

## TITLE XX

### LAW ENFORCEMENT STANDARDS BOARD

#### CHAPTER XX-3

#### LAW ENFORCEMENT TRAINING STANDARDS

**DRAFT (5-11-2025)**

##### **§XX-3-1 Purpose and Scope**

(a) This chapter establishes minimum training requirements for law enforcement officers in the State of Hawaii, as required by sections 139-3 and 139-6, Hawaii Revised Statutes.

(b) This chapter applies to all training programs subject to oversight by the Board, including:

- (1) Basic law enforcement academy training for new officers;
- (2) Field training officer programs;
- (3) Annual in-service training requirements for certified officers;
- (4) Remedial training requirements for officers who fail certification components; and
- (5) Executive and command-level training.

(c) This chapter establishes the following requirements:

- (1) Minimum standards for basic academy curricula;
- (2) Continuing education and periodic recertification requirements;
- (3) Specialized training content, including firearms, use of force, and crisis

intervention; and

- (4) Recognition of prior training and out-of-state certification equivalency.

(d) Instructor certification and approval requirements are set forth in Chapter XX-4. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

##### **§XX-3-2 Pre-Academy Requirements**

(a) An applicant must complete the following requirements prior to enrollment in a Board-approved law enforcement training academy:

(1) A physical readiness test that meets the minimum fitness standards established by the Board;

(2) A background investigation and character review, as required by §XX-2-4; and

(3) Medical and psychological fitness evaluations to ensure compliance with Board-approved health standards.

(b) Recency of background investigation and fitness testing

(1) If a background investigation was completed more than six (6) months prior to academy enrollment, the applicant shall submit updated documentation to verify continued eligibility.

(2) An applicant who fails the physical readiness test may retake the test after

demonstrating physical readiness in accordance with standards adopted by the Board. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

### **§XX-3-3 Basic Training Academy for New Officers**

#### **(a) Mandatory basic training requirements**

(1) An officer hired on or after July 1, 2026, must complete a basic law enforcement training program established pursuant to section 139-5, Hawaii Revised Statutes, and approved by the Board.

(2) Graduation from a Board-approved training academy is a prerequisite for certification under §XX-2-2.

#### **(b) Minimum academy training hours**

(1) Each new officer shall complete a minimum of 720 hours of training covering all required law enforcement competencies.

(2) The training curriculum shall align with the distribution of hours described in Appendix A, “Core Training Areas and Hour Distribution,” and shall ensure comprehensive law enforcement preparedness.

#### **(c) Minimum academy training standards**

(1) The training program shall include a minimum of forty (40) hours of crisis intervention and mental health response and twenty-four (24) hours of de-escalation and use of force alternatives, as required under section 139-6(a)(2), Hawaii Revised Statutes.

(2) The academy curriculum shall emphasize legal standards, officer decision-making, and tactical responses that support the effective application of non-lethal force options, de-escalation techniques, and crisis management strategies.

(3) The training shall also include instruction in the following subjects:

- (A) Hawaii criminal law and procedure;
- (B) Use of force policies and defensive tactics;
- (C) Firearms training and qualification;
- (D) Crisis intervention, mental health response, and de-escalation techniques;
- (E) Cultural competency and implicit bias awareness;
- (F) First aid and emergency medical response;
- (G) Ethics, professional conduct, and integrity;
- (H) Emergency vehicle operations and pursuit policies;
- (I) Incident command and critical incident management; and
- (J) Report writing, investigative documentation, and courtroom testimony.

#### **(d) Certification examinations and evaluations**

To successfully complete the academy and qualify for certification, an officer must pass:

- (1) Written examinations assessing legal and procedural knowledge;
- (2) Practical skills assessments aligned with Board-approved training standards;
- (3) Scenario-based assessments aligned with Board-approved training standards;
- (4) Physical fitness assessments aligned with Board-approved training standards; and
- (5) Firearms proficiency evaluations in accordance with Board-approved use of force and safety protocols. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

