



POST Board

Policy

Federal Law Enforcement Reciprocity

Effective June 9, 2025 there will be a Federal Reciprocity Provisional Certification Pilot Program. This pilot program expires on December 31, 2026, unless extended or made permanent by a vote of the POST board. The pilot program shall meet the following elements:

- (I) Program participants must meet the statutory requirements of § 24-31-308, C.R.S., having served for at least one year in the preceding three years in good standing in the federal equivalent of a certified peace officer, as determined by the director or their designee.
 - (A) Substantial equivalence to Colorado POST standards, as required by Rule 11(a), is not a requirement for the pilot program.
 - (B) The federal equivalent of a certified peace officer includes, but is not limited to, armed forces police officers / military police officers for the purpose of this pilot program.
- (II) Program participants must be hired by, or must provide a notarized “intent to hire” letter from, a Colorado law enforcement agency.
- (III) Hiring organizations will conduct a gap analysis using POST training standards for basic certification and the program participant’s training records to identify knowledge, skills, abilities and other characteristics the hiring organization will be required to include in the program participant’s training.
 - (A) Hiring organizations may use a previously developed gap analysis for subsequent hires from the same federal agency, so long as their basic training was within five (5) years of the basic training date from the previous gap analysis.

- (B) Hiring organizations are encouraged to use existing lesson plans developed by their local law enforcement training academy to use as a foundational basis for their gap training.
 - (C) Hiring organizations are required to issue a certificate of completion for each gap target area successfully completed and provide POST with a copy of the certificate.
- (IV) Hiring organizations shall evaluate the program, including participant performance and readiness to serve as a Colorado POST certified peace officer, providing this feedback to POST in a manner determined by POST.
- (V) Program participants may otherwise seek provisional and basic peace officer certification using the process described in POST Rule 11, so long as all the requirements of the Federal Reciprocity Provisional Certification Pilot Program are met.