

Review of Maintenance Requirements in Other States

State	Hours Required	Frequency/ Cycle	Topic Requirements	Firearms Qualification Required
Alabama	12	Annually	Continuing Education credit may not be granted for recertification training, i.e.; chemical aerosol, firearms qualification, defensive driving, etc. Limited to no more than 6 hours of media based training and if media based must pertain to law enforcement and occur in a classroom setting	Yes, Annually
Arizona	12	Annually	Course curriculum must consist of instruction on topics related to law enforcement operations and peace officer functions and skills.	Yes, Annually
Arkansas	24	Annually	24 hours of CLEST approved training annually to include: • firearms qualification • duty to intervene training • 4 hours of racial profiling	Yes, Annually
California	42	2 Years	24 general hours 18 hours of perishable skills defined as: • 4 hours Arrest and Control • 4 hours Driver Training/Awareness • 4 hours Firearms • 4 hours Use of Force • 2 hours Communications	

State	Hours Required	Frequency/ Cycle	Topic Requirements	Firearms Qualification Required
Colorado	24/ 14	Annually/ 5 Years	Of the 24 hours, a minimum of 12 of those hours must be in perishable skills training -Arrest Control, Driving, and Firearms- and all three of the skills areas must be covered each year. ALSO: 14 hours of mandated training completed every 5 years defined as: (and can be applied to the 24 hours during the year in which completed) • 4 hours of Proper Holds and Restraints training, • 4 hours of Anti-Bias training, • 2 hours of Community Policing/Community Partnership training, • 2 hours of De-Escalation training, • 1 hour of Interactions with People with Disabilities training, and • 1 hour of POST provided Online training of Missing and Murdered Indigenous Relatives training	
Connecticut	40	3 Years	Unknown. May be specified via a form, however the topics were not located in rule/statute.	
Delaware	16	Annually/ Multi-Year	16 hours annually Plus the following: • recertify in C.P.R., AED, First Responders, and Firearms training. • 2 hours of training every 4 years on the detection, prevention and prosecution of sexual assault. • 1 hour of training every 3 years in the detection, prosecution and prevention of child sexual and physical	Yes, Annually

State	Hours Required	Frequency/ Cycle	Topic Requirements	Firearms Qualification Required
			abuse, exploitation and domestic violence, and the obligations imposed by Delaware law	
Florida	40	4 Years	• Human Diversity • Use of Force • Domestic Violence • Juvenile Sexual Offender Investigations • Discriminatory Profiling and Professional Traffic Stops • Misuse of Electronic Databases • Officer Health and Wellness Principles	Yes, every 2 years
Georgia	20	Annually	• 1 hour firearms requalification • 1 hour use of deadly force • 1 hour de-escalation • 2 hours community policing • 1 hour gang awareness • 1 hour human trafficking	Yes, Annually
Idaho	40	2 Years	• 8 hours firearms • 8 hours arrest techniques/defensive tactics • 4 hours emergency vehicle operations • 4 hours legal updates • 16 hours other related to law enforcement	

State	Hours Required	Frequency/ Cycle	Topic Requirements	Firearms Qualification Required
Illinois	30/ Unspecified Amount	3 Years/ Annually	Topics that must be covered every 3 years: • constitutional and proper use of law enforcement authority; • procedural justice; • civil rights; human rights; • reporting child abuse and neglect; • autism-informed law enforcement responses, techniques, and procedures; • trauma-informed programs, procedures, and practices meant to minimize traumatization of the victim; and • cultural competency, including implicit bias and racial and ethnic sensitivity. AND ANNUAL training in: • law updates, • emergency medical response training and certification, • crisis intervention training, and • officer wellness and mental health.	Yes, Annually
Indiana	24	Annually	• 2 hours in Firearms • 4 hours in Defensive Tactics and • 2 hours in Police Vehicle Operation • Additional required topics, hours not specified: ○ Mental Illness, Addiction & Disabilities ○ Autism, Alzheimer's, Dementia and Endangered Adults ○ Human Trafficking	

