



DoD INSTRUCTION 5525.15

LAW ENFORCEMENT (LE) STANDARDS AND TRAINING IN THE DoD

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Approved by:	Peter Levine, Performing the Duties of the Under Secretary of Defense for Personnel and Readiness
<i>Change Approved by:</i>	<i>Patrick M. Shanahan, Deputy Secretary of Defense</i>

Purpose: In accordance with the authority in DoD Directive 5124.02 and DoD Instruction 5105.18, this issuance establishes policy, assigns responsibilities, and provides procedures for:

- DoD military and civilian LE standards and training.
- The DoD Peace Officer Standards and Training (POST) Commission.
- Certification and physical fitness standards for DoD military police (MP), civilian police (CP), and security guards (SGs).
- Certification for investigative analysts (IAs).

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SECTION 1: GENERAL ISSUANCE INFORMATION

1.1. APPLICABILITY. This issuance:

a. Applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense (IG DoD), the Defense Agencies, the DoD Field Activities, and all other organizational entities within the DoD (referred to collectively in this issuance as the “DoD Components”).

b. Does not apply to either Office of Personnel Management (OPM) series General Schedule (GS) 1811 personnel or military special agents who are assigned to the Office of the IG DoD, Army Criminal Investigation Command, Naval Criminal Investigative Service, or the Air Force Office of Special Investigations.

c. Contains nothing that will be construed to contradict policy that the IG DoD has established with respect to all DoD activities relating to criminal investigation and LE programs, including coordination with the Department of Justice, pursuant to DoD Instruction 5525.07 and in accordance with DoD Directive 5106.01.

1.2. POLICY.

a. LE standards and common practices will be applied across DoD to the extent that they meet and support Military Department and Defense Agency mission requirements.

b. MP, CP, SGs, and IAs are provided standardized LE and security training that meets the DoD minimum standards to satisfactorily perform their full range of essential duties.

c. At a minimum, there must be a validated certification program for DoD MP, CP, SGs, and IAs that requires initial and sustainment training, approved physical fitness standards, and qualifications with assigned weapons. The DoD LE and security training standards established by this issuance serve as minimum LE training standards for DoD MP, CP (OPM series 0083 or equivalent), SGs (OPM series 0085 or equivalent), and IAs (OPM GS 1805 occupational series or equivalent). Military Departments and Defense Agencies may determine sustainment training requirements in addition to or above those directed in this issuance.

d. The DoD POST Commission will govern LE standards, training, and certification within the DoD. All DoD Components with LE organizations or activities will have representation on the POST Commission.

e. The Army’s established LE minimum performance-based physical fitness standards in this issuance serve as minimum physical fitness standards for DoD CP (OPM series 0083 or equivalent) and SGs (OPM series 0085 or equivalent).

f. DoD MP will meet the physical fitness standards of their respective Military Department.

g. The DoD Components must satisfy any bargaining obligations before implementing any changes generated by this issuance.

SECTION 2: RESPONSIBILITIES

2.1. UNDER SECRETARY OF DEFENSE FOR PERSONNEL AND READINESS (USD(P&R)). The USD(P&R):

- a. Establishes policy and provides guidance for the standards, training, and certification for the MP, CP, and IAs and physical standards for the CP and SG programs.
- b. Monitors compliance with this issuance.

2.2. DIRECTOR, DEPARTMENT OF DEFENSE HUMAN RESOURCES ACTIVITY (DODHRA). Under the authority, direction, and control of the USD(P&R), the Director, DoDHRA, ensures that there is a Director, LE Policy and Support, who also serves as the Director, DoD POST Commission.

2.3. DOD COMPONENT HEADS WITH LE ORGANIZATIONS. The DoD Component heads with LE organizations or activities:

- a. Ensure compliance with this issuance.
- b. Establish and implement the minimum training, certification, and physical fitness standards for CP and SG programs for all CP and SG members of their Component in accordance with this issuance.
- c. Develop guidelines to ensure civilian and military LE officers responsible for force protection at U.S. military installations receive active shooter training.

2.4. SECRETARY OF THE ARMY. In addition to the responsibilities in Paragraph 2.3., the Secretary of the Army makes available the capabilities of the U.S. Army Military Police School (USAMPS) to:

- a. Develop POST Commission standards, as described in Paragraph 2.1.a.
- b. Designate the Deputy Director and Executive Secretary for the DoD POST Commission, and provide other support as required for the functioning of the DoD POST Commission.
- c. Develop and implement the DoD POST Commission Law Enforcement Examination (LEX) Program.

