

SENATE JUDICIARY COMMITTEE SUBSTITUTE FOR  
SENATE BILL 50

**57TH LEGISLATURE - STATE OF NEW MEXICO - FIRST SESSION, 2025**

AN ACT

RELATING TO LAW ENFORCEMENT; ADDING TELECOMMUNICATORS TO THE  
LAW ENFORCEMENT RETENTION FUND; CHANGING AND ADDING DEFINITIONS  
IN THE LAW ENFORCEMENT TRAINING ACT; CONSOLIDATING TRAINING  
WITHIN THE LAW ENFORCEMENT TRAINING ACT; PROVIDING ADDITIONAL  
DEFINITIONS; PROVIDING THE NEW MEXICO LAW ENFORCEMENT STANDARDS  
AND TRAINING COUNCIL WITH ADDITIONAL RESPONSIBILITIES; UPDATING  
THE MEMBERS OF THE NEW MEXICO LAW ENFORCEMENT STANDARDS AND  
TRAINING COUNCIL; REMOVING THE REQUIREMENT FOR CONSENT OF THE  
SENATE FOR CERTAIN APPOINTEES; PROVIDING A DEFINITION FOR  
"SAFETY AGENCY"; PROVIDING A DEFINITION FOR  
"TELECOMMUNICATORS"; PROVIDING FOR ADDITIONAL FUNDING TO  
SATELLITE ACADEMIES; PROVIDING AN ACCREDITATION REQUIREMENT TO  
THE NEW MEXICO LAW ENFORCEMENT ACADEMY AND SATELLITE ACADEMIES;  
AMENDING, REPEALING AND ENACTING SECTIONS OF THE NMSA 1978;  
MAKING APPROPRIATIONS.

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BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF NEW MEXICO:

SECTION 1. Section 9-19-14 NMSA 1978 (being Laws 2022, Chapter 56, Section 36, as amended) is amended to read:

"9-19-14. LAW ENFORCEMENT RETENTION FUND--CREATED--  
RETENTION DIFFERENTIAL DISBURSEMENT--REPORTING.--

A. The "law enforcement retention fund" is created in the state treasury. The fund consists of money appropriated by the legislature, federal money granted to the state for the purposes of the fund, income from investment of the fund and money otherwise accruing to the fund. Money in the fund shall not revert to any other fund at the end of a fiscal year. The department shall administer the fund to provide:

(1) retention differential disbursements for full-time certified law enforcement officers and telecommunicators meeting certain levels of tenure; and

(2) support for disbursement administration processes and reporting compliance.

B. Money in the fund shall be disbursed on warrants signed by the secretary of finance and administration pursuant to vouchers signed by the secretary of public safety.

C. Contingent on the completion of reporting requirements provided in Subsection H of this section, the department shall determine and distribute annually the amount necessary to provide to a law enforcement or safety agency for

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1 the purpose of providing a retention differential disbursement  
2 to full-time certified law enforcement officers and  
3 telecommunicators employed by that law enforcement or safety  
4 agency. A law enforcement or safety agency shall expend  
5 funding received for no other purpose than that permitted by  
6 this section, and any unexpended balance received by a law  
7 enforcement or safety agency pursuant to this section at the  
8 end of a fiscal year shall revert to the law enforcement  
9 retention fund. The department shall monitor the use of  
10 funding and ensure the proper reversions to the law enforcement  
11 retention fund.

12 D. A full-time certified law enforcement officer or  
13 telecommunicator shall be eligible to receive a retention  
14 differential disbursement upon completing four, nine, fourteen  
15 and nineteen years of service from the anniversary of the full-  
16 time certified law enforcement officer's or telecommunicator's  
17 date of hire with a law enforcement or safety agency. If the  
18 officer or telecommunicator remains employed as a full-time  
19 certified law enforcement officer or telecommunicator at that  
20 same law enforcement or safety agency for an additional year,  
21 then the officer or telecommunicator shall receive a retention  
22 differential disbursement of five percent of the officer's or  
23 telecommunicator's annual base salary upon completing five  
24 years of service, upon completing ten years of service, upon  
25 completing fifteen years of service and upon completing twenty

.231339.3

1 years of service.

2 E. Upon completing twenty years of service, a full-  
3 time certified law enforcement officer or telecommunicator  
4 shall become eligible to receive a retention differential  
5 disbursement in the amount of five percent of the officer's or  
6 telecommunicator's annual base salary if the officer or  
7 telecommunicator remains employed as a full-time certified law  
8 enforcement officer or telecommunicator at the same law  
9 enforcement or safety agency for an additional year by  
10 completing twenty-one years of service. For each year of  
11 service completed after twenty-one years of service, the  
12 officer or telecommunicator shall receive an annual retention  
13 differential disbursement in the amount of five percent of the  
14 officer's or telecommunicator's annual salary if the officer or  
15 telecommunicator remains employed as a full-time law  
16 enforcement officer or telecommunicator at the same law  
17 enforcement or safety agency.

18 F. After the calculations for retention  
19 differential disbursements are made in accordance with  
20 Subsections D and E of this section, if the balance in the fund  
21 is insufficient to permit the total disbursements provided by  
22 Subsections D and E of this section, the department shall  
23 remove telecommunicators from disbursements and then reduce  
24 that allocation to the maximum amount permitted by available  
25 money in the fund.

.231339.3

1           G. The amount provided for a retention differential  
2 disbursement shall include the amount of employer tax  
3 liabilities, which shall be paid by the employer at the time  
4 the retention differential disbursement is provided to the  
5 full-time certified law enforcement officer or  
6 telecommunicator.

