



Department of Defense **INSTRUCTION**

NUMBER 5525.15

April 27, 2012

USD(P&R)

SUBJECT: Law Enforcement (LE) Standards and Training in the DoD

References: See Enclosure 1

1. PURPOSE. This Instruction:

a. Establishes policy and assigns responsibilities for DoD military and civilian LE standards and training in accordance with the authority in the Secretary of Defense Memorandum and DoD Directive 5124.02, and DoD Instruction 5105.18 (References (a), (b), and (c)).

b. Establishes a DoD Peace Officer Standards and Training (POST) Commission in accordance with the authority in References (a) and (b).

c. Establishes policy and assigns responsibilities for certification and physical fitness standards for DoD civilian police (CP) and security guards (SG) in accordance with the authority in Reference (b), incorporating and cancelling DoD Instruction 5210.90 (Reference (d)).

2. APPLICABILITY

a. This Instruction 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 (hereinafter referred to collectively as the "DoD Components"). The term "Military Services" as used herein, refers to the Army, the Navy, the Marine Corps, and the Air Force, including their respective Reserve components.

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

c. Nothing in this Instruction shall 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 (Reference (e)), in accordance with DoD Directive 5106.01 (Reference (f)).

3. DEFINITIONS. See Glossary.

4. POLICY. It is DoD policy that:

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

b. DoD military police (MPs), CPs, and SGs 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 MPs, CPs, and SGs requiring initial and sustainment training, approved physical fitness standard, and qualification with assigned weapons. The established DoD LE and security training standards in this Instruction serve as minimum LE training standards for DoD MPs, CPs (OPM series 0083 or equivalent), and SGs (OMP series 0085 or equivalent). Military Services and Defense Agencies may determine sustainment training requirements in addition to or above those directed in this Instruction.

d. The DoD POST Commission will govern LE standards, training, and certification within the DoD.

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

f. DoD MPs will meet the physical fitness standards of their respective Service.

g. The DoD Components must satisfy their bargaining obligations prior to implementing any changes generated by this Instruction.

5. RESPONSIBILITIES. See Enclosure 2.

6. PROCEDURES. Enclosure 3 provides procedural guidance on the DoD POST Commission; Enclosure 4, minimum LE training standards; and Enclosure 5, certification and physical fitness standards for CPs and SGs.

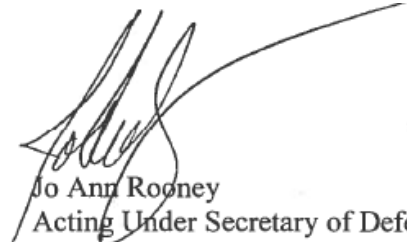
7. INFORMATION COLLECTION REQUIREMENTS. The DoD Civilian Police and Security Guard Training Program data referred to in paragraph 4.d. of Enclosure 2 of this Instruction and the annual certification of LE training and fitness compliance referred to in paragraph 4.f. of Enclosure 2 have been assigned Report Control Symbol DD-P&R(AR)2284 in accordance with the procedures in DoD 8910.1-M (Reference (g)).

8. RELEASABILITY. UNLIMITED. This Instruction is approved for public release and is available on the Internet from the DoD Issuances Website at <http://www.dtic.mil/whs/directives>.

9. EFFECTIVE DATE.

a. This Instruction is effective upon its publication to the DoD Issuances Website.

b. If this Instruction is not otherwise reissued or cancelled in accordance with DoD Instruction 5025.01 (Reference (h)), it will expire effective April 27, 2022 and be removed from the DoD Issuances Website.



Jo Ann Rooney
Acting Under Secretary of Defense for
Personnel and Readiness

Enclosures

1. References
2. Responsibilities
3. DoD POST Commission
4. Minimum LE Training Standards
5. Physical Fitness and Certification Standards for CPs and SGs