SECTION 3: DoD POST COMMISSION

3.1. MISSION. The DoD POST Commission:

- a. Enhances the quality of the DoD LE officer by establishing and maintaining a body of DoD-wide standards for selecting, training, employing, and certifying LE personnel in the DoD.
- b. Oversees a compliance process based on those standards.
- c. Serves as the center for the collection, review, evaluation, sharing, development, and referral of ideas and information on LE selection, training, employing, certification, management, leadership, and other relevant LE topics.
- d. Reviews DoD Components' recommendations to the POST Commission for certifications of IAs.

3.2. ORGANIZATION.

- a. The DoD POST Commission will consist of 13 members:
 - (1) Commission Director (dual-hatted position; also serves as the Director, Office of LE Policy and Support).
 - (2) Commission Deputy Director (from USAMPS staff).
 - (3) Commission Executive Secretary (from USAMPS staff).
 - (4) One voting representative from each of the LE organizations: the Army, the Navy, the Air Force, the Marine Corps, the Defense Logistics Agency, the Pentagon Force Protection Agency, the National Security Agency, the Defense Intelligence Agency, the Defense Health Agency, and the National Geospatial-Intelligence Agency. LE organizations will designate their voting member on the POST Commission.
- b. The Commission Director and Deputy Director will only vote as proxy for a missing Commission representative or to break a tie vote.
- c. The Commission Executive Secretary is a non-voting member.
- d. A Commission quorum will consist of six of the ten voting members (with representatives from a minimum of two Defense Agency LE organizations listed in Paragraph 3.2.a.(4)).
- e. DoD POST Commission decisions will require a majority concurrence of the quorum present for a scheduled meeting.
- f. The DoD POST Commission will meet at least two times a year, or at the call of the Commission Director.

g. Disagreements with the decision of the DoD POST Commission by a Military Department or Defense Agency member will be resolved by a POST Commission vote.

3.3. LE STANDARDS. The DoD POST Commission researches, reviews, and develops a recommended position on any LE standard put forward by a participating DoD POST Commission Military Department or Defense Agency. The topic or issue will be presented for DoD POST Commission consideration, and if approved, adopted as a DoD LE standard by the DoD POST Commission and all Military Department or Defense Agency members.

3.4. LE TRAINING STANDARDS. The DoD POST Commission develops and certifies LE training standards that ensure MP and CP in DoD meet the minimum level of LE proficiency. The DoD POST Commission will ensure the professional level training by IAs is consistent with federal standards developed for the occupational series and published in DoD POST Commission Guideline #3. The DoD POST Commission may develop and publish advanced, specialized, and senior LE training standards. Published standards will be reviewed and updated annually, or earlier, as required.

3.5. LE BEST PRACTICE. The DoD POST Commission seeks out LE best practices from the greater LE profession, including federal, regional, tribal, State, and local police training academies, and LE professional associations. The DoD POST Commission will consider these best practices for possible adoption by the DoD LE community.

3.6. FEDERAL LAW ENFORCEMENT TRAINING ACCREDITATION

ORGANIZATION (FLETA). All DoD academies for basic level LE officer training will be certified and accredited by FLETA. FLETA accreditation will enhance the quality of federal LE training by establishing and maintaining a body of standards to promote the effective and efficient use of resources. FLETA's accreditation process will foster consistency in DoD basic LE training and ensure compliance with the accreditation process to instill public confidence in DoD LE officer training academies.

3.7. DOD POST ACCREDITATION STANDARDS. The DoD POST Commission develops and certifies accreditation standards for DoD LE Agencies, contained in DoD POST Commission Guideline #4. The LE Agency accreditation standards serve to standardize LE functions, operations, systems, and processes. Accreditation standards will assist the Military Services and Defense Agencies in identifying policy gaps, compliance with applicable laws and regulations, effectiveness and efficiency of operations, and resource requirements. The accreditation standards will be reviewed and updated annually, or as required.

SECTION 4: MINIMUM TRAINING STANDARDS FOR MP, CP, AND SGs

4.1. The 400 hours of training required by this issuance serve as minimum training standards for all DoD MP and CP and are contained in DoD POST Commission Guideline #1. These are minimum training standards and do not preclude the Military Departments and Defense Agencies from instituting higher standards to meet their LE mission requirements.

