ARC 0728D

LAW ENFORCEMENT ACADEMY[501]

Adopted and Filed

Rulemaking related to minimum standards for law enforcement and reserve officers

The Iowa Law Enforcement Academy Council hereby rescinds Chapter 2, "Minimum Standards for Iowa Law Enforcement Officers," and adopts a new Chapter 2, "Minimum Standards for Law Enforcement and Reserve Officers," Iowa Administrative Code.

Legal Authority for Rulemaking

This rulemaking is adopted under the authority provided in Iowa Code chapters 17A, 80B and 80D.

State or Federal Law Implemented

This rulemaking implements, in whole or in part, Iowa Code chapters 80B and 80D.

Purpose and Summary

Chapter 2 consolidates prior 501—Chapter 10 and describes the minimum standards that all law enforcement officers and reserve officers must meet before serving in a law enforcement capacity, as well as the hiring standards for certified officers with a break in law enforcement service or a change in level of service. As a part of the Red Tape Review required by Executive Order 10, this chapter was reviewed and revised.

Public Comment and Changes to Rulemaking

Notice of Intended Action for this rulemaking was published in the Iowa Administrative Bulletin on September 2, 2026, as **ARC 0535D**. Public hearings were held on the following date:

- September 29, 2026

No one attended the public hearings.

Changes from the Notice have been made. A clarification was made to subrule 2.1(9) to ensure it was clear that reserve officers were also required to meet the color vision standard.

Dr. Paul Ascheman provided suggestions for revisions to rules 501—2.2(80B,80D) and 501—2.3(80B,80D) based upon the training and licensure requirements for psychologists in Iowa and clarifications to the process for preemployment psychological evaluations. This also included a revision to subrule 2.1(5) to allow for approval of more than one background investigation form. Revisions to paragraph 2.2(3)"f" and subrule 2.4(1) were made to use a consistent, defined term.

Subrules 2.5(2), 2.5(3), and 2.5(4) were clarified to ensure the requirement to file a report of hire was clear. Paragraph 2.5(4)"a" was revised to require an officer to meet all minimum hiring standards, except for the cognitive test, after a break in service of more than three years before serving in a law enforcement capacity. Paragraph 2.5(4)"b" was revised to highlight the required attendance at the in-person skills course.

New rule 501—2.7(80B,80D) was added to clarify the process for the transition from a law enforcement certification to a reserve certification upon reaching 65 years of age due to Iowa Code provisions that indicate law enforcement officers cannot work past that age. The remaining rules were renumbered to retain organization.

Rule 501—2.8(80B,80D) was clarified by adding "actively employed" to the rule to ensure minimum standards are met by any officers without active employment.

Adoption of Rulemaking

This rulemaking was adopted by the Council on October 7, 2026.

Fiscal Impact

This rulemaking has no fiscal impact to the State of Iowa.

Jobs Impact

After analysis and review of this rulemaking, no impact on jobs has been found.

Waivers

Any person who believes that the application of the discretionary provisions of this rulemaking would result in hardship or injustice to that person may petition the Council for a waiver of the discretionary provisions, if any, pursuant to 7—Chapter 2504.

Review by Administrative Rules Review Committee

The Administrative Rules Review Committee, a bipartisan legislative committee which oversees rulemaking by executive branch agencies, may, on its own motion or on written request by any individual or group, review this rulemaking at its regular monthly meeting or at a special meeting. The Committee's meetings are open to the public, and interested persons may be heard as provided in Iowa Code section 17A.8(6).

Effective Date

This rulemaking will become effective on January 1, 2027.

The following rulemaking action is adopted:

ITEM 1. Rescind 501—Chapter 2 and adopt the following **new** chapter in lieu thereof:

CHAPTER 2
MINIMUM STANDARDS FOR LAW ENFORCEMENT AND RESERVE OFFICERS

501—2.1(80B,80D) Minimum hiring standards for non-Iowa certified law enforcement and reserve applicants. All non-Iowa certified law enforcement and reserve applicants must meet the following minimum standards before serving in a law enforcement capacity or attending a certifying course:

2.1(1) Be a United States citizen.

2.1(2) Be 18 years of age.

2.1(3) Hold a valid driver's license.

2.1(4) Not be addicted to drugs or alcohol. An individual who has been convicted of a crime involving drugs or alcohol within two years or who has been charged more than once of operating a motor vehicle while intoxicated (OWI) does not meet this standard.

2.1(5) Be of good moral character as determined by a background investigation approved by the academy. A person is not of good moral character when:

a. Legally prohibited from possessing a firearm.

b. Convicted or adjudicated delinquent of:

(1) A sex offense or any offense that could result in placement on the sex offender registry; or

(2) Any offense in which a dangerous or offensive weapon was used in the commission.

c. Convicted of a serious misdemeanor, or higher, that caused physical or emotional harm to another.

d. Convicted of possessing with the intent to deliver or manufacture, delivering, or manufacturing a controlled substance.

e. Convicted of a crime involving dishonesty. This provision excludes convictions for:

(1) Purchasing or possessing alcohol or tobacco while underage; or

(2) Unlawfully possessing or controlling a driver's license or nonoperator ID card while under 21 years of age.

f. Charged with a felony regardless of disposition.

g. Engaged in any act of domestic violence or other domestic abuse, including other offenses or lesser included offenses stemming from domestic abuse.

h. Engaged in any act involving threats, harassment, or stalking of another person.

i. Placed on the child or dependent adult abuse registries.

2.1(6) Be free of personal conscience or belief that would oppose the use of reasonable force, including deadly force, when necessary for law enforcement duties.

2.1(7) Be eligible to secure a professional permit to possess a firearm.

2.1(8) Possess a high school diploma, general education development (GED), high school equivalency diploma (HSED), or a home school certificate of completion.

2.1(9) Have vision of, or corrected to, 20/20 and pass a color vision test without the aid of color corrective lenses as determined by a qualified licensed provider. As determined through testing, individuals with anomalous trichromatism or monochromasy color vision are not eligible to be hired as law enforcement or reserve officers.

2.1(10) Have normal hearing, or aided hearing that meets the hearing standard, in each ear as determined by a qualified licensed provider.

a. Normal hearing. Hearing is normal when, tested by an audiometer, hearing sensitivity thresholds are within 25 dB measured at 500 Hz, 1,000 Hz, 2,000 Hz and 3,000 Hz averaged together.

b. Aided hearing. An individual who fails to meet the hearing standard will have an evaluation by a qualified licensed provider to determine if the individual meets the hearing standard with the use of a prescribed hearing aid. The hearing standard is met if the individual demonstrates pure tone average of 25 dB hearing loss aided and is determined to have acceptable functional hearing.

2.1(11) Have not had any of the following occur:

a. A revocation or suspension of a certification or license;

b. Any action taken impacting a certification or license;

c. Denial of a path to certification or license; or

d. Dismissal from a basic training program due to a violation of the program handbook or an academic or skill failure.

2.1(12) Have not been charged with any criminal offense while certified or licensed as a law enforcement or reserve officer.

This rule is intended to implement Iowa Code sections 80B.11(1)*"a"* and *"f"* and 80D.2.

501—2.2(80B,80D) Minimum standards of physical fitness, cognitive testing, and psychological evaluation for non-Iowa certified law enforcement and reserve applicants. All non-Iowa certified law enforcement and reserve applicants must meet the following minimum standards before serving in a law enforcement capacity or attending a certifying course:

2.2(1) Physical fitness. Achieve a passing score on a physical test approved by the council for certification.

2.2(2) Cognitive test.

a. Achieve a validated, passing score on a cognitive test approved by the council.

b. The cognitive test is administered by an approved academy proctor or by the academy consistent with the testing protocols detailed by the cognitive test.

c. A cognitive test score is valid for one year from the date of testing.