Glossary

TABLE OF CONTENTS

ENCLOSURE 1: REFERENCES.....5

ENCLOSURE 2: RESPONSIBILITIES.....6

 USD(P&R).....6

 DIRECTOR FOR THE DEPARTMENT OF DEFENSE HUMAN RESOURCES
 ACTIVITY (DoDHRA).....6

 SECRETARY OF THE ARMY6

 HEADS OF THE DoD COMPONENTS6

ENCLOSURE 3: DoD POST COMMISSION.....8

 MISSION8

 ORGANIZATION8

 LE STANDARDS.....9

 LE TRAINING STANDARDS9

 LE BEST PRACTICES9

 DoD PEACE OFFICERS TRAINING STANDARDS COMPLIANCE STANDARDS9

 APPENDIX: DoD PEACE OFFICERS TRAINING PROGRAM COMPLIANCE
 STANDARDS.....11

ENCLOSURE 4: MINIMUM LE TRAINING STANDARDS18

 APPENDIX
 MINIMUM LE AND SECURITY TRAINING TASKS19

ENCLOSURE 5: PHYSICAL FITNESS AND CERTIFICATION STANDARDS FOR
CPS AND SGS25

 PHYSICAL FITNESS STANDARDS25

 CERTIFICATION STANDARDS25

 OVERSIGHT.....26

GLOSSARY27

 PART I: ABBREVIATIONS AND ACRONYMS27

 PART II: DEFINITIONS.....27

TABLES

 1. Table 1. DoD Peace Officers Training Program Compliance Standards11

 2. Table 2. Police Minimum Training Tasks19

 3. Table 3. Civilian SG Minimum Training Tasks23

ENCLOSURE 1

REFERENCES

- (a) Secretary of Defense Memorandum, “Final Recommendations of the Ft. Hood Follow-on Review,” August 18, 2010
- (b) DoD Directive 5124.02, “Under Secretary of Defense for Personnel and Readiness (USD(P&R)),” June 23, 2008
- (c) DoD Instruction 5105.18, “DoD Intergovernmental and Intragovernmental Committee Management Program,” July 10, 2009
- (d) DoD Instruction 5210.90, “Minimum Training, Certification, and Physical Fitness Standards for Civilian Police and Security Guards (CP/SGs) in the Department of Defense,” July 9, 2007 (hereby cancelled)
- (e) DoD Instruction 5525.07, “Implementation of The Memorandum of Understanding between the Department of Justice and the Department of Defense Relating to the Investigation and Prosecution of Certain Crimes,” June 18, 2007
- (f) DoD Directive 5106.01, “Inspector General of the Department of Defense,” April 20, 2012
- (g) DoD 8910.1-M, “Department of Defense Procedures for Management of Information Requirements,” June 30, 1998
- (h) DoD Instruction 5025.01, “DoD Directives Program,” October 28, 2007
- (i) Chapter 47 of title 10, United States Code (also known as “Uniform Code of Military Justice,” as amended)
- (j) Sections 7(3) and 13¹ and 1385² of title 18, United States Code

¹ Also known as “The Assimilative Crimes Act,” as amended

² Also known as “Posse Comitatus Act,” as amended

ENCLOSURE 2

RESPONSIBILITIES

1. USD(P&R). The USD(P&R) shall:

a. Develop policy and provide guidance for the standards, training, and certification for the MPs and CPs and physical fitness standards for the CP and SG programs.

b. Monitor compliance with this Instruction.

2. DIRECTOR, DEPARTMENT OF DEFENSE HUMAN RESOURCES ACTIVITY (DoDHRA). The Director, DoDHRA, under the authority, direction, and control of the USD(P&R), shall ensure that there is a Director, Law Enforcement Policy and Support who shall also serve as the Director, DoD POST Commission, who shall, in turn, be responsible for:

a. Establishing LE standards and training for MPs and CPs in the DoD.

b. Reviewing and revising LE standards and training on a regular basis.

c. Researching, reviewing, and incorporating LE best practices into DoD LE standards and training.

d. Annually certifying standards and minimum LE training.

3. SECRETARY OF THE ARMY. The Secretary of the Army, in addition to the duties in section 4 of this enclosure shall make available the capabilities of the U.S. Army Military Police School (USAMPS) to:

a. Coordinate with the USD(P&R) on development of standards as described in paragraph 1.a. of this enclosure and in the periodic assessment of DoD Component compliance, as required by Reference (a).

b. Appoint the Deputy Director and the Executive Secretary for the DoD POST Commission, and provide other support as required for the functioning of the DoD POST Commission.

