**TITLE 10 PUBLIC SAFETY AND LAW ENFORCEMENT**
**CHAPTER 28 LAW ENFORCEMENT STANDARDS AND TRAINING**
**PART 7 INSTRUCTOR CREDENTIALING**

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

**10.28.7.2 SCOPE:** All law enforcement agencies in the state of New Mexico, the academy, regional satellite academies, and any person conducting law enforcement or public safety telecommunicator training in New Mexico.
[10.28.7.2 NMAC - N, 11/3/2026]

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

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

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

**10.28.7.6 OBJECTIVE:** The purpose of part 7 is to regulate the credentialing of instructors and professional lecturers who intend to teach law enforcement and public safety telecommunicators. Part 7 also includes requirements for advanced police certification beyond state certification.
[10.28.7.6 NMAC - N, 11/3/2026]

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

**10.28.7.8 GENERAL INSTRUCTOR:**

**A.** A general instructor may teach all topics in a basic law enforcement training program, certification by waiver program, or standard in-service curriculum, except for emergency vehicle operations, use of force, mechanics of arrest and control, DWI/SFST, and firearms.

**B.** A general instructor may assist specialized instructors who teach high-risk or technical topics, as long as they are working under the supervision and guidance of that specialized instructor.

**C.** An instructor who teaches at least one class in a required in-service topic, or a basic law enforcement training program class that covers a required in-service topic, meets the annual or biennium requirement for attending an in-service class in that topic.

**D.** To qualify for a general instructor credential, an applicant shall complete the instructor credential application and satisfactorily demonstrate to the director a combination of education and experience in criminal justice, as well as proficiency in the instructional process, and meet the following requirements:

**(1)** Applicants for general instructor must have acquired two years of job-related experience, calculated from the time of certification. Other employees within the criminal justice system who do not fall into the law enforcement or public safety telecommunicator categories must have three years of job-related experience, calculated from the time of hire. The two-year requirement may be waived by the director only upon written request with supporting documentation from the applicant, the agency head, or designee that attests to the applicant's training and experience being comparable to that of someone who has two years of experience in the intended area of instruction.

**(2)** Completion of an accredited instructor development course of at least 40 hours, or equivalent training as approved by the council.

**E.** Qualified applicants for a general instructor designation will be issued a credential for a period of four years.

**F.** A course evaluation will be completed by the students for each class.

**G.** All instructor credentials will require successful completion of an accredited instructor development refresher class of eight hours or more prior to the instructor applying to renew their instructor

credential. An instructor with an expired instructor credential shall take an accredited instructor development refresher course to renew an instructor credential.

**(1)** To renew a general instructor credential, the applicant shall provide a written explanation demonstrating how they have maintained current knowledge in law enforcement or public safety telecommunications during the preceding four years. The explanation shall include any of the following: actively teaching law enforcement topics or public safety telecommunicator topics; continued employment or practice in the field; attending training related to law enforcement or public safety telecommunications; or engaging in current research related to law enforcement or public safety telecommunications.

**(2)** A master instructor or senior master instructor in Instructor Development who teaches either Instructor Development or the Instructor Development Refresher, at least once during the four-year credential period does not need to attend an instructor development refresher course. To renew a credential, the applicant shall provide a written explanation demonstrating how they have maintained current knowledge in law enforcement or public safety telecommunications during the preceding four years. The explanation shall include any of the following: actively teaching law enforcement topics or public safety telecommunicator topics; continued employment or practice in the field; attending training related to law enforcement or public safety telecommunications; or engaging in current research related to law enforcement or public safety telecommunications.

**(3)** The master instructor or senior master instructor must be able to produce a roster and course evaluation(s) that show either teaching Instructor Development or Instructor Development Refresher at least once during the four-year credential period to avoid the requirement of attending the instructor development refresher class.

**H**. All instructor credential applications must be submitted to the academy no less than 30 days before the anticipated start of a class. Applications may be submitted by email, by registered mail with a return receipt, or by some other means that documents when the packet was sent to the academy.

**(1)** If the academy denies the application, the academy shall communicate the reason in writing to the individual who submitted the application.

**(2)** The academy has 30 days to issue or deny a credential.

**(3)** If the academy has not issued a credential or provided a written denial within the 30-day period, the class may still be taught with the instructor's credential being awarded retroactively to the date of submission, if the class is taught 30 days or more after the submission date.

**(4)** If the academy denies a credential application for a course that has been taught at or beyond the 30-day submission date, the instructor shall communicate in writing with each of the students that the instructor's credential has been denied within five business days of the class being denied.

