

LAW ENFORCEMENT ACADEMY[501]

Regulatory Analysis

Notice of Intended Action to be published: 501—Chapter 4
“Professional Development”

Iowa Code section(s) or chapter(s) authorizing rulemaking: 17A, 80B, and 80D
State or federal law(s) implemented by the rulemaking: Iowa Code chapters 80B and 80D

Public Hearing

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

July 14, 2026
9 to 10 a.m.

In person: 7105 NW 70th Avenue
Burma Road, Building A41
Johnston, Iowa
Online: us06web.zoom.us/j/88403237275

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 July 14, 2026. Comments should be directed to:

Kristi Traynor
Iowa Law Enforcement Academy
P.O. Box 130
Johnston, Iowa 50131
Email: kristi.traynor@iowa.gov

Purpose and Summary

Chapter 4 describes the professional development that all employed law enforcement officers and reserve officers must complete each year and the documentation requirements for their records. As a part of the Red Tape Review required by Executive Order 10, this chapter was reviewed and revised.

Analysis of Impact

1. Persons affected by the proposed rulemaking:

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

This proposed rulemaking does not have a cost to the public.

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

This proposed rulemaking will benefit law enforcement officers and reserve officers by clearly defining the professional development to be completed each year and the records officers need to maintain documenting their professional development.

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:**

Iowa's law enforcement officers and reserve officers will benefit from updated professional development requirements designed to comply with statutory requirements and current law enforcement standards.

- **Qualitative description of impact:**

The public will benefit from law enforcement officers and reserve officers who have access to ongoing professional development on statutorily mandated topics and current law enforcement standards.

3. **Costs to the State:**

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

Law enforcement officers and reserve officers, or their agencies, will continue to bear the costs of ongoing professional development, as they historically have borne this cost.

- **Anticipated effect on State revenues:**

This proposed rulemaking has no anticipated impact on State revenues.

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

This proposed rulemaking streamlines Chapter 4 and eliminates outdated or statutorily revised mandates.

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

This proposed rulemaking has 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:**

Not applicable.

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

Not applicable.

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. Rescind 501—Chapter 4 and adopt the following **new** chapter in lieu thereof:

CHAPTER 4
PROFESSIONAL DEVELOPMENT

501—4.1(80B,80D) Professional development requirements. The agency administrator will ensure compliance with professional development requirements for all agency 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 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 an 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. Decision making.

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

d. Mental health.

e. Hate crimes.

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.

c. Four hours of emergency vehicle operations, including three practical hours, every three years with an officer having a driving instructor endorsement consistent with Iowa Code section 321.231B.

4.1(4) *Professional development for officers with a break in service.* A certified 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, 40 hours of which will be the skills week from 501—paragraph 2.4(4) “*b.*”

d. General professional development completed for a break in service will be related to the duties the 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.

501—4.2(80F) Professional development on interviewing/investigating an officer subject to a complaint. An individual who performs or supervises an investigation of an officer who is the subject

of a complaint will receive a minimum of two hours of professional development on each of the following areas:

1. The fundamentals of interviewing; and
2. Peace officer, public safety, and emergency personnel bill of rights; Garrity warning; and peace officer disciplinary hearing with applicable agency policy, conducted by a licensed attorney familiar with Iowa law.

This rule is intended to implement Iowa Code section 80F.1(21).

501—4.3(80B,80D) Instructors.

4.3(1) Unless otherwise indicated, professional development may be developed and instructed by any individual deemed qualified by the law enforcement agency administrator.

4.3(2) An instructor providing instruction for a law enforcement-related training area, as determined by the law enforcement agency administrator, may receive the credit for the professional development.

This rule is intended to implement Iowa Code sections 80B.11(1)“c,” “d,” and “e”; 80D.3; and 80D.4A.

501—4.4(80B,80D) Recordkeeping. The law enforcement agency administrator will ensure that professional development and qualification records are regularly maintained and that the records are made available for inspection upon request of the council. Professional development records will include the following:

1. An overview of the training;
2. The name of the instructor who conducted the training;
3. The name of the individual who completed the training;
4. The length of the training;
5. The date and location where the training took place; and
6. The scores, if any, achieved by the officer to show proficiency in or understanding of the subject matter.

This rule is intended to implement Iowa Code sections 80B.11(1)“b,” “c,” and “k” and 80D.4A.