



[townhall.virginia.gov](http://townhall.virginia.gov)

## Final Regulation Agency Background Document

<b>Agency name</b>	Department of Criminal Justice Services
<b>Virginia Administrative Code (VAC) Chapter citation(s)</b>	6 VAC 20-20
<b>VAC Chapter title(s)</b>	Rules Relating to Compulsory Minimum Training Standards for Law-Enforcement Officers
<b>Action title</b>	Amendments to the Compulsory Minimum Training Standards and Time Requirement for Completion of Training
<b>Date this document prepared</b>	03/21/2025

This information is required for executive branch review and the Virginia Registrar of Regulations, pursuant to the Virginia Administrative Process Act (APA), Executive Order 19 (2022) (EO 19), any instructions or procedures issued by the Office of Regulatory Management (ORM) or the Department of Planning and Budget (DPB) pursuant to EO 19, the Regulations for Filing and Publishing Agency Regulations (1 VAC 7-10), and the *Form and Style Requirements for the Virginia Register of Regulations and Virginia Administrative Code*.

### Brief Summary

*Provide a brief summary (preferably no more than 2 or 3 paragraphs) of this regulatory change (i.e., new regulation, amendments to an existing regulation, or repeal of an existing regulation). Alert the reader to all substantive matters. If applicable, generally describe the existing regulation.*

Chapter 6VAC20-20-21 specifies that the Department, under the direction of the board, establish the compulsory minimum training standards for full-time and part-time law enforcement officers in the Commonwealth of Virginia. As such, an individual hired as a law enforcement officer (as defined in § 9.1-101 of the Code of Virginia) shall comply with, and meet or exceed, the law enforcement certification requirements enumerated in 6VAC20-20-21. Through this action, these minimum training standards (with the assistance of subject matter experts and the Law Enforcement Curriculum Review Committee) have been amended and revised to improve performance outcomes, training objectives, testing criteria, and lesson plan guides and will now be incorporated to the regulation as a new DIBR. As these standards have not been updated in approximately 20 years, outdated and redundant language has also been revised for effectiveness and efficiency in the training of new academy recruits. Revisions include increased training in community policing, verbal de-escalation, implicit bias, duty to intervene, conflict

resolution skills with a concentration on individuals with mental illness, and historical events that have influenced citizen and police relationships, as well as the incorporation of a new category of training, Officer Wellness, to name a few. Additionally, this action serves as a periodic review and will also repeal the existing DIBR titled, "Virginia Department of Criminal Justice Services Field Training and On-the-Job Performance Outcomes, published September 2012, Virginia Department of Criminal Justice Services (Revised January 2018). In addition to the revision of the training standards themselves, the time requirement for completion of this training, as detailed in 6VAC20-20-40, is also being amended (and extended) from 12 to 18 months from the date of hire or appointment as a law enforcement officer. The overarching goal of this regulatory action is to enhance both officer and public safety and the efficiency and effectiveness of training, in the Commonwealth of Virginia.

**Acronyms and Definitions**

*Define all acronyms used in this form, and any technical terms that are not also defined in the "Definitions" section of the regulation.*

- Board – Criminal Justice Services Board
- CJSB – Criminal Justice Services Board
- COT – Committee on Training
- DCJS – Department of Criminal Justice Services
- Department – Department of Criminal Justice Services
- LE – Law Enforcement
- LE CRC – Law Enforcement Curriculum Review Committee
- SME – Subject Matter Expert

**Statement of Final Agency Action**

*Provide a statement of the final action taken by the agency including: 1) the date the action was taken; 2) the name of the agency taking the action; and 3) the title of the regulation.*

On March 13, 2025, the Criminal Justice Services Board voted to adopt the latest revisions (legislatively mandated) to the Rules Relating to Compulsory Minimum Training Standards for Law-Enforcement Officers. The initial approval of the action’s changes (DIBR and regulatory text) were approved by the COT and CJSB in December of 2021.

