

## **SUBCHAPTER 09E - IN-SERVICE TRAINING PROGRAMS**

### **SECTION .0100 - LAW ENFORCEMENT OFFICER'S IN-SERVICE TRAINING PROGRAM**

#### **12 NCAC 09E .0101 PURPOSE**

In order to ensure a minimum level of proficiency in specific topical areas for law enforcement officers serving the governmental agencies within the state, the Commission establishes the law enforcement officers' annual in-service training program.

*History Note:* Authority G.S. 17C-6; 17C-10;  
Eff. July 1, 1989;  
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. May 25, 2019.

#### **12 NCAC 09E .0102 REQUIRED ANNUAL IN-SERVICE TRAINING TOPICS**

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Eff. July 1, 1989;  
Amended Eff. January 1, 2005;  
Temporary Amendment Eff. January 1, 2005;  
Amended Eff. February 1, 2011; January 1, 2010; April 1, 2009; April 1, 2008; February 1, 2007;  
January 1, 2006;  
Repealed Eff. February 1, 2013.

#### **12 NCAC 09E .0103 STATE OR LOCAL LAW ENFORCEMENT AGENCY HEAD RESPONSIBILITIES: ANNUAL IN-SERVICE TRAINING**

The State or local law enforcement agency head, for any agency employing individuals certified as law enforcement officers, shall ensure that the annual in-service training is conducted according to specifications pursuant to 12 NCAC 09E .0111. In addition, the State or local law enforcement agency head or designated representative shall:

- (1) ensure all annual in-service training topics are delivered either in person or through the North Carolina Justice Training and Certification portal, or by a North Carolina community college;
- (2) review departmental policies regarding the use of force during the agency's annual in-service training program; and
- (3) report to the Criminal Justice Standards Division once each calendar year a roster of all law enforcement officers who fail to successfully complete the annual in-service training pursuant to 12 NCAC 09E .0111, and shall certify that all law enforcement officers in the agency not listed did successfully complete the training. This roster shall reflect the annual in-service status of all law enforcement officers employed by the agency as of December 31 of each calendar year and shall be received by the Criminal Justice Standards Division no later than the following January 15<sup>th</sup>. Officers having completed Basic Law Enforcement Training as a full-time student or lateral transfer and passed the comprehensive state final examination in this same calendar year must complete the annual in-service training for the year if they were sworn in between January 1<sup>st</sup> and June 30<sup>th</sup> of that year. Officers sworn in between July 1<sup>st</sup> and December 31<sup>st</sup> must complete the annual in-service training by June 30<sup>th</sup> of the following year, and
- (4) maintain in each officer's file documentation that the officer has completed the annual in-service training requirement; and
- (5) where the officer fails to successfully qualify with any of the weapons specified in Rule 09E .0106(a) and (b) of this Section, prohibit access to such weapon(s) until such time as the officer obtains qualification; and
- (6) where the officer fails to successfully qualify with any of the weapons specified in Rule 09E .0106(d) of this Section, prohibit the possession of such weapon(s) while on duty or when acting in the discharge of that agency's official duties, and shall deny the officer authorization to carry such weapon(s) concealed when off-duty, except when the officer is on his own premises; and
- (7) where an officer has access to any specialized or tactical weapon(s) not specifically covered in Rule .0106(a) and (b) of this Section, prohibit the officer's use of the weapon(s) while engaged in the officer's official capacity unless the agency head determines the officer is competent to use the

weapon in a lawful and prudent manner based upon the officer's experience, training, education, and disciplinary record.

*History Note:* Authority G.S. 17C-6; 17C-10;  
Eff. July 1, 1989;  
Amended Eff. January 1, 2005; January 1, 1995;  
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Amended Eff. October 1, 2025; March 1, 2024.