7           H. To receive funding pursuant to Subsection C of  
8 this section, a law enforcement or safety agency shall make  
9 that request to the department prior to June 1 of each fiscal  
10 year, and in that request, the agency shall report the  
11 following:

12                   (1) the number of officers and  
13 telecommunicators that are projected to become eligible for a  
14 retention differential disbursement in the upcoming fiscal year  
15 and the projected amount of the retention differential  
16 disbursement, including any employer tax liabilities;

17                   (2) the number of full-time certified law  
18 enforcement officers and telecommunicators employed by the law  
19 enforcement or safety agency for the last five years;

20                   (3) the number of years of service of each  
21 full-time certified law enforcement officer and  
22 telecommunicator employed by the law enforcement or safety  
23 agency;

24                   (4) the number of full-time certified law  
25 enforcement officers and telecommunicators that left the employ

.231339.3

1 of the law enforcement or safety agency in the last year and  
2 the stated reasons why each full-time certified law enforcement  
3 officer or telecommunicator left the employ of the law  
4 enforcement or safety agency;

5 (5) the number of years of service of each  
6 full-time certified law enforcement officer or telecommunicator  
7 that left the employ of the law enforcement or safety agency in  
8 the last year;

9 (6) the number of applicants to the law  
10 enforcement or safety agency in the last year;

11 (7) the number of applicants to the law  
12 enforcement or safety agency in the last year that attended a  
13 law enforcement academy;

14 (8) the number of full-time certified law  
15 enforcement officers and telecommunicators that received one or  
16 more certifications in the last year;

17 (9) the number of full-time certified law  
18 enforcement officers and telecommunicators added to the law  
19 enforcement or safety agency via lateral transfer and the years  
20 of service of each full-time certified law enforcement officer  
21 or telecommunicator at each previous law enforcement or safety  
22 agency;

23 (10) any changes to compensation, recruiting,  
24 retention or benefits implemented by the law enforcement or  
25 safety agency in the last year; and

.231339.3

1 (11) any other information that is used for  
2 determining retention rates unless disclosure of such  
3 information is otherwise prohibited by law.

4 I. The department shall:

5 (1) provide forms, standards and procedures  
6 and related training to law enforcement or safety agencies as  
7 necessary for the agencies to report retention information;

8 (2) maintain the privacy and security of  
9 information in accordance with applicable state and federal  
10 laws; and

11 (3) adopt and promulgate rules as necessary to  
12 implement the provisions of this section.

13 J. To receive funding pursuant to Subsection C of  
14 this section, a law enforcement or safety agency shall be  
15 compliant with the Law Enforcement Training Act at the time the  
16 request is made pursuant to Subsection H of this section.

17 K. To receive funding pursuant to Subsection C of  
18 this section, a law enforcement or safety agency shall have  
19 submitted the agency's most current roster of full-time  
20 certified law enforcement officers and telecommunicators,  
21 including commission dates, to the New Mexico law enforcement  
22 academy no later than April 1 of each year.

23 L. The annual report and other statistical data  
24 reports generated by the department shall be made available to  
25 law enforcement or safety agencies and the public.

.231339.3

1 M. The department shall provide annual reports to  
2 the department of finance and administration and the  
3 legislative finance committee about expenditures from the law  
4 enforcement retention fund, including an itemized list of  
5 expenditures and the balance remaining in the fund.

6 N. The department may waive reporting information  
7 required by a law enforcement or safety agency pursuant to  
8 Subsection H of this section; provided that the department  
9 shall provide an explanation of its decision in writing.

10 O. The department shall submit an annual report  
11 providing information collected pursuant to Subsection H of  
12 this section to the governor and the legislature no later than  
13 December 15 of each year.

14 P. As used in this section:

15 (1) "full-time certified law enforcement  
16 officer" means a full-time certified salaried public employee  
17 of a law enforcement agency whose principal duties under law  
18 are to hold in custody any person accused of a criminal  
19 offense, to maintain public order or to make arrests for  
20 crimes;

21 (2) "law enforcement agency" means an agency  
22 of the state or local political subdivision of the state that  
23 employs certified law enforcement officers or the police  
24 department of a tribe that has entered into an agreement with  
25 the department pursuant to Section 29-1-11 NMSA 1978; [~~and~~]

.231339.3



1 (3) "retention differential disbursement"  
 2 means the amount disbursed from the law enforcement retention  
 3 fund based on a full-time certified law enforcement officer's  
 4 or telecommunicator's service at a law enforcement or safety  
 5 agency but is not considered salary for the purpose of  
 6 calculating retirement benefits;

7 (4) "safety agency" means a unit of state or  
 8 local government or a special purpose district that provides  
 9 police, firefighting or emergency medical services; and

10 (5) "telecommunicator" means an employee of a  
 11 safety agency who:

12 (a) receives calls or dispatches the  
 13 appropriate personnel or equipment in response to calls for  
 14 police, fire or medical services; and

15 (b) makes decisions affecting the life,  
 16 health or welfare of the public or safety employees."

17 SECTION 2. Section 29-7-2 NMSA 1978 (being Laws 1969,  
 18 Chapter 264, Section 2, as amended) is amended to read:

19 "29-7-2. ACADEMY ESTABLISHED.--The "New Mexico law  
 20 enforcement academy" is established as a division within the  
 21 department of public safety to provide a planned program of  
 22 basic law enforcement training and ~~[in-service law enforcement~~  
 23 ~~training for police officers and to furnish instruction and~~  
 24 ~~seminars to constantly upgrade law enforcement within the~~  
 25 ~~state]~~ required continuing education for certification for

.231339.3

1 police officers and telecommunicators, as well as a continuum  
2 of educational options for advanced, specialized and executive  
3 police practice throughout the state. The academy shall apply  
4 the standards set by the council for certification of new  
5 satellite training academies and re-certification at least  
6 every three years."