4. HEADS OF THE DoD COMPONENTS. The Heads of the DoD Components shall:

a. Ensure compliance with this Instruction.

- 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 Instruction.
- c. Develop guidelines to ensure civilian and military LE responsible for force protection at U.S. military installations receive active shooter training.
- d. Provide program data on CP and SG strength, the number of CPs and SGs trained, and the number of CPs and SGs awaiting initial training to the USD(P&R) in accordance with section 7 above the signature of this Instruction.
- e. Conduct periodic evaluations of their programs for compliance with minimum training, certification, and physical fitness standards for CPs and SGs.
- f. Annually certify electronically to the Director, DoD POST Commission, compliance with the minimum LE training and fitness standards mandated by this Instruction, in accordance with section 7 above the signature of this Instruction .

ENCLOSURE 3

DoD POST COMMISSION

1. MISSION

- a. To enhance the quality of DoD LE by establishing and maintaining a body of DoD-wide standards for selecting, training, and employing LE personnel in the DoD.
- b. To administer a compliance process based on those standards.
- c. To serve as the center for the collection, review, evaluation, sharing, development, and referral of ideas and information on LE selection, training, management, leadership, and other relevant LE topics.

2. ORGANIZATION

- a. The DoD POST Commission organization will consist of 12 members:
 - (1) Commission Director (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 the LE organizations: the Army, the Navy, the Air Force, and the Marine Corps, the Defense Logistics Agency, the Pentagon Force Protection Agency, the National Security Agency, the Defense Intelligence Agency, and the National Geospatial Intelligence Agency.
- b. The Commission Director and Deputy Director will only vote as a proxy for a missing Commission representative or to break a tie in a vote.
- c. The Commission Executive Secretary is a nonvoting member.
- d. A Commission quorum will consist of six of the nine voting members (with a minimum of two of the representatives being from one of the Defense Agency LE organizations in subparagraph 2.a.(4) of this enclosure).
- 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 three times a year, and at the call of the Commission Director.

g. Disagreements with a decision of the DoD POST Commission by a Military Service or Defense Agency member will be resolved through the formal coordination process.

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 Service 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 Service or Defense Agency members.

4. LE TRAINING STANDARDS. The DoD POST Commission develops and certifies LE training standards that ensure MPs and CPs in DoD meet the same minimum level of LE proficiency. The DoD POST Commission may develop and publish advanced, specialized, and senior LE training standards. Published training standards will be reviewed and updated annually, or earlier as required.

5. LE BEST PRACTICES. The DoD POST Commission seeks out LE best practices from the greater LE profession, to include 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.

6. DoD PEACE OFFICERS TRAINING PROGRAM COMPLIANCE STANDARDS. The DoD POST Commission develops and certifies compliance standards that ensure DoD LE agencies meet an established set of professional training program standards. Compliance standards are shown in Table 1, at the appendix to this enclosure. The compliance standards will be reviewed and updated annually, or as earlier required.

a. Training program compliance standards provide assurance that DoD law enforcement agencies (LEAs) successfully achieved compliance with a set of standards that has been collectively established by their peers within their professional community.

b. Compliance standards assessment teams will be comprised of volunteer professional LE peers from within the DoD POST Commission organizations.

c. DoD POST Commission assessors of a DoD LEA training program will collect proofs of compliance demonstrating that the agency is following the policy and processes required by agency directives. The following shall be considered as proof of compliance:

(1) Directives and Policies: The relevant sections of all directives and policies applicable to the training program compliance standard.

(2) Supporting Evidence: Supporting documentary evidence that clearly demonstrates that the applicant's directives and policies applicable to the standard are being followed.

(3) Interviews: Military Service and Defense Agency LE training manager interviews that provide amplifying information or clarify specific agency practices.

(4) Observations: Observations of aspects or activities associated with the training program.

d. DoD LEAs will be assessed every 3 years, or earlier as DoD POST Commission resources are available.

