

ALABAMA PEACE OFFICERS STANDARDS AND TRAINING COMMISSION
ADMINISTRATIVE CODECHAPTER 650-X-4
CERTIFICATION OF LAW ENFORCEMENT OFFICERS

TABLE OF CONTENTS

650-X-4-.01	Education Requirements
650-X-4-.02	Employment Requirements
650-X-4-.03	Waiver For Lateral Entry Equivalency Training
650-X-4-.04	Failure To Complete Training
650-X-4-.05	Withdrawal From School
650-X-4-.06	Duties While In School (Repealed 6/12/95)
650-X-4-.07	Employment Of Uncertified Individuals (Repealed 6/12/95)
650-X-4-.08	Firearms Requalification (Repealed 5/9/05)

650-X-4-.01 Education Requirements.

(1) The trainee must successfully complete 480 hours of basic training at an approved academy.

(2) The trainee must satisfactorily complete the law enforcement training course within the time set forth in the statutory requirement of the Code of Ala. 1975, Title 36-21-46.

(3) In order to successfully complete the law enforcement training course and be certified by the Commission, the trainee must achieve the following:

(a) An overall score of not less than 70% on written exams,

(b) Pass the first aid exam with a score of not less than 70% (Any retest, if necessary, shall be administered within 72 hours.),

(c) Pass the legal issues exam with a score of not less than 70% (Any retest, if necessary, shall be administered within 72 hours.),

(d) Pass the physical agility/ability test (Any retest, if necessary, shall be administered within 48 hours to 72 hours.),

(e) Pass 43 hours of firearms training and qualify two of three attempts on the firearms course. A minimum score of seventy (70) is required to pass each attempt.

1. If a trainee does not pass ANY of the three (3) qualification attempts then the trainee is deemed to have failed the Academy and is barred from employment and certification as a law enforcement officer for two years.

2. Any trainee who passes one of the three attempts, but fails to pass twice, will be allowed, at the written request of the employing Agency, to attend the next available academy to re-take the forty three (43) hours of firearms training and qualification (provided the trainee passes all other phases of the academy session and does not exceed the statutory six (6) month provisional appointment time). If the trainee fails to pass firearms training at this point, the trainee is deemed to have failed the Academy and it barred from employment and certification as a law enforcement officer for two years.

(f) Trainees shall not be absent more than 5% of the required training hours.

(4) The trainee shall comply with all rules and regulations promulgated by the Commission.

(5) The trainee in addition to complying with the Commission's rules and regulations shall comply with all rules and regulations promulgated by the academy.

Author: Peace Officers Standards and Training Commission

Statutory Authority: Code of Ala. 1975, §§36-21-46, 36-21-51.

History: Effective date: September 29, 1983. **Amended:** Filed May 8, 1995; effective June 12, 1995. **Amended:** Filed April 4, 1997; effective May 9, 1997. **Amended:** Filed February 4, 1999; effective March 11, 1999. **Amended:** February 3, 2006; effective March 10, 2006.

650-X-4-.02 Employment Requirements. The applicant must be gainfully employed as a law enforcement officer by a law enforcement agency at the time of his/her application to the academy. Prior to certification, the applicant shall complete the required course of training established by the commission. An applicant may be provisionally appointed for a period of six

months. No individual may be employed for an additional period until that individual is certified by the commission.

Author: Peace Officers Standards and Training Commission

Statutory Authority: Code of Ala. 1975, §§36-21-40, 36-21-51.

History: Effective date: September 29, 1983. **Amended:** Filed May 8, 1995; effective June 12, 1995. **Amended:** Filed April 4, 1997; effective May 9, 1997.

650-X-4-.03 Waiver For Lateral Entry Equivalency Training.

(1) The Commission may waive the completion of any course required by Rule 650-X-4-.01 of the regulations upon presentation of documentary evidence by a department that a gainfully employed (full-time or part-time) officer has received equivalent training in another jurisdiction or through federal, or department of defense law enforcement experience.

(a) If a law enforcement agency has a properly established and bona fide law enforcement reserve program, and if a duly appointed reserve officer is qualified and commissioned with the power of arrest, then the Chief Law Enforcement Officer may submit a letter of request to the Commission requesting the reserve officer be considered for Waiver of Lateral Entry Equivalence training. Reserve law enforcement officers who are approved for this training will be admitted to the refresher training program on a space available status only and may not occupy a position in the class if participation prevents a gainfully employed law enforcement officer from attending.