State	Hours Required	Frequency/ Cycle	Topic Requirements	Firearms Qualification Required
Montana	20	2 Years	20 hours of documented agency in-service, roll call, field training, or POST-approved continuing education training credits, which include but are not limited to a professional ethics curriculum and any additional topics required by the council	Yes, Annually
North Carolina	24	Annually	When the Commission specifies topics that total less than 24 credits for a specific year, the remaining training credits shall be in topics identified by their respective agency heads. In selecting the remaining training credits, the agency head may choose any topic, provided the lesson plan is written in Instructional Systems Design format and is taught by an instructor who is certified by the Commission.	
Pennsylvania	12	Annually	2026 Topics (Topics change annually.) • 3 hours Legal Updates, Required • 4 hours Crisis Intervention, Required • 3 hours Trauma Informed Policing, Elective • Responding to Child Abuse Investigations, Elective, hours not specified	Yes, Annually

State	Hours Required	Frequency/ Cycle	Topic Requirements	Firearms Qualification Required
Texas	40	2 Years	All officers complete 40 hours of training every 2 years that includes: • State and Federal Law Update • Protecting your TCOLE License • 16 Hrs. A.L.E.R.R.T. Any officer without intermediate certification must complete "additional foundational courses to advance professional competence" every 4 years (until intermediate certification completed): • Crisis Intervention • Cultural Diversity • Special Investigative Topics • De-escalation Techniques	Yes, Annually
Utah	40/ Unspecified amount	Annually/ 3 Years	40 hrs. annually to include training focused on arrest control and de-escalation training And take training in the following categories every three years, applies to annual 40 hours, no minimum hours designated: • mental health and other crisis intervention responses; • intervention responses for mental illnesses, autism spectrum disorder, and other neurological and developmental disorders; and • responses to sexual traumas and investigations of sexual assault and sexual abuse	

State	Hours Required	Frequency/ Cycle	Topic Requirements	Firearms Qualification Required
Washington	24/ 40	Annually/ 3 Years	24 hrs. of annual in-service training that includes a 2 hrs. course online for crisis intervention 40 hrs. every three years that consists of • 24 hours of patrol tactics, violence de-escalation and mental health topics and • 16 hours of cultural and community centered topics	
Minnesota	48	3 Years	Of the 48 hours, 16 hours are “POST Approved Mandatory Training” defined as: • 6 hours Crisis Intervention and Mental Illness Crisis • 4 hours Autism • 1 hour Conflict Management and Mediation • 1 hour Recognizing and Valuing Community Diversity and Cultural Differences to Include Implicit Bias • 1 hour Crimes Motivated by Bias • 3 hours of elective time on any of the five categories listed above.	
Nevada	12	Annually	• racial profiling • mental health, including, without limitation, crisis intervention • the well-being of officers • implicit bias recognition • de-escalation • human trafficking • firearms	Yes, twice a year

Summary

The table provides a sampling of 20 states. The following summary highlights the collective data.

Hours Required

The total average across all states is 18 hours of training per year. The following gives an overview based on hours per year.

- 10 hours per year – 3 states
- 12 hours per year - 4 states
- 13.5 hours per year - 1 state
- 16 hours per year - 2 states
- 20 hours per year - 4 states
- 24 hours per year - 5 states
- 40 hours per year - 1 state

Oregon's maintenance training requirements equal 28 hours of training per year when divided evenly over the 3-year cycle.

Frequency / Cycle

- 12 states are on an Annual cycle
- 4 states are on a 2-Year cycle
- 3 states are on a 3-Year cycle
- 1 state is on a 4-Year cycle
- 5 of the states have both annual and multi-year requirements

Oregon's training requirements include annual requirements within its 3-year cycle.

Firearms Qualification Required

- 11 of the 20 states listed firearms qualification (or other demonstration of proficiency) as a separate requirement
 - 1 state required twice a year
 - 1 state required every other year

Oregon's training requirements do not include specific or separate firearms qualifications requirements to maintain certification.

**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