4.2. The training standards are to be met before a DoD MP or CP commences unsupervised LE duty on a DoD installation and is applicable within the continental United States, outside the continental United States, and in deployed environments.

4.3. All DoD MP and CP are required to obtain 400 hours of basic LE training before receiving a DoD POST Commission Certification.

4.4. SGs and contract SGs must meet the minimum training tasks contained in DoD POST Commission Guideline #2 before starting LE support duty. The certifying official or the responsible contracting organization will ensure the standards are met. Contracting organizations outside the continental United States will ensure training tasks are in compliance with host nation law and follow federal law in accordance with Section 2465 of Title 10, United States Code.

4.5. These training standards apply to all personnel (active duty, Reserve, National Guard Service members, and civilian employees) operating under Title 10, United States Code, status and performing police and SG duties on a DoD installation.

SECTION 5: PHYSICAL FITNESS AND CERTIFICATION STANDARDS FOR CP AND SGs

5.1. PHYSICAL FITNESS STANDARDS.

a. The physical fitness program provides a measure of an individual's preparedness to accomplish successfully the essential functions of a CP or SG position.

(1) The Army's established physical ability test (PAT) serves as a floor for Service and Defense Agency physical fitness programs. Service and Defense Agency PAT events and standards may exceed the floor, provided the events and standards are validated by the Service or Defense Agency.

(2) Service and Defense Agency physical fitness programs will include alternate events for current CP and SG with long-term medical restrictions or disabilities who can otherwise perform the essential functions of the job, with or without reasonable accommodation. Alternate PATs must have the same energy demands as the regular test.

(3) Medical screening and clearance must be completed before testing.

(4) Services and Defense Agencies will establish policies for individuals who fail to meet the physical fitness standards.

b. Each Service and Defense Agency will establish and maintain a policy for medical screening and PAT administration. Service-specific medical standards used to screen applicants and incumbents must be approved by OPM.

c. Temporary medical restrictions from performing the PAT are governed by Service and Defense Agency policy and regulations.

5.2. CERTIFICATION STANDARDS.

a. Service and Defense Agency certification programs will require that CP:

(1) Successfully complete a standardized training program that includes 400 hours of basic LE training, as well as sustainment training.

(2) Meet approved medical and physical fitness standards. Service-specific medical standards used to screen applicants and incumbents must be approved by OPM.

(3) Qualify with assigned weapons at least annually.

(4) Successfully pass the DoD POST Commission LEX.

b. Service and Defense Agency certification programs will require that SGs and contracted SGs:

- (1) Successfully complete a standardized training program that will include initial and sustainment training.
- (2) Meet approved medical and physical fitness standards. Service-specific medical standards used to screen applicants and incumbents must be approved by OPM.
- (3) Qualify with assigned weapons at least annually.

SECTION 6: DOD LE OFFICER CERTIFICATION REQUIREMENTS

6.1. MP AND CP DOD POST COMMISSION CERTIFICATION.

a. Military Departments and Defense Agencies will have the sole authority and responsibility to act as the DoD POST Commission certification authority for their respective assigned MP and CP.

b. The following requirements must be met by the MP or CP before the respective Military Department or Defense Agency LE component can issue a DoD POST Commission certification to their assigned MP or CP. These are minimum requirements and do not preclude the respective LE component from instituting higher standards to meet their LE mission. MP or CP must:

- (1) Be a U.S. citizen or legal resident of the United States.
- (2) Be at least 18 years of age.
- (3) Be a high school graduate or possess equivalence.
- (4) Have no convictions of:
 - (a) Any felony pursuant to any State or federal law;
 - (b) Disqualifying criminal offenses relating to force, violence, theft, dishonesty, gambling, liquor, or controlled substances; or
 - (c) Misdemeanors that involve perjury or false statements.
- (5) Not show a pattern of behavior of disregard for the law.
- (6) Not be prohibited by a State or federal law from owning, possessing, or carrying a firearm, including, but not limited to, a pistol, handgun, rifle, or shotgun.
- (7) Successfully complete and graduate from a basic LE training course provided or recognized by the DoD Military Departments or Defense Agencies.
- (8) Obtain the required minimum 400 hours of initial basic LE training, as required by DoD POST Commission Guideline #1.
- (9) Meet all medical and physical fitness standards for their respective Military Department or Defense Agency.
- (10) Pass a current Service or Defense Agency-specific drug screening test in accordance with DoD Instruction 1010.01 or 1010.09, as applicable.
- (11) Have and maintain a valid State driver's license.
- (12) Pass the DoD POST Commission LEX.