2.2(3) Psychological evaluation.

a. Be determined to be psychologically suitable based on a psychological evaluation approved by the council.

b. An agency will order an evaluation through the academy and select an academy-approved psychologist. The academy will forward the request to the selected psychologist.

c. The psychologist will conduct a council-approved psychological evaluation that will include a review of an academy-approved background questionnaire, the psychological test results, and any prior evaluations and a clinical interview.

d. The psychologist will submit the completed clinic results form and evaluation report directly to the academy.

e. A psychological evaluation determination specific to a position as a law enforcement or reserve officer stands for one year from the date of the report unless stated otherwise.

f. An employing agency may request one second opinion from a psychological evaluation. To be valid, the second opinion will be provided by an approved psychologist who has reviewed the background questionnaire, the psychological test results, any prior evaluations, and the report from which the second opinion is requested.

This rule is intended to implement Iowa Code sections 80B.11(1)*"f"* and *"g"* and 80D.2.

501—2.3(80B,80D) Psychologist approval and evaluation administration.

2.3(1) Approval process for psychologists.

a. A psychologist will submit the academy's application for approval providing evidence of all of the following:

(1) An active Iowa license to independently practice psychology and an active Iowa certification as a health service provider in psychology;

(2) Approval as a qualified user by the assessment source;

(3) A description of training and supervised experience in conducting preemployment psychological evaluations for law enforcement service; and

(4) A signed attestation that the psychologist is competent to conduct preemployment psychological evaluations for law enforcement service, including familiarity with applicable research and laws, and uses the American Psychological Association professional practice guidelines for occupationally mandated psychological evaluations to guide professional practice.

b. To maintain approval, a psychologist will complete at least four hours of continuing education biannually relevant to the competencies needed for law enforcement psychological evaluations and provide verification to the academy upon request. Psychologists may choose from activities approved by the academy or continuing education consistent with licensing board requirements.

2.3(2) Test administration.

a. The academy will have prescheduled cognitive and supervised psychological testing dates. Nonscheduled testing may also be provided. Psychological testing may be performed by the approved psychologist when test results are shared with the academy's designated psychologist.

b. Cognitive test or psychological evaluation results will be provided by the academy to a hiring authority upon request as long as the applicant is not the hiring authority.

2.3(3) Cost of tests. The academy will establish and post fee schedules for testing services it delivers.

2.3(4) Test integrity.

a. Any issues related to testing integrity must be immediately reported to the director.

b. Test integrity violations will result in the invalidation of scores, the revocation of proctor status, and the revocation of academy approval for test administration.

c. Applicants will not have the right to inspect psychological evaluation reports, test results, or test materials.

This rule is intended to implement Iowa Code sections 80B.11(1)*"f"* and *"g"* and 80D.2.

501—2.4(80B,80D) Status forms.

2.4(1) *Report of hire.* The academy will be provided with a fully completed report of hire once all requirements have been met. Upon receipt of the signed attestation, the employing agency will be notified if the hire meets minimum hiring standards.

2.4(2) *Notice of election.* Consistent with Iowa Code chapter 80B and section 331.651(2)*"c,"* the academy will be provided with a fully completed notice of election prior to a sheriff taking office. Upon confirmation by the academy that minimum standards have been met, the sheriff will be notified that the sheriff's Iowa peace officer certification is approved for service.

2.4(3) *Separation.* The academy will be provided with the approved form within ten days of separation.

This rule is intended to implement Iowa Code sections 80B.11(1)*"a," "f,"* and *"g"*; 80B.13A(4); 80D.2; and 331.651(2)*"c."*

501—2.5(80B,80D) Minimum hiring standards for an individual with an Iowa law enforcement or reserve certification. An individual with an Iowa law enforcement or reserve certification must meet the following minimum standards before using the individual's certification when moving to a new or additional law enforcement agency.