7 SECTION 3. Section 29-7-3 NMSA 1978 (being Laws 1979,  
8 Chapter 202, Section 42, as amended) is amended to read:

9 "29-7-3. NEW MEXICO LAW ENFORCEMENT STANDARDS AND  
10 TRAINING COUNCIL.--

11 A. The "New Mexico law enforcement standards and  
12 training council" is created and is administratively attached  
13 to the New Mexico law enforcement academy of the department of  
14 public safety [~~which shall provide staff support for the~~  
15 ~~council~~].

16 B. The council shall [~~develop and promulgate~~  
17 ~~training requirements, curricula and methods; professional~~  
18 ~~development programs; and performance standards for law~~  
19 ~~enforcement officers and public safety telecommunicators at all~~  
20 ~~levels, including basic, field training officer programs,~~  
21 ~~advanced, specialized and instructor training to be consistent~~  
22 ~~throughout New Mexico] have oversight for all police officer  
23 and public safety telecommunicators standards, training and  
24 educational requirements.~~

25 C. The council shall develop standards and

1 certification requirements for regional satellite training  
2 academies. The standards shall be consistent with  
3 accreditation standards for the academy and shall be reviewed  
4 and updated at least every five years.

5 D. The council shall develop all law enforcement  
6 education programs. All programs listed in this section shall  
7 be independently reviewed at least every five years, except  
8 that required continuing education programs shall be reviewed  
9 every two years and the annual legal update shall be reviewed  
10 annually. Reviews shall ensure that all programs conform to  
11 evidence-based standards and national best practices.

12 E. With the exception of physical fitness,  
13 equipment and technology instruction, the programs shall:

14 (1) represent current information and state-  
15 of-the-art, evidence-based best practice;

16 (2) include an appropriate amount of time to  
17 integrate knowledge and skills with scenario-based or  
18 situation-based applications;

19 (3) be delivered either in-person or online  
20 with faculty availability to students throughout the course;

21 (4) make effective use of simulation systems  
22 or live actors;

23 (5) require police officers and public safety  
24 telecommunicators to complete a brief evaluation for anonymous  
25 submission to the academy upon completion of any session; and

.231339.3

1                   (6) test using best practices for adult  
2 learning, including use of scenario-based and situation-based  
3 questions. Multiple choice questions, true-or-false questions  
4 and yes-or-no questions shall be limited to factual information  
5 and comprise no more than twenty-five percent of the score.

6                   F. The council shall hire a director who shall hire  
7 and supervise a professional and support staff to carry out the  
8 mission of the council and serve as the office that supports  
9 the work of the council. The council shall have its own budget  
10 and spending authority. The director and staff shall conduct  
11 research and may contract with outside experts to complete the  
12 council's work.

13                   ~~[G.]~~ G. The council consists of:

14                               (1) the director of the academy, ~~[and the~~  
15 ~~directors of the accredited regional law enforcement training~~  
16 ~~facilities]~~ who ~~[serve]~~ serves ex officio ~~[and]~~ as a nonvoting  
17 member;

18                               (2) three directors of regional satellite law  
19 enforcement academies, who shall serve rotating terms  
20 representing different regions of the state selected by the  
21 academy directors; and

22                               ~~[+2)]~~ (3) eleven members appointed by the  
23 governor, ~~[and confirmed by the senate]~~ consisting of:

24                                       (a) one attorney employed in a district  
25 attorney's office;

1 (b) one attorney employed by the public  
 2 defender department or an attorney who practices criminal  
 3 defense;

4 (c) one certified police chief of a New  
 5 Mexico Indian nation, tribe or pueblo;

6 (d) two New Mexico state-certified  
 7 public safety telecommunicators; ~~[one of whom shall be from an~~  
 8 ~~agency that offers fire and medical telecommunications services~~  
 9 ~~and one of whom shall be from a public safety agency serving a~~  
 10 ~~rural part of the state;~~

11 ~~(e) two members who have experience and~~  
 12 ~~specialize in providing adult education;~~

13 ~~(f)]~~ (e) two citizen-at-large members  
 14 ~~[one of whom has behavioral health expertise and neither of~~  
 15 ~~whom is an active or retired law enforcement officer or public~~  
 16 ~~safety telecommunicator or has a familial or financial~~  
 17 ~~connection to an active or retired law enforcement officer or~~  
 18 ~~public safety telecommunicator or any agency or department for~~  
 19 ~~which a law enforcement officer or public safety~~  
 20 ~~telecommunicator works] representing different regions of the~~  
 21 ~~state, one of whom shall have five years or more experience in~~  
 22 ~~behavioral health;~~

23 ~~[(g)]~~ (f) a sheriff who is a New Mexico  
 24 state-certified law enforcement officer, ~~[and~~

25 ~~(h) a municipal law enforcement manager~~

.231339.3

1 ~~who is a New Mexico state certified law enforcement officer in~~  
2 ~~a command position;~~

3 ~~D. An appointed council member shall serve and have~~  
4 ~~all the duties, responsibilities and authority of that office~~  
5 ~~during the period prior to the final action by the senate in~~  
6 ~~confirming or rejecting the appointments] who shall serve as a~~  
7 ~~liaison to the New Mexico sheriffs' association;~~

8 (g) one municipal police chief certified  
9 as a police officer, who shall serve as a liaison to the police  
10 chiefs association; and

11 (h) two faculty members from a public or  
12 private post-secondary educational institution's criminal  
13 justice program.

