

Law Enforcement Officer Maintenance Workgroup

Jennifer Howald
Administrative Rules Coordinator
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Workgroup/RAC Process Overview

- RAC – Rules Advisory Committee, aka Workgroup
- Public Meetings
- Participation
- Recommendations
- Fiscal Impact
- Timelines





OAR 259-008-0065

- Maintenance Training: Ongoing training or continuing education for basic and leadership certifications
- Law Enforcement Officer: Includes corrections officers, parole and probation officers, police officers, and regulatory specialists



Maintenance: Roles & Responsibilities

- The Board on Public Safety Standards and Training (Board), in consultation with the Police (PPC) and Corrections (CPC) Policy Committees, sets the minimum standards
- The 3-year cycle begins after the officer is issued basic certification
- Employing agencies provide or approve training for officers (based on the requirements in OAR) and report completion of the training to DPSST
- DPSST tracks training and may suspend the officer's certification if the standards are not met



Maintenance History: 2003

- Adopted in 2003 for police officer certifications
- To maintain basic police officer certification:
 - Have First Aid and CPR certifications
 - Complete 84 total training hours, every 3 years
 - 24 Firearms or Use of Force “Core” Training (completed as 8 hours each year)
 - 60 “General Law Enforcement” Training (Law and Legal, Ethics and Communication, Investigations, Survival Skills, Child Abuse, Sex Abuse, and Elder Abuse)
- Supervisory and management certification also required 24 hours of leadership related training, within the 84 total hours
- Reported to DPSST by December 31st every 3 years



Maintenance History: 2017

- New training topics added under the 84 hours
 - 1 hour of Ethics annually (3 hours every 3 years)
 - 3 hours of Mental Health or Crisis Intervention every 3 years
- New disciplines added to the standard
 - Corrections officers
 - Parole and probation officers
 - Regulatory specialists
- Changes phased in from January 1, 2017 through December 31, 2019 as recommended, then required after January 1, 2020



Maintenance History: 2021

- CPR certification specified as Adult and Child CPR (HB 2513)
- New training topics added under the 84 hours
 - 2 hours of Airway and Circulatory Anatomy and Physiology training or ACAP (HB 2513) every 3 years
 - 3 hours of Equity training (HB 2162) every 3 years
- Note: Required by statute for police officers, but adopted in rule for all law enforcement officer disciplines



Maintenance: Current Standards

84 hours of training completed over a 3-year period

At All Times

- Adult and Child CPR Certification
- First Aid Certification

Annually

- 8 Hrs. Use of Force or Firearms
- 1 Hr. Ethics

Every 3 Years

- 3 Hrs. Mental Health or Crisis Intervention
- 2 Hrs. ACAP
- 3 Hrs. Equity
- *24 Hrs. Leadership



Maintenance: Suspension

DPSST may suspend an officer's certification if they do not complete the maintenance requirements.

- Suspension may occur:
 - Any time the FA or CPR certifications expire
 - After the end of a year if the annual Firearms or Use of Force Training or Ethics Training are incomplete
 - After the end of the 3-year maintenance cycle if total minimum hours and specific topic hours are incomplete



Maintenance: Suspension

- DPSST sends agencies an informational report before requirements are due
- After the due date, DPSST issues a deficiency letter to the officer and agency
 - 30 days to complete or request a time extension
- If still deficient (or no extension requested), DPSST issues a Notice of Intent to Suspend
 - 30 days to complete or request a hearing
- If still deficient (and no hearing requested), certification is suspended



Maintenance: Reinstatement

A law enforcement officer whose basic certification has been suspended is prohibited from performing the duties of a law enforcement officer.

To be reinstated:

- The officer must provide proof of completion of the maintenance requirements, and
- Must meet any applicable employment, training and certification standards based on the length of the suspension.



Questions?