**Mandate and Impetus**

*List all changes to the information reported on the Agency Background Document submitted for the previous stage regarding the mandate for this regulatory change, and any other impetus that specifically prompted its initiation. If there are no changes to previously reported information, include a specific statement to that effect.*

As described in the filing for the proposed stage, HB1500 approved during the 2017 General Assembly session mandated a review and update to the compulsory minimum training standards for law enforcement officers (6VAC20-20). Additionally, the following bills approved during the 2024 General Assembly session necessitated updates to training standards and were incorporated into the DIBR and approved by the COT/CJSB in March of 2025:

HB586: Requires DCJS to establish training standards and publish and periodically update model policies related to the administration of naloxone or other opioid antagonists by law-enforcement personnel.

HB1246: Requires DCJS to establish compulsory minimum and in-service training standards for law-enforcement officers on communicating with individuals with an intellectual or developmental disability, such as autism spectrum disorder.

Previously incorporated revisions stemming from 2020 legislative mandates (SB5030) were also included.

### Legal Basis

*Identify (1) the promulgating agency, and (2) the state and/or federal legal authority for the regulatory change, including the most relevant citations to the Code of Virginia and Acts of Assembly chapter number(s), if applicable. Your citation must include a specific provision, if any, authorizing the promulgating agency to regulate this specific subject or program, as well as a reference to the agency's overall regulatory authority.*

---

In addition to the approval of HB1500 in 2017, 6VAC20-20 specifies that, pursuant to the provisions of subdivision 2 of § 9.1-102 of the Code of Virginia, the department, under the direction of the board, establishes the compulsory minimum training standards for full-time and part-time law enforcement officers. An individual hired as a law-enforcement officer, as defined in § 9.1-101 of the Code of Virginia, shall comply with the law-enforcement certification requirements, as enumerated in 6VAC-20-20-21, and shall do so in the time frame required in 6VAC20-20-40. Law enforcement officers become certified upon meeting all compulsory minimum training standards and other requirements that include documented completion of all performance outcomes, the law enforcement certification exam, and field training. DCJS is the appropriate promulgating agency based on the statutory authority stated in § 9.1-102, in that the department shall adopt regulations, pursuant to the Administrative Process Act (§ 2.2-4000 et seq.), for the administration of this chapter including the authority to require the submission of reports and information by law enforcement officers within the Commonwealth. Any proposed regulations concerning the privacy, confidentiality, and security of criminal justice information shall be submitted for review and comment to any board, commission, or committee or other body which may be established by the General Assembly to regulate the privacy, confidentiality, and security of information collected and maintained by the Commonwealth or any political subdivision thereof.

### Purpose

*Explain the need for the regulatory change, including a description of: (1) the rationale or justification, (2) the specific reasons the regulatory change is essential to protect the health, safety, or welfare of citizens, and (3) the goals of the regulatory change and the problems it is intended to solve.*

---

Updating the compulsory minimum training standards and timeframe for completion of training for law enforcement officers in Virginia is essential in protecting the safety and welfare of both officers and citizens. Although mandated in 2017 by HB1500, DCJS has not updated the performance outcomes, training objectives, testing criteria, and lesson plan guides in the individual categories of training in over 20 years. Working with SMEs from a myriad of agencies throughout the Commonwealth in conjunction with the LE CRC allowed for the significant enhancement of these standards for new law enforcement officers. DCJS conducted multiple public hearings and presentations of these revised standards throughout 2021, soliciting input and feedback from sheriffs, police chiefs, academy directors, other law enforcement personnel, as well as the public, and has been extremely receptive to suggestions and potential amendments, prior to seeking formal COT/CJSB approval in December of 2021. These revised standards will now be incorporated by reference in the regulation, replacing the current DIBR, which is no longer applicable. In addition to the compulsory minimum training standards being revised, the number of field training hours is being increased from 100 to 240 hours, as approved by the CJSB on December 9, 2021, to ensure effective and efficient training of new officers. This regulatory package also contains

6VAC20-20-40, which also extends the 12-month time requirement for completion of such training to 18 months, after a statewide survey and various research was completed, with DCJS' constituents' input. This action also serves as a periodic review, as one has not been conducted in some time.