### **§XX-3-4 Field Training Officer (FTO) Program**

- (a) Each newly certified officer shall complete a field training officer (FTO) program approved by the Board within one (1) year of initial certification.
- (b) The FTO program shall reinforce and assess the officer's ability to apply patrol procedures, crisis intervention, de-escalation techniques, use of force decision-making, and constitutional policing principles in real-world settings. The program shall ensure that newly certified officers effectively apply the knowledge and skills acquired during academy training.
- (c) The FTO program shall include:
  - (1) Practical application of skills and knowledge acquired in the basic academy;
  - (2) Structured evaluations conducted by field training officers certified or approved under Chapter XX-4; and
  - (3) A final assessment phase confirming the officer's readiness to independently perform patrol operations.
- (d) The FTO program shall span a minimum of four (4) weeks and cover all essential patrol and operational competencies. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

#### **§XX-3-5 Biannual In-Service Training Requirements**

- (a) Each certified law enforcement officer shall complete a minimum of forty-eight (48) hours of in-service training approved by the Board every two (2) years to maintain certification. The biannual training requirement begins on January 1 of the calendar year following the year in which the officer is initially certified.
- (b) The Board shall establish required training components and associated minimum hour requirements to reflect evolving law enforcement standards. Required training shall include, at a minimum:
  - (1) Firearms qualification, conducted annually;
  - (2) Use of force training, including de-escalation and tactical decision-making, conducted at least once every two (2) years;
  - (3) Crisis intervention and mental health response training, conducted at least once every two (2) years;
  - (4) Community policing, bias-free policing, and cultural competency training, conducted at least once every two (2) years; and
  - (5) Ethics, professional conduct, and legal updates, conducted at least once every two (2) years.
- (c) In-service training shall be delivered by instructors who are certified or approved by the Board in accordance with Chapter XX-4.
- (d) Failure to complete the in-service training required under this section may result in administrative suspension or revocation of certification, in accordance with §XX-2-6. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

#### **§XX-3-6 Recognition of Prior Training and Out-of-State Certification**

- (a) An officer who has been certified in another jurisdiction may apply for reciprocity or lateral certification in the State of Hawaii.
- (b) The Board shall evaluate prior training and experience to determine equivalency with Board-approved training standards. The evaluation shall consider:
  - (1) A curriculum comparison to ensure alignment with the objectives and minimum

standards established by the Board;

(2) The number of training hours completed and the extent of field application assessments;

(3) Firearms and defensive tactics proficiency through equivalency testing; and

(4) Written examinations assessing knowledge of Hawaii-specific laws and procedures.

(c) An officer may be required to complete additional Board-approved training before certification is granted under this section or under §XX-2-7. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

### **§XX-3-7 Instructor Certification and Training**

(a) Instructor certification and approval standards are established in Chapter XX-4.

(b) All training conducted for certification credit under this chapter shall be:

(1) Delivered by instructors who are certified or approved by the Board in accordance with Chapter XX-4; and

(2) Conducted as part of a course that has been reviewed and approved by the Board in accordance with Chapter XX-5. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

### **§XX-3-8 Executive Certification Training**

(a) Required training for executive certification

(1) An officer seeking executive certification under §XX-2-6 shall complete a minimum of one hundred (100) hours of executive-level training approved by the Board within eighteen (18) months of assuming an executive position.

(2) Executive training shall be approved by the Board and may include content in the following subject areas:

(A) Law enforcement leadership and strategic decision-making;

(B) Budgeting and resource management;

(C) Policy development and legal considerations;

(D) Crisis management and critical incident leadership; and

(E) Organizational ethics and liability prevention.

(3) At least fifty (50) hours of the required training must be completed within the three-year period preceding the application for executive certification.

(b) Approved training providers

(1) Executive training must be delivered by providers approved by the Board in accordance with Chapter XX-5. Such providers may include:

(A) FBI National Academy;

(B) Northwestern School of Police Staff and Command;

(C) Leadership in Police Organizations (LPO); and

(D) Other recognized police executive leadership programs.

(2) An officer may petition the Board for recognition of equivalent executive training completed in another jurisdiction.

(c) Waiver of training requirements for experienced executives

(1) The Board may waive up to fifty percent (50%) of the required executive training hours for an officer who:

(A) Held a command-level position at the rank of lieutenant or higher for at least five (5) consecutive years prior to July 1, 2026; and

(B) Provides documentation of prior completion of comparable executive-level training.