14 H. Except for certified law enforcement academy  
15 directors and members requiring certification as a police  
16 officer or public safety telecommunicator, other members shall  
17 have no familial or financial connection to an active or  
18 retired police officer or public safety telecommunicator or any  
19 agency or department for which a police officer or public  
20 safety telecommunicator works.

21 I. Members of the council may be reappointed.  
22 Members of the council shall elect the chair of the council.

23 J. Vacancies on the council shall be filled by  
24 appointment by the governor with the consent of the senate for  
25 the remainder of the unexpired term. An appointed council

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1 member shall serve and have all the duties, responsibilities  
 2 and authority of that office during the period prior to the  
 3 final action by the senate in confirming or rejecting the  
 4 appointments.

5 ~~[E.]~~ K. Appointments to the council shall be for  
 6 staggered terms of four years or less made in such manner that  
 7 the terms of not more than four members expire on July 1 of  
 8 each year.

9 ~~[F.]~~ L. Members of the council are entitled to  
 10 receive, for their service as members of the council, per diem  
 11 and mileage as provided in the Per Diem and Mileage Act.

12 M. The council shall adopt, publish and file, in  
 13 accordance with the provisions of the State Rules Act, all  
 14 rules concerning the implementation and enforcement of this  
 15 section."

16 **SECTION 4.** Section 29-7-4.3 NMSA 1978 (being Laws 2022,  
 17 Chapter 56, Section 13, as amended) is amended to read:

18 "29-7-4.3. LAW ENFORCEMENT CERTIFICATION BOARD--  
 19 APPOINTMENT--POWERS AND DUTIES--REFUSAL TO ISSUE OR DENIAL,  
 20 SUSPENSION OR REVOCATION OF CERTIFICATION--SUSPENSION OF  
 21 CERTIFICATION FOR FAILURE TO MEET [~~REQUIRED IN-SERVICE~~  
 22 TRAINING] CONTINUING EDUCATION REQUIREMENTS--CONFIDENTIALITY OF  
 23 INVESTIGATIONS--LAW ENFORCEMENT CERTIFICATION OFFICE CREATED.--

24 A. The "law enforcement certification board" is  
 25 established and administratively attached to the department of

.231339.3

1 public safety [~~and the department shall provide administrative~~  
2 ~~services for the board and the law enforcement certification~~  
3 ~~office~~].

4 B. The board consists of eleven members appointed  
5 by the governor with the advice and consent of the senate. The  
6 board shall elect a chair and vice chair. No more than [~~six~~]  
7 seven members shall be members of the same political party.  
8 Members shall be appointed so as to represent different  
9 geographic areas of the state and the ethnic and cultural  
10 diversity of the state's population. The members shall be  
11 appointed for staggered five-year terms, except that for the  
12 initial board, two members shall be appointed for one-year  
13 terms, two members shall be appointed for two-year terms, two  
14 members shall be appointed for three-year terms, two members  
15 shall be appointed for four-year terms and three members shall  
16 be appointed for five-year terms.

17 C. The board shall include the following members:

18 (1) [~~a retired district judge, who serves as~~  
19 ~~chair of the board~~] an attorney with judicial experience;

20 (2) a current or retired New Mexico state-  
21 certified municipal law enforcement manager in a command  
22 position;

23 (3) a retired sheriff who was certified or a  
24 current sheriff who is certified as a law enforcement officer;

25 (4) a current or retired state or local New



1 Mexico state-certified law enforcement officer who has law  
2 enforcement management command experience;

3 (5) a current or retired tribal law law  
4 enforcement officer;

5 (6) a certified public safety  
6 telecommunicator;

7 (7) an attorney in private practice who  
8 practices as a plaintiff's attorney in the area of civil rights  
9 or who represents criminal defendants;

10 (8) an attorney in private practice who  
11 represents public entities in civil rights claims;

12 (9) an attorney who is employed by the public  
13 defender department;

14 (10) a professor of criminal justice at a  
15 public post-secondary educational institution in New Mexico;

16 and

17 (11) a citizen-at-large who has knowledge and  
18 interest in law enforcement [~~training~~] education.

19 D. [~~An appointed member shall serve and have all of~~  
20 ~~the duties, responsibilities and authority of that office~~  
21 ~~during the period prior to the final action by the senate in~~  
22 ~~confirming or rejecting the appointment.] Vacancies shall be~~  
23 filled by appointment by the governor [~~with the consent of the~~  
24 ~~senate~~] for the unexpired term of the member. Members are  
25 entitled to receive per diem and mileage as provided in the Per

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1 Diem and Mileage Act.

2 E. The board shall have the authority to:

3 (1) deny admission to a certification program,  
4 suspend or revoke:

5 (a) a peace officer's certification for  
6 just cause as provided in the Law Enforcement Training Act; and

7 (b) a telecommunicator's certification  
8 for just cause as provided in the Public Safety  
9 Telecommunicator Training Act; and

10 (2) conduct investigations, administer oaths  
11 and subpoena persons as necessary to make a determination  
12 regarding fitness of a:

13 (a) law enforcement officer to execute  
14 ~~[a law enforcement officer's]~~ assigned duties; or

15 (b) public safety telecommunicator to  
16 execute assigned duties.