## Substance

*Briefly identify and explain the new substantive provisions, the substantive changes to existing sections, or both. A more detailed discussion is provided in the "Detail of Changes" section below.*

Substantial changes and improvements were made and applied to performance outcomes, training objectives, testing criteria, and lesson plan guides in each individual category of training in the new DIBR. These changes include enhanced training in community policing, verbal de-escalation, implicit bias, duty to intervene, conflict resolution skills with a concentration on individuals with mental illness, historical events that have influenced citizen/police relationships, the establishment of a new category of training, Officer Wellness, many of which have been legislatively mandated over the last several years. These changes will reflect improved and updated language, in addition to amending the existing number of field training hours required for new law enforcement officers in Virginia, as recommended by the LE CRC and the SMEs that DCJS worked with on this project. Additionally, as recommended by law enforcement personnel throughout the state in multiple meetings conducted by DCJS soliciting input over the course of several years, this regulatory change also increases the time required for the completion of training, from 12 months to 18 months from the law enforcement officer's date of hire, benefitting all agencies and departments throughout the Commonwealth.

## Issues

*Identify the issues associated with the regulatory change, including: 1) the primary advantages and disadvantages to the public, such as individual private citizens or businesses, of implementing the new or amended provisions; 2) the primary advantages and disadvantages to the agency or the Commonwealth; and 3) other pertinent matters of interest to the regulated community, government officials, and the public. If there are no disadvantages to the public or the Commonwealth, include a specific statement to that effect.*

There are no issues, nor disadvantages, associated with the regulatory change that effect individual private citizens, businesses, other agencies within the Commonwealth, or government officials. Advantages of this regulatory change include improved, more efficient training for new law enforcement officers, regardless of what agency has hired them or which criminal justice training academy they report/are assigned to.

## Requirements More Restrictive than Federal

*List all changes to the information reported on the Agency Background Document submitted for the previous stage regarding any requirement of the regulatory change which is more restrictive than applicable federal requirements. If there are no changes to previously reported information, include a specific statement to that effect.*

There are no requirements of this regulatory change that are more restrictive than applicable federal requirements, as there are none associated.

## Agencies, Localities, and Other Entities Particularly Affected

List all changes to the information reported on the Agency Background Document submitted for the previous stage regarding any other state agencies, localities, or other entities that are particularly affected by the regulatory change. If there are no changes to previously reported information, include a specific statement to that effect.

There are no other state agencies, localities, or other entities that are particularly affected by this regulatory change.

**Public Comment**

Summarize all comments received during the public comment period following the publication of the previous stage, and provide the agency’s response. Include all comments submitted: including those received on Town Hall, in a public hearing, or submitted directly to the agency. If no comment was received, enter a specific statement to that effect.

No comments were received during the public comment period.

Commenter	Comment	Agency response
N/A	N/A	N/A

**Detail of Changes Made Since the Previous Stage**

List all changes made to the text since the previous stage was published in the Virginia Register of Regulations and the rationale for the changes. For example, describe the intent of the language and the expected impact. Describe the difference between existing requirement(s) and/or agency practice(s) and what is being proposed in this regulatory change. Explain the new requirements and what they mean rather than merely quoting the text of the regulation. \* Put an asterisk next to any substantive changes.

Current chapter-section number	New chapter-section number, if applicable	New requirement from previous stage	Updated new requirement since previous stage	Change, intent, rationale, and likely impact of updated requirements
20-21	N/A	N/A	N/A	Although not a new requirement, wording in #1 has changed to now reflect, “1. Successfully complete law-enforcement basic training at a certified criminal justice training academy, which includes receiving a minimum of 480 hours of department approved <u>department-approved training by meeting or exceeding the performance outcomes identified in the Virginia Department of Criminal</u>

				<p><u>Justice Services Compulsory Minimum Training Standards and Performance Outcomes, draft dated November 1, 2024, hereby incorporated by reference, in the following categories:</u></p> <ul style="list-style-type: none"> <li>a. Professionalism;</li> <li>b. Legal;</li> <li>c. Communication;</li> <li>d. Patrol;</li> <li>e. Investigations;</li> <li>f. Defensive tactics and use of force;</li> <li>g. Weapons; and</li> <li>h. Driver training; and</li> <li>i. Wellness.”</li> </ul> <p>The usage of the language “hereby incorporated by reference,” was at the direction of the Registrar’s Office during the publication of the last stage in the Virginia Register of Regulations.</p>
20-DIBR	N/A	N/A	N/A	<p>The Field Training category of training (immediately preceding the Compulsory Minimum Training Standards) was inadvertently left out of the DIBR document that was most recently uploaded. Although the Field Training category has not changed since its initial 2021 approval, it is being included here as a listed change since the Proposed Stage.</p>

**Detail of All Changes Proposed in this Regulatory Action**

List all changes proposed in this action and the rationale for the changes. For example, describe the intent of the language and the expected impact. Describe the difference between existing requirement(s) and/or agency practice(s) and what is being proposed in this regulatory change. Explain the new requirements and what they mean rather than merely quoting the text of the regulation. \* Put an asterisk next to any substantive changes.

Current chapter-section number	New chapter-section number, if applicable	Current requirements in VAC	Change, intent, rationale, and likely impact of updated requirements
20-21	N/A	<p>6VAC20-20-21 requires, pursuant to the provisions of subdivision 2 of § 9.1-102 of the Code of Virginia, that the Department, under the direction of the Board, establishes the compulsory minimum training standards for full-time and part-time law enforcement officers in the Commonwealth. Individuals hired as law enforcement officers shall comply with several certification requirements, such as the successful completion of law enforcement basic training at a certified criminal justice training academy, which includes receiving 480 hours of department-approved training in the categories of: Professionalism, Legal Communication, Patrol Investigations, Defensive Tactics/Use of Force, Weapons, and Driver Training, in addition to a minimum of 100 hours of approved training in the category of Field Training. An officer does this by meeting or exceeding the field training performance outcomes identified in the Virginia Department of Criminal Justice Services Field Training and On the Job Training Performance Outcomes. Additionally, officers become certified upon meeting all compulsory minimum training standards and other requirements, which include the</p>	<p>Specific changes within the performance outcomes themselves (which are all now listed as a DIBR within the regulation) are detailed below, listed category by category. Changes to the regulatory text include the addition of a new category – (i). Officer Wellness, which includes physical fitness standards as well as valuable information on officer mental health and well-being, which, while already being taught at most academies throughout the Commonwealth, is not currently listed within the compulsory minimum training standards. The SMEs, LE CRC, COT, and CJSB agreed unanimously that this information is vital for new recruits, as a career in law enforcement is extremely stressful. Additional changes to the regulatory text include the increase in number of field training hours, from 100 to 240. The CJSB unanimously voted for this increase in hours in December of 2021, as 100 is not adequate for a new officer to become acclimated with the job. A survey of many agencies across Virginia showed that most agencies are already doing well above 240 hours currently.</p>

