501—4.1(80B,80D) Professional development requirements. The agency administrator will ensure compliance with professional development requirements for all agency law enforcement and reserve officers. All employed law enforcement and reserve officers will comply with the following professional development requirements.

4.1(1) *Mandatory annual professional development and certification requirements.* Annual courses include:

a. Two firearms training sessions with passing qualifications, to include one daylight qualification and one low-light qualification, on the academy-approved courses of fire for issued or authorized duty weapon(s), both of which are conducted by another law enforcement officer having a firearms instructor endorsement.

(1) Qualifications and any remediation will be conducted consistent with the academy course of fire guidelines.

(2) Handgun qualification on an academy-approved course of fire must be completed when a law enforcement or reserve officer has a change of issued or authorized duty weapon prior to carrying the handgun while on duty.

(3) This subrule does not apply to reserve officers who are not authorized to carry a firearm.

b. Ethical decision making.

c. De-escalation/communication with people in crisis.

d. Mental health.

e. Fair policing.

f. Human trafficking.

g. Officer resiliency and wellness.

4.1(2) *Mandatory annual general professional development.* A minimum of 12 additional hours of law enforcement-related professional development approved by the employing agency administrator.

4.1(3) *Mandatory additional professional development.*

a. Mandatory reporter core training curriculum for child and dependent adult abuse consistent with the time frames set forth in Iowa Code section 232.69(3)*"b."*

b. Cardiopulmonary resuscitation (CPR), automated external defibrillator (AED) and foreign body airway obstruction for all age groups consistent with nationally recognized standards.

4.1(4) *Professional development for officers with a break in service.* A certified law enforcement or reserve officer with a break in service from Iowa law enforcement will complete the following professional development within one year of hire:

a. If the break in service is more than one year, all professional development outlined in subrules 4.1(1) and 4.1(2) and any additional professional development needed from subrule 4.1(3).

b. If the break in service is from one to three years, the professional development in paragraph 4.1(4)*"a"* and a minimum of 30 additional general professional development hours.

c. If the break in service is more than three years, the professional development in paragraph 4.1(4) *"a"* and a minimum of 60 additional general professional development hours.

(1) The law enforcement or reserve officer is required to attend the in-person skills course from 501—paragraph 2.5(4)*"b"* and successfully complete any prerequisites, skill checks, practical skills, and assessments included in the course.

(2) The law enforcement or reserve officer will receive credit for participation in the skills course toward the 60 general professional development hours and any mandatory professional development covered from paragraph 4.1(4)*"a."*

d. General professional development completed for a break in service will be related to the duties the law enforcement or reserve officer is performing.

This rule is intended to implement Iowa Code sections 80B.11(1)*"b," "c,"* and *"d"*; 80B.11G; 80D.3; and 80D.4A.

[**ARC 0730D**, IAB 11/11/26, effective 1/1/27]