## **12 NCAC 09E .0104 INSTRUCTORS: ANNUAL IN-SERVICE TRAINING**

The following requirements and responsibilities are hereby established for instructors who conduct the law enforcement officers' annual in-service training program:

- (1) The instructor shall hold Instructor Certification issued by the Commission as outlined in 12 NCAC 09B .0302, 09B .0304, and 09B .0306, except for instructors who exclusively deliver:
  - (a) CPR certifications that include cognitive and skills testing;
  - (b) use of equipment training conducted by a manufacturer, manufacturer's representative or a service provider and documented through a certificate of completion; or
  - (c) Incident Command System training for NIMS (National Incident Management System) compliance who are certified through FEMA (Federal Emergency Management Agency) as Incident Command Instructors.
- (2) Each instructor certified by the Commission to teach in a Commission-accredited basic training, Speed Measuring Instrument Operator or Instructor training, Instructor or Specialized Instructor training, or Commission-approved in-service training course shall complete all instructor training required by this Chapter.
- (3) Instructors who teach a required in-service training topic, other than a topic taught pursuant to Paragraph (1) of this Rule shall achieve a passing grade on a topic specific test developed by the North Carolina Justice Academy or by the agency delivering the training before delivering the topic of instruction.
- (4) Instructors who teach a required in-service training topic online shall also complete the in-service training for the topic he or she will be teaching before delivering the topic of instruction.
- (5) Instructors who teach an in-service training topic in a traditional classroom format will receive credit toward their own in-service training requirements, provided that they pass all required tests, as outlined in this section, and have their instruction documented by the Agency Head or In-Service Training Coordinator once completed.
- (6) The instructor shall deliver the training consistent with the specifications established in Rule .0106 of this Section.
- (7) The instructor shall report the successful or unsuccessful completion of training for each officer to the Agency Head.
- (8) When the officer fails to qualify with a weapon, the instructor shall inform the officer of the failure to qualify. The instructor shall then provide the officer with Firearms Qualification Record Form F-9A which the officer is required to sign. This form shall instruct the officer not to use the weapon and shall require the officer to notify the Agency Head or designated representative within 24 hours of the qualification failure. Additionally, the instructor shall provide this form to the Agency Head or designated representative within 72 hours of the qualification failure. The Form F-9A Firearms Qualification Record shall contain the following:
  - (a) officer's name and appointing agency;
  - (b) instructor's name and signature;
  - (c) date the classroom section was completed;
  - (d) officer's acknowledgment of qualification scores; and
  - (e) firearms score sheet.

All Commission forms are available for download on the Criminal Justice Standards Division website: <https://ncdoj.gov/law-enforcement-training/criminal-justice/forms-and-publications/>.

*History Note:* Authority G.S. 17C-6; 17C-10;  
Eff. July 1, 1989;

*Amended Eff. July 1, 2016; May 1, 2014; February 1, 2013; April 1, 2008; January 1, 2006; January 1, 2005;*  
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## **12 NCAC 09E .0105 MINIMUM TRAINING SPECIFICATIONS: ANNUAL IN SERVICE TRAINING**

*History Note: Authority G.S. 17C-6; 17C-10;*  
*Eff. July 1, 1989;*  
*Amended Eff. January 1, 2005; November 1, 1998;*  
*Temporary Amendment Eff. January 1, 2005;*  
*Amended Eff. January 1, 2019; January 1, 2018; January 1, 2017; July 1, 2016; January 1, 2016; January 1, 2015; February 1, 2014; June 1, 2012; February 1, 2011; January 1, 2010; April 1, 2009; April 1, 2008; February 1, 2007; January 1, 2006;*  
*Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. May 25, 2019;*  
*Amended Eff. January 1, 2022; January 1, 2021; January 1, 2020;*  
*Repealed Eff. November 1, 2024.*

## **12 NCAC 09E .0106 ANNUAL FIREARMS QUALIFICATION SPECIFICATIONS**

(a) All certified law enforcement officers shall qualify for both day and low-light use with each department-approved service handgun prior to carrying the handgun in the performance of law enforcement duties, pursuant to 12 NCAC 09E .0103(5) and (6), and at least once each calendar year thereafter. For the purpose of this specification, service handgun shall include any semi-automatic pistol or revolver.

(b) The Accuracy Qualification course of fire shall meet the following minimum requirements for Day Accuracy Qualification:

- (1) No fewer than thirty (30) rounds
- (2) Firing from the three (3), five (5), seven (7), ten (10), fifteen (15), and twenty-five (25) yard lines shall consist of no more than the following percentage of shots at each yard line:
  - (A) 3 yard line: 10%
  - (B) 5 yard line: 12%
  - (C) 7 yard line: 30%
  - (D) 10 yard line: 20%
  - (E) 15 yard line: 25%
  - (F) 25 yard line: 20%
- (3) Firing at least two rounds from each of the following positions:
  - (A) Standing
  - (B) Kneeling,
  - (C) Barricade
- (4) Firing at least two rounds dominant hand only
- (5) Firing at least two rounds support hand only
- (6) Fire after drawing from the holster
- (7) At least one stage that includes a mandatory magazine change