		documented completion of all performance outcomes, successful completion of the law enforcement certification exam, and field training.	
20-DIBR	N/A	Item #7 of the Lesson Plan Guide in Section 3.1 of the DIBR has been updated to add a section on communicating with individuals with an intellectual disability or a developmental disability, including autism.	This training was added as a result of the passage of HB 1246 of the 2024 General Assembly session, which mandated training on the matter. The likely impact will be law-enforcement officers better equipped to communicate with individuals with intellectual disabilities, including autism spectrum disorder in the course of their duties. Such training also promotes safety, fairness, and respect while improving law-enforcement effectiveness in serving all members of the community.
20-DIBR	N/A	Item #3(d) of the Lesson Plan Guide in Section 4.11 of the DIBR has been updated to add a section on the administration of naloxone or other opioid antagonists to prevent opioid overdose deaths	This training was added as a result of the passage of HB 586 of the 2024 General Assembly Session, which mandated training on the matter. The likely impact will be officers equipped with a crucial tool to save lives and contribute to broader efforts in combating the opioid epidemic.
20-40	N/A	<p>6VAC20-20-40(A) currently requires law enforcement officers to comply with the requirements of 6VAC20-20-21, and states that these individuals shall satisfactorily complete these requirements within 12 months of the date of hire or appointment as a law enforcement officer.</p> <p>6VAC20-20-40(B) states that the director, or the director's designee, may grant an extension of the time limit for completion of the compulsory minimum training standards and other requirements for a medical condition, injury, military service, or administrative leave involving the determination of worker's compensation or disability retirement issues or suspension pending investigation or adjudication of a crime.</p> <p>6VAC20-20-40(C) currently states that the director or the director's designee may review and consider other reasons (e.g.,</p>	Amendments to 6VAC20-20-40 include the extension of the 12-month time requirement from the date of hire or appointment for a law enforcement officer to complete his or her training (to 18 months). This gives increased flexibility to agencies and academies and alleviates the strain of having only one year to have the officer complete all required training. DCJS receives a large number of requests for extensions of this training currently, so in addition to benefitting agencies across the Commonwealth by providing more time, it will also decrease the number of training extension filings submitted to DCJS Field Representatives who ultimately review such submissions.

		<p>natural disaster, family medical leave, etc.) for granting an extension. If approval is granted, the extension shall not exceed 90 days.</p> <p>6VAC20-20-40(D) states that the director or the director's designee may review and consider requests to renew training extensions if the reason for the original training extension continues and the request occurs before the expiration of the original extension.</p> <p>6VAC20-20-40(E) states that the director shall not grant an extension for failing to pass the compulsory minimum training standards and requirements within the specified time limits and/or failing the certification exam.</p> <p>6VAC20-20-40(F) details that the agency administrator may request an extension from the director or the director's designee, but that the request shall be in writing and include written documentation articulating the reason(s) the individual is unable to complete the required training within the specified time limits. It also specifies that the request shall be submitted to the department before the expiration of the specified time limits.</p> <p>6VAC20-20-40(G) specifies that law enforcement officers who do not satisfactorily complete the compulsory minimum training standards, field training, and other requirements within 12 months of hire or appointment as a law enforcement officer, or who do not receive an extension of the time limit for completion of the requirements, shall be subject to the provisions of § 9.1-115 of the Code of Virginia.</p>	
--	--	---	--

		6VAC20-20-40(H) currently states that the department shall notify the agency administrator of individuals not in compliance with the requirements of this section.	
--	--	--	--

**Detail of Changes to the Law Enforcement Compulsory Minimum Training Standards (DIBR)**

**Category 1- Professionalism**

- Revised wording of POs to enhance clarity and eliminate redundancy
- Fixed grammatical and punctuation errors
- Removed specific POs that do not have statewide applicability
- Increased training and focus on developing and maintaining relationships with the community and how to enhance and build public trust
- Included new PO 1.5 identifying the historical evolution of law enforcement in the United States and its source of authority within the criminal justice system
- Included new PO 1.6 ensuring new officers identify and understand the consequences of biased-based policing, implicit biases, racism, and discrimination, as well as the importance of cultivating a diverse workforce and promoting transparency
- Reorganized category and included content formerly in Communications category to include additional training in cultural diversity, the promotion of understanding and tolerance, and the identification of useful community resources to assist with cultural needs
- Included new PO 1.8 identifying an officer’s duty to intervene, requiring the officer to demonstrate (in a scenario or practical exercise) intervening when another officer is subjecting a citizen to unethical or unlawful violations, and a written exercise identifying the liability and potential repercussions associated with failing to intervene
- Created new PO 1.9 focusing on citizen/law enforcement relationships
- Created and included new PO 1.10 focusing on understanding of the requirements for law enforcement certification in the Commonwealth of Virginia

