CONCORD POLICE DEPARTMENT
GENERAL ORDER

LAW ENFORCEMENT OFFICER SAFETY ACT (HR218)

GENERAL ORDER: 03.18	**CREATED:** August 31, 2020	**ISSUE DATE:** September 25, 2025
CALEA STANDARDS: **NCLEA STANDARDS:**		**EFFECTIVE DATE:** September 25, 2025
ACTION: Amends general order dated November 2, 2022.		

03.18.0 PURPOSE

The purpose of this general order shall be to establish policy and procedures by which a qualified former law enforcement officer (QFLEO) may apply for participation in a Law Enforcement Officers Safety Act (LEOSA) qualification course and/or receive a Concord Police Department issued LEOSA certification/identification card.

03.18.1 POLICY

It shall be the policy of the Concord Police Department to ensure that a QFLEO wishing to carry a weapon concealed under LEOSA meets the firearms training and qualification standards established by the department and the North Carolina Criminal Justice Education & Training Standards.

03.18.2 DEFINITIONS

A. QUALIFIED FORMER LAW ENFORCEMENT OFFICER (QFLEO)

An individual who is retired or separated from a law enforcement agency in good standing as a qualified, active law enforcement officer for at least ten years or more, or separated due to a service-connected disability, as determined by the Concord Police Department, after completing any applicable probationary period.

03.18.3 APPLICANT ELIGIBILITY

A. A QFLEO may request a Law Enforcement Officer Safety Act (LEOSA) certification/identification card upon retirement from the Concord Police Department; or,

B. A QFLEO may request a Law Enforcement Officer Safety Act (LEOSA) certification/identification card upon retirement from another law enforcement agency so long as the QFLEO is a resident of North Carolina.

C. It shall be confirmed that the applicant is not prohibited under federal or state law from possessing a firearm, as indicated by a search of the Division of Criminal Information (DCI) and the National Crime Information Center (NCIC).

D. Furthermore, such QFLEO at the time of their separation must have been an active duty law enforcement officer who:

1. Was not the subject of an administrative or criminal investigation, which could have resulted in suspension or loss of police powers, at the time of separation;

2. Was not under discipline or pending discipline, which involved suspension or loss of police powers, at the time of separation;

3. Whose separation was not due to a finding that the QFLEO was unqualified to be a law enforcement officer for reasons related to the former law enforcement officer's mental health and;

4. Whose separation was not part of a settlement agreement wherein the former law enforcement officer acknowledged that he/she was not qualified to be a law enforcement officer for reasons related to their mental health;

5. Is not under the influence of, or addicted to, alcohol or another intoxicating or hallucinatory drug or substance and;

6. Is not prohibited by federal or state law from possessing a firearm.

03.18.4 CERTIFICATION PROCEDURES

A. A QFLEO in good standing with their department shall successfully complete the necessary training mandated by the North Carolina Criminal Justice Education & Training Standards.

NOTE: The Concord Police Department may periodically host LEOSA firearms qualification and training. No practice or remedial sessions shall be conducted. Any QFLEO who fails the LEOSA firearms qualification may apply for a future LEOSA qualification course at an additional cost.

B. All handguns shall be subject to inspection and approval by a department certified firearms instructor prior to qualification attempts.

C. All handguns shall be suitable for law enforcement usage to include both revolvers and semi-automatic pistols. Handguns shall be limited to calibers between .38 and .45 with a 6-inch barrel or less.

D. Ammunition shall be suitable for law enforcement usage which shall be determined by a certified department firearms instructor prior to QFLEO attempting the qualification course of fire.

E. Participants shall furnish 100 rounds of approved factory specified ammunition, at least one extra speed loader or magazine, an appropriate belt holster and flashlight.

F. LEOSA certification course participants are limited to using one specific type of weapon (e.g. Glock .40 caliber), which should be the participant's normal carry weapon.

NOTE: LEOSA certification is firearm (serial #) specific.

G. QFLEO shall score no less than 80% on both day and night qualification courses.

H. QFLEO shall successfully complete a combat course. Both day and night stages of fire. The combat course shall be scored via Pass/Fail.

I. QFLEO shall receive a minimum of two hours instruction on NC laws of self-defense and the use of force by private citizens, detention of persons by private persons, and assistance to LEO by private citizens.

NOTE: Prior to retirement from the Concord Police Department, an officer may request to receive the mandated two hours of instruction.

J. Certification is only valid for a period of one calendar year from the date on which certification was granted. A QFLEO must apply for certification each year. To avoid a lapse in certification, it is strongly recommended that within 30 days prior to the expiration of certification, the QFLEO should:

1. Successfully complete the firearms qualification course and;

2. Submit a completed application form. Recertification procedures shall be the same as those for initial certification.

NOTE: Upon retirement from the Concord Police Department, valid firearms qualification shall revert to the last in-service qualification date prior to retirement and not the date of retirement.

K. All qualification scores shall be recorded on the Retired Law Enforcement Officers Firearms Qualifications Application (Form F-9R).

03.18.5 DISCLAIMERS

A. Neither the City of Concord nor the Concord Police Department shall assume any liability regarding any false information provided by the QFLEO.

B. Neither the City of Concord nor the Concord Police Department shall assume any liability, or provide legal representation or indemnification to a QFLEO, for any act arising from his/her use of a firearm.

03.18.6 FEES

Those applying for the Concord Police qualification course and LEOSA certification card shall pay a non-refundable administrative processing fee of $50.00.

James S. Hughes

JAMES S. HUGHES
CHIEF OF POLICE

North Carolina Concealed Handgun Chart – Prohibited Carry Areas				
Carry Area	**Individuals Authorized Pursuant to GS 14-269(b)**	**Out-of-State Officer HR 218**	**Concealed Carry Handgun Permittee GS 14-415.10**	**Out-of-State Reciprocal Concealed Carry Handgun**
Educational Property	YES	YES--If Secured in Vehicle Unless Private Educational Property is Posted.	YES -- If Secured in Vehicle Unless Private Educational Property is Posted.	YES -- If Secured in Vehicle Unless Private Educational Property is Posted.
Where Alcoholic Beverages are sold and consumed	YES	YES--Unless Posted	YES -- Unless Posted	YES -- Unless Posted
Certain State Property & Courthouses (This does not address Legislative office properties.)	YES	YES-- If Secured in Vehicle	YES -- If Secured in Vehicle	YES -- If Secured in Vehicle
Parades or Funeral Processions	YES	YES -- Unless Posted	YES -- Unless Posted	YES -- Unless Posted
Picket lines, Private Health Care Facilities	YES	NO	NO	NO
Posted Property	**see note below**	NO	NO	NO
Law Enforcement or Correctional Facility	YES	NO	NO	NO
Federal Property	**NO**	**NO**	**NO**	**NO**
While consuming alcohol or while alcohol or controlled substance is in the blood	**NO**	**NO**	**NO**	**NO**
Assembly where admission is charged	YES	YES--Unless Posted	YES -- Unless Posted	YES -- Unless Posted
State owned rest area	YES	YES	YES	YES
Posted local government recreational facilities	YES	**NO**	**NO**	**NO**

A "yes" in the block indicates the person in that category can carry in the establishment listed.

A "no" in the block indicates the person in that category cannot carry in the establishment listed.

NOTE: While carrying in this area may not be in violation of our concealed carry statutes, it may constitute a trespass