17 F. The board may require by subpoena the attendance  
18 of witnesses or the production of records and other evidence  
19 relevant to an investigation and shall have such other powers  
20 and duties and administer or enforce such other acts as further  
21 provided by law.

22 G. The board shall appoint a chief executive  
23 officer to assist the board in carrying out its functions. The  
24 chief executive officer shall employ ~~[persons]~~ professional and  
25 support staff as necessary to assist the board in carrying out

1 its functions.

2 H. The board shall adopt, publish and file, in  
3 accordance with the provisions of the State Rules Act, all  
4 rules concerning the implementation and enforcement of [~~the Law~~  
5 ~~Enforcement Training Act and Public Safety Telecommunicator~~  
6 ~~Training Act~~] this section except those sections enumerated in  
7 Subsection E of Section 29-7-4 NMSA 1978 for which rules shall  
8 be adopted, published and filed by the [~~council~~] board.

9 I. The board shall issue or renew a certification  
10 to:

11 (1) graduates from an approved basic law  
12 enforcement training program who satisfy the qualifications for  
13 certification as set forth in Section 29-7-6 NMSA 1978; or

14 (2) graduates from an approved basic  
15 telecommunicator training program who satisfy the  
16 qualifications for certification as set forth in the Public  
17 Safety Telecommunicator Training Act.

18 J. Members of the board shall receive, for their  
19 service as members of the board, per diem and mileage as  
20 provided in the Per Diem and Mileage Act.

21 K. Internal affairs and other investigation  
22 documents provided to or developed by the board for use in a  
23 certification case shall remain confidential. A decision of  
24 the board is a final agency decision and may be appealed as  
25 provided in Section 39-3-1.1 NMSA 1978."

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1           SECTION 5. Section 29-7-4.4 NMSA 1978 (being Laws 2022,  
2 Chapter 56, Section 6) is amended to read:

3           "29-7-4.4. LAW ENFORCEMENT OFFICER TRAINING.--

4           A. The curriculum of each basic law enforcement  
5 training [~~class and in-service training each year for certified~~  
6 ~~police officers shall include:~~

7           ~~A. crisis management and intervention;~~

8           ~~B. dealing with individuals who are experiencing~~  
9 ~~mental health issues;~~

10          ~~C. methods of de-escalation;~~

11          ~~D. peer-to-peer intervention;~~

12          ~~E. stress management;~~

13          ~~F. racial sensitivity;~~

14          ~~G. reality-based situational training; and~~

15          ~~H. use of force training that includes the~~  
16 ~~elimination of vascular neck restraints] required for program  
17 certification as a police officer shall be determined by the  
18 council based on:~~

19                 (1) the required updated job task analysis for  
20 police officers conducted every five years; and

21                 (2) a comprehensive set of topics based on  
22 evidence- and science-based national best practices that  
23 address:

24                         (a) all core skills and knowledge for  
25 which proficiency is required;

1                   (b) integrated application of knowledge  
2 and skills in typical situations faced by new police officers;

3                   (c) integrated application of knowledge  
4 and skills in high-risk and high-liability situations  
5 encountered by police officers;

6                   (d) use of knowledge and skills in  
7 complex settings with multiple responding police officers;

8                   (e) minimizing risk and liability at any  
9 scene;

10                  (f) respect for all persons regardless  
11 of race, color, national origin, gender, disability status or  
12 language;

13                  (g) attention to police officer  
14 wellness;

15                  (h) new challenges in police practice  
16 that may vary by locality; and

17                  (i) all weapons and technology available  
18 to most police officers at the time.

19                  B. The academy shall design and implement, and  
20 update with national standards, with oversight and approval of  
21 the council, the following programs:

22                   (1) basic police officer certification  
23 training;

24                   (2) basic public safety telecommunicator  
25 certification training;

.231339.3

1                   (3) certification by waiver for experienced  
2 police officers from other states or federal agencies;

3                   (4) general instructor certification  
4 credentialing for police officers;

5                   (5) general instructor certification  
6 credentialing for public safety telecommunicators;

7                   (6) continuing education requirements;

8                   (7) field training officer certification by  
9 July 1, 2027;

10                  (8) executive certification training by July  
11 1, 2028;

12                  (9) specialty law enforcement training by July  
13 1, 2027;

14                  (10) specialty faculty credentialing by July  
15 1, 2027;

16                  (11) advanced law enforcement training by July  
17 1, 2027;

18                  (12) advanced faculty credentialing by July 1,  
19 2027; and

20                  (13) advanced public safety telecommunicator  
21 training by July 1, 2028.

22                  C. All curricula approved and in use shall be  
23 published to the academy's website and shall be up-to-date at  
24 all times before any classes begin. Curricula shall not be  
25 published in the New Mexico Administrative Code.

underscored material = new  
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1           D. The academy shall offer all certified police  
2 officers, on the website of the division, an up-to-date, online  
3 catalog of application material for courses regarding law  
4 enforcement, criminal justice and related courses offered by  
5 New Mexico state-funded colleges and universities.

6           E. The council shall research national programs and  
7 educational approaches and convene experts to recommend  
8 standards, content, methods and hours for any topics.

9           F. The council director and staff shall have  
10 expertise in adult education and curriculum development and  
11 shall use contracted resources to bring national expertise to  
12 the work of the council. Curricula shall be field tested and  
13 evaluated by the academy and regional satellite academies.