APPENDIX TO ENCLOSURE 3DoD PEACE OFFICERS TRAINING PROGRAM COMPLIANCE STANDARDSTable 1. DoD Peace Officers Training Program Compliance Standards

Standard Number	Agency Standards	Proofs of Compliance
A.00	The agency has established vision, mission, goals, and establishes, promulgates, and reviews directives, policies, and procedures for training.	
A.01	The agency has documented an established organizational structure describing the authority, function, and responsibility of each component involved in training.	
A.02	The agency clearly defines, in writing, the responsibilities, authority, and accountability of personnel involved in managing, supervising, and implementing training.	
A.03	The agency ensures that a risk assessment or safety countermeasure process identifies and mitigates training risk.	
A.04	The agency has implemented facility security measures for its academy to protect students and cadre as well as property, including: .01 - Written policies specific to the physical storage and usage locations of firearms are up-to-date and comply with Agency Physical Security policy. .02 - Written policies for the physical storage and usage locations of ammunition are up-to-date and comply with Agency Physical Security policy.	
A.09	The agency establishes environmental, fire, and occupational safety guidelines for training facilities, and compliance is documented annually.	
A.13	The agency projects and tracks expenditures for each training program and support activity involved in LE and security guard training.	
A.15	The agency requires all training staff to successfully complete required training on Equal Employment Opportunity, Sexual Harassment, and other mandated training.	
A.16	The agency verifies and documents that only approved instructors are used for program delivery.	

Table 1. DoD POST Training Program Compliance Standards, Continued

Standard Number	Agency Standards	Proofs of Compliance
A.17	The agency uses an industry-recognized, systematic approach to training development. The approach includes at least the following concepts: Analysis, Design, Development, Implementation, and Evaluation.	
A.18	The agency maintains an archiving system for all program and curriculum development documents.	
A.19	The agency compiles, reviews, and reports the results of student reaction surveys using an industry standard training evaluation model.	
A.20	The agency ensures that training programs are comprehensively evaluated within a 5-year period and revised if necessary. A comprehensive evaluation would consist of, at a minimum, an analysis of training outcomes conducted using an industry standard training evaluation model, to determine whether training and subsequent reinforcement programs are accomplishing their goals and contributing to the agency mission effectiveness.	
A.21	The agency designates in policy the industry standard training evaluation model it uses to conduct analysis of overall training program effectiveness per A.19, etc. Examples include Context, Input, Process, Product (C.I.P.P.) Model; Training Validation System (T.V.S.) Approach; Input, Process, and Output, Outcome (I.P.O.) Model. .	
100	There is a master document or program of instruction produced and approved in writing by the academy that details all training to be presented. It will calculate instructor time requirements, resourcing requirements for vehicles, weapons, ammunition, and facilities, and calculate the exact time required to execute the entire program.	
102	If full-time instructional staff or training facilities span multiple organizations, a written agreement and policy is in place specifying the authority and responsibilities of each party.	
103	The program maintains an audit trail of all documents during its training analysis and curriculum development.	

Table 1. DoD POST Training Program Compliance Standards, Continued

Standard Number	Training Program Standards	Proofs of Compliance
104	The program conducts risk assessments of training procedures, training facilities, areas, and equipment; and prescribes the use of safety equipment and procedures to mitigate those risks when conducting inherently dangerous training as identified by the academy.	
106	The program maintains records for each offering of the training program. At a minimum each record will include: .01 - Curriculum content (syllabus, lesson plans and other training materials); .02 - A listing of all instructors and other instructional personnel indicating the actual class in which each presented or participated; .03 - Inclusive dates the program is conducted and actual dates and times when each segment of training occurs; .04 - Roster of participants in each iteration; and .05 - Practical evaluations and or written examinations and keys. .06 - If electronic records are maintained, there are procedures for security, including access, storage of files, backup, and equipment.	
107	The program maintains records for each student attending the program. At a minimum each record will include: .01- Documentation that verifies the student met all prerequisites for attending the training course; .02 - A complete record of the students' training evaluations (grades, scores, final results); .03 - Documentation of any exceptions or waivers requested or granted to the student; and .04 - Documentation that verifies the student successfully completes the training course. .05 - If electronic records are maintained, there are procedures for security, including access, storage of files, backup, and equipment.	
108	The program follows procedures for the physical security, management, retention, release, and destruction of training-related records.	

Table 1. DoD POST Training Program Compliance Standards, Continued

Standard Number	Agency Standards	Proofs of Compliance
109	The program projects and tracks expenditures for the training program to ensure training quality is not lowered due to resource constraints.	
110	If physical activity is a part of the curriculum, a health screening process is used to ensure students are capable of participating as determined by the academy.	
111	The program provides notification, adjudication, and redress for allegations of student misconduct.	
200	Instructors are certified and experienced in the areas they will instruct. They are hired based on experience or certifications, trained in instructional techniques, reviewed and critiqued regularly, and vetted with a background investigation that includes (where required by law) Lautenberg screening.	
201	The program provides written information and an orientation to training staff that include: .01 - Agency and academy mission and vision .02 - Program goals and objectives .03 - Code of conduct .04 - Violations and consequences of prohibited conduct .05 - Organizational structure .06 - Safety rules, regulations, and procedures	
202	The program monitors and mentors newly assigned instructors and documents basic instructional skills training and specialized certifications.	
203	The program mandates and documents professional development of its instructor staff, either formal or informal, that provides instruction and training in specialty areas in instruction and advanced instructional competencies.	
204	The program has specific criteria and documented supervisory quality checks of instructor preparations, class preparations, and performance.	
205	The program ensures training quality is maintained when instructors have not yet attained the required instructional qualifications or instruct only occasionally.	
206	The program adheres to instructor qualification guidelines for full-time, part-time, or adjunct instructors.	
300	The program uses an industry-recognized, systematic approach to training in the development of all curriculums. This approach includes at least the following concepts: Analysis, Design, Development, Implementation, and Evaluation.	

Table 1. DoD POST Training Program Compliance Standards, Continued

Standard Number	Agency Standards	Proofs of Compliance
301	The program uses an archiving system to store and retrieve program and curriculum development documents - including all analysis and research conducted during curriculum development. Where an electronic or digital record is kept, safeguards and backups prevent loss.	
302	Practical evaluations and written examination question banks are developed, approved, secured, administered, and maintained for the program.	
303	The program reviews program-specific documents such as current agency policies, procedures and manuals, operational reports, and program-related materials when developing curriculum.	
304	The program uses a combination of training subject matter experts and end-users such as managers, directors, chiefs, etc. to determine: .01 - The tasks to be trained .02 - The organization or grouping of job-related tasks .03 - The special conditions under which tasks will be performed	
306	Learning objectives are sequenced to facilitate student progress from one level of skill and knowledge to another. This is documented in a course map or management plan.	
307	Students are evaluated on each critical task or learning objective. All written examination questions and practical evaluation criteria are referenced to one or more critical tasks or learning objectives.	
308	Program design documents identify instructional strategies, methodologies, and resources in sufficient detail to estimate program costs.	
310	Lesson plans, training guides, and other training materials are reviewed and approved by the director of training or equivalent prior to their use.	
311	Prior to formal delivery of training, the program is pilot tested using a sample of the target population generating data to support evaluation and potential revision.	
312	The program sets the pass or fail (cut) score consistent with the purpose of the credential and the established standard of competence for the profession, occupation, role, or skill.	
313	When written examinations are used, multiple versions must be available and evaluate the same objectives.	
314	When different versions of practical evaluations are used, the evaluated objectives must remain the same.	

Table 1. DoD POST Training Program Compliance Standards, Continued

Standard Number	Agency Standards	Proofs of Compliance
315	The program conducts, compiles, and reviews student reaction surveys to identify opportunities to improve the program, instruction, support and administrative elements of the training received.	
316	The program reviews the results of the program's student examinations to identify gaps in instruction, student materials or deficiencies in test item construction.	
317	The academy gathers and reviews feedback from graduates and their supervisors to evaluate the effectiveness of the program.	
318	Training programs are comprehensively evaluated within a 5-year period to include data gathered from the agency specified industry-standard training evaluation model.	
400	The program has written policy that defines agency expectations as to the execution of training, specifying facilities, resources, and student and cadre procedures.	
401	Lesson plans or equivalent training guides are followed for all instruction conducted in the program.	
402	Instructors have access to instructional materials and program-related equipment. Instructors are properly trained in the use of that equipment.	
403	Students have access to learning resource materials and program-related equipment and receive training in its proper use.	
404	The program provides suitable classroom space, equipment, and materials identified in the training documents to support the program.	
405	The program provides an orientation to students that include: .01 - Course goals and objectives .02 - Training schedules .03 - Performance expectations .04 - Practical evaluation and written examination requirements .05 - Fire and emergency procedures .06 - Safety rules and regulations .07 - Code of conduct rules and requirements .08 - Disciplinary procedures	