Next Steps: Identifying Discussion Topics





4190 Aumsville Hwy., SE
Salem, OR 97317

(503) 378-2100

**Department of Public Safety Standards and Training
(DPSST or the Department)
Memo**

Date: July 29, 2026

To: Law Enforcement Officer Certification Maintenance Workgroup

From: Jennifer Howald
Administrative Rules Coordinator

Subject: Purpose, Proposed Action Plan, Current Requirements, and Identification of Discussion Items

Purpose:

The purpose of this workgroup is to review the current maintenance standards and processes found in OAR 259-008-0065 and make recommended changes. This review will help ensure the rules remain current and continue to meet the needs of the state.

The Department identified the following factors that elevated the need for a timely review.

- The maintenance standards and processes have not been reviewed in their entirety since 2015.
- The combination of annual requirements within the three-year requirement results in a significant amount of administrative work for the Department.
- OAR 259-008-0065 needs to be amended to include the maintenance training requirements for parole and probation officers established under Senate Bill 1510 (2022), including trauma-informed care, culturally specific services, and de-escalation techniques.
- In 2022, the Corrections Policy Committee and the Police Policy Committee agreed that the maintenance training topics required for parole and probation officers offered meaningful value. However, they concluded that applying these additional topics to the maintenance requirements for corrections officers and police officers would limit the employing agency's flexibility for meeting the standards by adding complexity and reducing time available for agency-specific training priorities.
- Because police officers and parole and probation officers now have distinct statutory training requirements, any topic-specific maintenance standards may need to be tailored separately for each discipline.

Proposed Action Plan:

Phase 1: Recommendations for the general operational framework

- Applicable to all agencies and disciplines
- Addresses total training hour minimum and length of the maintenance period

Phase 2: Recommendations for required training topics and hours

- May include discipline-specific training topics

Phase 3: Recommendations for administrative processes and fiscal impact discussions

Phase 4: Corrections Policy Committee (CPC) and the Police Policy Committee (PPC) review of workgroup recommendations and supporting rule changes

Phase 5: Public and constituent comment period.

Phase 6: Board on Public Safety Standards and Training (Board) approval of recommendations and proposed rule changes

Phase 7: Implementation

Current Requirements:

This table outlines the current training standards for maintaining a law enforcement officer certification.

Requirement	# of Hours (minimum)	Frequency	Origin
Adult and Child CPR Certification	n/a	At all times	Required by ORS for Police Officers (2021) CPR certification was an original police officer certification maintenance requirement (2003)
First Aid Certification	n/a	At all times	An original police officer certification maintenance requirement (2003)
Firearms or Use of Force Training	8 <i>(equals 24 hours every 3 years)</i>	Annually	An original police officer certification maintenance requirement (2003)
Ethics Training	1 <i>(equals 3 hours every 3 years)</i>	Annually	Moral Fitness Workgroup Recommendation (2016)
Mental Health or Crisis Intervention Training	3	Every 3 Years	OACP/OSSA Mental Health Workgroup (2016/2017)
Airway and Circulatory Anatomy and Physiology Training	2	Every 3 Years	Required by ORS for Police Officers (training topic and # of hours) (2021)
Equity Training	3	Every 3 Years	Required by ORS for Police Officers (training topic only) (2021)
Leadership Training <i>(only required if Supervision/Management Certification is issued)</i>	24	Every 3 Years	An original police officer certification maintenance requirement (2003)

Notes:

- For officers who hold a basic certification, maintenance requires 35 hours of topic-specific training and 49 hours of other training every three years.
- For officers who hold a leadership certification, maintenance requires 59 hours of topic-specific training and 25 hours of other training every three years.
- When divided evenly, the 84-hour requirement equals 28 hours of training per year.

[Copies of OAR 259-008-0065 and the applicable Oregon Revised Statutes \(ORS\) are included on page 5 of this memo.](#)

Identification of Discussion Topics:

DPSST staff identified several discussion points for the workgroup to consider. They are broadly outlined in the list below.

