in another state (or with the military or federal government) that is similar to Wisconsin's preparatory law enforcement officer training academy.
2. hold or have held employment as a certified or licensed law enforcement or tribal law enforcement officer in another state, or hold or have military veteran status in a Military Occupational Specialty (MOS) as a law enforcement officer (Military Police/Security Forces/Master of Arms), full-time for a minimum of one (1) year beyond basic training, fully empowered and paid for all hours worked, and left law enforcement or tribal law enforcement officer employment voluntarily with a good record and been out of that employment for less than three (3) years.
3. have worked in a part-time status (under 40 hours a week or less than 2,080 hours a year) and must have held full-time employment for a minimum of one consecutive year consistent with the time frame as set forth by the requirement to have left law enforcement officer employment voluntarily with a good record and been out of that employment for less than three years. Applicants who have served in a part-time status for the preceding three or more years will not meet the eligibility requirements for the Wisconsin Law Enforcement Reciprocity exam.

Reciprocity Examination: Reciprocity Examination Content

Applicants who meet the eligibility requirements are permitted to complete the Law Enforcement Reciprocity Examination in lieu of Wisconsin's preparatory law enforcement officer training academy. The Law Enforcement Reciprocity Examination consists of approximately 200 multiple choice questions derived from the topics covered in Wisconsin's preparatory law enforcement officer training academy. The *Reciprocity Examination Application Packet* is available on WILENET. The Reciprocity Examination is offered on the third Thursday of every month at the Wisconsin Department of Justice; 17 West Main Street; Madison, Wisconsin.

Reciprocity Examination Passing Score and Time Frame for Completion: Approved applicants who qualify to complete the Reciprocity Examination must attain a score of 70% or

higher. Employed applicants must pass the Reciprocity Examination within their original probationary period of employment, not to exceed 12 months, to be eligible for certification as a Wisconsin law enforcement or tribal law enforcement officer.

Applicants with a conditional offer of employment have 12 months from the date on their approval letter to successfully complete the exam and gain a formal offer of law enforcement or tribal law enforcement employment from a Wisconsin law enforcement or tribal law enforcement agency.

Military veterans who have held a Military Occupational Specialty as a law enforcement officer may complete the reciprocity exam prior to gaining law enforcement employment. Such applicants have 12 months from the date on their approval letter to successfully complete the exam and gain a formal offer of law enforcement or tribal law enforcement employment from a Wisconsin law enforcement or tribal law enforcement agency.

Reciprocity Examination Re-Test: If an applicant fails the Reciprocity Examination, one re-test is allowed. A score of less than 70% on the re-test requires completion of Wisconsin's preparatory law enforcement officer training academy. A re-test and/or completion of preparatory training must be successfully completed within an employed officer's original probationary period of employment not to exceed 12 months.

Law Enforcement Reciprocity Examination Fee

Applicants will be assessed a fee of \$175 for the exam. The fee includes the cost of one re-test. The fee will be waived for the following:

1. Military veterans applying through the LEAD Program
2. Applicants who have gained employment with a law enforcement agency in Wisconsin
3. Honorably discharged military veterans*

If an employed applicant twice fails the Reciprocity Examination, his or her employing agency will be assessed a \$175 fee, which will cover the cost of the initial test and a re-test.

* Military veterans will be required to provide a copy of their DD-214 to qualify for the waiver of the testing fee.

WYOMING

attorneygeneral.state.wy.us/post.htm

Reciprocity: Yes

Basic Academy: 605 Hours

Conditions: The Commission (POST) may waive the basic peace officer training program and certify those applicants who can pass a written examination provided by the Commission and an oral interview conducted by the employing department attesting to the applicant's ability and knowledge of law enforcement. The applicant shall show proof of having satisfactorily completed a basic peace officer training program which, in the Commission's opinion, is comparable to that required by Wyoming before such waiver shall be granted. The applicant must also:

- Attend the Wyoming Criminal Law & Procedures course at the Wyoming Law Enforcement Academy;
- Attend required family violence training;
- Submit proof of CPR certification;
- Prove firearms proficiency by passing the Wyoming Law Enforcement Academy's firearm qualification course required at basic training; and
- Applicants shall not apply for and take the written exam to secure waiver more than twice.

The Director evaluates all initial employment applicants where prior service or training is included and recommends whether applicant meets criteria for reciprocity.

All applicants out of law enforcement more than ten years must attend basic training again, with no exceptions.

Applicants out of law enforcement more than five years, but less than ten years, and had been employed for five (5) or more continuous years as a full time peace officer may attend the Peace Officer Mini-Basic and complete the challenge process.

Reciprocity is granted in Wyoming for peace officers, detention officers, and dispatchers – the rules being very similar for peace officers and detention officers.

Applicants must successfully pass a written exam with a 70% or higher score. The Director administers the test at the applicant's department or at the Wyoming Law Enforcement Academy.

No POST fees are charged for any certification services POST administers.