14           G. With the exception of physical fitness,  
15 equipment and technology instruction, all police and public  
16 safety telecommunicator basic training and education,  
17 continuing education and faculty credentialing programs shall  
18 meet the following criteria:

- 19                   (1) provide clear objectives;  
20                   (2) articulate the importance, risks,  
21 liabilities and potential stakes of inadequate performance;  
22                   (3) represent current information and state-  
23 of-the-art, evidence-based national best practices;  
24                   (4) include references to science and evidence  
25 basis, relevant law and legal precedent;

.231339.3

1                   (5) incorporate an individual's performance  
2 with that of the law enforcement team in achieving desired  
3 outcomes;

4                   (6) identify risks related to civil rights  
5 violations and adapt to behavioral health and disability issues  
6 and ethical considerations;

7                   (7) address adult learning principles  
8 explicitly to promote:

9                           (a) active thinking, rather than acting  
10 out of habit;

11                           (b) self-monitoring for implicit bias;

12                           (c) concentration and intentionality of  
13 action;

14                           (d) awareness of environment and  
15 collateral damage or harm;

16                           (e) critical observation to preserve  
17 evidence; and

18                           (f) cooperation and coordination within  
19 each team;

20                   (8) specify the level of proficiency and  
21 performance required for certification; and

22                   (9) include an appropriate amount of time to  
23 integrate knowledge and skills with scenario-based or  
24 situation-based applications appropriate to student experience.

25                   H. Regional satellite law enforcement academies



1 shall demonstrate equivalence of all required curriculum  
 2 approved for the academy. Regional satellite academies may  
 3 develop their own curricula in addition to that required and  
 4 approved for the academy, but all curricula must meet the  
 5 criteria set forth in Subsection G of this section. All  
 6 satellite academy curricula shall be published and kept current  
 7 on the satellite academy's website."

8 SECTION 6. Section 29-7-5 NMSA 1978 (being Laws 1969,  
 9 Chapter 264, Section 7, as amended) is amended to read:

10 "29-7-5. POWERS AND DUTIES OF THE DIRECTOR.--~~[The~~  
 11 ~~director shall be under the supervision and direction of the~~  
 12 ~~secretary of public safety.]~~ The director shall:

13 A. be the chief executive officer of the academy  
 14 and employ necessary personnel;

15 B. issue a certificate of completion to any person  
 16 who:

17 (1) graduates from an approved basic law  
 18 enforcement training program and who satisfies the  
 19 qualifications for certification as set forth in Section 29-7-6  
 20 NMSA 1978; or

21 (2) graduates from an approved basic  
 22 telecommunicator training program and who satisfies the  
 23 qualifications for certification as set forth in the Public  
 24 Safety Telecommunicator Training Act;

25 C. perform all other acts necessary and appropriate

.231339.3

1 to the carrying out of the director's duties;

2 D. implement the training standards and  
3 requirements developed and adopted by the council; and

4 E. annually evaluate the courses of instruction  
5 being offered by the academy and make necessary modifications  
6 and adjustments to the programs."

7 SECTION 7. Section 29-7-7 NMSA 1978 (being Laws 1981,  
8 Chapter 114, Section 6, as amended) is amended to read:

9 "29-7-7. DEFINITIONS.--For the purpose of the Law  
10 Enforcement Training Act:

11 A. "academy" means the New Mexico law enforcement  
12 academy;

13 B. "basic law enforcement training" means a course  
14 consisting of not less than [~~four~~] six hundred hours of  
15 instruction in basic law enforcement training as required by  
16 the Law Enforcement Training Act;

17 C. "board" means the law enforcement certification  
18 board;

19 D. "continuing education" means a program of  
20 instruction that is required by all police officers or public  
21 safety telecommunicators designed to refresh critical core  
22 skills and to introduce updated science- and evidence-based  
23 national best practices most relevant to job performance and an  
24 individual's experience in the field. Part of the program may  
25 be required of all police officers or public safety

1 telecommunicators, while other parts may be adapted to specific  
 2 job, experience and agency. Continuing education requirements  
 3 may be met through any regional certified law enforcement  
 4 academy, by a credentialed faculty within an agency or by a  
 5 pre-approved substitution of college credit for comparable  
 6 content;

7 ~~[D.]~~ E. "conviction" means an adjudication of guilt  
 8 ~~[or a plea of no contest]~~ and includes ~~[convictions]~~ sentences  
 9 that are suspended or deferred;

10 ~~[E.]~~ F. "council" means the New Mexico law  
 11 enforcement standards and training council;

12 ~~[F.]~~ G. "director" means the director of the  
 13 division;

14 ~~[G.]~~ H. "division" means the New Mexico law  
 15 enforcement academy of the department of public safety;

16 ~~[H. "in-service law enforcement training" means a~~  
 17 ~~course of instruction required of all certified peace officers~~  
 18 ~~and designed to train and equip all police officers in the~~  
 19 ~~state with specific law enforcement skills and to ensure the~~  
 20 ~~continuing development of all police officers in the state.~~  
 21 ~~The training and instruction shall be kept current and may be~~  
 22 ~~conducted on a regional basis at the discretion of the~~  
 23 ~~director;]~~

24 I. "faculty certification" means certification in a  
 25 program that ensures proficiency in relevant skills, knowledge

1 and integration in practice as well as continuing education in  
2 teaching law enforcement professionals to use appropriate adult  
3 education methods based on national best practices and accepted  
4 adult education standards, also referred to as credentialing;

5 J. "job task analysis" means a research-based  
6 assessment of the most current scope of practice for a specific  
7 professional position, such as police officer or public safety  
8 telecommunicator;