Training Standards

- Annual versus triennial training requirements and tracking
- Length of the maintenance period
- Total number of hours that need to be completed during the maintenance period
- Training topics, descriptions, and hours per topic
- Training required when returning from Leave of Absence

Administrative Processes

- Instructor Hours
- Leave of Absence
- Time Extensions
- Failure to meet the requirements
- Recertification
- Documenting completion of maintenance requirements

➤ **Action Item:** Identify additional discussion topics and questions.

OAR and ORS Citations:

Oregon Administrative Rule (OAR) are adopted by the agency.

Oregon Revised Statute (ORS) are established by the Legislature.

OAR 259-008-0065 Maintenance of Law Enforcement Officer Certification

(1) It is the responsibility of the Board to set the standards for law enforcement officer training and the maintenance of certification for currently employed and certified law enforcement officers.

(a) While it is the responsibility of the Department to uphold those standards, each agency may determine what training will be provided to meet the standards.

(b) The Board recommends that agencies provide training time and training opportunities to enable law enforcement officers to meet the standards.

(2) The requirements established by the Board to maintain certification apply to law enforcement officers who are currently employed and certified.

(3) Law enforcement officers who are multi-discipline certified in more than one law enforcement officer discipline will be assigned one maintenance cycle and must complete the requirements as defined in this rule.

(4) Law enforcement officers who are multi-discipline certified as a telecommunicator or emergency medical dispatcher must complete the requirements to maintain a law enforcement discipline as defined in this rule and are also required to complete the telecommunicator and emergency medical dispatcher maintenance requirements as defined in OAR 259-008-0064. The same training may be used for more than one discipline if the content is applicable to each discipline. It is the responsibility of the department head to determine if the training is appropriate for more than one discipline.

(5) The Department will establish a three-year maintenance cycle for each law enforcement officer upon issuance of a basic certification.

(a) The maintenance cycle will begin on January 1st and end on December 31st of the third year.

(b) Basic certifications granted between January 1st and June 30th of the current year will have maintenance cycles that are effective January 1st of the current year.

(c) Basic certifications granted between July 1st and December 31st of the current year will have maintenance cycles that are effective January 1st of the following year.

(d) If a law enforcement officer's certifications lapse, a new maintenance cycle will be established upon reissuance of a basic certification.

(6) Upon issuance of a supervisory certification, the Department will update the law enforcement officer's current maintenance cycle to indicate the requirement for Leadership maintenance training.

(7) In order to maintain certification, a law enforcement officer must:

(a) Maintain a certification in adult and child cardiopulmonary resuscitation (CPR);

(b) Maintain a certification in First Aid; and

(c) Complete a minimum of 84 hours of agency-approved training. The 84 hours of agency-approved training must include:

(A) A minimum of eight hours of Firearms or Use of Force related training completed annually;

(B) A minimum of one hour of Ethics training completed annually;

(C) A minimum of three hours of Mental Health/Crisis Intervention related training completed within the three-year maintenance cycle;

(D) A minimum of two hours of Airway and Circulatory Anatomy and Physiology training completed within the three-year maintenance cycle. Airway and circulatory anatomy and physiology training includes the risk of various holds on respiratory compromise, the signs of a person in respiratory compromise, and the law enforcement officer's responsibility to render or obtain aid;

(E) A minimum of three hours of Equity training completed within the three-year maintenance cycle. The Equity training for this requirement must include at least one of these concepts:

(i) Increasing awareness and understanding of diverse identity, thought, and experiences;

(ii) Strategies to mitigate disparate outcomes;

(iii) Improving public trust and confidence; or

(iv) Diversity, equity, and inclusion in the workplace.

(F) If a law enforcement officer holds supervisory certification, a minimum of 24 hours of Leadership training completed within the three-year maintenance cycle; and

(G) Any remaining training hours needed to complete 84 hours of agency-approved training must be completed within the three-year maintenance cycle and may include additional training in any of the previously listed training categories or any other agency-approved training.