(c) The Accuracy Qualification course of fire shall meet the following minimum requirements for Low-Light Accuracy Qualification:

- (1) No fewer than thirty (30) rounds
- (2) Firing from the three (3), five (5), seven (7), ten (10), and fifteen (15) yard lines shall consist of no more than the following percentage of shots at each yard line:
  - (A) 3 yard line: 13%
  - (B) 5 yard line: 26%
  - (C) 7 yard line: 24%
  - (D) 10 yard line: 24%
  - (E) 15 yard line: 24%.
- (3) Firing at least two rounds from the following positions:
  - (A) Standing

- (B) Kneeling
  - (4) Firing at least two rounds dominant hand only
  - (5) Firing at least two rounds support hand only
  - (6) Firing after drawing from the holster
  - (7) At least one stage that includes a mandatory magazine change
  - (8) At least one stage that includes the required use of a flashlight or weapon-mounted light
  - (9) At least one stage that includes the use of blue lights
  - (10) At least one stage that includes the use of low-beam headlights and blue lights.
  - (11) At least one stage that includes the use of headlights, blue lights, and all available lighting.
- (d) All certified law enforcement officers shall successfully complete a Decision Making Qualification course for both day and low-light at least once each calendar year.
- (e) The Decision Making Qualification course shall meet the following minimum requirements:
- (1) Day Decision Making Qualification:
    - (A) No fewer than three decision points within the course
    - (B) Required target discrimination decision (shoot/no-shoot)
    - (C) Required articulation by the officer of a minimum of two decisions made during the course
    - (D) Shall contain a detailed diagram of the decision-making course, with a written explanation of the course, and a scoring matrix outlining what constitutes passing and failing performance, which shall be maintained in an Annual Qualification file by the agency and made available for audit.
  - (2) Low-Light Decision Making Qualification:
    - (A) No fewer than three decision points within the course
    - (B) Required target discrimination decision (shoot/no-shoot)
    - (C) Required use of a flashlight, weapon mounted light, or other shooter-controlled light source
    - (D) Required articulation by the officer of a minimum of two decisions made during the course
    - (E) Shall contain a detailed diagram of the decision-making course, with a written explanation of the course, and a scoring matrix outlining what constitutes passing and failing performance, which shall be maintained in an Annual Qualification file by the agency, and made available for audit,
- (f) If an officer's service handgun is replaced with another service handgun of the same make and model, the officer shall complete the Day Accuracy Qualification with the new service handgun within 15 days of issuance.
- (g) All certified law enforcement officers who are issued or authorized to use a shotgun, rifle, or automatic weapon shall qualify with each weapon respectively for both day and low-light use prior to carrying the weapon in the performance of law enforcement duties, pursuant to 12 NCAC 09E .0103(5) and (6), and at least once each calendar year thereafter.
- (h) The accuracy qualification courses required by Paragraphs (a) through (c) of this Rule shall be completed with duty equipment and duty ammunition or ballistic-equivalent ammunition, including lead-free ammunition that meets the same point of aim, point of impact, and felt recoil of the duty ammunition for all weapons.
- (i) All certified law enforcement officers who are issued or authorized to use a less-lethal weapon, that may also be classified as a firearm, shall qualify with each weapon respectively, in compliance with the manufacturers specifications or certification requirements prior to carrying the weapon in the performance of law enforcement duties, pursuant to 12 NCAC 09E .0103(7), and as required by the manufacturer thereafter.
- (j) For the purposes of this Rule, low light for an outdoor range is defined as beginning 30 minutes after sunset, based on the time provided by the U.S. Naval Observatory chart (located here: [https://aa.usno.navy.mil/data/RS\\_OneYear](https://aa.usno.navy.mil/data/RS_OneYear)) for the date of qualification, specific to the location of the outdoor range. For an indoor range, transition to a low-light environment occurs by cutting off the lighting and is not defined by a specific time.
- (k) Pursuant to G.S. 14-269 and the Law Enforcement Officers Safety Act of 2004, H.R.218, 108th Cong. (2004), (located here: <https://www.congress.gov/bill/108th-congress/house-bill/218>), all certified law enforcement officers who are authorized to carry an off-duty or secondary handgun shall qualify with each such handgun consistent with the specifications outlined in Paragraphs (a) through (c) of this Rule.
- (l) To satisfy the requirements for all firearms accuracy qualifications, an officer shall attain at least 80 percent accuracy with each weapon.