9 ~~[I.]~~ K. "law enforcement agency" means an agency of  
10 the state or ~~local~~ political subdivision of the state that  
11 employs certified law enforcement officers or police officers  
12 of the police department of a tribe that has entered into an  
13 agreement with the department of public safety pursuant to  
14 Section 29-1-11 NMSA 1978;

15 L. "performance" means expected standards that  
16 demonstrate the integration of knowledge and practice in  
17 application to the situations likely to be encountered in a  
18 specific law enforcement position. Performance standards shall  
19 be specified in relation to certification, and law enforcement  
20 agencies may specify additional performance standards for  
21 employees;

22 ~~[J.]~~ M. "police officer" means ~~any~~ a commissioned  
23 employee of a law enforcement agency that is part of or  
24 administered by the state or ~~any~~ a political subdivision of  
25 the state, ~~and includes any employee of a missile range~~

1 ~~civilian police department who is a graduate of a recognized~~  
 2 ~~certified regional law enforcement training facility and who is~~  
 3 ~~currently certifiable by the academy] which employee is~~  
 4 responsible for ~~[the prevention and detection of crime or the~~  
 5 ~~enforcement of the penal, or traffic or highway laws of this~~  
 6 ~~state] enforcing laws, maintaining public order, investigating~~  
 7 ~~crimes, testifying in court and building public trust.~~ The  
 8 term specifically includes deputy sheriffs. Sheriffs are  
 9 eligible to attend the academy and are eligible to receive  
 10 certification as provided in the Law Enforcement Training Act.  
 11 As used in this subsection, "commissioned" means an employee of  
 12 a law enforcement agency who is authorized by a sheriff or  
 13 chief of police to ~~[apprehend]~~ arrest, charge and bring before  
 14 the court all violators within the law enforcement agency's  
 15 jurisdiction; ~~[and]~~

16 N. "proficiency" means meeting expected standards  
 17 for a specific skill;

18 ~~[K.]~~ O. "certified regional law enforcement  
 19 training facility" means a law enforcement training facility  
 20 within the state certified by the director, with the approval  
 21 of the ~~[academy's board of directors]~~ council, that offers  
 22 basic law enforcement training and ~~[in-service law enforcement~~  
 23 ~~training]~~ continuing education that is comparable to or exceeds  
 24 the standards of the programs of the academy;

25 P. "safety agency" means a unit of state or local

.231339.3

1 government or political subdivision that provides police,  
2 firefighting or emergency medical services;

3 Q. "satellite academy" means a certified law  
4 enforcement training facility within the state that is  
5 certified to meet standards set by the council and for which  
6 compliance with standards is determined at least once every  
7 three years by the academy;

8 R. "telecommunicator" means an employee or  
9 volunteer of a safety agency who:

10 (1) receives calls or dispatches the  
11 appropriate personnel or equipment in response to calls for  
12 police, fire or medical services; and

13 (2) makes decisions affecting the life, health  
14 or welfare of the public or safety agency employees; and

15 S. "training" means a program of core knowledge and  
16 skills required for initial certification in a law enforcement  
17 position."

18 SECTION 8. Section 29-11-5 NMSA 1978 (being Laws 1978,  
19 Chapter 27, Section 5, as amended) is amended to read:

20 "29-11-5. SEXUAL CRIMES PROSECUTION AND TREATMENT  
21 PROGRAM.--

22 A. The administrator shall develop, with the  
23 cooperation of the [~~eriminal justice~~] corrections department,  
24 the New Mexico state police, the New Mexico law enforcement  
25 academy, other authorized law enforcement agencies and existing

1 community-based victim treatment programs, a statewide  
2 comprehensive plan to train law enforcement officers and  
3 criminal justice and medical personnel in the ability to deal  
4 with sexual crimes; to develop strategies for prevention of  
5 such crimes; to provide assistance in the assembly of evidence  
6 for the facilitation of prosecution of such crimes; and to  
7 provide medical and psychological treatment to victims of such  
8 crimes. This plan shall include, but not be limited to:

9 (1) education and training of law enforcement  
10 officers and criminal justice and medical personnel;

11 (2) collection, processing and analysis of  
12 evidence [~~which~~] that facilitates prosecution of suspects of  
13 sexual crimes; and

14 (3) medical and psychological treatment of  
15 victims of such crimes.

16 B. The comprehensive plan shall be implemented  
17 throughout the state, and the administrator may contract with  
18 appropriate persons, entities, agencies or community-based  
19 programs to provide the services to be rendered pursuant to  
20 Subsection A of this section and may pay a reasonable fee for  
21 [~~such~~] the services.

22 C. Nothing in this section shall be construed to  
23 require criminal prosecution of a suspect of a sexual crime by  
24 the victim to whom services are rendered pursuant to the  
25 provisions of the Sexual Crimes Prosecution and Treatment Act.

.231339.3

1           ~~[D. Training for law enforcement officers in the~~  
2 ~~proper treatment of victims of sexual crimes and collection of~~  
3 ~~evidence and coordination among agencies shall be incorporated~~  
4 ~~in the regular training program for recruits by the New Mexico~~  
5 ~~state police the basic course taught by the New Mexico law~~  
6 ~~enforcement academy or by other authorized law enforcement~~  
7 ~~agencies. Already commissioned officers and sex-crime~~  
8 ~~investigators shall receive advanced training through in-~~  
9 ~~service programs.]"~~

10           SECTION 9. Section 29-13-6 NMSA 1978 (being Laws 1983,  
11 Chapter 289, Section 6, as amended) is amended to read:

12           "29-13-6. DISTRIBUTION OF LAW ENFORCEMENT PROTECTION  
13 FUND.--

14           A. Based on a periodic allotment approved by the  
15 division for the current fiscal year, the state treasurer shall  
16 distribute from the fund the amounts certified by the division  
17 to be distributed to governmental entities and the peace  
18 officers', New Mexico mounted patrol members' and reserve  
19 police officers' survivors fund as required in Section 29-13-4  
20 NMSA 1978. Payments shall be made by the treasurer to the  
21 appropriate governmental entity or fund unless otherwise  
22 specified in Subsection C of this section.

