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.

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