(m) To satisfy the requirements for all decision making qualification courses, an officer shall attain a passing score as outlined by the specific courses scoring matrix.

(n) Each Day Accuracy Qualification course and Low-Light Accuracy Qualification course:

- (1) Shall be completed successfully on a single day, once out of three attempts.
- (2) Failure to qualify within three attempts on a single day is deemed a failure.
- (3) Once qualification has begun, if an officer is unsuccessful at any qualification attempt and fails to complete three attempts in a single day, the officer is deemed to have failed to qualify.
- (4) No practice is allowed once qualification begins. Practice is not allowed until after the officer qualifies successfully or the third qualification attempt is completed.
- (5) Shall be completed with each weapon for which qualification is required
- (6) Each Qualification course may take place on different days; however, all three attempts to qualify for that course shall occur on that day.
- (7) Once an officer has failed to qualify in three attempts or failed to complete three attempts to qualify in a single day on any Qualification course, Access to the weapon shall be restricted until such time the officer successfully qualifies with the weapon. The restriction is pursuant to Rule .0103 (4) and (5) of this Section.

(o) Each Day Decision Making Qualification course and Low-Light Decision Making Qualification course:

- (1) Shall be completed successfully on a single day, once out of three attempts.
- (2) Failure to qualify within three attempts on a single day is deemed a failure.
- (3) Once qualification has begun, if an officer is unsuccessful at any qualification attempt and fails to complete three attempts in a single day, the officer is deemed to have failed to qualify.
- (4) No practice is allowed once qualification begins. Practice is not allowed until after the officer qualifies successfully or the third qualification attempt is completed.
- (5) Each qualification course may take place on different days; however, all three attempts to qualify for that course shall occur on that day.
- (6) Once an officer has failed to qualify in three attempts or failed to complete three attempts to qualify in a single day on any qualification course, Access to the weapon shall be restricted until such time the officer successfully qualifies with the weapon. The restriction is pursuant to Rule .0103 (4) and (5) of this Section.

*History Note: Authority G.S. 17C-6; 17C-10;*

*Eff. July 1, 1989;*

*Amended Eff. January 1, 2019; April 1, 2018; January 1, 2006; January 1, 2005; November 1, 1998; March 1, 1992;*

*Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. May 25, 2019.*

*Amended Eff. January 1, 2026.*

## **12 NCAC 09E .0107 FAILURE TO QUALIFY: ANNUAL IN-SERVICE FIREARMS TRAINING**

(a) Where an officer is employed with an agency that establishes a higher standard for annual in-service firearms training than those specified in this Subchapter and the officer has failed to meet the requirements of the employing agency as of December 31 of each calendar year, such officer shall meet the requirements of this Rule for continued certification. Prior to transfer to another agency, the officer shall meet the requirements of this Rule.

(b) Upon notification to the Division via Form F-9B 'Report of Non-Compliance of Mandatory In-Service Training' that an officer has failed to meet the requirements for in-service firearms training and qualification as specified in 12 NCAC 09E .0106(a) of this Subchapter, the law enforcement officer's certification shall be suspended. Form F-9B is located on the Commission's website: <https://ncdoj.gov/law-enforcement-training/criminal-justice/forms-and-publications/#91-112-wpfd-in-service-p2>.

(c) The Division shall rescind the suspension indicated in Paragraph (b) of this Rule upon receipt from an agency representative of Form F-9C 'Return to Duty Request', indicating the suspended officer has completed the in-service firearms training and qualification pursuant to 12 NCAC 09E .0106(a) and (b). Form F-9C is located on the Commission's website: <https://ncdoj.gov/law-enforcement-training/criminal-justice/forms-and-publications/#91-112-wpfd-in-service-p2>.

(d) The suspended officer shall be granted limited enrollment in a presentation of the "Basic Law Enforcement Training" course to complete the training pursuant to 12 NCAC 09B .0205(b)(5)(B). Such enrollment and successful completion must occur within the calendar year of the suspension of law enforcement officer certification.

(e) Failure to enroll and successfully complete the training pursuant to 12 NCAC 09B .0205(b)(5)(B) within the calendar year of the suspension of certification shall subject the officer to training evaluation as specified in 12 NCAC 09B .0403.

