TITLE 10 PUBLIC SAFETY AND LAW ENFORCEMENT
CHAPTER 28 LAW ENFORCEMENT STANDARDS AND TRAINING
PART 5 QUALIFICATIONS FOR ADMISSION TO THE ACADEMY

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

10.28.5.2 SCOPE: All law enforcement agencies and any other entities that operate a police academy in New Mexico. The scope of these rules also includes all training conducted by the academy.
[10.28.5.2 NMAC - N, 11/3/2026]

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

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

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

10.28.5.6 OBJECTIVE: The purpose of Part 5 is to establish qualifications for admission to the academy or a regional satellite academy.
[10.28.5.6 NMAC - N, 11/3/2026]

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

10.28.5.8 QUALIFICATIONS FOR ADMISSION TO AN ACADEMY:

A. Qualifications for police officer admission: Applicants may be rejected for admission to the academy or a regional satellite academy if, after investigation, it is determined that the applicant does not meet the following criteria:

(1) Is a citizen of the United States or has been authorized to work by the United States Citizenship and Immigration Services, and has reached the age of majority;

(2) Holds a United States high school diploma or its equivalent;

(3) Holds a valid driver's license;

(4) Has not been convicted of or pleaded guilty to or entered a plea of nolo contendere to any felony charge, or within the three-year period immediately preceding their application, to any violation of any federal law or state law or local ordinance relating to aggravated assault, theft, driving while intoxicated, controlled substances or other crime involving moral turpitude and has not been released or discharged under dishonorable conditions from any of the armed forces of the United States;

(5) After examination by a licensed physician, is free from any physical condition which might adversely affect their performance as police officers to prohibit them from successfully completing the prescribed basic law enforcement training required by the Law Enforcement Training Act;

(6) Is found, after examination by a certified psychologist, to be free of any emotional, cognitive, or mental condition which might adversely affect their performance as police officers or prohibit them from successfully completing prescribed basic law enforcement training required by the Law Enforcement Training Act;

(7) Is of good moral character;

(8) Has met any other requirements for certification prescribed by the board pursuant to regulations adopted by the board.

B. Status: For applicants to the academy, the director shall apprise applicants of their status and any deficiencies therein, in writing, as soon as possible. For applicants to a regional satellite academy, the regional satellite academy director shall inform applicants of their status and any deficiencies in writing as soon as possible. An applicant who disagrees with a decision regarding admission to the academy or a regional satellite academy, for

reasons other than failing to pass a medical or psychological screening, may send a written request to the chair for consideration as a Meeting Agenda Item.

C. The director or satellite academy director reserves the right to dismiss an applicant who is not capable of participating in all aspects of the basic law enforcement training program.

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

10.28.5.9 FINGERPRINT CLEARANCE FOR ADMISSION:

A. All New Mexico police officer and public safety telecommunicator applicants for certification must receive a fingerprint clearance from the Department of Public Safety Technical and Emergency Support Division and the Federal Bureau of Investigation.

(1) No applicant is allowed to be a certified police officer in New Mexico if the applicant has been convicted of, pled guilty to, or entered a plea of nolo contendere to any felony charge or, within the three-year period immediately preceding their application, to any violation of any federal or state law or local ordinance relating to aggravated assault, theft, driving while intoxicated, controlled substances, or other crime involving moral turpitude, and has not been released or discharged under dishonorable conditions from any of the armed forces of the United States, pursuant to Section 29-7-6 NMSA 1978.

(2) No applicant is allowed to be a certified public safety telecommunicator in New Mexico if the applicant has been convicted of, pled guilty to, or entered a plea of nolo contendere to any felony charge or, within the three-year period immediately preceding their application, to any violation of any federal or state law or local ordinance relating to aggravated assault, theft, or other crime involving moral turpitude, and has not been released or discharged under dishonorable conditions from any of the armed forces of the United States, pursuant to Section 29-7-6 NMSA 1978.

B. IDEMIA: Effective Monday, May 1, 2023, IDEMIA is the new fingerprint-supported background check provider.

C. Applicant Registration/Appointment Scheduling: All applicants who require fingerprinting service must first register via the IDEMIA scheduling website by using the agency ORI, or applicant-type-specific ORI, and fingerprint reason. The website will collect all necessary personal data and allow appointment scheduling at one of the IdentGO® centers throughout the State of New Mexico. The link to the website is: https://www.nm.state.identgo.com .

D. Once registration is complete, the applicant will receive a Service Summary detailing their appointment time and the items they need to take to their appointment. For applicants who provide an e-mail address as their method of contact, this information is also e-mailed to the applicant at the personal e-mail address provided during registration.

E. LEA-5 Form: Once fingerprinting is completed, a LEA-5 Form (Fingerprint Affidavit) will be completed and submitted with the applicant's packet for admission to an academy.

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

10.28.5.10 BASIC TRAINING; PSYCHOLOGICAL EXAMINATION:

A. Procedure:

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

(2) Private firms that administer psychological examinations for law enforcement officers shall be acceptable if, however, a qualified representative as stated in Paragraph (1) of Subsection A of 10.28.5.10 NMAC completes the appropriate form as prescribed by the director.

(3) The applicant shall also prepare and submit a form prescribed by the director and entitled “Psychological Statement of Applicant”.

(4) False or incorrect statements in either form are grounds for denial of admission to an academy.

(5) Evaluations cannot be more than one year prior to the start date of the academy.

(6) The psychological evaluation/written report will be required to be attached to the LEA-4 form.

(7) The applicant shall not hold the privilege of obtaining the evaluation; evaluations are the property of the referring agency and shall be held in the strictest confidence. A self-sponsored applicant may hold

the privilege of obtaining the evaluation; however, the original report must still be sent directly to the academy upon completion by the psychologist.

(8) If any information concerning psychological screening/evaluation is provided to the director for admission to the academy, the regional satellite academy director for admission to a regional satellite academy, or the person evaluating the applicant's suitability is found to be false or not truthful, the applicant may be refused enrollment.

(9) Applicant's failure of psychological examination must be reported to the academy within 30 days.

B. Screening process:

(1) Examiner standard: Pre-employment psychological testing shall be conducted by a licensed/certified psychologist. In the event that the psychologist lacks appropriate training in this area, he/she should seek supervision in accordance with the American Psychological Association's Ethical Standards and Code of Conduct.

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

(a) psychological testing;

(b) face-to-face interview, either in person or by virtual video, at the discretion of the examiner;

(c) written narrative report;

(d) completed New Mexico LEA-4 form; and

(e) informed consent/release of information form.

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

(a) a measure of reading ability such as the Wide Range Achievement Test (WRAT), the Nelson-Denny reading test, or other comprehensive measure that yields a grade-level score;

(b) a measure of psychopathology, such as the Minnesota Multiphasic Personality Inventory Second Revised Version (MMPI-2), the Personality Assessment Inventory (PAI), or the Millon-3; and

(c) a measure of normal personality functioning, such as the 16PF, the LEADER, or the Inwald personality inventory.

(4) Interview: The interview shall be conducted in-person by the licensed/certified psychologist in a face-to-face interview, either in person or by virtual video, at the discretion of the examiner. At a minimum, the interview will cover the following areas:

(a) a brief mental status exam;

(b) gather or review a social history, to include relevant information regarding early development, schooling, military service, job history, and potential problems or issues, such as drug and alcohol use, driving, fighting, domestic violence, and past critical life events;

(c) explore areas of judgment and reliability, such as impulse control, communication, appropriate use of force, social skills, common sense, and credit history; and

(d) any other aspects of personal development (i.e., medical history) that the examiner deems important.

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

(6) All psychologists performing pre-employment testing must conform to the guidelines of the American Psychological Association regarding storage of records.

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

(1) In the event an applicant receives a psychological rejection a subsequent or additional psychological evaluation may be obtained. This evaluation must be requested within 30 days of the rejection.

(2) Any rejected applicant who does seek a second opinion may reapply to a New Mexico law enforcement agency 12 months from the signature date of the rejection.

(3) It is the responsibility of the licensed psychologist conducting the examination to inform the applicant of the basis for the rejection.

D. Second Opinion: If a psychological test is failed, a second psychological opinion may be requested:

(1) The second opinion will be rendered by a New Mexico licensed psychologist chosen by the applicant or hiring agency.

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

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

(4) Psychologist may request other information from the applicant, the agency, or the academy prior to conducting the evaluation.

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

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

(7) If the applicant passes the second evaluation, the applicant's name will be removed from the list of failed applicants, and the applicant will be eligible to enroll in an academy or regional satellite academy. [10.28.5.10 NMAC - N, 11/3/2026]

10.28.5.11 MEDICAL SELECTION GUIDELINES:

A. Authority: An applicant to the academy or a regional satellite academy must be examined by a licensed physician and be found to be free of any physical condition that might adversely affect his/her performance as a police officer or prohibit him/her from successfully completing a prescribed basic law enforcement training course.

B. Guidelines:

(1) Eyes and vision.

(a) Visual acuity - distant vision; uncorrected distant vision should be better than, or equal to, 20/100 (Snellen) binocular, and correctable to better than, or equal to, 20/30 (Snellen) binocular; distant vision correctable to better than, or equal to, 20/30 (Snellen) binocular. Preferred means of correction are soft contact lenses or shatterproof frames and lenses with headband.

(b) Visual acuity - near vision; near vision correctable to better than, or equal to, 20/40 (Snellen) binocular.

(c) Visual acuity - color vision; Correct reading of at least nine or more of the first 13 plates of the Ishihara test (24 plate edition). Recourse testing is available by means of the Farnsworth - Munsell 100-hue test.

(d) Visual acuity - depth perception; depth perception should be sufficient to demonstrate normal stereo depth perception with or without correction to the standard: 100 ARC seconds.