**(5)** If the academy denies an instructor credential, and the instructor corrects the identified deficiencies, the credential shall be awarded retroactively to the date of submission.

**I.** Any disagreement with an academy decision regarding an instructor credential may be sent to the chair of the council as a request for consideration as a meeting agenda item.

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

**10.28.7.9 PROFESSIONAL LECTURER:**

**A.** The director may give someone a credential as a professional lecturer in their formally recognized profession (e.g., medicine, law, psychology) who, by virtue of formal academic graduate degrees or professional experience, has developed special expertise in a subject area material to the presentation of criminal justice training or educational programs. To be eligible for a credential, an applicant shall:

**(1)** Be properly licensed or certified by a legally recognized state or national licensing body for the designated profession to actively engage in the designated profession or have retired in good standing. This requirement may be waived by the director upon written request if a license or certification does not exist for that profession;

**(2)** Have acquired a minimum of one year of practical experience in the designated profession and area of expertise; and

**(3)** Provide the following to the director for consideration:

**(a)** specify the professional subject area and training courses in which credential is requested.

**(b)** describe how both the applicant’s academic and professional experience apply to the subject area and training courses for which the credential is requested.

**B.** Professional lecturer designation will be issued for a period of four years.

**(1)** A professional lecturer does not need to attend an academy-accredited instructor development class or instructor development refresher class to receive or renew a Professional Lecturer credential.

**(2)** To renew a professional lecturer credential, the applicant shall provide a written explanation demonstrating how they have maintained current knowledge of the topic they teach over the preceding four years. The explanation shall include any of the following: actively teaching the topic; continued employment or practice in a field related to the topic; attending training related to the field related to the topic; or engaging in current research within the field related to the topic.

**C.** A retired law enforcement officer or a retired public safety telecommunicator may choose to apply to be a professional lecturer instead of a credentialed instructor, provided that the officer or public safety telecommunicator meets the requirements to be a professional lecturer, and their certification is not currently suspended or revoked by the board.

**D.** A course evaluation will be completed by the students for each class.

**E.** All professional lecturer credential applications must be submitted to the academy no less than 30 days before the anticipated start of a class. Applications may be submitted by email, by registered mail with a return receipt, or by some other means that documents when the packet was sent to the academy.

**(1)** If the academy denies the application, the academy shall communicate the reason in writing to the individual who submitted the application.

**(2)** The academy has 30 days to issue or deny issuance of a credential.

**(3)** If the academy has not issued a credential or provided a written denial within the 30-day period, the class may still be taught with the professional lecturer's credential being awarded retroactively to the date of submission, if the class is taught 30 days or more after the submission date.

**(4)** If the academy denies a credential application for a course that has been taught at or beyond the 30-day submission date, the professional lecturer shall communicate in writing with each of the students that the professional lecturer's credential has been denied within five business days.

**(5)** If the academy denies a credential, and the professional lecturer corrects the identified deficiencies, the credential shall be awarded retroactively to the date of submission.

**F.** Any disagreement with an academy decision regarding a credential may be sent to the chair of the council as a request for consideration as a meeting agenda item.

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

**10.28.7.10 RECOGNIZED COLLEGE/UNIVERSITY EDUCATORS:**

**A.** The director or satellite academy director may utilize an adjunct, assistant professor, associate professor, or professor who is employed at a New Mexico Higher Education Department (NMHED) recognized college or university.

**B.** This type of educator is defined as someone who has a master’s degree or higher level of education and is employed by the institution to teach at the college level.

**C.** This type of educator may instruct any general instructor topic or specialized technical topics for which the educator has the training and experience to teach.

**D.** This classification of educator shall be recognized by the academy as holding a teaching credential equivalent to that of a credentialed instructor or professional lecturer, without the requirement to apply for a teaching credential.

**E.** The director and satellite academy directors shall follow reporting guidelines for these educators as outlined in 10.28.4.10 NMAC (Program Reporting) and 10.28.4.11 NMAC (Program Completion), consistent with procedures for reporting the use of credentialed instructors and professional lecturers.

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

**10.28.7.11 SPECIALIZED LAW ENFORCEMENT INSTRUCTOR:**

**A.** To qualify for a specialized law enforcement instructor credential, an applicant shall be required to demonstrate to the director proof of skills, successful experience, and training in the related field for which they will be providing instruction, and must meet the following requirements:

**(1)** completion of a 40-hour instructor development course and possess the credential as a General Instructor.

**(2)** minimum of two years of experience working in the area of specialization.

**(3)** Certificates of training in the specialized area may also be provided to the director for consideration as a substitute for the two-year minimum work experience requirement in the specialized field.