**Category 2- Legal**

- Changed multiple written exercises to practical exercises and vice versa
- Revised outdated language and eliminated redundancy as well as renumbered and reorganized category
- Fixed grammatical and punctuation errors
- Added significant amount of content to Training Objectives, which is likely already being taught, but not currently listed within the compulsory minimum training standards
- Added significant amount of additional training to Lesson Plan Guides in all POs, which will be taught to new officers, most involving new (or updated) laws and elements of specific criminal offenses
- Created and included new PO 2.5 relating to knowledge of the law and perjury

- Added significant amount of information relating to Miranda laws, and Fourth Amendment principles in reference to searches and seizures without a search warrant
- Included new PO 2.31 relating to conducting lawful searches and seizures with a search warrant, including a practical exercise requiring the new officer to complete an affidavit for a search warrant, written exercises identifying Knock and Announce principles and new No-Knock search warrant laws in § 19.2-56, who may be present during execution, and standards required to detain a person lawfully present during execution, what items are authorized to be seized, and the return of the search warrant process
- Revised and significantly added content to PO 2.36 identifying the legal basis for the use of force by a law enforcement officer, including the use of deadly force
- Included new PO 2.45 applying knowledge of the law relating to the statute of limitations

### **Category 3- Communications**

- Revised, rewrote, combined, and renumbered entire category
- Fixed grammatical and punctuation errors
- Included information on communicating with people of different demographics utilizing effective methods and techniques, verbal de-escalation techniques and strategies, and additional information on delivery of death notifications
- Included information on communicating with individuals with an intellectual disability or a developmental disability, such as autism spectrum disorder
- Moved PO 3.16 dealing with speaking with family of adult defendants to advise, inform, and notify of court dates, etc. to Field Training, as deemed more appropriate
- Moved current PO 3.2 to Patrol relating to conferences and interviews with parents and/or juveniles
- Included practical and written exercises to document incident/offense reports and related paperwork necessary to facilitate prosecution
- Included new PO 3.5 to prepare and present effective courtroom testimony

### **Category 4- Patrol**

- Eliminated redundancy and updated language throughout category
- Moved multiple current POs to Investigations and Field Training categories where are more appropriate, causing the need to renumber entire Patrol category
- Added significant amount of information to be taught to Lesson Plan Guide in PO 4.7 relating to protective orders and removed redundancy throughout entire category
- Enhanced PO 4.8 related to victims/witnesses' rights information and available resources
- Created and included new standalone PO 4.11 relating to the identification of possible narcotics overdose and emergency treatment
- Included section on the administration pharmacological antidotes (e.g. naloxone) in cases of opioid overdose
- Created and included new PO 4.13 relating to human trafficking crimes
- Combined POs 4.11 and 4.18 relating to response to alarms and providing security checks during non-business hours, as well as more information to provide the public to secure homes and businesses

- Rewrote and significantly enhanced PO 4.29 relating to conducting a traffic stop resulting in enforcement action, to include information on pre-textual stops, identifying situations when there is no validity for conducting a stop, utilizing proper safety equipment, and conducting stops during daylight hours vs. nighttime
- Enhanced and rewrote PO 4.35, separating from PO 4.23, to include information on transporting and escorting arrestees and/or prisoners, and subsequent searches of law enforcement vehicles after such transports
- Created and included new PO 4.36 relating to response to, as well as conducting a preliminary or follow-up DUI investigation with the inclusion of multiple practical and written exercises
- Added action verbs to ensure measurability in several POs that were lacking
- Created new PO 4.47 relating to the interaction with persons in crisis and providing crisis resources
- Revised and ultimately created new PO 4.49 relating to taking an individual into custody when probable cause exists that a mental illness or mental health crisis or emergency is occurring, including a significant expansion of training and content on ECOs and TDOs
- Added new PO 4.60 relating to officer response to an active shooter/attack and PO 4.61 response to an ambush in an exterior environment

