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.
[**ARC 0728D**, IAB 11/11/26, effective 1/1/27]