*History Note: Authority G.S. 17C-6; 17C-10;*

*Eff. July 1, 1989;*

*Amended Eff. January 1, 2005; August 1, 2000; March 1, 1992; March 1, 1990;*

*Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. May 25, 2019;*

*Amended Eff. July 1, 2023.*

## **12 NCAC 09E .0108 FAILURE TO COMPLETE ANNUAL IN-SERVICE TRAINING**

(a) Law enforcement officers certified by the North Carolina Criminal Justice Education and Training Standards Commission shall complete a minimum of 24 in-service training credits each year as published by the Commission.

(b) When the Commission specifies topics that total less than 24 credits for a specific year, the remaining training credits shall be in topics identified by their respective agency heads. In selecting the remaining training credits, the agency head may choose any topic, provided the lesson plan is written in Instructional Systems Design format and is taught by an instructor who is certified by the Commission, pursuant to 12 NCAC 09B .0301. Alternatively, in selecting the remaining training credits, the agency head may choose any topic: (1) delivered pursuant to Rule .0104(1) of this Section; or (2) National Certification Programs (NCP) administered by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) completed during that specific year. These topics shall not be required to be written in Instructional Systems Design format or delivered by an instructor certified by the Commission. With the exception of those law enforcement officers who were hired on or after July 1<sup>st</sup>, pursuant to 12 NCAC 09E .0103(2), failure to successfully complete the annual in-service training within the calendar year shall result in suspension of the law enforcement officer's certification.

(c) Completion of training shall be demonstrated by passing a written test for each in-service training topic, as follows:

- (1) A written test comprised of at least five questions per credit shall be developed by the North Carolina Justice Academy or the approved curriculum developer having received NJP approval for each in-service topic requiring testing. The Firearms and Qualifications in-service course and topics delivered pursuant to Rule .0104 of this Section shall be exempt from this written test requirement;
- (2) A student shall pass each test by achieving at least 70 percent correct answers; and
- (3) A student who completes a topic of in-service training in a traditional classroom setting or online and fails the end-of-topic exam shall be given one attempt to re-test. If the student fails the exam a second time, the student shall complete the in-service training topic in a traditional classroom setting before taking the exam a third time.

(d) Upon notification that a law enforcement officer who has been continuously employed with an agency during the 12 month calendar year has failed to meet the requirements for in-service training, as specified in 12 NCAC 09E .0103(2), the officer's certification shall be suspended by the Standards Division Director.

(e) No officer suspended under Paragraph (b) of this Rule shall work as a certified law enforcement officer until:

- (1) the department head or designated representative forwards to the Commission documentary evidence verifying that the officer has complied with the requirements for reinstatement of certification as specified in this subsection; and
- (2) the agency head or designated representative and the officer receive from the Commission documentation that the Commission has terminated the suspension and reissued law enforcement certification to the suspended officer.

(f) If an officer has separated from an agency with less than a 12-month break in law enforcement service and is later reemployed as a law enforcement officer during the same calendar year, the officer shall complete the annual in-service training, as outlined in Paragraphs (a) and (b) of this Rule, by the end of that same calendar year. Upon notification by the agency head that such officer has failed to meet all the requirements for in-service training, the law enforcement officer's certification shall be suspended, pursuant to 12 NCAC 09A .0206(a)(2).

(g) If an officer has separated from an agency with less than a 12 month break in law enforcement service and is later reemployed as a law enforcement officer during the subsequent calendar year, the officer shall complete the annual in-service training, as outlined in Paragraphs (a) and (b) of this Rule by the end of the subsequent calendar

year. Upon notification by the agency head that such officer has failed to meet all the requirements for in-service training, the law enforcement officer's certification shall be suspended, pursuant to 12 NCAC 09A .0206(a)(2).

*History Note:* Authority G.S. 17C-6; 17C-10;  
Eff. January 1, 2005;  
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Amended Eff. May 1, 2025.

## **12 NCAC 09E .0109 IN-SERVICE TRAINING COORDINATOR REQUIREMENTS**

(a) Any persons designated by an agency head to act as, or who perform the duties of, an In-Service Training Coordinator in the delivery or presentation of a Commission-mandated or Commission-recognized in-service training course shall have on file confirmation from the Commission acknowledging designation as In-Service Training Coordinator prior to acting in an official capacity as an In-Service Training Coordinator.

