

Iowa Law Enforcement Academy  
Annual Report  
Fiscal Year 2024  
July 1, 2023 to June 30, 2024

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# Iowa Law Enforcement Academy

## *Vision*

The Iowa Law Enforcement Academy is dedicated to providing training that creates professional law enforcement personnel to serve the communities and people of Iowa.

## *Mission*

The Iowa Law Enforcement Academy provides basic and specialty training to law enforcement personnel serving Iowa communities in an effort to create a level of excellence.

## *Guiding Principles*

- Honor
- Trust
- Integrity
- Respect

## *Core Functions*

- Provide essential, timely, and cost-effective law enforcement, jailer and telecommunication specialist training at entry, in-service and advanced levels.
- Maintain and enforce reasonable standards for law enforcement services necessary for the protection of the public.
- Uphold professional learning environments that encourage integrity and ethical values.
- Provide quality leadership training to law enforcement administrators and staff.
- Administrative support in regards to pre-employment testing and agency compliance according to State of Iowa Administrative Code 80B, 80D and Administrative Rules Chapter 501.

## *Director*

The Director is appointed by the Governor and confirmed by the Iowa Senate. Brady Carney was appointed as Director of the Iowa Law Enforcement Academy on March 6, 2023. Prior to joining the ILEA, he spent nearly 16 years working in various capacities at the Des Moines Police Department primarily focused on combating violent crimes and building community partnerships while utilizing collaborative approaches to leverage local, State and federal resources. Those relationships have been invaluable to ensure the ILEA is at the forefront of providing high-quality training to public service professionals throughout the State.

# FY2024 Training Programs in Review

The Iowa Law Enforcement Academy (ILEA) provides professional, dynamic, and comprehensive training for peace officers, reserve officers, jailers, and telecommunicators.