c. Military Departments and Defense Agencies may deny, suspend, or revoke a DoD POST Commission certification based on satisfactory evidence that the MP or CP has engaged in unprofessional conduct, unethical behavior, deceptive or deleterious conduct, or a practice harmful to the public.

d. A termination, dismissal, removal, bad-conduct discharge, dishonorable discharge, or administrative discharge other than under honorable conditions will disqualify an MP or CP from receiving and maintaining a DoD POST Commission certification.

e. Each Military Department and Defense Agency will establish and maintain policy for:

(1) The DoD POST Commission LE certification test administration.

(2) Individuals who do not meet the required standards for a DoD POST Commission certification.

(3) Denials, suspensions, and revocations of DoD POST Commission certification.

(4) Tracking and maintaining information on all assigned MP and CP whose DoD POST Commission certification was permanently revoked. Submit pertinent information to USAMPS for inclusion in the International Association of Directors of LE Standards and Training National Decertification Index.

6.2. LE INSTRUCTOR CERTIFICATION. The Military Departments and Defense Agencies will certify LE instructors who they have determined are qualified, based on the instructor's education, training, and experience, to teach one or more subjects in accordance with Service or Defense Agency requirements. The Military Departments and Defense Agencies will ensure that instructors are assigned only topics that they are qualified to teach and are supervised on a regular basis.

6.3. FIELD TRAINING OFFICER (FTO). FTOs will be certified on the basis of minimum qualifications in the area of education, training, experience, and ability to express knowledge and experiences to a junior or probationary DoD LE officer. The Military Departments and Defense Agencies will ensure that the FTO is supervised on a regular basis.

6.4. IN-SERVICE TRAINING REQUIREMENTS. After initial training, all DoD LE officers will be required to complete 40 hours of in-service training annually. This training will encompass Service- or Agency-specific training requirements, continued proficiency in necessary skills, and familiarity with new developments and techniques, as well as topics contained in DoD POST Commission Guideline #1. This training will ensure the DoD LE officer is maintaining a minimum level of professional proficiency.

6.5. RE-CERTIFICATION REQUIREMENTS.

a. DoD LE officers who have not performed the required LE duties of their respective Military Department or Defense Agency for more than 12 consecutive months must complete their required annual training and qualify with their assigned weapon(s) before assuming full duties as a DoD LE officer.

b. DoD LE officers who have not performed the required LE duties of their respective Military Department or Defense Agency for 3 or more years must take and pass the DoD POST Commission LEX and an in-service training program before assuming full duties as a DoD LE officer.

SECTION 7: TRAINING AND CERTIFICATION STANDARDS FOR DoD IAS

7.1. Each component representative on the DoD POST Commission will:

a. Verify the training submitted by their component for certification of their respective GS 1805 IAs. This certification must, at a minimum, satisfy each of the DoD-approved competencies for that occupational series.

b. Verify the position description submitted by their component for certification of their respective GS 1805 IAs. The position description must, at a minimum, identify the current occupational series of the candidate to be a GS 1805 IA and specify the duties to include providing analytical support to criminal investigations.

c. Develop policies that identify specific training programs leading to the DoD POST Commission certification of their IAs. Certification of entry level IAs should be based on training equivalent to the IA course established by the FLETA.

7.2. Training requirements for the IAs will be based on the core competencies, as approved by the OSD Functional Community Manager for LE.

7.3. The DoD Component analytic supervisor will forward the recommended certification level for an IA to the DoD POST Commission for certification.

7.4. The DoD Component DoD POST Commission office of primary responsibility will be the final verification authority for the training and certification levels of the IAs.

GLOSSARY

G.1. ACRONYMS.