(8) Documentation of Completed Maintenance Requirements.

(a) The employing agency must:

(A) Maintain documentation for all of the maintenance training and certification requirements;

(B) Report the expiration dates for the adult and child CPR and First Aid certifications to the Department through a Department-approved submission process; and

(C) Report the training and hours used to complete the maintenance training requirements to the Department through a Department-approved submission process. Training hours will be credited to the maintenance training category identified on the course attendance roster.

(b) Training hours that have been added to a law enforcement officer's DPSST training record as "passed" or "completed" may be used to meet maintenance training requirements.

(c) Instructor hours that have been added to a law enforcement officer's DPSST training record as "instructed" represent the hours reported where the law enforcement officer was the instructor for the training content and will not be used to meet maintenance training requirements.

(d) The Department will update the law enforcement officer's DPSST training record to reflect the completion of the maintenance training and certification requirements.

(9) Maintenance Requirements for Law Enforcement Officers on Leave.

(a) The employing agency must notify the Department whenever a law enforcement officer is on leave for 91 days or more pursuant to OAR 259-008-0020.

(b) When a law enforcement officer is on leave, their certifications will not lapse pursuant to OAR 259-008-0067.

(c) A law enforcement officer who is on leave for any period up to 180 days will have the same maintenance training deadline as the date established prior to the law enforcement officer's leave.

(d) A law enforcement officer who is on leave for more than 180 days but less than one year will receive a one-year extension from the maintenance training deadline established prior to the law enforcement officer's leave.

(e) A law enforcement officer who is on leave for more than one year will receive an extension of the maintenance training deadline. The extension will be prorated, based on the duration of the law enforcement officer's leave.

(f) Beginning on the date a law enforcement officer returns to work from leave, a law enforcement officer will have 30 days to complete the maintenance requirements that will make their maintenance current for:

(A) Eight hours of Firearms or Use of Force related training to be applied to the current year's annual training requirement; and

(B) Current certifications in adult and child CPR and First Aid.

(g) Failure to complete the maintenance requirements to become current within 30 days of the law enforcement officer's return to work from leave may result in a Notice of Intent to Suspend pursuant to section (10) of this rule.

(10) Suspension for Failure to Meet Maintenance Requirements for Certification.

(a) When a law enforcement officer is identified as deficient for maintenance training requirements or a failure to maintain certifications in adult and child CPR and First Aid, a

deficiency notice will be sent to the law enforcement officer and a copy of the deficiency notice will be sent to the law enforcement officer's employing agency.

(b) A law enforcement officer has 30 days from the date of the deficiency notice to complete the maintenance requirements identified as deficient or to request a time extension.

(c) When a law enforcement officer fails to complete the deficient maintenance requirement or fails to request a time extension within 30 days of the date of the deficiency notice, a Contested Case Notice of Intent to Suspend will be prepared by the Department and served on the law enforcement officer pursuant to ORS 181A.640(1)(c) and these rules. A copy of the Notice of Intent will be sent to the law enforcement officer's employing agency.

(d) A Notice of Intent to Suspend based on a deficiency that is only for Leadership training applies only to the law enforcement officer's supervisory, management, and executive certifications.

(e) All contested case notices will be prepared in accordance with the applicable provisions of the Attorney General's Model Rules of Procedure adopted under OAR 259-005-0015.

(f) A law enforcement officer who has been served with a Contested Case Notice of Intent to Suspend has 30 days from the date of mailing or personal service of the notice to provide documentation to the Department showing the completion of the maintenance requirements identified as deficient during the reporting period or to file a written request for hearing with the Department.

(g) Default Order. If the required training or certification is not reported to the Department or a request for hearing received by the Department within 30 days from the date of the mailing or personal service of the Notice, the Contested Case Notice will become a final order suspending certification pursuant to OAR 137-003-0672.