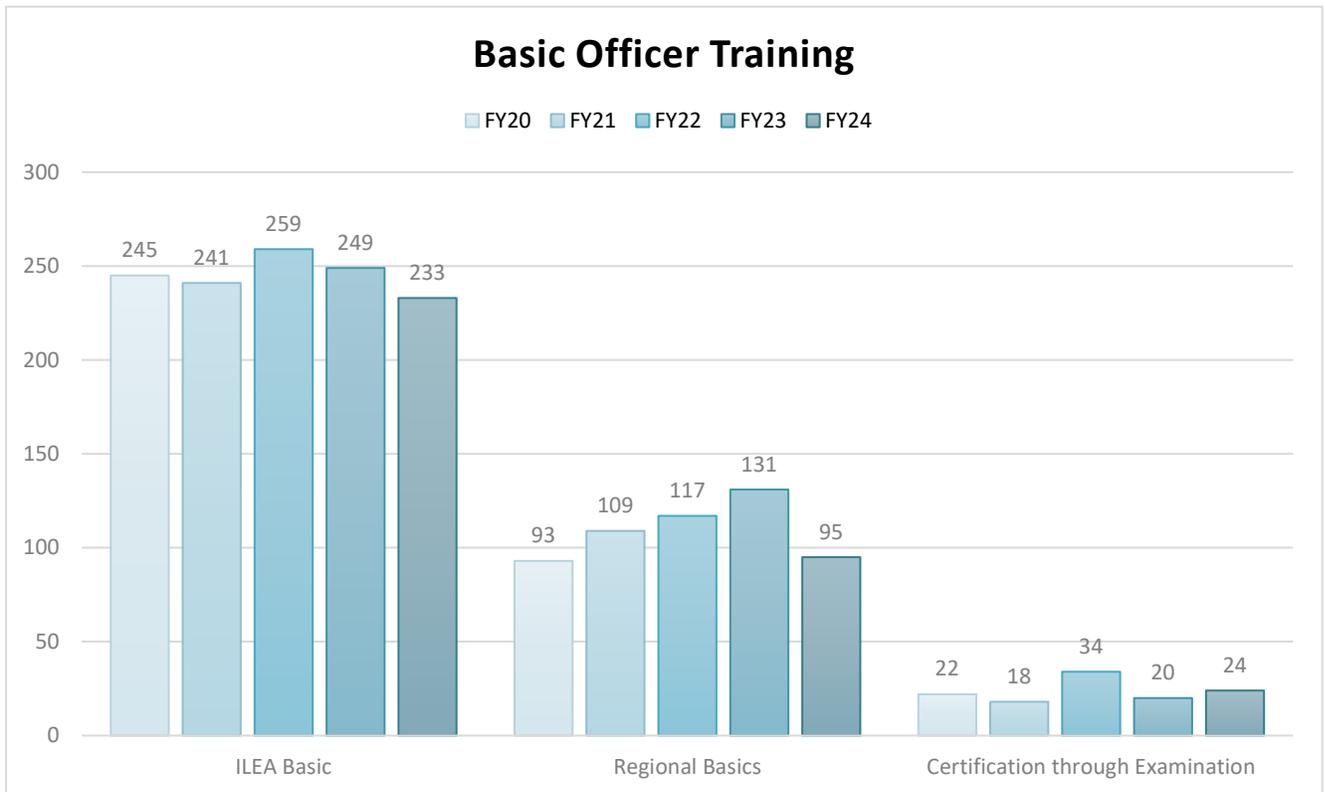
## *Peace Officer Certifications*

Currently, there are 6,670 certified peace officers in the state of Iowa.

In FY2024, ILEA certified 352 new peace officers.

In FY2024, the Iowa Law Enforcement Academy certified:

- 233 officers through attendance at ILEA.
- 26 officers through attendance at Iowa DPS Regional Academy.
- 22 officers through attendance at Des Moines PD Regional Academy.
- 15 officers through attendance at Cedar Rapids PD Regional Academy.
- 23 officers through attendance at Hawkeye Community College Regional Academy.
- 9 officers through attendance at Western Iowa Tech Community College Regional Academy.
- 24 officers through Examination at the Iowa Law Enforcement Academy.



### *Reserve Officer Certifications*

In accordance with Iowa Code 80D, the ILEA provides certification and training to all reserve officers across the state. Currently, there are 782 certified reserve officers in the state of Iowa.

Reserve officers attend on-line and in-person training totaling 84 hours for initial certification, and 12 hours of annually required in-service training and firearms qualification.

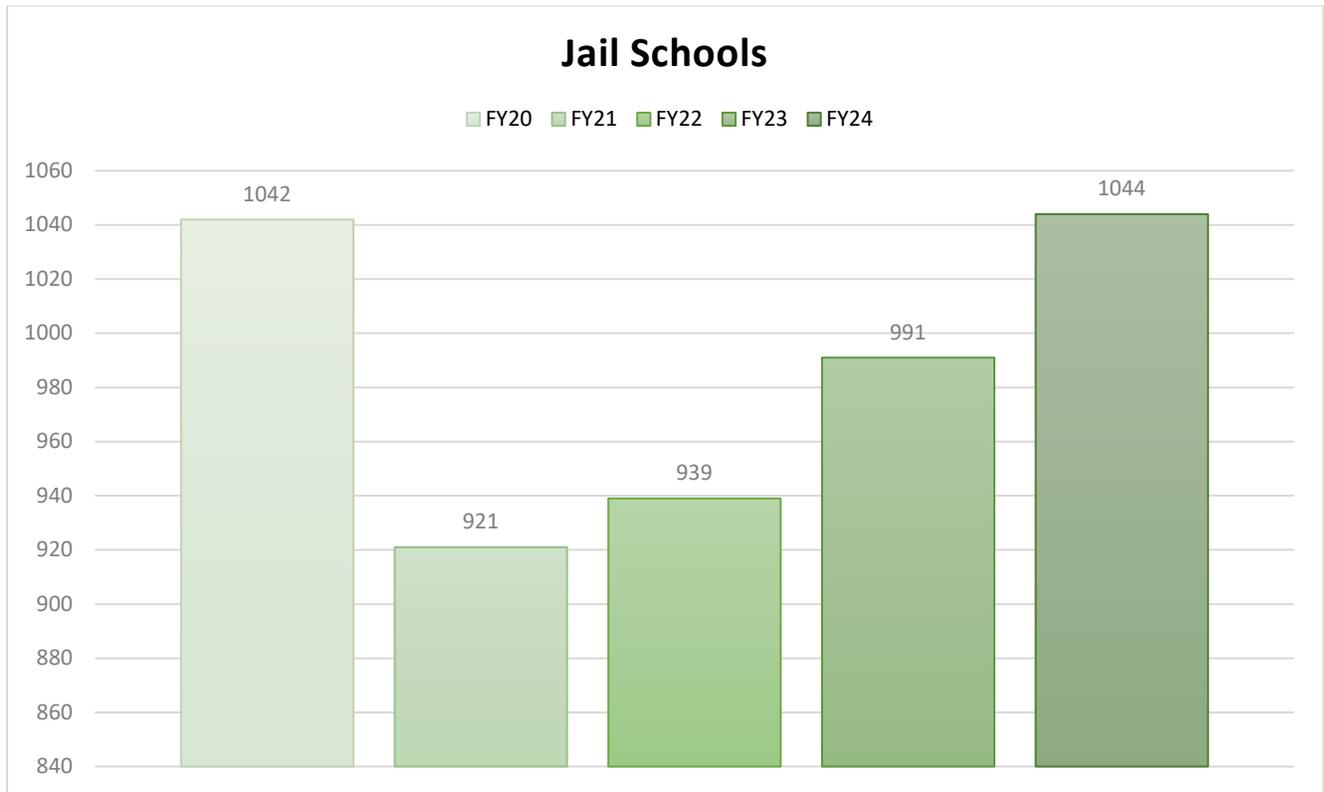
- 67 Reserve Officers certified in through the ILEA in FY 2024.