CP	civilian police
DoDHRA	Department of Defense Human Resources Activity
FLETA	Federal Law Enforcement Training Accreditation
FTO	field training officer
GS	General Schedule
IA	investigative analyst
IG DoD	Inspector General of the Department of Defense
LE	law enforcement
LEX	law enforcement examination
MP	military police
OPM	Office of Personnel Management
PAT	physical ability test
POST	Peace Officer Standards and Training
SG	security guard
USAMPS	U.S. Army Military Police School
USD(P&R)	Under Secretary of Defense for Personnel and Readiness

G.2. DEFINITIONS. These terms and their definitions are for the purpose of this issuance.

active shooter training. Training to respond to and neutralize an individual actively engaged in killing or attempting to kill people in a confined or other populated area.

best practice. Policy, practice, or procedure that is likely the most efficient (least amount of effort) and effective (best results) method for improving and delivering outcomes for a particular agency and may have the potential for achieving process improvement for other agencies as well.

CP. Civilian employee of DoD in the OPM occupational series 0083 or equivalent.

DoD LE Agencies. Organizations, agencies, entities, and offices of the Military Departments and Defense Agencies and the Office of the IG DoD that perform an LE function for those departments and agencies and are staffed by DoD LE officers.

FLETA. A federal agency responsible for certification and accreditation of federal LE training programs and academies.

FTO. An experienced or senior member of an organization who is responsible for training and evaluation of a junior or probationary level member. FTOs usually receive specialized classroom training before performing field training duties.

International Association of Directors of LE Standards and Training. An international organization of training managers and executives dedicated to the improvement of public safety personnel. Serves as the national forum of POST agencies, boards, and commissions, as well as statewide training academies throughout the United States.

in-service training. Annual training for LE officers to keep abreast of their field, ensure proficiency in necessary skills, and become familiar with new developments and techniques following basic LE training.

IA. Civilian employee of the DoD in the OPM occupational series 1805 or equivalent.

LE instructor. An instructor tasked with teaching specific LE topics, subjects, or skills to potential and current police officers. These instructors have received specialized training in instruction, to facilitate their ability to teach.

LE duty. DoD LE personnel's primary function is to engage in or supervise the prevention, detection, and investigation of any violation of criminal laws of the United States or the incarceration of individuals convicted of offenses against the criminal laws of the United States.

LE personnel. MP and CP, conservation LE officers, and criminal investigators of the DoD.

LEX. An electronic-based, multiple choice question examination taken by MP and CP before receiving a DoD POST Commission LE certification.

MP. Army and Marine Corps MP, Air Force Security Forces, and Navy Master-at-Arms.

National Decertification Index. Serves as a national registry of certificate or license revocation actions relating to LE officer misconduct.

SG. Civilian employee of DoD in the OPM series 0085 or equivalent.

unprofessional conduct. Any departure from, or failure to conform to, the standards of ethics and integrity expected from a uniformed LE member (military or civilian) of a Military Department or Defense Agency.

REFERENCES

- DoD Directive 5106.01, “Inspector General of the Department of Defense (IG DoD),” April 20, 2012, as amended
- DoD Directive 5124.02, “Under Secretary of Defense for Personnel and Readiness (USD(P&R)),” June 23, 2008
- DoD Instruction 1010.01, “Military Personnel Drug Abuse Testing Program (MPDATP),” September 13, 2012
- DoD Instruction 1010.09, “DoD Civilian Employee Drug-Free Workplace Program,” June 22, 2012
- DoD Instruction 5105.18, “DoD Intergovernmental and Intragovernmental Committee Management Program,” July 10, 2009, as amended
- DoD Instruction 5525.07, “Implementation of the Memorandum of Understanding (MOU) between the Departments of Justice (DOJ) and Defense Relating to the Investigation and Prosecution of Certain Crimes,” June 18, 2007
- DoD Peace Officer Standards and Training Commission Guideline #1, “Law Enforcement Officer Training Standards,” current edition¹
- DoD Peace Officer Standards and Training Commission Guideline #2, “Civilian Security Guard Training Tasks,” current edition¹
- DoD Peace Officer Standards and Training Commission Guideline #3, “DoD Training Competencies for Entry Level Investigative Analysts,” current edition¹
- DoD Peace Officer Standards and Training Commission Guideline #4, “Law Enforcement Agency Accreditation Functional Standards,” current edition¹
- United States Code, Title 10, Section 2465

¹ Available from the Director, Office of Law Enforcement Policy and Support, OUSD(P&R)/DoDHRA, 4800 Mark Center Drive, Suite 06J25-01, Alexandria, VA 22350-4000