23           B. The state treasurer is authorized to redirect a  
24 distribution to the New Mexico finance authority in an amount  
25 certified by the division, pursuant to an ordinance or a



1 resolution passed by the municipality or county and a written  
2 agreement of the municipality or county and the New Mexico  
3 finance authority.

4 C. Based on a periodic allotment approved by the  
5 division for the current fiscal year, the state treasurer shall  
6 distribute from the money in the fund money certified by the  
7 division to be distributed to tribes. Payment shall be made to  
8 the chief financial officer of the tribe. If necessary, the  
9 fund may be decreased below the level of one hundred thousand  
10 dollars (\$100,000) to enable payment to the tribes. If  
11 insufficient money remains in the fund to fully compensate the  
12 tribes, a report shall be made to the Indian affairs department  
13 and to an appropriate interim committee of the legislature that  
14 reviews issues having impact on tribes by September 1 of the  
15 year of the shortfall.

16 D. The New Mexico law enforcement standards and  
17 training council may notify the division and the state  
18 treasurer to withhold the distribution to any governmental  
19 entity that has failed to submit required reports to the  
20 council as provided in Section 29-7-7.2 NMSA 1978, ~~[or]~~ that  
21 employs law enforcement officers who have failed to submit  
22 proof of completion of required in-service law enforcement  
23 training as required in Section 29-7-7.1 NMSA 1978 or that  
24 loses or fails to achieve accreditation as provided in Section  
25 10 of this 2025 act.

.231339.3

1           E. To facilitate satellite academies coming into  
2 compliance with modernized and expanded curricula, additional  
3 funding may be needed to acquire equipment, licenses or other  
4 resources to ensure the required level of integration and  
5 simulation capacity. A satellite academy that requires  
6 additional resources may submit a request for funding for up to  
7 three years, in amounts less than one hundred thousand dollars  
8 (\$100,000) per year. An applicant shall explain why the  
9 applicant's sponsoring organization is unable to meet specific  
10 requirements and shall be required to submit a commitment from  
11 the applicant's sponsoring agency to build the ongoing  
12 operating cost into the applicant's budget."

13           SECTION 10. A new section of the Law Enforcement Training  
14 Act is enacted to read:

15           "[NEW MATERIAL] ACCREDITATION.--

16           A. The director shall apply for and ensure national  
17 accreditation of the academy through the commission on  
18 accreditation for law enforcement agencies no later than  
19 January 1, 2029.

20           B. The council shall review accreditation standards  
21 and select those most appropriate to the certified satellite  
22 academies, and these standards shall be integrated into  
23 certification standards for those organizations.

24           C. The academy and a satellite academy are  
25 ineligible for funds distributed by the law enforcement

1 protection fund when accreditation or certification is lost."

2 SECTION 11. APPROPRIATIONS.--

3 A. Two hundred thousand dollars (\$200,000) is  
4 appropriated from the general fund to the department of public  
5 safety for expenditure in fiscal year 2026 and subsequent  
6 fiscal years for job task analysis, assessment and  
7 recommendations to modernize public safety telecommunicator  
8 training, in particular to conform to new technology and crisis  
9 behavioral health help-line and alternative response unit  
10 services. Any unexpended or unencumbered balance remaining at  
11 the end of fiscal year 2026 shall not revert to the general  
12 fund.

13 B. Four hundred thousand dollars (\$400,000) is  
14 appropriated from the general fund to the department of public  
15 safety for expenditure in fiscal year 2026 and subsequent  
16 fiscal years for contractor curriculum development and testing  
17 to implement public safety telecommunicator training. Any  
18 unexpended or unencumbered balance remaining at the end of  
19 fiscal year 2026 shall not revert to the general fund.

20 C. Four hundred thousand dollars (\$400,000) is  
21 appropriated from the general fund to the department of public  
22 safety for expenditure in fiscal year 2026 and subsequent  
23 fiscal years for contractor curriculum development for new in-  
24 service training programs for all police officers. Any  
25 unexpended or unencumbered balance remaining at the end of

.231339.3

1 fiscal year 2026 shall not revert to the general fund.

2 SECTION 12. REPEAL.--Sections 29-7-4.1, 29-7-4.2, 29-7-5,  
3 29-7-7.3 through 29-7-7.5, 29-7-7.7, 29-20-3 and 31-18B-5 NMSA  
4 1978 (being Laws 2002, Chapter 34, Section 3 and Laws 2002,  
5 Chapter 35, Section 3; Laws 2011, Chapter 49, Section 1; Laws  
6 1969, Chapter 264, Section 7; Laws 2007, Chapter 89, Section 1;  
7 Laws 2010, Chapter 33, Section 1; Laws 2011, Chapter 180,  
8 Section 1; Laws 2017, Chapter 35, Section 1; Laws 2003, Chapter  
9 260, Section 3; and Laws 2003, Chapter 384, Section 5, as  
10 amended) are repealed.