(e) Visual acuity - peripheral vision; Peripheral vision should be normal and not negatively impact a candidate's ability to perform essential tasks.

(f) Glaucoma - if the candidate meets visual acuity guidelines following treatment, then the condition is non-disqualifying.

(g) Strabismus - if the candidate meets visual acuity guidelines following surgery, then the condition is non-disqualifying.

(h) Cataracts, current - if the candidate meets visual acuity guidelines following treatment, the condition is non-disqualifying.

(i) Proliferative retinopathy - if the candidate meets visual acuity guidelines following treatment, the condition is non-disqualifying.

(j) Nystagmus or other extra-ocular movement - if the candidate meets visual acuity guidelines, then the condition is non-disqualifying.

(k) Monocular vision.

(l) Blindness, including night-blindness.

(m) Retinal detachment - if the candidate meets visual acuity guidelines following treatment, then the condition is non-disqualifying.

(n) Chronic keratitis - if the candidate meets visual acuity guidelines following treatment, then the condition is non-disqualifying.

(o) Optic neuritis - if the candidate meets visual acuity guidelines following treatment, then the condition is non-disqualifying.

(2) Ears and hearing.

(a) Hearing acuity - the *average* hearing level (HL) at the test frequencies, 500, 1000, and 2000 Hz will not exceed 25dB in either ear, and no single hearing level will exceed 30 dB at any of these test frequencies in either ear. Hearing loss at 3000 Hz will not exceed 40 dB HL in either ear. Recourse testing of speech discrimination ability using phonetically balanced word lists in the presence of noise is available.

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

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

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

(a) loss of sense of smell;

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

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

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

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

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

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

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

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

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

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

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

(c) Coronary artery disease.

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

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

(ii) ST depression.

(iii) right or left bundle branch blocks.

(iv) 3 degree A-V block.

(v) Mobitz type ii A-V blocks.

(vi) Sinoatrial block or sick sinus syndrome.

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

(viii) Ventricular tachycardia.

(ix) Atrial fibrillation or flutter.

(x) Symptomatic supraventricular tachycardia.

(e) Angina.

(f) Congestive heart failure.

(g) Cardiomyopathy.

(h) Active pericarditis, endocarditis, and myocarditis.

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

(a) Active pulmonary tuberculosis

(b) Chronic bronchitis.

(c) Active asthma - if satisfactorily treated, the condition is not disqualifying.

(d) Chronic obstructive pulmonary disease.

(e) Bronchiectasis and pneumothorax.

(f) Pneumonectomy.

(g) Acute/chronic mycotic diseases - Including, but not limited to, coccidiodomycosis and histoplasmosis.

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

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

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

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

(d) Pancreatitis.

(e) Gall bladder disorders.

(f) Active peptic ulcer disease.

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

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

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

(j) Active or chronic hepatitis.

(k) Cirrhosis of the liver.

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

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

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

(c) Acute nephritis.

(d) Nephrotic syndrome.

(e) Acute renal/urinary calculi.

(f) Renal transplant.

(g) Renal failure.

(h) Hydrocele and varicocele (symptomatic).

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

(j) Active venereal diseases.

(k) Urinary tract infection.

(l) Polycystic kidney disease.

(m) Pelvic inflammatory disorders.

(n) Cervicitis.

(o) Endometriosis.

(p) Bartholin gland abscess.

(q) Vaginitis.

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

(s) Presence of illicit drugs.

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

(a) Untreated thyroid disease.

(b) Diabetes mellitus.

(c) Adrenal dysfunction - including, but not limited to, Addison's disease and Cushing's disease.

(d) Hypoglycemia.

(e) Pituitary dysfunction.

(f) Thyroid tumor.

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

(a) Serious dermatological disorders.

(b) Lupus erythematosus.

(c) Contact allergies (of a serious or relevant nature).

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

(a) Disorders that limit motor performance.

(b) Cervical spine or lumbosacral fusion.

(c) Degenerative cervical or lumbar disc disease (if symptomatic).

(d) Extremity amputation.

(e) Osteomyelitis.

(f) Loss in motor ability from tendon or nerve injury/surgery.

(g) Arthritis - if a candidate possesses this condition with no functional impairment, then the condition is non-disqualifying.

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

(i) Coordinated balance.

(j) Herniated disc (symptomatic).

(k) Spinal deviations.

(l) Fracture deformities (symptomatic).

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

(a) Anemia (all).

(b) Polycythemia.

(c) Sickle cell trait - sickle cell trait is a non-disqualifying condition.

(d) Sickle cell disease.

(e) Hematopoietic disorders (including malignancies).

(f) Hemophilia.

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

(a) Epilepsy.

(b) Cerebral palsy.

(c) Movement disorders.

(d) Cerebral aneurysms.

(e) Syncope.

(f) Progressive neurological diseases - including, but not limited to, multiple sclerosis and Huntington's chorea.

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

(h) Narcolepsy.

(i) Cerebral vascular accident.

(j) Central nervous system infections.

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

History of 10.28.5 NMAC: [RESERVED]