(b) Any reserve law enforcement officer who attends this program must be covered by Workers Compensation Insurance.

(2) The Commission will review the documentation of equivalent training presented by the department and use a point system, as described later in this rule, to determine if comparative compliance is achieved.

(3) If equivalency training is approved, the officer will qualify to attend an 80 hour Law Enforcement Officer Refresher Course to equate previous training with current standards.

(4) Equivalency of Training Point System. For the purpose of determining equivalency of training, the terms listed below shall have the following meaning and values:

(a) **Experience:** The total; number of years the applicant has been employed full time as a law enforcement

officer since completing an entry level basic police training course.

(b) Education: An academic title awarded by a post-secondary institution which is accredited by a state certification board or commission and authorized to award such degrees.

(c) Equivalency: Achieved by:

1. An applicant being Certified or licensed as a law enforcement officer in another State, by the Peace Officers Standards and Training Commission of that State, and whose Certification is valid and in good standing, and who meets all other requirements for lateral entry equivalency training as outlined in these Rules. Applicant must have a minimum of one (1) year experience as a gainfully employed, full time law enforcement officer and must not have a break in service of more than two (2) years following separation of employment as a law enforcement officer in said state. Or;

2. By an applicant obtaining a total of ten or more points based on the following schedule; of which, each applicant will be awarded the maximum number of points that he/she qualifies for in each of the three categories

Years of full-time Law Enforcement Experience:	Points
Less than one (1)	0
One (1) to five (5) years	5
Five years, 1 day, to 10 years	6
Ten years, 1 day, to 15 years	7
Fifteen years, 1 day, to 20 years	8
Twenty years and one day or more	9
 Basic Police Training	
less than 280 hours	0
280 hours - 319 hours	1
320 hours - 479 hours	2
480 hours - 639 hours	3
640 hours - 800 hours	4
801 hours - 959 hours	5
960 hours - or more	6
 Post-secondary Degrees	
Associate Degrees	1
Bachelor Degree	2
Masters Degree or above	3
(correspondence courses not accepted)	

(5) Eligibility. An applicant who is Certified in another State and who meets the requirements of Equivalency as outlined in section (4) (c) (1) of this Rule is deemed eligible. All other applicant's requesting lateral entry to the law enforcement field in Alabama must meet the following requirements:

(a) Military Police Applicant. Be a graduate of a formal Military Police "Law Enforcement" Basic Police Training Course. Must have been performing duties in a law enforcement function the last four years prior to separation and must not have a break in service in excess of two (2) years following military separation.

(b) Federal Law Enforcement Applicant. Be a graduate of a formal Federal Law Enforcement Basic Police Training Course. Must have been performing duties in a law enforcement function the last four years prior to separation from Federal Service and must not have a break in service in excess of two (2) years following Federal Service separation.

(c) The following applicants will not be considered for eligibility.

1. Applicants who do not meet APOSTC standards for certification.

2. Applicants who have been "Grandfathered" or "exempted" from training.

3. Applicants whose certification has been suspended or revoked.

4. Applicants who have a primary Security Police occupational code.

(6) Refresher Course. Those applicants who have received an acceptable evaluation of their experience, education, and training are required to attend an eighty (80) hour refresher training course to be conducted at an assigned regional academy. The general curriculum will be developed and updated as needed by a committee of Academy Directors and approved by the Alabama Peace Officers Standards and Training Commission. This training course will be rotated among the regional academies. A minimum of one course (if there is a sufficient number of applicants) will be conducted each calendar year. No credit will be given for a partially completed training course. Trainees shall not be absent more than 5% of the required training hours. The following mandated subjects must be passed. Any trainee who

fails to pass (a), (b), (c) or (d) shall be required to attend the 480 hour basic Academy.

- (a) An overall academic average of not less than 70%.
- (b) Pass the legal issues exam with a score of not less than 70%.
- (c) Pass the defensive driving course with a score of not less than 70%.
- (d) Pass the physical agility test.
- (e) Pass two of three attempts on the firearms course. A minimum score of seventy (70) is required to pass each attempt.

1. If a trainee does not pass ANY of the three (3) qualification attempts then the trainee is deemed to have failed the Academy and is barred from employment and certification as a law enforcement officer for two years.

2. Any trainee who passes one of the three attempts, but fails to pass twice, will be allowed, at the written request of the employing Agency, to attend the next available academy to take the forty three (43) hours of firearms training and qualification (provided the trainee passes all other phases of the academy session and does not exceed the statutory six (6) month provisional appointment time). If the trainee fails to pass firearms training at this point, the trainee is deemed to have failed the Academy and it barred from employment and certification as a law enforcement officer for two years.

(f) Applicant must present proof of CPR Training prior to admission to the course.

(7) Definitions:

(a) Law Enforcement Officer: One who is responsible for the prevention and detection of crime and the enforcement of the criminal, traffic, or highway laws of the State of Alabama. A full-time federal or military law enforcement officer who has powers of arrest, authority to carry a firearm, and is classified by their agency in a law enforcement position.

(b) Basic Police Training Course: A basic course recognized by a state commission, state board, or agency which leads to licensing or certification as a law enforcement officer; or a basic course sponsored by the federal government for its law enforcement officers; or a basic course conducted by the Department of Defense for personnel classified as law enforcement

personnel under their military specialty codes, i.e., Military Occupation Code (MOS), Air Force Specialty Code (AFSC).

(8) Procedures:

(a) All commission procedures applicable to certification of newly employed officers must be followed when applying for Lateral Entry.

(b) The employer must complete the required application forms in duplicate, and provide certified true copies of law enforcement training and training curriculums provided in the training of the applicant.

(c) The applicant will arrange for the post-secondary schools, colleges, and universities to forward a certified true copy of post-secondary degrees earned, to the Peace Officers Standards and Training Commission.

Author: Alabama Peace Officers Standards and Training Commission
Statutory Authority: Code of Ala. 1975, §§36-21-40, 36-21-51.

History: Effective date: September 29, 1983. **Amended:** Filed May 8, 1995; effective June 12, 1995. **Amended:** Filed April 4, 1997; effective May 9, 1997. **Amended:** Filed May 10, 1999; effective June 14, 1999. **Amended:** Filed December 12, 2000; effective January 16, 2001. **Amended:** Filed October 18, 2001; effective November 22, 2001. **Amended:** Filed February 3, 2006; effective March 10, 2006. **Amended:** Filed October 5, 2007; effective November 9, 2007.

650-X-4-.04 **Failure To Complete Training**. Should a trainee fail academically or physically, the hiring agency may request that the trainee be allowed to attend another session. An applicant is eligible for two attempts of completion of the academy. If an applicant fails the academy twice, the applicant is ineligible to attend an academy for a period of two years from the date of failure of the second academy attempt. If, after two years, the applicant is again employed as a law enforcement officer, a new application package is required. This does not exempt the applicant from Rule 650-X-2-.01.

Author: Peace Officers Standards and Training Commission

Statutory Authority: Code of Ala. 1975, §§36-21-45, 36-21-46.

History: Effective date: September 29, 1983. **Amended:** Filed May 8, 1995; effective June 12, 1995. **Amended:** Filed February 4, 1999; effective March 11, 1999.

650-X-4-.05 Withdrawal From School. A trainee who is failing the course of study may withdraw and re-enter school only in hardship or emergency situations.

Author:

Statutory Authority: Code of Ala. 1975, §§36-21-41, 36-24-45.

History: Effective date: September 29, 1983.

650-X-4-.06 Duties While In School. (Repealed 6/12/95)

Author:

Statutory Authority: Code of Ala. 1975, §§36-21-41, 36-24-45.

History: Effective date: September 29, 1983. **Repealed:** Filed May 8, 1995; effective June 12, 1995.

650-X-4-.07 Employment Of Uncertified Individuals. (Repealed 6/12/95)

Author:

Statutory Authority: Code of Ala. 1975, §§36-21-41, 36-24-45, 36-21-46.

History: Effective date: September 29, 1983. **Repealed:** Filed May 8, 1995; effective June 12, 1995.

650-X-4-.08 Firearms Requalification. (Repealed)

Authors: John W. Anderson, Patrick L. Roberts, Peace Officers Standards and Training Commission

Statutory Authority: Code of Ala. 1975, §§36-21-40, 36-21-51.

History: Filed October 29, 1990. **Repealed and Replaced:** Filed May 8, 1995; effective June 12, 1995. **Amended:** Filed April 4, 1997; effective May 9, 1997. **Repealed:** Filed April 4, 2005; effective May 9, 2005.

Ed. Note: Rule 650-X-4-.08 was repealed and moved to Chapter 650-12-.03 as per certification filed April 4, 2005; effective May 9, 2005.