

CHAPTER 8  
MANDATORY IN-SERVICE TRAINING REQUIREMENTS

**501—8.1(80B) Minimum in-service training requirements.** All regular law enforcement officers shall meet the following mandatory minimum in-service training requirements.

**8.1(1) Firearms training.** A regular law enforcement officer must qualify with all duty firearms annually on a course of fire using targets approved by the Iowa law enforcement academy and must successfully fire a minimum score as established by the Iowa law enforcement academy. This subrule applies to only those law enforcement officers who are authorized to carry firearms by the officers' employing agency.

**8.1(2) CPR training.** A regular law enforcement officer shall maintain current course completion in cardiopulmonary resuscitation, AED and Foreign Body Airway Obstruction for all age groups according to national standards recognized by the Iowa law enforcement academy.

**8.1(3) General training.** In addition to the requirements of subrules 8.1(1) and 8.1(2), a regular law enforcement officer must receive a minimum of 12 hours per year, or 36 hours every three years, of law enforcement related in-service training. Whether training is law enforcement related shall be determined by the employing agency administrator.

**8.1(4) Mental health training.** In addition to the requirements of subrules 8.1(1), 8.1(2) and 8.1(3), a regular law enforcement officer must receive mental health in-service training from a course of study approved by the Iowa law enforcement academy.

*a. Initial in-service training.* Effective September 25, 2013, each regular law enforcement officer shall complete within one year a minimum of 4 hours of mental health training from a course of study approved by the Iowa law enforcement academy council. Successful completion of Mental Health First Aid or Crisis Intervention (Memphis Model or similar model) training after January 1, 2011, shall satisfy the initial requirement.

*b. Annual in-service training.* Effective September 25, 2013, each regular law enforcement officer shall complete a minimum of 1 hour per year, or 4 hours every four years, of mental health training from a course of study approved by the Iowa law enforcement academy council. This annual in-service training is separate from and in addition to any other in-service training requirements set forth in this chapter, including the initial in-service mental health training required in paragraph 8.1(4) "a."

**8.1(5) Mandatory reporter training.**

*a.* Pursuant to Iowa Code sections 232.69(1) "b"(11) and 232.69(3) "b," a peace officer shall complete at least two hours of additional child abuse identification and reporting training every three years. If the peace officer completes at least one hour of additional child abuse identification and reporting training prior to the three-year expiration period, the peace officer shall be deemed in compliance with the training requirements of this rule for an additional three years.

*b.* Pursuant to Iowa Code sections 235B.3(2) "b" and 235B.16(5) "b," a peace officer shall complete at least two hours of additional dependent adult abuse identification and reporting training every three years. If the peace officer completes at least one hour of additional dependent adult abuse identification and reporting training prior to the three-year expiration period, the peace officer shall be deemed in compliance with the training requirements of this rule for an additional three years.

*c.* The elected or appointed official designated as the head of the agency employing the regular law enforcement officer shall ensure compliance with the training requirements of this subrule. The core training curriculum relating to the identification and reporting of child abuse or dependent adult abuse shall be developed and provided by the department of human services.

*d.* A child abuse or dependent adult abuse training certificate relating to the identification and reporting of child abuse or dependent adult abuse issued prior to July 1, 2019, remains effective and continues in effect as issued for the five-year period following its issuance.

**8.1(6) De-escalation training.** In addition to the requirements of subrules 8.1(1) to 8.1(5), a regular law enforcement officer must receive a minimum of 4 hours per year of training that includes all of the following topics:

- a. An emphasis on law enforcement officer understanding and respect for diverse communities and the importance of effective, noncombative methods of carrying out law enforcement activities in a diverse community.
- b. Instruction on diverse communities in order to foster mutual respect and cooperation between law enforcement and members of all diverse communities.
- c. An examination of the patterns, practices, and protocols that cause biased law enforcement actions, and the tools to prevent such actions.
- d. An examination and identification of key indices and perspectives that make up differences among residents in a local community.
- e. Instruction on implicit bias and consideration of the negative impact of bias, whether intentional or implicit, on effective law enforcement, including examination of how historical perceptions of profiling have harmed community relations.
- f. Instruction on the perspectives of diverse local constituency groups from experts on particular cultural and law enforcement-community relations issues in a local area.
- g. A presentation of the history and the role of the civil rights movement and the impact on law enforcement.
- h. Instruction on de-escalation techniques, including verbal and physical tactics to minimize the need for the use of force and nonlethal methods of applying force.

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#### **501—8.2(80B) Instructors.**

**8.2(1)** A peace officer instructor who instructs in a law enforcement related training area, as determined by the law enforcement agency administrator, may receive hour-for-hour credit towards the in-service training requirement for the subject taught, plus the corresponding hours for preparation of the subject, not to exceed the credit obtained for the actual number of hours taught. An instructor in a 12-month period may receive credit for up to 12 hours of instruction for each subject taught.

**8.2(2)** A peace officer instructor may receive in-service training credit for the same subject taught only once every three years.

**8.2(3)** In-service training programs, specialized classes, or other courses of instruction that are not Iowa law enforcement academy instructor certifying schools, may be developed and instructed by any individual deemed qualified by the law enforcement agency administrator.

#### **501—8.3(80B) Agency responsibilities regarding in-service training.**

**8.3(1)** It is the responsibility of the law enforcement agency administrator to ensure that in-service training records are regularly kept and maintained. The law enforcement administrator shall also see that these records are made available for inspection upon request by the Iowa law enforcement academy or its designee.

**8.3(2)** In-service training records shall include the following data:

- a. The subject matter of the training.
- b. The instructor of the training.
- c. The individual who took the training.
- d. The number of credit hours received from the training.
- e. The location where the training took place.
- f. The scores, if any, achieved by the officer to show proficiency in or understanding of the subject matter.

**8.3(3)** It shall be the responsibility of the law enforcement agency administrators to ensure that all regular law enforcement officers under their direction receive the minimum hours of in-service training required by these rules.

#### **501—8.4(80B) In-service training requirements for former regular law enforcement officers who return to law enforcement.**

**8.4(1)** Any individual who leaves and then returns to an Iowa law enforcement officer position must receive, within one year of the individual's hiring date, in-service training as follows:

<u>Period Outside of Iowa Law Enforcement</u>	<u>In-Service Training Required</u>
6 months to 12 months	12 hours
more than 12 months to 24 months	24 hours
more than 24 months to 36 months	36 hours
more than 36 months	60 hours

**8.4(2)** A regular law enforcement officer must possess, or obtain within the first year of employment, CPR certification and firearms qualification as designated by the Iowa law enforcement academy, in addition to the other in-service training requirements of these rules.

**8.4(3)** With the approval of the law enforcement agency administrator, college credits earned during the period of required training which relate directly to law enforcement may be used to satisfy the in-service training requirement. Credit will be given on the basis of ten hours of in-service training credit for each acceptable college credit earned.

**8.4(4)** For currently certified officers the required three-year in-service training period will begin on the anniversary date of receipt of the initial certification which follows the effective date of the rule.

**8.4(5)** For officers who are not certified on the effective date of this rule, and for officers hired after the effective date of this rule, the required in-service training period will begin on the first anniversary date of their initial certification.

**501—8.5(80B) Time frame—tolled.** The time frame requirements for completion of any mandatory training are tolled during the period a law enforcement officer is called to active military service.

These rules are intended to implement Iowa Code section 80B.11.

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