### **Category 5- Investigations**

- Removed redundant and outdated language throughout category
- Fixed grammatical and punctuation errors and renumbered entire category
- Combined several POs previously in Patrol category and rewrote to create the new 5.1
- Added practical exercises, to include the demonstration of an interview with a victim or witness in PO 5.4, and added information in the Lesson Plan Guide about interviews and the use of trauma-informed techniques
- Added significant content into the Lesson Plan Guide of PO 5.11 related to evidence collection and items with potential evidentiary value
- Increased the number of practical exercises related to locating and obtaining fingerprints in PO 5.13
- Added additional information about photographic lineups
- Separated two POs for better organization and more effective training related to the investigation of abuse and neglect
- Added a substantial amount of new information on victim-centered response to sexual assault in PO 5.20
- Added additional information on crime scene preservation techniques

### **Category 6- Defensive Tactics/Use of Force**

- Updated language, combined several POs for clarity, and removed redundancy
- Fixed grammatical and punctuation errors
- Created the new PO 6.1 identifying the factors of the use of force
- Added additional information to the Lesson Plan Guide related to weaponless control techniques

- Created and added a new performance outcome utilizing blocking techniques to defend oneself
- Added more content about defending oneself from an attack, as well as an escape from a chokehold
- Moved several performance outcomes to the Patrol category where they are better suited
- Added multiple practical exercises throughout category to include demonstration of a search (6.7), deployment of inert oleoresin capsicum or its equivalent and executing an arrest after (6.10), the need to use less lethal and reasonable levels of force (6.17), and the ability to transition from deadly force to a less lethal option based on the level of resistance (6.18)

### **Category 7- Weapons**

- Removed redundancy and outdated information
- Renumbered and reorganized entire category of training
- Created and included new PO 7.1 identifying the cardinal rules of firearm safety
- Enhanced training on safely cleaning and inspecting the duty handgun
- Reduced number of courses for qualification and chose one target (IALEFI-QP) and scoring technique for uniformity
- Created separate daylight and low-light courses for qualification purposes
- Amended training/qualification to now require the use of a hand-held flashlight while firing
- Increased the minimum number of rounds to be fired for training purposes prior to qualification

### **Category 8- Driver Training**

- Removed outdated language and redundancy and renumbered category
- Added practical exercises for the demonstration of visual and physical inspections of the law enforcement vehicle
- Combined several performance outcomes and created the new PO 8.3 identifying factors to prevent and recover from skids and/or loss of traction, with additional practical and written exercises
- Added a significant amount of content to Lesson Plan Guides related to road blocks and emergency response driving
- Created new PO 8.6 related to the operation of a law enforcement vehicle before, during, and after a pursuit, including the addition of several practical exercises in day and nighttime conditions

### **Category 9- Wellness**

- Created entire new category focused on officer mental and physical well-being
- Created new PO 9.1 requiring the engagement in physical exercise for a minimum of 60 hours during academy time
- Included new performance outcome requiring the completion of a work performance

- course to be completed in under 1:36 by the end/graduation of academy training
- Included the simulation of a rescue from a vehicle
- Added new performance outcome identifying the causes and impacts of stress, as well as reduction strategies
- Created new performance outcome related to suicidal ideation, and identifying warning signs and resources available to law enforcement officers

**Category 10- Field Training**

- Amended minimum hour requirement from 100 to 240 hours