**B.** Instructors attending and completing a national highway traffic safety administration (NHTSA) driving while intoxicated and standardized field sobriety testing (DWI/SFST), or drug recognition expert (DRE) instructor course with the approval of the contract oversight committee of the department of transportation will not be required to attend and complete a 40 hour instructor training/development course, but may receive a limited instructor credential to teach only national highway traffic safety administration (NHTSA) approved courses in driving while intoxicated (DWI), standardized field sobriety testing (SFST) or drug recognition expert (DRE) courses and shall not permit the instructor to teach any other topics of instruction without completing a 40 hour general instructor training/development course.

**C.** Applicants for credential who have federal training or certifications, or who have training or hold credentials from another state that meets or exceeds the minimum instructor requirements for the state of New Mexico, may be considered by the director upon written request for specialized instructor status upon successful proof of skills and equivalency standards set forth in this section.

**D.** Qualified applicants for a specialized law enforcement instructor designation will be issued a credential for a period of four years.

**E.** A course evaluation will be completed by the students for each class.

**F.** The council shall have the authority to determine which topics are specialized beyond the basic academy curriculum that is common to all New Mexico law enforcement and public safety telecommunicator academies, as well as topics that are high-risk and technical specializations.

**G.** High-Risk and Technical Specialization Subject Areas: The following list is a guide to help an applicant determine whether a specialized credential is required. This list is not all-inclusive:

**(1)** High risk: use of force; explosives; crisis intervention and negotiations; emergency vehicle operations; motorcycle operations; S.W.A.T. related topics; Mechanics of Arrest, Restraint, & Control (MARC); and firearms.

**(2)** Technical: accident reconstruction, crime scene reconstruction, hazardous materials, drone operations, Intoxilyzer, National Crime Information Center (NCIC).

**H.** Successful completion of an instructor development refresher class of at least eight hours shall serve as both a general instructor and a specialized instructor refresher when the instructor applies to renew their general and specialized instructor credentials, unless the Standards and Training Council determines that a particular specialized instructor credential requires a specific refresher course to renew that credential.

**(1)** To renew a specialized instructor, master instructor, or senior master instructor credential in that specialized area, the applicant shall provide a written explanation demonstrating how they have maintained current knowledge in that specialized topic during the preceding four (4) years. The explanation shall include any of the following: actively teaching the specialized topic, continued employment or practice in a field related to the specialized topic, attending training related to the specialized topic, or engaging in current research on the specialized topic.

**(2)** A specialized instructor update class fulfills the requirement for renewal of a specialized instructor credential.

**I.** Renewal of a firearms instructor, MARC instructor, or use of force instructor credential shall require successful completion of an accredited specialized instructor update class in that high-risk specialty every four years. The content of the update shall include, at a minimum, any new rules, laws, tactics, techniques, and procedures taught in the academy, ensuring continuity between academy and post-academy training.

**(1)** A master instructor or senior master instructor in the high-risk topics that require an update, who teaches that high-risk topic, or the update for that high-risk topic, at least once during the four-year credential period, does not need to attend an update class for that same high-risk topic.

**(2)** The master instructor or senior master instructor must be able to produce a roster and course evaluation(s) that show either teaching the high-risk topic or the high-risk topic update at least once during the four-year credential period to avoid the requirement of attending an update in that particular high-risk topic.

**J.** All specialized instructor credential applications must be submitted to the academy no less than 30 days before the anticipated start of a class. Applications may be submitted by email, by registered mail with a return receipt, or by some other means that documents when the packet was sent to the academy.

**(1)** If the academy denies the application, the academy shall communicate the reason in writing to the individual who submitted the application.

**(2)** The academy has 30 days to issue or deny issuance of a credential.

**(3)** If the academy has not issued a credential or provided a written denial within the 30-day period, the class may still be taught with the instructor's credential being awarded retroactively to the date of submission, if the class is taught 30 days or more after the submission date.

**(4)** If the academy denies a credential application for a course that has been taught at or beyond the 30-day submission date, the instructor shall communicate in writing with each of the students that the instructor's credential has been denied within five business days.

**(5)** If the academy denies an instructor credential, and the instructor corrects the identified deficiencies, the credential shall be awarded retroactively to the date of submission.

**K.** Any disagreement with an academy decision regarding an instructor credential may be sent to the chair of the council as a request for consideration of a meeting agenda item.