(2) A waiver request shall be submitted in writing and must include supporting documentation of the officer's training and leadership experience. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

**§XX-3-9 Certification Suspension for Training Non-Compliance**

(a) An officer who fails to complete training required under this chapter shall be subject to administrative suspension of certification by the Board.

(b) Certification may be reinstated upon submission of documentation verifying successful completion of the required training. [Eff. 7/1/26] (Auth: HRS §§139-2, 139-3) (Imp: HRS §§139-3, 139-6)

## **APPENDIX A**

### **Basic Training Curriculum (720 Hours)**

#### **Basic Law Enforcement Training Academy Curriculum**

This appendix sets forth the minimum curriculum required for certification of law enforcement officers under sections 139-5 and 139-6, Hawaii Revised Statutes, and as described in §XX-3-3.

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#### **Curriculum Components**

The academy shall consist of a minimum of 720 instructional hours, organized into core training areas as shown in Table 1.

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#### **Minimum Requirements**

- All new officers hired on or after July 1, 2026, must successfully complete a Board-approved training academy before certification.
  - The training academy must address all listed topics and meet the Board's competency and assessment standards.
  - Officers must demonstrate proficiency in all areas, including written examinations, practical skills assessments, and scenario-based evaluations.
  - Officers must qualify in firearms, defensive tactics, and emergency vehicle operations in accordance with Board-approved safety protocols.
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#### **Certification Examination**

- Upon successful completion of training, recruits must pass the Board's certification examination.
- Officers who fail the examination may retake it within a specified timeframe. If unsuccessful, the officer must repeat the applicable components of the training program before retesting.

**TABLE 1: BOARD-APPROVED BASIC ACADEMY TRAINING HOURS AND TOPICS**

<b>Training Category</b>	<b>Topics Covered</b>	<b>Minimum Hours</b>
Legal Studies & Criminal Procedure	Hawaii criminal law, constitutional law, search and seizure, arrest procedures, civil liability, and police authority	80
Use of Force & Defensive Tactics	Defensive tactics, control techniques, force decision-making, officer safety, and suspect restraint	50
Crisis Intervention & Mental Health Response	Recognizing mental illness, communication strategies, crisis negotiation, responding to individuals in crisis, and referral protocols	40
De-escalation & Use of Force Alternatives	Situational de-escalation, conflict resolution, disengagement strategies, verbal persuasion, and tactical communication	24
Firearms Training & Qualification	Firearms safety, marksmanship, lawful use of deadly force, decision-making under stress, and active shooter response	48
Cultural Competency & Bias Awareness	Implicit bias, procedural justice, diversity awareness, community engagement, and ethical policing	24
First Aid & Emergency Medical Response	CPR, trauma care, naloxone administration, tactical emergency casualty care (TECC), and officer self-care	16
Ethics, Professional Conduct & Integrity	Professionalism, duty to intervene, code of conduct, internal investigations, and misconduct prevention	24
Emergency Vehicle Operations & Pursuit Policies	High-speed pursuit training, vehicle control techniques, defensive driving, and emergency response protocols	40
Incident Command & Critical Incident Management	NIMS/ICS protocols, active shooter incidents, disaster response, tactical leadership, and scene management	24
Report Writing, Documentation & Courtroom Testimony	Police report writing, evidence documentation, court procedures, and testimony as a witness	24
Patrol Procedures & Community Policing	Traffic stops, field interviews, crime prevention, victim interaction, and intelligence gathering	80
Scenario-Based Training & Decision-Making	Practical exercises involving crisis response, use of force decisions, officer safety, and ethical dilemmas	120
<b>Total Academy Training Hours</b>	Comprehensive instruction across all core areas	<b>720</b>

[Eff. 7/1/26] (Auth: HRS §§139-2, 139-3, 139-5, 139-6) (Imp: HRS §§139-3, 139-6)

**Note:** This training framework is designed to fulfill the Board’s statutory requirement to establish certification standards. It integrates best practices from law enforcement training programs in Arizona, California, Colorado, Florida, Idaho, Illinois, Nevada, New York, Oregon, and Texas. The curriculum may be adjusted following completion of the Board’s statewide job task analysis.

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