



Federal Reciprocity Pilot Program - Frequently Asked Questions

In June 2025, the POST Board approved a Federal Reciprocity Provisional Certification Pilot Program, to allow greater access to provisional certification for federal and military police officers. This program is set to expire on December 31, 2026, unless extended or made permanent by the POST Board. A copy of the program policy is available on POST's [website](#).

How does the pilot program differ from POST's traditional provisional certification process?

Prior to the approval of the pilot program, applicants coming from the military or federal jurisdiction were often ineligible to obtain provisional certification under [POST Rule 11](#), as their training programs and standards were not '*substantially equivalent*' to those established in Colorado. The pilot program removes the '*substantially equivalent*' standard and provides a pathway for certification along with guidance for closing any gaps in training.

What are the requirements to obtain provisional certification under this program?

Program participants must be fully certified and in good standing in their jurisdiction and have served for a minimum of one year within the last three years as the federal equivalent of a certified peace officer. Additionally, program participants must be hired by or provide a notarized "intent to hire" letter from a Colorado law enforcement agency. POST will accept signed copies of conditional hiring offers as evidence of intent to hire.

Who qualifies as a certified federal or military peace officer?

Federal peace officers include, but are not limited to, applicants who are/were employed by the Federal Bureau of Investigation, Drug Enforcement Administration, US Postal Inspection Service, or Department of Veterans Affairs and others. Military peace officers include U.S. Army Military Police Corps/Civilian Police, U.S. Navy Master-at-Arms/Civilian Police, U.S. Marine Corps Military Police/Civilian Police, or U.S. Air Force Security Forces/Civilian Police.

Who is required to conduct the gap analysis and how should that be done?

Under this pilot program, the hiring agency shall conduct the gap analysis using current POST training standards for basic certification and the participant's training records to identify gaps in knowledge, skills, abilities and other characteristics between the two programs. Gap analyses should be completed for each individual participant, although an agency may use a previously

developed analysis for subsequently hired candidates from the same academy so long as the training was within five (5) years of the basic training date of the original program.

Agencies should refer to the POST website for the most current version of the [Basic Academic Training Program and Skills Training Programs](#). POST has also created an easy-to-use Excel [workbook](#) containing a breakdown of the Basic Academy Curriculum for comparison as an available tool to assist agencies with their analysis.

I don't have a job offer yet. Can I still apply for certification under the pilot program?

No, participation in the pilot program requires an "intent to hire" letter. However, if you have worked as a federal or military peace officer for at least one year in the previous three years and are seeking provisional certification prior to receiving an offer of employment, you may still be eligible to obtain certification if your training is 'substantially equivalent' to Colorado, as determined by an equivalency review conducted by POST staff. If POST determines your program is not substantially equivalent, you will be ineligible for provisional certification and will need to attend a POST-Approved Basic academy to obtain certification. There is no opportunity for additional gap training under this process. Per POST Rule, provisional applications are valid for one year from the date of submission; in accordance with this rule, you may only submit one application, either through the standard process or the pilot program per one year period. If you are found ineligible, you may not reapply until after your current application has expired.

My agency doesn't have the ability to provide all necessary gap training. Does the Refresher Academy fulfill the requirements for gap training?

No. Although an applicant may attend a refresher academy once a provisional certification has been granted, the intent of this pilot program is to ensure that agencies provide specific gap training based on each individual's previous training experience and tailored to meet their specific training needs.

Does POST have specific requirements for how gap training should be provided and what it looks like?

Agencies are responsible for determining the type, length, and manner of gap training. POST encourages all agencies to collaborate with their local law enforcement training academies and utilize their existing lesson plans as a foundational basis for gap training. Agencies are also encouraged to work with their training units and legal counsel to ensure that any gap training meets the needs of the individual and the organization.

How do I report completed gap training to POST?

Agencies must issue a certificate of completion for each gap target area successfully completed and provide POST with a copy of the certificate. Training may be entered in Benchmark and

electronic copies of the certificates may be submitted to POST via email at certification@coag.gov.

Does gap training have to be completed before the provisional certification expires or a basic certification is issued?

Yes, gap training must be completed before POST will issue a basic certificate. Additionally, applicants must complete the other requirements for certification, including skills proficiency and successful completion of the POST exam. Provisional certifications are valid for six months from the date they are issued; if an applicant fails to obtain basic certification within that time, their provisional certification will expire, and they will be unable to work as a certified peace officer until they can obtain basic certification.