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

**10.28.7.12 MASTER INSTRUCTOR:**

**A.** To qualify for a master instructor credential, an applicant shall be required to demonstrate to the director proof of skills, successful experience, and training in the related field for which they will be training new instructors, and must meet the requirements in either subsection one or two:

**(1)** Complete a minimum of two years as a credentialed general instructor, specialized instructor, or professional lecturer in the same subject area as the request for master instructor credential; and must show rosters and student evaluations from at least five training classes as an instructor in the same subject area; and complete an instructor-trainer course, train-the-trainer course or master instructor course (or what other term is used to describe a course that qualifies a person to train instructors) in the same subject area for which the credential is requested; or,

**(2)** Complete at least one four-year period as a credentialed instructor in the particular subject area; and attend additional advanced training courses in the same subject area for at least half the number of hours as the original instructor-level credential course; and must show rosters and student evaluations from at least 10 training classes as an instructor in the same subject area. Attending refresher training classes in these subject areas does not count as additional advanced training hours that can be counted toward a master instructor credential.

**(3)** To renew a credential, the applicant shall provide a written explanation demonstrating how they have maintained current knowledge in law enforcement or public safety telecommunications during the preceding four years. The explanation shall include any of the following: actively teaching law enforcement topics or public safety telecommunicator topics; continued employment or practice in the field; attending training related to law enforcement or public safety telecommunications; or engaging in current research related to law enforcement or public safety telecommunications.

**B.** If specific rosters and course evaluations are not available for individual classes taught within the basic law enforcement training program at the academy, a regional satellite academy, or any certification-by-waiver program, the director or regional satellite academy director responsible for that academy or certification-by-waiver program may provide a letter attesting to the instructor’s involvement in teaching the class. In that letter, the director or regional satellite academy director must cite the specific class that the instructor taught or helped to teach, the date(s) of the class, and any positive or negative feedback received from students about that instructor.

**C.** A master instructor may provide instruction at any level within their credentialed subject area, including basic or academy-level training, advanced or in-service training, and instructor-level courses.

**D.** A course evaluation will be completed by the students for each class.

**E.** All master instructor credential applications must be submitted to the academy no less than 30 days before the anticipated start of a class. Applications may be submitted by email, by registered mail with a return receipt, or by some other means that documents when the packet was sent to the academy.

**(1)** If the academy denies the application, the academy shall communicate the reason in writing to the individual who submitted the application.

**(2)** The academy has 30 days to issue or deny issuance of a credential.

**(3)** If the academy has not issued a credential or provided a written denial within the 30-day period, the class may still be taught with the instructor's credential being awarded retroactively to the date of submission, if the class is taught 30 days or more after the submission date.

**(4)** If the academy denies a credential application for a course that has been taught at or beyond the 30-day submission date, the instructor shall communicate in writing with each of the students that the instructor's credential has been denied within five business days.

**(5)** If the academy denies an instructor credential, and the instructor corrects the identified deficiencies, the credential shall be awarded retroactively to the date of submission.

**F.** Any disagreement with an academy decision regarding an instructor credential may be sent to the chair of the council as a request for consideration as a meeting agenda item.

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

**10.28.7.13 SENIOR MASTER INSTRUCTOR:** To qualify for a senior master instructor credential, an applicant shall be required to demonstrate to the director proof of skills, successful experience, and training in the related field for which they will be training new master instructors, and must meet the following requirements:

**A.** Complete at least one four-year period as a credentialed master instructor in the same subject area; and provide rosters and student evaluations from at least 10 training classes as the instructor or master instructor in the same subject area.

**B** To renew a credential, the applicant shall provide a written explanation demonstrating how they have maintained current knowledge in law enforcement or public safety telecommunications during the preceding four years. The explanation shall include any of the following: actively teaching law enforcement topics or public safety telecommunicator topics; continued employment or practice in the field; attending training related to law enforcement or public safety telecommunications; or engaging in current research related to law enforcement or public safety telecommunications.

**C.** If specific rosters and course evaluations are not available for individual classes taught within the basic law enforcement training program at the academy, a regional satellite academy, or any certification-by-waiver program, the director or regional satellite academy director responsible for that academy or certification-by-waiver program may provide a letter attesting to the instructor's involvement in teaching the class. In that letter, the director or regional satellite academy director must cite the specific class that the instructor taught or helped to teach, the date(s) of the class, and any positive or negative feedback received from students about that instructor.

**D.** All senior master instructor credential applications must be submitted to the academy no less than 30 days before the anticipated start of a class. Applications may be submitted by email, by registered mail with a return receipt, or by some other means that documents when the packet was sent to the academy.

**(1)** If the academy denies the application, the academy shall communicate the reason in writing to the individual who submitted the application.