(11) Time Extensions.

(a) The Department may grant a time extension for a law enforcement officer to complete the deficient maintenance training requirements upon receipt of a written request from the law enforcement officer or the agency. The written request must include an action plan for completing the training requirements that were identified as deficient.

(b) No extension will be granted beyond December 31st of the year following the expiration date of the three-year maintenance cycle.

(c) Training used to complete the deficiencies for a maintenance cycle that has been granted a time extension cannot be applied toward the next maintenance cycle.

(d) A time extension for a deficient three-year maintenance cycle does not change the three-year period for the following maintenance cycle.

(e) If a law enforcement officer fails to complete the deficient maintenance requirements before the expiration of the time extension, a Notice of Intent to Suspend will be served on the law enforcement officer by the Department.

(12) A law enforcement officer whose basic certification has been suspended is prohibited from performing the duties of a law enforcement officer.

(13) Recertification following a suspension:

(a) Recertification following a suspension may be obtained by submitting documentation to the Department showing completion of the maintenance requirements.

(b) Prior to reinstatement of certifications from a suspension for failure to meet certification maintenance requirements, a law enforcement officer must meet the minimum employment, training and certification requirements outlined in OAR Chapter 259 Division 008.

ORS 181A.440 Training in vehicle pursuit, mental illness and airway and circulatory systems; certification in cardiopulmonary resuscitation.

(1) The Department of Public Safety Standards and Training shall include in the minimum training required for basic certification as a police officer under ORS 181A.490:

(a) The law, theory, policies and practices related to vehicle pursuit driving and, as facilities and funding permit, vehicle pursuit training exercises.

(b) At least 24 hours of training in the recognition of mental illnesses utilizing a crisis intervention training model, at least one hour of which must include training on the appropriate use of the medical health database described in ORS 181A.285.

(c) At least three hours of training in airway and circulatory anatomy and physiology.

(d) Certification in adult and child cardiopulmonary resuscitation.

(2) The department shall ensure that all police officers certified by the department:

(a) Receive at least two hours of training in airway and circulatory anatomy and physiology in each maintenance training period; and

(b) Maintain a certification in adult and child cardiopulmonary resuscitation.

ORS 181A.442 Equity training for police officers; rules.

(1) The Department of Public Safety Standards and Training shall develop, and the Board on Public Safety Standards and Training shall establish by rule, a statewide equity training program for police officers.

(2) The department shall include the equity training described in subsection (1) of this section in the minimum training required to obtain and maintain basic certification as a police officer under ORS 181A.490.

ORS 181A.480 Training in human trafficking.

(1) The Board on Public Safety Standards and Training shall include training on recognizing, investigating and reporting cases involving labor trafficking and sex trafficking of children and adults in the minimum training required to obtain basic certification as a police officer under ORS 181A.490.

(2) The board may require that all police officers and certified reserve officers are trained to recognize, investigate and report cases involving labor trafficking and sex trafficking of children and adults at any advanced training program operated or authorized by the Department of Public Safety Standards and Training.

ORS 181A.530 Certification of parole and probation officers.

(3) The initial training required for certification as a parole and probation officer, and any mandatory training to maintain certification, must include training in providing trauma-informed care, culturally specific services and de-escalation techniques.

(5) In order to maintain certification, a parole and probation officer who is employed part-time must complete annually at least 20 hours of continuing education approved by the Department of Public Safety Standards and Training.

Number of Law Enforcement Officers by Discipline:

This table shows, on average, how many employed and certified officers there are in each law enforcement officer discipline.

Law Enforcement Officer Discipline	Average Number of Employed Officers	Average Number of Certified Officers
Corrections Officers	4,400	3,900
Parole and Probation Officers	600	530
Police Officers	6,300	5,500
Regulatory Specialists	85	75
Total Numbers	11,385	10,005