Table 1. DoD POST Training Program Compliance Standards, Continued

Standard Number	Agency Standards	Proofs of Compliance
406	The program remediates and reevaluates missed objectives, after a student fails a written examination or practical evaluation, except in cases where the student is dismissed from the current training program.	
407	The program has written procedures as to student failures, dismissals for non-academic issues, etc. that include a reclama procedure and hierarchy.	

ENCLOSURE 4

MINIMUM LE TRAINING STANDARDS

1. The training standards in this Instruction serve as minimum training standards for all DoD MPs and CPs (Table 2) as well as SGs (Table 3).
2. The training standards are to be met prior to a DoD MP or CP commencing LE duty unsupervised and SG commencing LE support duty.
3. These training standards apply to all personnel (Active Duty, Reserve, National Guard Service members and civilian employees) performing police or security guard duties.
4. Services and Defense Agencies that cannot meet the minimum LE training standards prior to a DoD MP or CP commencing LE duty unsupervised and SG commencing LE support duty are required to apply for a waiver to the training standards.
 - a. The waiver request shall be forwarded to the Chair, DoD POST Commission, Office of the Secretary of Defense for Personnel and Readiness, Department of Defense Human Resources Activity, Office of Law Enforcement Policy and Support.
 - b. Such waiver requests shall provide justification and, where applicable, indicate any measures considered necessary to compensate for the waived requirement(s).
 - c. Waivers may be granted for a maximum of 24 months.
5. Contract security guards must meet the minimum training tasks shown in Table 3. The contracting organization will insure standards are met as part of the contract. Contracting organizations outside the continental United States will ensure training tasks are in compliance with host nation law.”

APPENDIX TO ENCLOSURE 4MINIMUM LE AND SECURITY TRAINING TASKSTable 2. Police Minimum Training Tasks

Activities/Duties	Police minimum training tasks
General	Military LE history and culture Organization <ul style="list-style-type: none"> • Chain of command • Functions Operations <ul style="list-style-type: none"> • Concept and principles • General LE/security force operations • LE/security force roles and missions • Community relations (community based policing) • Intelligence led policing • LE Intelligence Systems Ethics and LE code of conduct Applied ethics-decision making Interpersonal skills Force protection <ul style="list-style-type: none"> • Force protection operations security (OPSEC) • Threat levels and force protection conditions (FPCON) • Threats to installations and resources <ul style="list-style-type: none"> ○ Concept and principles and threat spectrum ○ Terrorism and antiterrorism
Legal	Posse Comitatus Act and military authority Types of jurisdiction Criminal Law <ul style="list-style-type: none"> • Military law (section 47 of title 10, United States Code (Reference (i)), also known as the Uniform Code of Military Justice, and sections 7(3) and 13 of title 18, United States Code (Reference (j)), also known as Assimilative Crimes Act) • Civil law (section 1885 of Reference (j), also known as the Posse Comitatus Act) pertinent to operation of DoD installations Introduction to court testimony Advise persons of their rights Rules of evidence Federal tort law Family advocacy coordination Suicide identification and prevention Victim and witness communication by LE
Search	Search and seizure authorization Employ search procedures <ul style="list-style-type: none"> • Search individuals • Search vehicles • Search buildings • Search areas

Table 2. Police Minimum Training Tasks, Continued

Activities/Duties	Police minimum training tasks
First Aid	1st Level medical Blood borne pathogens 1st responder treatment of gunshot wounds
Apply Force	DoD Force continuum (use of force) Use of deadly force Use of non-lethal force Apply LE techniques (for equipment employed by the respective Service/Agency) <ul style="list-style-type: none"> • Non-lethal weapons <ul style="list-style-type: none"> ○ Employ oleoresin capsicum pepper spray ○ Employ expandable baton ○ Employ taser • Use unarmed self defense techniques
Weapon(s)	Qualify with assigned weapon <ul style="list-style-type: none"> • Side arm • Long gun/sniper rifle • Shotgun
Communications	Use and react to visual signaling techniques Use phonetic alphabet Exercise communications discipline
Patrol / Post Activities	Patrol procedures <ul style="list-style-type: none"> • Objectives of patrol • Types of patrol Record Incident Report Apprehend a subject Transport offenders Respond to active shooter Perform vehicle preventive maintenance checks and services Intro to capabilities and use of Military Working Dogs Movement techniques <ul style="list-style-type: none"> • Enter a building • Search a building for suspects • Search a building for evidence • Use cover and concealment Installation patrol <ul style="list-style-type: none"> • Conduct building and repository checks • Respond to alarms • React to weapons fire • Respond to Active Shooter • Vehicle Stops <ul style="list-style-type: none"> ○ High risk ○ Unknown risk Vehicle dynamics and Accident Avoidance LE Officer survival / safety

Table 2. Police Minimum Training Tasks, Continued

Activities/Duties	Police minimum training tasks
Patrol / Post Incidents	<p>Intro to responding to calls for service protocols</p> <ul style="list-style-type: none"> • Secure crime scenes • Crime scene search • Crime scene search patterns • Identify evidence/contraband (including drugs) • Preserve evidence • Conduct field interviews • Interview witnesses, victims, suspects <p>Intro to emergency response protocols</p> <ul style="list-style-type: none"> • Bombs / bomb classifications • Improvised explosive device (IED) • Means of detonation • Means of delivery • Bomb threat • Bomb threat procedures • Evacuation/evacuation planning • Search procedures • Sabotage and wrongful destruction <p>Intro to Incident Management</p> <ul style="list-style-type: none"> • Identify offense of sexual assault/rape • Identify offense of burglary • Identify offense of housebreaking • Identify offense of larceny or wrongful appropriation of property • Identify offense involving controlled substances • Identify physical evidence at a crime scene • Maintain accountability of evidence in an evidence room
Traffic Management	<p>Direct traffic</p> <p>Prepare traffic accident report</p> <p>Driving while intoxicated/driving under the influence (DUI) Enforcement</p> <p>Prepare DUI report</p> <p>Intro to traffic accident investigation</p> <p>Prepare traffic citations (DD Form 1805, US District Court Violation Notice and DD Form 1408, Armed Forces Traffic Ticket)</p> <p>Issue citations</p>

Table 2. Police Minimum Training Tasks, Continued

Activities/Duties	Police minimum training tasks
Reports / Report Writing	Prepare evidence tag Visitor/vehicle pass Prepare visitor register log Prepare statement of suspect, witness or complainant Prepare authority to search and seize Prepare consent for search and seizure Prepare incident report Prepare receipt for inmate or detained person Prepare field interview card Prepare evidence voucher
Civil Disturbance	Intro to crowds/crowd behavior Intro to use a riot baton Intro to position yourself in riot control formation Intro to conduct squad size riot control formations
Chemical, Biological, Radiological, Nuclear, and Explosives (CBRNE)	Basic LE 1st responder skills Basic LE individual protection

Table 3. Civilian SG Minimum Training Tasks

Activities/Duties	SG minimum training tasks
General	Security Forces/military LE history and culture Organization <ul style="list-style-type: none"> • Chain of command • Functions Ethics / LE code of conduct Interpersonal skills Force protection <ul style="list-style-type: none"> • Force protection/OPSEC • Threat levels/FPCONs • Threats to installations and resources <ul style="list-style-type: none"> ○ Concept and principles/threat spectrum
Legal	Types of jurisdiction Define authority with various restricted/controlled areas
Search	Employ search procedures <ul style="list-style-type: none"> • Search individuals • Search vehicles • Search buildings • Search areas
First Aid	1st Level medical Blood borne pathogens 1st Responder treatment of gunshot wounds
Apply Force	DoD force continuum (use of force) Use of deadly force Use of non-lethal force Apply LE techniques <ul style="list-style-type: none"> • Non-lethal weapons <ul style="list-style-type: none"> ○ Employ Oleoresin Capsicum pepper spray ○ Employ expandable baton • Use unarmed self defense techniques
Weapon(s)	Qualify with assigned weapon
Communications	Use phonetic alphabet Exercise communications discipline
Patrol / Post Activities	Perform vehicle preventive maintenance checks and services Conduct building and repository checks Respond to active shooter Vehicle dynamics and accident avoidance LE officer survival / safety
Patrol / Post Incidents	Secure crime scenes Protect evidence Bombs / bomb classifications Improvised explosive device (IED) Bomb threat Bomb threat procedures Evacuation/evacuation planning

Table 3. Civilian SG Minimum Training Tasks, Continued

Activities/Duties	SG minimum training tasks
Reports/Report Writing	Visitor/vehicle pass Prepare visitor register log Employ entry access authority rosters
CBRNE	Basic LE 1st responder skills Basic LE individual protection

ENCLOSURE 5

PHYSICAL FITNESS AND CERTIFICATION STANDARDS FOR CPS AND SGS

1. PHYSICAL FITNESS STANDARDS. Military Service and Defense Agency physical fitness programs will include:

a. Minimum performance-based physical fitness standards for CPs and SGs that are based on occupational tasks. These standards should be based on current LE community (CP) and government and industrial security community (SG) accepted tests of physical fitness. Tests will be conducted on a regular recurring basis (at least annually).

(1) The standards include aerobic endurance and strength as demonstrated through the completion of a physical ability test (PAT).

(2) The Army's established PAT will serve as the minimum standard (floor) for physical fitness.

(3) Alternate PAT events are permitted for current CPs and SGs, with long-term medical restrictions or disabilities, but can otherwise perform the essential functions of the job. Alternate PAT tests must have the same energy demands as the regular test, and be validated.

(4) Validated performance based tests are authorized in addition to established floor in subparagraph 1.a.(2).

(5) Appeals tests (a job-task simulation) are authorized for those CPs and SGs not able to successfully pass physical-exercise/calisthenics based performance test events. The appeals test must have the same energy demands as the regular test, and be validated.

b. Medical screening and clearance must be completed prior to testing.

c. Each Military Service or Defense Agency will establish and maintain a policy for medical screening and physical fitness test administration. Service specific medical standards used to screen applicants and incumbents must be approved by the OPM.

d. A policy for individuals who fail to meet the physical fitness standards.

e. Temporary medical restrictions from performing the PAT are governed by the Military Services and Defense Agency policy and regulation.

2. CERTIFICATION STANDARDS. Service and agency certification programs will require that CP and SG to:

a. Successfully complete a standardized training program that will include initial and sustainment training. Services and agencies should consider waiver and exception policy guidance for CPs and SGs that takes into account previous training and experience.

b. Meet approved medical and physical fitness standards. Service specific medical standards used to screen applicants and incumbents must be approved by the OPM.

c. Qualify with assigned weapons at least annually.

3. OVERSIGHT. Services and agencies will provide written documentation of certification to the DoD POST Commission Executive Secretary annually or as required, in accordance with paragraph 4.f. of Enclosure 2 of this Instruction.

GLOSSARY

PART I. ABBREVIATIONS AND ACRONYMS

CBRNE	chemical, biological, radiological, nuclear, and explosives
CPs	civilian police
DoDHRA	Department of Defense Human Resource Activity
DUI	driving under the influence
FPCON	force protection condition
IG, DoD	Inspector General of the Department of Defense
LE	law enforcement
LEA	law enforcement agency
MPs	military police
OPSEC	operations security
OPM	Office of Personnel Management
PAT	physical ability test
POST	Peace Officer Standards and Training
SGs	security guards
USAMPS	U.S. Army Military Police School
USD(P&R)	Under Secretary of Defense for Personnel and Readiness

PART II. DEFINITIONS

These terms and their definitions are for the purposes of this Instruction.

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.

aerobic endurance. Aerobic fitness capacity; ability to do prolonged exercise without fatigue.

best practices. 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 series 0083 or equivalent

Defense Criminal Investigative Organizations. The four criminal investigative organizations of DoD – Defense Criminal Investigative Service, Army Criminal Investigations Command, Naval Criminal Investigative Service, and Air Force Office of Special Investigations.

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

LE duty. DoD LE personnel's primary function 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.

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

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