### *Jailer Basic Training and In-Service Training*

The ILEA oversees, conducts and coordinates initial certification and in-service training for the 1,676 jailers across the state of Iowa. In FY 2024, the Iowa Law Enforcement Academy provided:

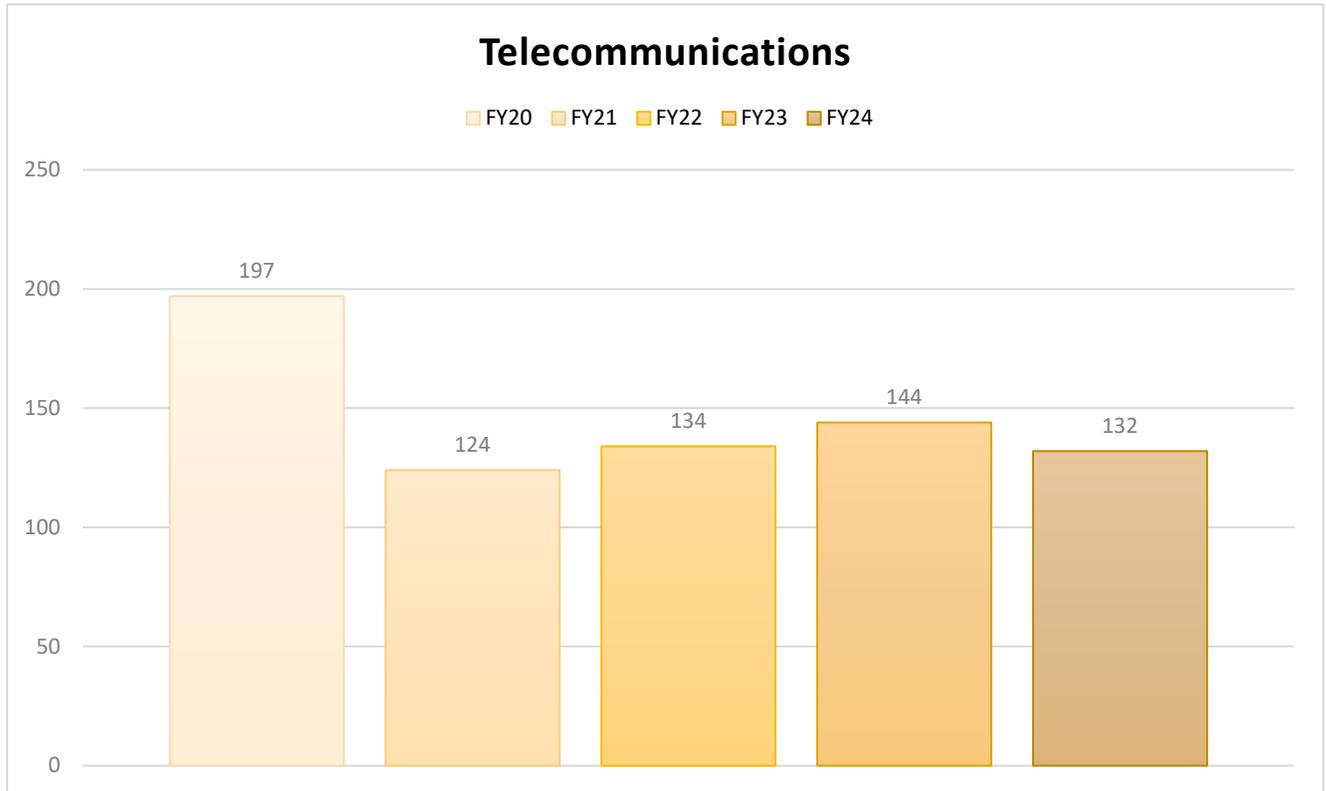
- 182 trained in the 40-Hour Jail Course
- 93 trained in the Jail Medication Management Course
- 721 trained in the 20-Hour In-Service Course
- 48 trained in the Temporary Holding Facility Course



*Telecommunicator Basic Training and In-Service Training*

ILEA provides initial telecommunication training to the 1,262 Iowa telecommunicators (dispatchers). In FY 2024, the ILEA provided:

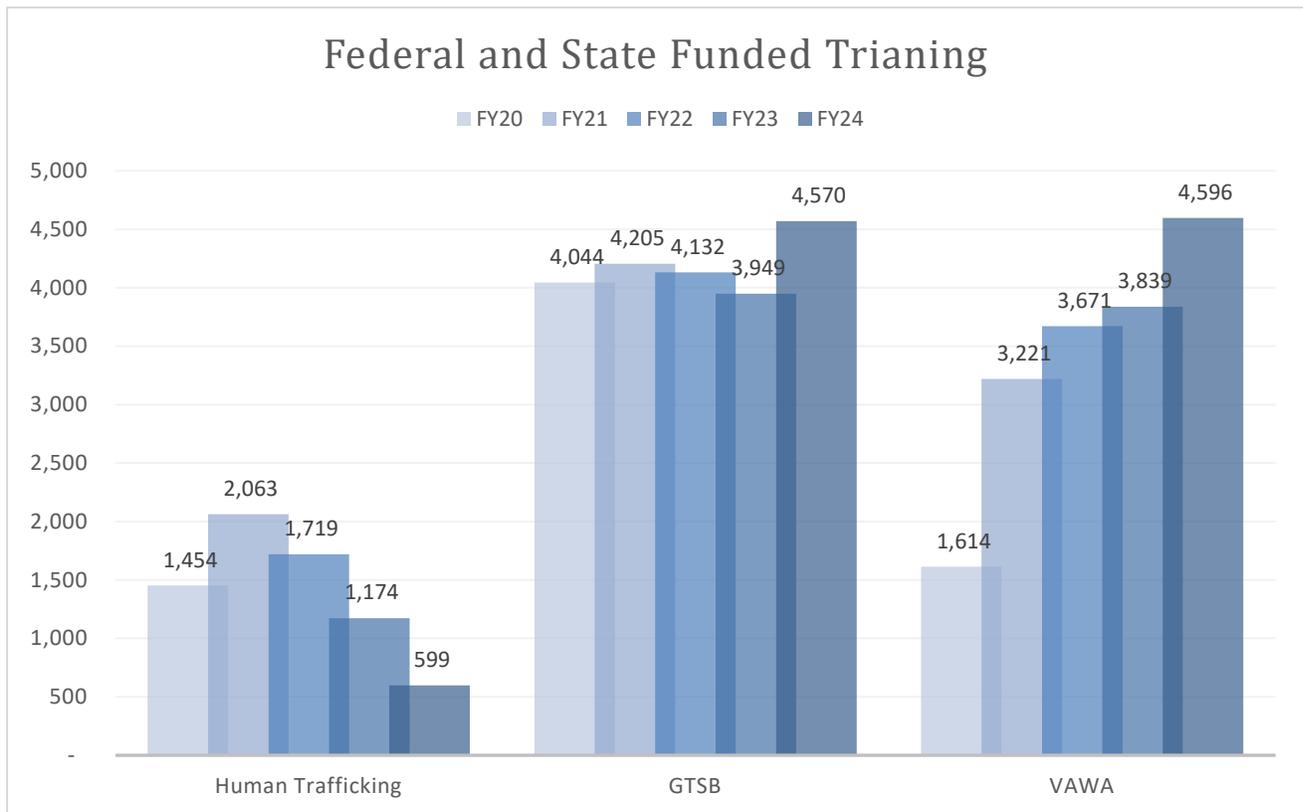
- 132 trained in 40-Hour Basic Telecommunicator Courses



### Federal and State Funded Training

The ILEA has three state and federally funded areas of specialized training: STOP Violence Against Women, Governor’s Traffic Safety Bureau, and Human Trafficking. These funded programs allow instructors to travel statewide to provide training on topics of domestic violence, sexual assault, human trafficking, OWI and traffic related topics. In FY 2024, the Iowa Law Enforcement Academy provided:

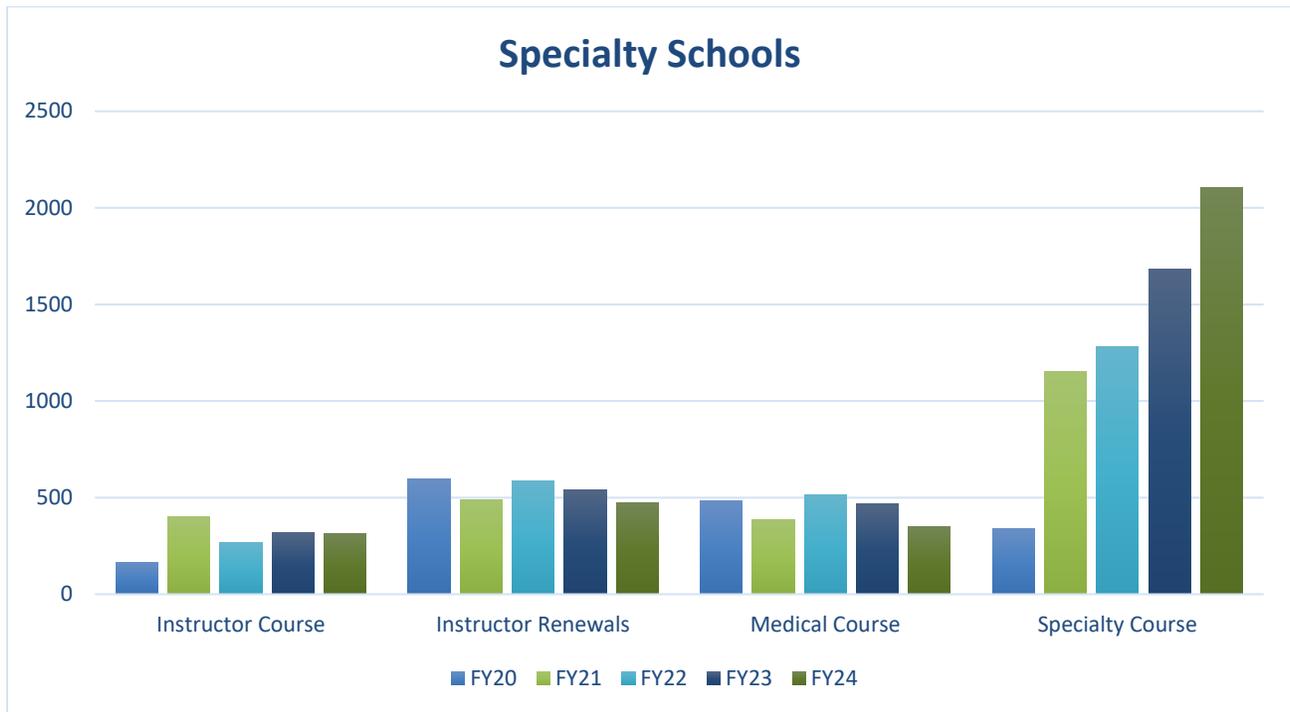
- Human Trafficking
  - 599 trained
  - *Figure is low due to employee turnover and only accounting for 1 month of training*
- Governor’s Traffic Safety Bureau
  - 4,570 trained
- STOP Violence Against Women
  - 4,596 trained



### Specialized Training for Law Enforcement

Beyond the scope of initial certification and in-service training, the ILEA offers specialized training for law enforcement to develop a variety of skills. In FY 2024, the Iowa Law Enforcement Academy provided 161 specialized trainings, totaling 3,646 trained. These topics include trainings such as:

- ❑ Specialty Schools / Community Outreach
  - 2,104 trained
- ❑ Instructor Schools
  - 315 instructors certified
  - 473 instructors renewed
- ❑ Medical Schools
  - 93 trained in Medication Management
  - 233 trained in Basic Life Support
  - 24 trained in ILEECP for Certification Through Examination



*eLearning*

In FY 2024, the ILEA provided training to 2,133 individuals through the online learning management system. Included in these training offerings were:

- ❑ 233 trained from Basic Academies
- ❑ 814 trained from Jailer Courses
- ❑ 132 trained from Telecommunicator Courses
- ❑ 774 trained from Implicit Bias Specialty Training
- ❑ 156 trained from Officer Investigations<sup>1</sup>
- ❑ 24 trained from Certification Through Examination (out of state reciprocity)



### *Annual In-Service Training*

Iowa Code mandates that all law enforcement must complete annual in-service training. This training includes:

- Implicit Bias, De-escalation and the Duty to Intervene
- Firearms Qualification
- CPR Certification
- Mental Health Training
- Mandatory Reporter Certification
- NCIC Certification
- Hazardous Materials and Communication
- 12 Hours of Additional General Training

### *Total Training*

Throughout the course of FY2024, the ILEA conducted 161 specialized training opportunities, 22 law enforcement-certifying classes and 42 recertifying classes.

The ILEA trained a total of 9,837 law enforcement, jailers, telecommunicators, and citizens from Iowa communities.

## Administrative Program Areas

The ILEA provides a variety of services beyond training to law enforcement agencies and personnel including, but not limited to:

- Pre-employment Services
  - POST Testing (35)
  - Psychological Test Proctoring and Review
    - Administered at ILEA (88)
    - Administered at Agencies (713)
    - Transferred by ILEA from Agency to Agency (60)
  - Hiring Form Review
  - Physical Testing
- Training Support
  - Assistant Instructor Registry
  - Instructor Approvals for
    - Regional Academies (98)
    - Jailers (24)
    - Reserve Officers (9)
  - Regional Academy Registrations (95)
- Records Retention
  - Status of Law Enforcement Employment
  - Documentation of certifications
  - Database of Officer Records to include Decertification
- Miscellaneous
  - Iowa State Sheriff's & Deputy's Association (ISSDA) Promotional Exam Administration (88)
  - Proctor certifications (174)

## Training Partners

- |   |   |
|---|---|
| <input type="checkbox"/> Iowa Department of Public Health   | <input type="checkbox"/> Sheriff's Offices Statewide            |
| <input type="checkbox"/> Iowa Army National Guard           | <input type="checkbox"/> Municipal Police Departments Statewide |
| <input type="checkbox"/> 715 Assistant Instructors          | <input type="checkbox"/> Homeland Security                      |
| <input type="checkbox"/> U.S. Department of Justice         | <input type="checkbox"/> FBI                                    |
| <input type="checkbox"/> Iowa Attorney General's Office     | <input type="checkbox"/> Acadis, Learning Management System     |
| <input type="checkbox"/> Department of Public Safety        | <input type="checkbox"/> Urban Dreams                           |
| <input type="checkbox"/> Department of Transportation       | <input type="checkbox"/> NAMI                                   |
| <input type="checkbox"/> Department of Public Defense       |   |
| <input type="checkbox"/> Polk County Mental Health Services |   |
| <input type="checkbox"/> Iowa Speedway at Newton            |   |

## Appropriations and Revenues

The ILEA receives funding from three different sources: General Fund, Tuition, and State/Federal Funding. The following table outlines the past nine years of funding for ILEA.

The following table outlines total FY2024 appropriations and supplemental revenues.

Fiscal Year	General Fund Appropriation	Supplemental Revenue *	Totals
FY2014	1,003,214	1,547,789	2,551,003
FY2015	1,003,214	1,946,573	2,949,787
FY2016	1,003,214	2,143,252	3,146,466
FY2017	992,455	2,280,959	3,273,414
FY2018	946,149	2,370,145	3,316,294
FY2019	971,341	2,674,745	3,646,086
FY2020	978,914	2,617,878	3,596,792
FY2021	1,118,914	2,740,524	3,859,438
FY2022	1,220,749	2,917,632	4,138,381
FY2023	1,239,824	2,914,952	4,154,776
FY2024	1,238,504	2,807,997	4,046,501

*\*Supplement Revenue includes tuition, state and federal funding.*

## Goals Achieved in Fiscal Year 2024

1. Acquired additional appropriations towards ILEA Basic Academy operations; reducing the financial burden to Police and Sheriff Departments across the state for Peace Officer basic training.
2. Continued to review and update all facets of the ILEA Basic Academy curriculum for alignment of course overviews, learning objectives, lesson plans and assessments.
3. Increased hands-on training and practical application of various skillsets by more than 10% in the ILEA Basic Academy.
4. ILEA Basic Academy is operational with our new Learning Management System to include scheduling, testing, scoring and real-time performance updates.
5. Hired a Human Trafficking Instructor to provide valuable training throughout the State. ILEA's Human Trafficking Instructor collaborates with many State agencies, civic organizations and is well known & well respected across the United States.
6. Conducted many off-site training opportunities around the State to ease the burden of severe staffing challenges faced by many law enforcement agencies.
7. Completed migration of historical records to our new Records Management System for all active personnel under ILEA's purview.
8. Continued conversations with Department Public Safety and Department of Public Defense regarding adequate training space including a virtual Use of Force training Simulator.
9. Revised existing PDQ's to maximize agency efficiency and allow for purposeful new hires.

## Goals Set for Fiscal Year 2025

1. Implement additional hands-on and practical application opportunities in the ILEA Basic Academy.
2. Increase virtual training opportunities through the Acadis LMS for various training programs to better serve our stakeholders as they navigate critical staffing levels.
3. Incorporate the virtual Use of Force training simulator into the ILEA Basic Academy and other training platforms.
4. Enhance ongoing professional development of active law enforcement professionals participating in ILEA instructor level courses through teach backs to ILEA Basic Academy recruits.
5. Continue ongoing professional development of ILEA instructional staff that increases scheduling flexibility, improves instructor to recruit ratios and enhances overall agency efficiency.
6. Identify alternative Basic Academy training cycles that would increase training options for new hires who do not possess a Peace Officer certification.



<b>Attorney 3</b> <i>General Counsel; Decertifications</i> <b>Rules Rewrite</b> Kristi Traynor	<b>Director</b> <i>Strategic Planning &amp; Mgmt.; Ac. Council, Decerts</i> <b>&amp; Outreach Meeting, Evaluations</b> Brady Carney	<b>Executive Officer 1</b> <i>Human Resources</i> <b>LMS/Website</b> <i>Curriculum; Seamless Docs</i> Kathryn Fukuda
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<b>Deputy Director</b> <i>Basic Academy Operations - Curriculum Revision - Specialized Training</i> <i>Telecommunicator Program - Jailer Program - LMS - RFMSS Reservations -</i> <i>Officer Decertification - Administrative Rules Review Committee - Evaluations</i> Sherry Poole			<b>Finance Manager</b> <i>Budget - Finance - Procurement - Fleet - Grants - Statewide Reporting</i> <i>Reserve Officers - Regional Oversight - VA Educations Benefits - Employee</i> <i>Evaluations</i> Jack Heuton		
<b>Legal Instruction</b>  Russ Rigdon	<b>Gangs</b> <i>Precision Driving</i>  Keith Varner	<b>eLearning; LMS</b> <i>On-Line Footprint</i> <b>Curriculum Development</b> <i>Social Media</i>  Kelli Oliver	<b>Front Secretary</b> <i>Assisting Instructor Program</i> <b>Accounts Receivable</b> Brenda Smith	<b>SFST</b> <i>Specialty Schools</i>  Lindsey Mosher	<b>Building Maintenance</b> <i>Building Operations</i>  Ryan Kaldenberg
<b>Lead Firearms</b> <b>ALERT</b> <b>Defensive Tactics</b> Lane Thayer	<b>Implicit Bias / De-Escalation</b> <i>Precision Driving</i> <b>Defensive Tactics</b> Naimah Saadiq		<b>Records Clerk</b> <b>Media Requests</b> <b>Accounts Payable</b> Jill Polich	<b>Reserves</b> <b>Instructor Applications</b> <b>Specialty Schools</b> Valerie Hawthorne	<b>Secretary</b> <b>Night Proctor</b> <b>Building Operations</b> Korry Stephenson
<b>Firearms</b> <b>ALERT</b>  Matt Wood	<b>Domestic Violence</b> <b>VAWA</b> <b>Interviews</b> Jen Swim	<b>Telecommunications</b> <b>Medical</b> <b>Instructor Applications</b> Anna Voss	<b>Regionals POC</b> <b>Instructor Application</b> <b>CTE &amp; Testing</b> Donna Hallstrom	<b>Decertifications</b> <b>Academy Council</b>  Nicole Stevens	<b>Secretary</b> <b>Night Proctor</b> <b>Building Operations</b> Elizabeth Wahl
<b>Firearms</b>  Joshua Starkey	<b>Human Trafficking</b>  David Gonzalez	<b>Jail Trainings</b> <b>Below 100</b> <b>Instructor Applications</b> Phil Cross		<b>Investigations</b> <b>Decertifications</b>	<b>Temp Employees</b> Charity Kaldenberg Anthony Gomez Janice Dale
<b>Defensive Tactics</b>  Elliott Patterson	<b>OWI/SFST Instruction</b> <b>Defensive Tactics</b>  Jason Cunningham	<b>Assistant Director</b> <b>Instructor</b>  <b>VACANT POSITIONS</b>			

# Iowa Law Enforcement Academy Council

<b>Name</b>	<b>Agency affiliation</b>	<b>Representing</b>	<b>Term ending</b>
<b>Ricardo Martinez II, Chair</b>	N/A	Citizens of Iowa	April 30, 2026
<b>Diane Venenga, Vice Chair</b>	North Liberty Police Department	Iowa Police Chiefs Association	April 30, 2028
<b>Elizabeth Quinn</b>	Story County Sheriff's Office	Iowa State Sheriffs' & Deputies' Association	April 30, 2027
<b>James Steinkuehler</b>	Crawford County Sheriff's Office	Counties with Population under 50,000	April 30, 2025
<b>Kevin Schneider</b>	Polk County Sheriff's Office	Counties with Population over 50,000	April 30, 2025
<b>Sadie Weekly</b>	Marshalltown Police Department	Cities with Population under 50,000	April 30, 2028
<b>Daniel Jansen</b>	West Des Moines Police Department	Police Department form City with Population over 50,000	April 30, 2027
<b>Nathan Fulk</b>	Iowa State Patrol	Iowa Department of Public Safety	April 30, 2028
<b>Ryan Ridout</b>	Iowa D.O.T. Motor Vehicle Enforcement	Iowa Dept. of Transportation	April 30, 2027
<b>Melissa Henderson</b>	Cedar Rapids Police Department	Iowa State Police Association	April 30, 2025
<b>Aaron McClelland</b>	Waterloo Police Department	Iowa Peace Officers Association	April 30, 2026
<b>Vicky Long Hill</b>	N/A	Citizens of Iowa	April 30, 2025
<b>Jana Abens</b>	N/A	Citizens of Iowa	April 30, 2026