Regulatory Analysis

Notice of Intended Action to be published: 501—Chapter 3
"Certification of Law Enforcement Officers"

Iowa Code section(s) or chapter(s) authorizing rulemaking: 80B.11(1)"a" and 80B.11H(5)
State or federal law(s) implemented by the rulemaking: 2025 Iowa Acts, House File 901

Public Hearing

A public hearing at which persons may present their views orally or in writing will be held as follows:

September 24, 2025 9 to 10 a.m.	7105 NW 70th Avenue Burma Road, Building 4640 Johnston, Iowa

Public Comment

Any interested person may submit written comments concerning this Regulatory Analysis, which must be received by the Iowa Law Enforcement Academy no later than 4:30 p.m. on September 24, 2025. Comments should be directed to:

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Purpose and Summary

Pursuant to newly enacted 2025 Iowa Acts, House File 901, the Academy Council proposes to amend Chapter 3. The chapter describes the policies and procedures applicable to certification of law enforcement officers. The amendments adopt the procedures and guidelines for reciprocity applications and changes to eligibility for attendance at level II academies.

Analysis of Impact

1. **Persons affected by the proposed rulemaking:**

- **Classes of persons that will bear the costs of the proposed rulemaking:**

Individuals applying for certification through reciprocity, or their hiring authorities, will incur the costs of the certification path as set forth in Iowa Code section 80B.11B.

- **Classes of persons that will benefit from the proposed rulemaking:**

Individuals who apply for certification through reciprocity, their hiring authorities, and the general public will benefit from reduced certification time frames and costs.

2. **Impact of the proposed rulemaking, economic or otherwise, including the nature and amount of all the different kinds of costs that would be incurred:**

- **Quantitative description of impact:**

Veterans and federal law enforcement officers will have increased incentive to seek law enforcement reciprocity in Iowa due to reduced certification times and costs. Local hiring authorities and the general public will benefit from reduced certification times and costs. The amount of cost savings will vary and depend on the specific training and experience of the individual applying for reciprocity.

- **Qualitative description of impact:**

Individuals who apply for reciprocity will benefit from clarity and understanding of the equivalency evaluation process.

3. **Costs to the State:**

- **Implementation and enforcement costs borne by the agency or any other agency:**

The Academy's costs related to implementation of Iowa Code section 80B.11H may result in some revenue loss to the Academy as veterans and individuals with federal police experience may not need to attend a level I academy. Additionally, implementation will include the costs of personnel to communicate with applicants to answer any questions about the process, to follow up on any missing or incomplete information, and to review and draft the training equivalency forms for Council's review and consideration.

- **Anticipated effect on State revenues:**

This rulemaking may have some impact on State revenues depending on the agencies hiring the reciprocity candidates and the reciprocity pathway approved. The Academy has staff who already engage in similar activities for officers seeking certification through examination, a similar process for law enforcement officers certified by another state.

4. **Comparison of the costs and benefits of the proposed rulemaking to the costs and benefits of inaction:**

Iowa Code section 80B.11H requires the Academy to implement a reciprocity program for military veterans and federal police officers and to develop procedures and guidelines to evaluate training and equivalency standards; thus, inaction is not an option. Additionally, the clarity provided by the rules for military veterans and federal personnel seeking reciprocity in Iowa may aid in law enforcement recruitment efforts. The modest costs incurred by the State are insignificant compared to the costs of inaction, which would result in an unfair and undefined process for military and federal reciprocity.

5. **Determination whether less costly methods or less intrusive methods exist for achieving the purpose of the proposed rulemaking:**

Iowa Code section 80B.11H(5) requires the Academy to develop procedures and guidelines for evaluating police training and equivalency standards. It is the opinion of the Council that these rules reasonably establish a fair and objective process for evaluating police training and equivalency standards. Making the process less restrictive would negatively impact the health, safety, and welfare of Iowans (and non-Iowans). These rules have been streamlined, clarified, and made less restrictive where possible in accordance with the goals and directives of Executive Order 10.

6. **Alternative methods considered by the agency:**

- **Description of any alternative methods that were seriously considered by the agency:**

Please see the response in section 5.

- **Reasons why alternative methods were rejected in favor of the proposed rulemaking:**

Please see the response in section 5.

Small Business Impact

If the rulemaking will have a substantial impact on small business, include a discussion of whether it would be feasible and practicable to do any of the following to reduce the impact of the rulemaking on small business:

- Establish less stringent compliance or reporting requirements in the rulemaking for small business.
- Establish less stringent schedules or deadlines in the rulemaking for compliance or reporting requirements for small business.
- Consolidate or simplify the rulemaking's compliance or reporting requirements for small business.