(b) To be eligible to serve as an In-Service Training Coordinator, an applicant shall:

- (1) have four years of practical experience as a criminal justice officer or as an administrator or specialist in a field directly related to the criminal justice system;
- (2) be certified by the Commission as a General Instructor; and
- (3) have completed the "Coordinating In-Service Training" course presented by the North Carolina Justice Academy for the purpose of familiarization with trainee and instructor evaluation.

(c) The agency head shall submit to the Criminal Justice Standards Division a Form F-18 Commission In-Service Training Coordinator Request form containing the names and other requested information for the persons selected to act as In-Service Training Coordinators for the agency. The Form F-18 is located on the agency's website: [http://ncdoj.gov/getdoc/feb459d2-6db1-45be-94c8-a2e5305b350b/F-18\(ITC\)-6-11.aspx](http://ncdoj.gov/getdoc/feb459d2-6db1-45be-94c8-a2e5305b350b/F-18(ITC)-6-11.aspx). The agency head shall ensure that the persons selected meet the requirements set forth in Paragraphs (a) and (b) of this Rule.

*History Note:* Authority G.S. 17C-6;  
Eff. January 1, 2006;  
Amended Eff. February 1, 2016;  
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. May 25, 2019.

## **12 NCAC 09E .0110 IN-SERVICE TRAINING COORDINATOR RESPONSIBILITIES**

In planning, developing, coordinating, and delivering each Commission-mandated in-service training course, the In-Service Training Coordinator shall:

- (1) administer the delivery of the course curriculum in accordance with the curriculum standards established in this Subchapter;
- (2) select and schedule instructors who are certified by the Commission;
- (3) ensure that each instructor utilizes a current Commission-approved lesson plan;
- (4) monitor, or designate a certified instructor to monitor, the presentations of instructors during course deliveries and prepare written evaluations on their performance and suitability for subsequent instructional assignments. The observations shall be of sufficient duration to ensure the instructor is using the Instructional System Design model, and that the delivery is objective based, documented by and consistent with a Commission recognized lesson plan. For each topic area, the in-service training coordinator's evaluation shall be based upon the course delivery observations, the instructor's use of a Commission recognized lesson plan, and the results of the student evaluation of the instructor. For probationary instructors, these evaluations shall be prepared on Commission forms and forwarded to the Commission. Based on this evaluation, the In-Service Training Coordinator shall have the responsibility for recommending approval or denial of requests for General Instructor Certification. For all other instructors, these evaluations shall be prepared on Commission forms in accordance with Commission standards as set out in this Chapter. These evaluations shall be kept on file by the agency for a period of three years and shall be made available for inspection by a representative of the Commission upon request. In the event the evaluation of an instructor indicates that his or her performance was less than acceptable, the In-Service Training Coordinator shall forward a copy of the evaluation to the Commission. Any

designated certified instructor who is evaluating the instructional presentation of another instructor shall, at a minimum, hold certification in the same instructional topic area as that for which the instructor is being evaluated.

- (5) maintain records of all in-service training received by the agency's officers which include:
- (a) course title;
  - (b) delivery hours of course;
  - (c) course delivery dates;
  - (d) names and addresses of instructors utilized for each topic;
  - (e) a roster of enrolled trainees documenting class attendance; and
  - (f) test scores from in-service training.

*History Note:* Authority G.S. 17C-6;  
Eff. January 1, 2006;  
Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. May 25, 2019.

#### **12 NCAC 09E .0111 COMPLETION OF ANNUAL IN-SERVICE TRAINING**

- (a) Law enforcement officers certified by the North Carolina Criminal Justice Education and Training Standards Commission shall complete annual in-service training as outlined in 12 NCAC 09E .0108.
- (b) Failure to complete all topics required for the annual in-service training shall result in the law enforcement officer's certification being summarily suspended, pursuant to 12 NCAC 09E .0108.
- (c) All annual in-service training topics shall be taken in-person or through the North Carolina Justice Training and Certification portal, or by a North Carolina community college.
- (d) All annual in-service training involving motor skills assessment and/or qualification shall be conducted in person using certified Specialized Instructors, pursuant to 12 NCAC 09B .0304.

*History Note:* Authority G.S. 17C-6; 17C-10;  
Adoption Eff. October 1, 2025.