**(2)** The academy has 30 days to issue or deny issuance of a credential.

**(3)** If the academy has not issued a credential or provided a written denial within the 30 day period, the class may still be taught with the instructor's credential being awarded retroactively to the date of submission, if the class is taught 30 days or more after the submission date.

**(4)** If the academy denies a credential application for a course that has been taught at or beyond the 30-day submission date, the instructor shall communicate in writing with each of the students that the instructor's credential has been denied within five business days.

**(5)** If the academy denies an instructor credential, and the instructor corrects the identified deficiencies, the credential shall be awarded retroactively to the date of submission.

**E.** Any disagreement with an academy decision regarding an instructor credential may be sent to the chair of the council as a request for consideration as a meeting agenda item.

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

**10.28.7.14 REVOCATION OF INSTRUCTOR CREDENTIAL:**

**A.** The director may revoke or suspend any instructor's credential on the grounds that the instructor:

**(1)** failed to meet minimum standards;

**(2)** lacked the ability to effectively communicate or instruct in the academy setting; or

**(3)** had their police officer or public safety telecommunicator certification suspended or revoked.

**B.** The satellite academy director or instructor's employer may request action on an instructor credential by submitting the request to the director in writing and including all supporting documentation. The director may initiate an action for instructors teaching at the academy.

**C.** The director shall take all necessary steps to review the matter.

**(1)** The director has 30 days to make a determination regarding the suspension or revocation of the credential.

**(2)** The director shall communicate the decision in writing to both the requesting agency and the instructor.

**D.** Any disagreement with the director's decision regarding an instructor credential may be sent to the chair of the council as a request for consideration as a meeting agenda item.

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

**10.28.7.15 POLICE OFFICER ADVANCED CERTIFICATION:** The academy awards advanced certification credit for approved training beyond the basic level. An applicant must submit a completed application packet containing copies of all training certificates and other supporting documentation. Applications should be submitted only after the required number of hours has been accrued. Individual certificates will not be processed unless they are attached to an application for a specific certification level. Advanced certifications are ranked from intermediate to executive and are only awarded if the criteria for the previous level(s) of certification have been met.

**A. Advanced certification criteria and guidelines:**

**(1) Intermediate** (minimum of 200 cumulative hours required): two years' experience, non-probationary status at time of application, and 200 cumulative hours of advanced police training (beyond basic and maintenance training).

**(2) Advanced** (minimum of 400 cumulative hours required): four years' experience, non-probationary status at time of application, and 400 cumulative hours of advanced police training or formal education (beyond basic and maintenance training) approved by the director.

**(3) First-line supervisor** (minimum of 500 cumulative hours required): must have held a rank of corporal or sergeant with one year in rank and completion of a first-line supervisor course (40 hours minimum).

**(4) Command** (minimum of 700 cumulative hours required): must have held the rank of lieutenant with one year in rank and 100 hours of management training or formal education approved by the director.

**(5) Executive** (minimum of 800 cumulative hours required): must have held the rank of chief, assistant chief, sheriff, undersheriff, director, or deputy director with one year in rank, or majors and captains who report directly to the department head and have one year in rank; and 200 cumulative hours of management or administrative training or formal education approved by the director.

**B. Criteria for cumulative credit calculations:**

**(1) Certificate criteria:** The academy will accept certificates of completion for credit toward an advanced certificate.

**(2) College course credit:** College courses will receive the credit ratio of 15 advanced certification hours for each credit hour up to a maximum of 400 advanced hours. College course credits apply only to advanced-level certification and above. Official copies of college transcripts are required. Credit hours may be awarded only for college courses related to law enforcement.

**(3) Military course credit:** Military advanced-level courses related to law enforcement and approved by the director can be used for credit towards advanced level certification and above at an hourly ratio of one-to-one. Training hours and dates must be noted on the training certificate for credit or on an official training transcript.

**(4) In-service training:** academy-approved in-service training will be accepted based upon the approved course hours. Mandated training required to maintain police officer certification or instructor credential will not be credited towards advanced certifications. In-service training will be accepted only upon providing evidence that a test was administered and passed, or a certificate of completion was issued.

**(5) Rank requirements:** Certificates at the first-line supervisor level and above require that the prerequisite rank or title was held for a minimum period of at least one year prior to the date of the application. Documentation indicating date(s) of promotion must be included with the application packet. Non-traditional rank designations will be reviewed for equivalency to ranks designated for applicable certificates.

**(6) Out-of-state certificates:** Only course certificates clearly indicate the hours and dates of training received will be accepted.

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

**History of 10.28.7 NMAC: [RESERVED]**