- Establish performance standards to replace design or operational standards in the rulemaking for small business.
- Exempt small business from any or all requirements of the rulemaking.

If legal and feasible, how does the rulemaking use a method discussed above to reduce the substantial impact on small business?

The proposed rulemaking does not have a substantial impact on small business. This rulemaking does not establish design or operational standards.

Text of Proposed Rulemaking

ITEM 1. Amend rule 501—3.3(80B) as follows:

501—3.3(80B) Standard certifying courses for approved law enforcement facilities. The academy courses of study and training programs must meet the requirements of nondegree programs under the Post-9/11 Veterans Educational Assistance Act of 2008. The standard certifying courses of study at an approved law enforcement training facility are:

1. The ~~long course~~ level I academy, consisting of at least 620 hours to be completed within a 25-week period; and
2. The ~~short course~~ level II academy, consisting of at least 400 hours to be completed within a 20-week period.

ITEM 2. Amend rule 501—3.4(80B) as follows:

501—3.4(80B) Qualifications for attendance at a ~~short course~~ level II academy. ~~In order to be eligible for enrollment in a short course, the individual officer must possess at least one of the following qualifications:~~ Individuals meeting the requirements of Iowa Code section 80B.11D(3) may apply for attendance at a level II academy. Approval will be granted when at least 20 credit hours dedicated to police science or criminal justice coursework in which a grade no lower than C- is reflected on the submitted transcript or when approved by council after consideration of a reciprocity application.

~~**3.4(1)** Have satisfactorily completed a two-year or four-year police science or criminal justice program that includes at least 20 credit hours dedicated to police science or criminal justice coursework at an accredited educational institution and documentation furnished to the academy.~~

~~**3.4(2)** Have satisfactorily completed law enforcement training in another state commensurate with basic training required in Iowa, and be able to provide verification of the same.~~

~~**3.4(3)** Have satisfactorily completed military police training and furnished documentation to the academy.~~

~~**3.4(4)** Have satisfactorily completed the Federal Bureau of Investigation new agent training course, or similar course of instruction, and be able to provide verification of the same.~~

This rule is intended to implement Iowa Code ~~section 80B.11~~ sections 80B.11(1)*"a,"* 80B.11D, and 80B.11H.

ITEM 3. Amend rule 501—3.5(80B), catchwords, as follows:

501—3.5(80B) Curriculum for ~~long course~~ level I academy.

ITEM 4. Amend rule 501—3.6(80B), catchwords, as follows:

501—3.6(80B) Curriculum for ~~short course~~ level II academy.

ITEM 5. Adopt the following **new** rule 501—3.9(80B):

501—3.9(80B) Evaluation of applications for reciprocity. Council will evaluate an applicant's accredited police training by comparing training hours for each functional area of the academy's approved curriculum to that completed by the applicant via a training equivalency form. Course

descriptions, lesson plans, curriculum overview, or any combination will be used to determine the equivalency comparison.

3.9(1) An applicant's failure to provide the necessary information for the council to determine equivalency for any training may result in credit being denied for that training.

3.9(2) An applicant approved for reciprocity will successfully complete the certification through examination process in rule 501—3.8(80B) and by successfully completing:

a. The course identified in subrule 3.8(2);

b. An in-person skills week at the academy; and

c. Any necessary retesting or training identified in subrule 3.8(6).

3.9(3) If an applicant is not approved for entry into the reciprocity program, the council will evaluate an applicant for entry into a level II academy based upon completed training and relevant experience to Iowa law enforcement practice.

This rule is intended to implement Iowa Code section 80B.11H.

ITEM 6. Amend subrule 3.12(3) as follows:

3.12(3) Application for a ~~short course of study~~ level II academy at an approved law enforcement training program. An individual applying for attendance at a ~~short course of study~~ level II academy at an approved law enforcement training program shall submit proof of successful completion of a two-year or four-year police science or criminal justice program at an accredited educational institution ~~in this state as~~ approved by the academy. The proof must include a letter from the registrar certifying the person's graduation and a certified transcript of courses taken and grades received. The proof must be submitted 30 days in advance of the course of study that the person wants to attend.

ITEM 7. Strike "short course of study" wherever it appears in rule **501—3.12(80B)** and insert "level II academy" in lieu thereof: