

Iowa Law Enforcement Academy

Annual Report

July 1, 2024 to June 30, 2025

Fiscal Year 2025



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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.

FY2025 Training Programs in Review

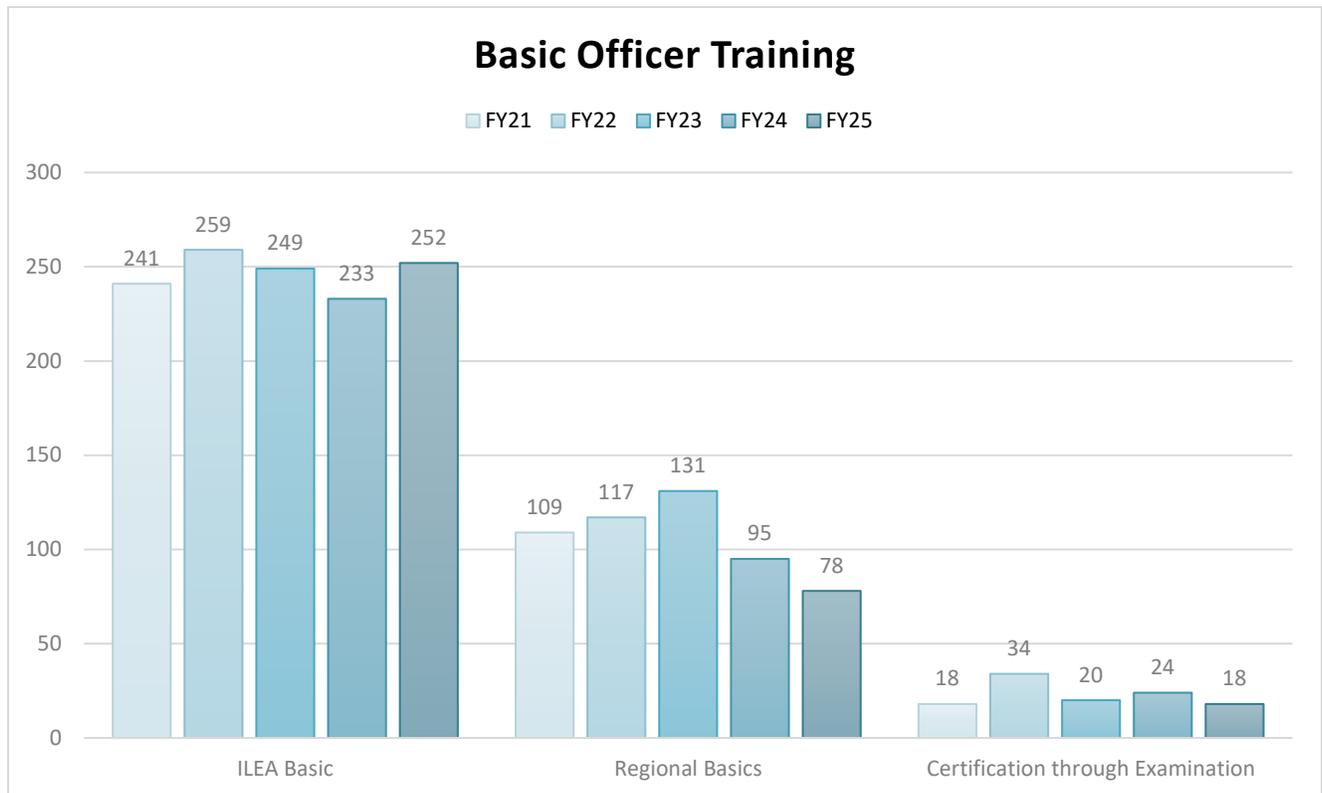
The Iowa Law Enforcement Academy (ILEA) provides professional, dynamic, and comprehensive training for peace officers, reserve officers, jailers, and telecommunicators.

Peace Officer Certifications

Currently, there are 6,514 certified peace officers in the state of Iowa.

In FY 2025, ILEA certified 348 new peace officers.

- 252 officers through attendance at ILEA.
- 18 officers through attendance at Iowa DPS Regional Academy.
- 16 officers through attendance at Des Moines PD Regional Academy.
- 16 officers through attendance at Cedar Rapids PD Regional Academy.
- 11 officers through attendance at Hawkeye Community College Regional Academy.
- 17 officers through attendance at Western Iowa Tech Community College Regional Academy.
- 18 officers through Certification Through Examination (out of state reciprocity).



Reserve Officer Certifications

In accordance with Iowa Code 80D, the Iowa Law Enforcement Academy is responsible for the certification and training of all reserve officers statewide. ILEA currently oversees 842 certified reserve officers.

To achieve initial certification, reserve officers complete 84 hours of combined online and in-person training. To maintain their certification, they must then complete 12 hours of in-service training and pass a firearms qualification annually.

- In FY 2025, ILEA certified 58 Reserve Officers.



Jailer Basic Training and In-Service Training

The Iowa Law Enforcement Academy oversees, conducts and coordinates initial certification and in-service training for the 1,729 jailers across the state of Iowa.

In FY 2025, ILEA provided training to 1087 jailers:

- 163 in the Basic 40-Hour Jail Course
- 767 in the In-Service 20-Hour Course
- 79 in the Jail Medication Management Course
- 78 in the Temporary Holding Facility Course

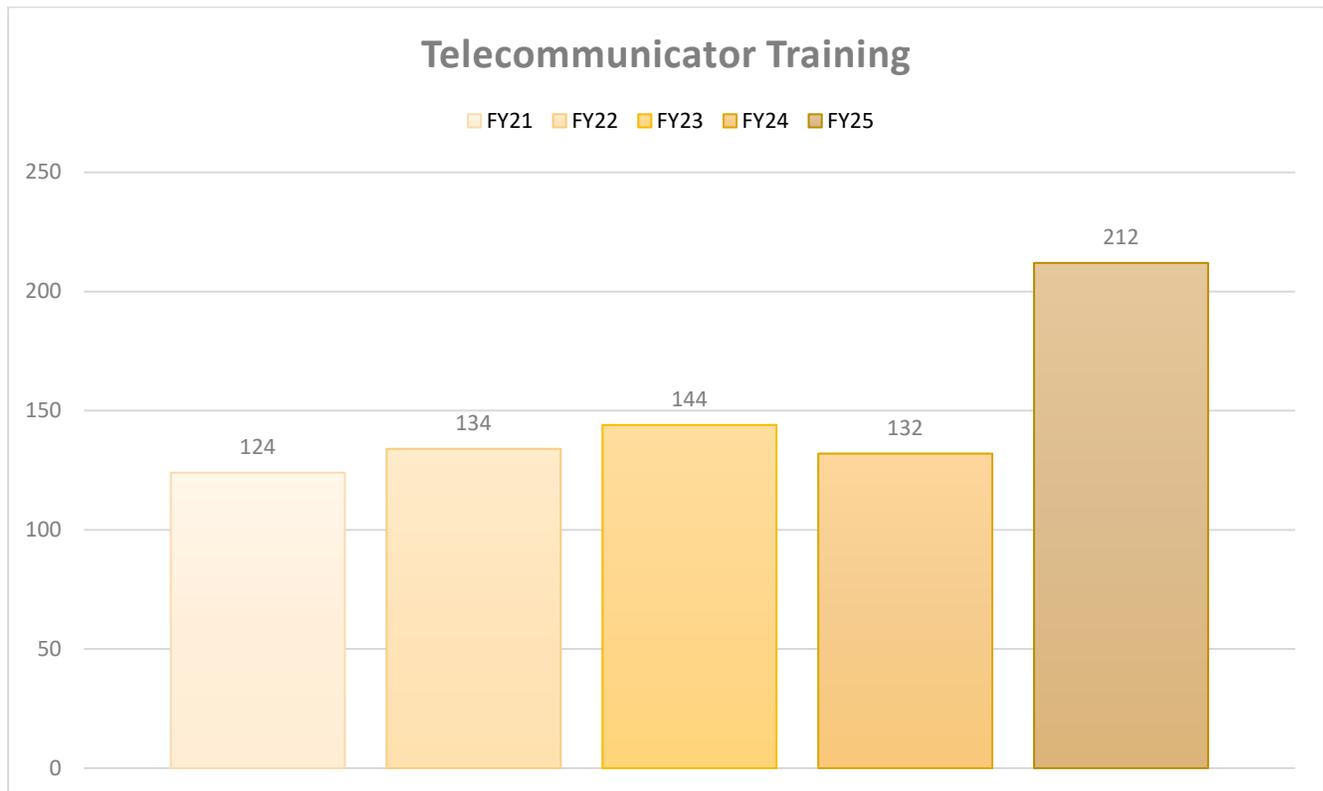


Telecommunicator Basic Training and In-Service Training

The Iowa Law Enforcement Academy oversees, conducts and coordinates initial certification and in-service training for the 1,300 Iowa telecommunicators (dispatchers) across the state.

In FY 2025, ILEA provided training to 212 telecommunicators:

- 135 in the Basic 40-Hour Telecommunicator Course
- 77 in the In-Service 8-Hr Telecommunicator Course



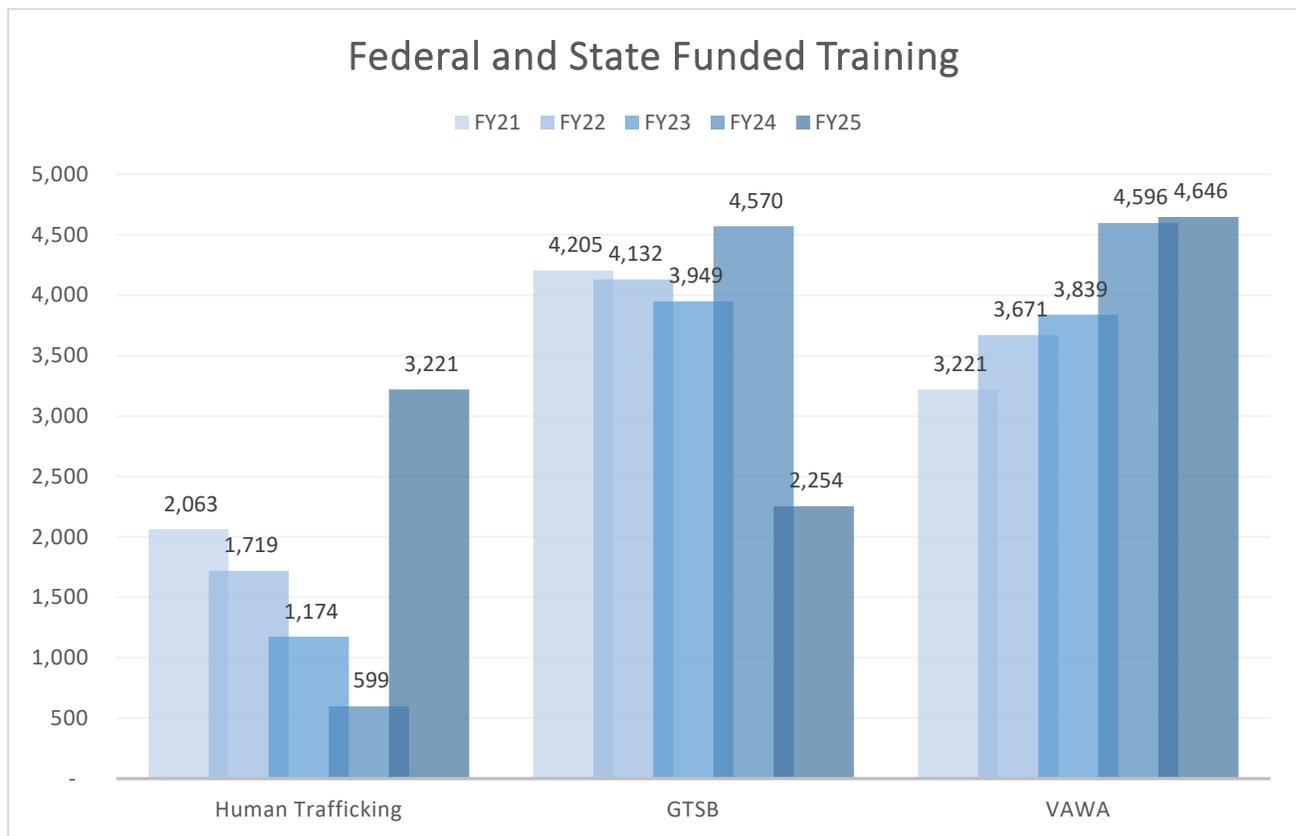
Federal and State Funded Training

The Iowa Law Enforcement Academy manages three specialized, state- and federally-funded training programs. This funding allows instructors to travel statewide to deliver training on critical topics.

- ❑ STOP Violence Against Women (Domestic Violence, Sexual Assault)
- ❑ Human Trafficking
- ❑ Governor’s Traffic Safety Bureau (OWI, Traffic Safety)

In FY 2025, the Iowa Law Enforcement Academy provided training in the following areas:

- ❑ 4,646 trained by the STOP Violence Against Women program
- ❑ 3,221 trained by the Human Trafficking program
- ❑ 2,254 trained by Governor’s Traffic Safety Bureau program



In-Person Specialized Training for Law Enforcement

The Iowa Law Enforcement Academy provides in-person specialized training to help law enforcement develop advanced skills beyond initial certification.

In FY 2025, ILEA trained 1,294 officers across 121 specialized training courses. This schedule included 21 classes for new instructor endorsements and 56 classes for instructor renewals.

- 288 officers receiving new instructor endorsements
- 716 officers renewing their instructor endorsements
- 290 officers attending in-service training

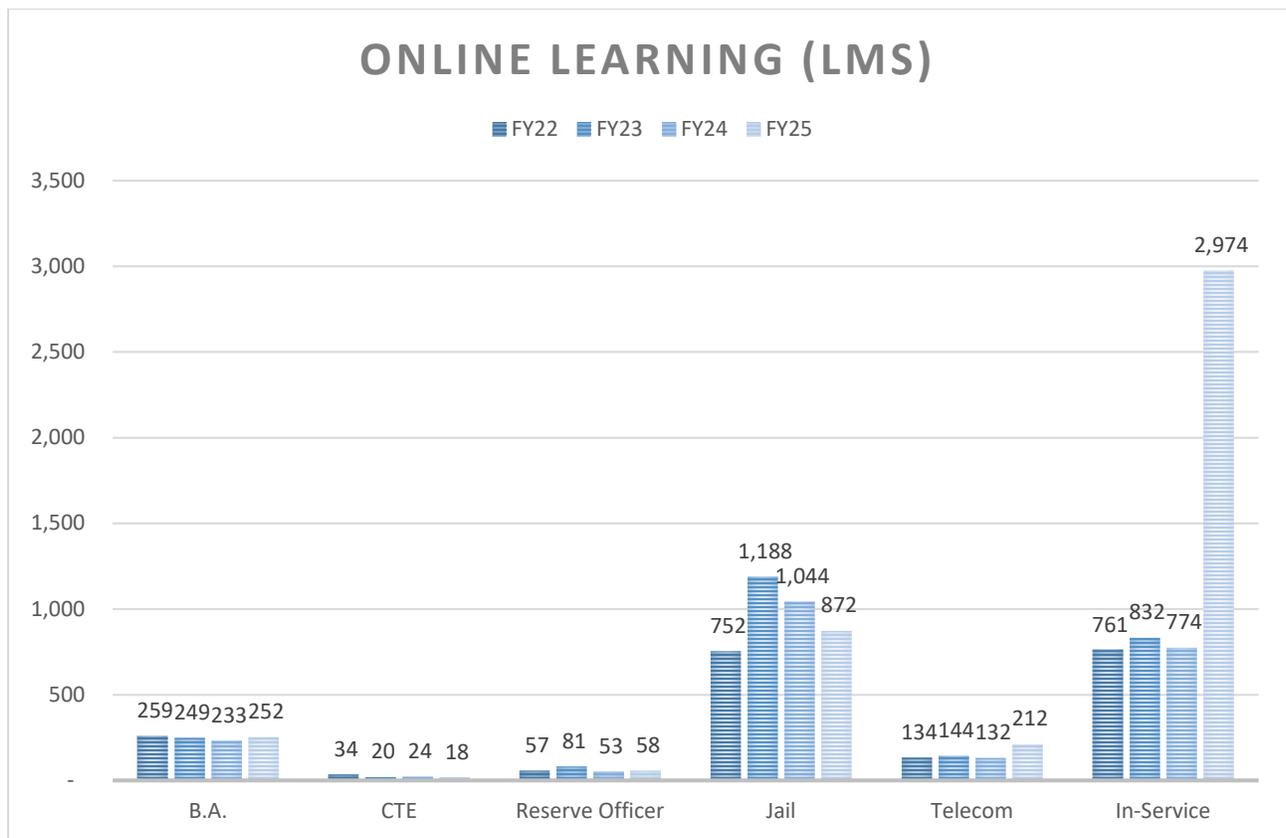


Online Learning (LMS)

In FY 2025, the Iowa Law Enforcement Academy provided training to 4,386 individuals through its online learning management system.

A breakdown of these attendees is as follows:

- 252 trained through the Basic Training Program
- 18 trained through Certification Through Examination (out of state reciprocity)
- 58 trained through the Reserve Officer Program
- 872 trained through the Jailer Program
- 212 trained through the Telecommunicator Program
- 2,974 trained through online In-Service Courses



Annual In-Service Training

To ensure all officers remain proficient and current, the Iowa Code mandates that all law enforcement must complete annual in-service training. This requirement ensures a consistent standard of excellence and preparedness across the state.

The core components of this annual training include:

- De-escalation and Use of Force
- Firearms Qualification
- CPR Certification
- Mental Health Training
- Mandatory Reporter Certification
- NCIC Certification
- Hazardous Materials and Communication
- 12 Hours of Additional General Training

Training Partnership

To provide high-quality training, the Iowa Law Enforcement Academy relies heavily on partnerships with multiple government and non-government agencies. Our training programs would not be possible without these essential collaborations.

Key partners include:

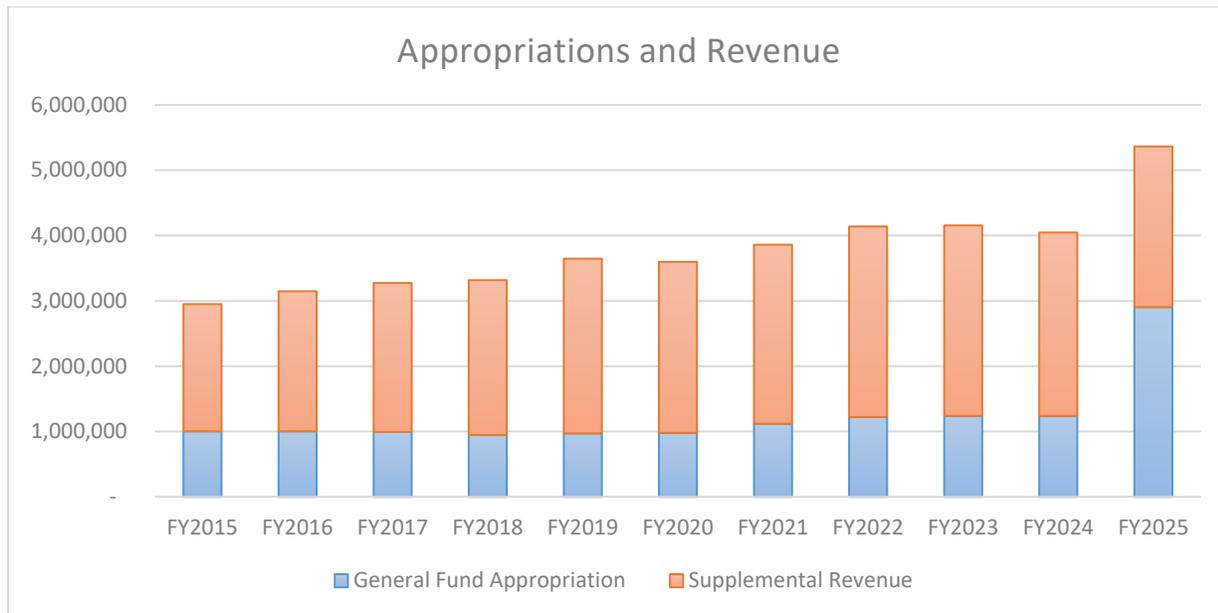
- | | |
|---|---|
| <input type="checkbox"/> Over 900 Assisting Instructors | <input type="checkbox"/> Iowa Attorney General's Office |
| <input type="checkbox"/> Acadis, Learning Management System | <input type="checkbox"/> Iowa Department of Public Health |
| <input type="checkbox"/> Department of Public Defense | <input type="checkbox"/> Iowa Speedway at Newton |
| <input type="checkbox"/> Department of Public Safety | <input type="checkbox"/> Municipal Police Departments Statewide |
| <input type="checkbox"/> Department of Transportation | <input type="checkbox"/> National Alliance on Mental Illness (NAMI) |
| <input type="checkbox"/> Federal Bureau of Investigation | <input type="checkbox"/> Polk County Mental Health Services |
| <input type="checkbox"/> Homeland Security | <input type="checkbox"/> Sheriff's Offices Statewide |
| <input type="checkbox"/> Iowa Army National Guard | <input type="checkbox"/> US Department of Justice |

Appropriations and Revenues

The Iowa Law Enforcement Academy is funded by three primary sources:

- General Fund
- Grant Reimbursements
- Training Revenue

Fiscal Year	General Fund Appropriation	Grant Reimbursements Training Revenue	Totals
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
FY2025	2,904,407	2,459,392	5,363,799



Goals Achieved in Fiscal Year 2025

Launched a New Learning Management System (LMS) A new, centralized LMS was implemented to consolidate all training functions. This system allows agencies to manage course registration, access current and past training records, and maintain accurate employee rosters. It also houses ILEA's curriculum, testing materials, and online resources, which has already improved statewide compliance and record-keeping accuracy.

Modernized the Basic Academy Curriculum the Basic Academy schedule was restructured to implement a phased training model. This approach allows recruits to develop practical skills progressively, building upon foundational knowledge as they advance toward graduation.

Streamlined Officer Reciprocity (CTE) The program for out-of-state officers (CTE) was aligned with the Basic Academy schedule, incorporating an in-person course week. This change creates a more efficient and clear pathway for officers transferring to Iowa.

Expanded Advanced Training Programs Building on previous curriculum improvements, new in-service training was developed for public safety telecommunicators. Additionally, the variety of in-service training for jail personnel was increased.

Strengthened Key State Partnerships The collaborative partnership with the Iowa National Guard was enhanced to maximize shared training opportunities and resources at Camp Dodge.

Increased Statewide Training Access The number of off-site training courses was significantly increased. This initiative better serves communities across Iowa by providing local access to essential and specialized law enforcement training.

Secured Funding for New Driving Facility Appropriated RIIF (Rebuild Iowa Infrastructure Fund) funding to begin the design and construction of a new driving training facility. This will be a collaborative, statewide resource developed with the Department of Public Safety (DPS), Department of Transportation (DOT), and the National Guard.

Enhanced Agency Communication and Feedback Maintained a high level of statewide engagement through consistent monthly newsletters and in-person meetings with agencies, associations, and at conferences.

Initiated Administrative Code Revisions Began the formal drafting process to revise the ILEA Iowa Administrative Code (501) to align with state requirements.

Goals Set for Fiscal Year 2026

1. Implement standardized evaluation mechanisms to ensure competency for 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. Review and update all basic academy course overviews, learning objectives and lesson plans for dissemination to regional academies to ensure alignment.
4. Create an in-house instructor development course to enhance professional development of current ILEA instructional staff and law enforcement professionals who attend our instructor endorsement courses (i.e. defensive tactics, driving, firearms, SFST).
5. Establish meetings with regional academy leadership and training program leads to ensure ongoing improvements and standardization of training and assessments.
6. Identify alternative Basic Academy training cycles that would increase training options for new hires who do not possess a Peace Officer certification.
7. Enhance financial operations by implementing an online payment portal within the Learning Management System (LMS), providing a secure and convenient payment solution for external agencies.
8. Identify opportunities for a Job Task Analysis regarding statewide fitness standards and basic academy curriculum.



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

Iowa Law Enforcement Academy Council

Name	Agency	Representing	Term Ending
Ricardo Martinez II Chair	N/A	Citizens of Iowa	April 30, 2026
Diane Venenga Vice Chair	North Liberty Police Department	Iowa Police Chiefs Association	April 30, 2028
Elizabeth Quinn	Story County Sheriff's Office	Iowa State Sheriffs' & Deputies' Association	April 30, 2027
Dave McDaniel	Hardin County Sheriff's Office	Sheriff's Office from County with Population under 50,000	April 30, 2029
Kevin Schneider	Polk County Sheriff's Office	Sheriff's Office from County with Population over 50,000	April 30, 2029
Sadie Weekley	Marshalltown Police Department	Police Department from City with Population under 50,000	April 30, 2028
Daniel Jansen	West Des Moines Police Department	Police Department from City with Population over 50,000	April 30, 2027
Nathan Fulk	Iowa State Patrol	Iowa Department of Public Safety	April 30, 2028
Ryan Ridout	Iowa Department of Transportation	Iowa Department of Transportation	April 30, 2027
Melissa Henderson	Cedar Rapids Police Department	Iowa State Police Association	April 30, 2029
Aaron McClelland	Waterloo Police Department	Iowa Peace Officers Association	April 30, 2026
Dr. Vicky Long Hill	N/A	Citizens of Iowa	April 30, 2029
Jana Abens	N/A	Citizens of Iowa	April 30, 2026