2.5(1) If the break from Iowa law enforcement service is 180 days or less, complete a timely report of hire attesting there has not been a break in service of more than 180 days.

2.5(2) If the break from Iowa law enforcement service is more than 180 days but less than one year:

a. Be of good moral character as determined by a background investigation approved by the academy;

b. Complete a psychological evaluation consistent with the protocols detailed in rule 501—2.2(80B,80D); and

c. Complete a timely report of hire.

2.5(3) If the break from Iowa law enforcement service is between one and three years:

a. Complete the requirements of rule 501—2.1(80B,80D) and paragraph 2.5(2)*"b"*;

b. Complete all professional development training requirements of 501—subrule 4.1(4) within one year of hire; and

c. Complete a timely report of hire.

2.5(4) If the break from Iowa law enforcement service is longer than three years:

a. Complete the requirements of rules 501—2.1(80B,80D) and 501—2.2(80B,80D), excluding subrule 2.2(2), before serving in a law enforcement capacity;

b. Complete all professional development training requirements in 501—subrule 4.1(4), including the in-person skills course, within one year of hire; and

c. Complete a timely report of hire.

2.5(5) A certified law enforcement officer who left active Iowa law enforcement service to work at the academy will not be deemed to have a break in service if the individual complies with all annual professional development requirements beginning January 1, 2027, during the law enforcement officer's employment at the academy.

This rule is intended to implement Iowa Code sections 80B.11(1)*"b," "f,"* and *"g"* and 80D.2.

501—2.6(80B) Minimum hiring standards for an Iowa-certified reserve officer applying to become a law enforcement officer. A certified reserve officer who has not previously met the requirements of rules 501—2.1(80B,80D) and 501—2.2(80B,80D) must meet the minimum requirements of both rules before serving as a law enforcement officer.

This rule is intended to implement Iowa Code section 80B.11(1)*"b," "f,"* and *"g."*

501—2.7(80B,80D) Law enforcement officers reaching maximum age. A law enforcement officer's certification becomes inactive when the law enforcement officer reaches 66 years of age unless the law enforcement officer is an elected sheriff. The law enforcement officer's certification will reactivate if the law enforcement officer is later elected as a sheriff and complies with any break-in-service requirements from rule 501—2.5(80B,80D).

2.7(1) *Issuance of reserve officer certification.* The council may issue a reserve officer certification to a law enforcement officer who submits a request on the approved form. The law enforcement officer will submit the request after reaching 65 years of age but no later than 180 days after reaching 66 years of age.

2.7(2) *Requirement for reserve officer training.* A law enforcement officer who fails to request the certification within the time frame established in subrule 2.7(1) will be required to complete reserve officer training to obtain the certification.

2.7(3) *Officers having attained 66 years of age.* As of January 1, 2027, law enforcement officers having already reached 66 years of age may submit a request for a reserve officer certification on the approved form by July 1, 2027, without having to complete reserve officer training.

This rule is intended to implement Iowa Code sections 321.477, 330A.8(16), 331.903(6), and 362.10.

501—2.8(80B,80D) Officers in agencies under intergovernmental agreements. A jurisdiction entering into an intergovernmental agreement under the provisions of Iowa Code chapter 28E for the sharing of law enforcement services and personnel does not need to verify minimum hiring standards for actively employed law enforcement personnel if an agreement is filed and recorded as required by Iowa law and a certified copy is provided to the director. Minimum hiring standards must be met when a unified law enforcement district is established as defined in Iowa Code section 28E.21.

This rule is intended to implement Iowa Code sections 80B.11(1)*"i"* and 80D.1(1).

501—2.9(80B,80D) Higher standards permitted. Although an individual may not serve in a law enforcement capacity without meeting these minimum standards, civil service commissions or agencies may establish additional standards.

This rule is intended to implement Iowa Code sections 80B.11(1)*"i"* and 80D.2.

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EDITOR'S NOTE: For replacement pages for IAC, see IAC Supplement 11/11/26.