

Iowa Law Enforcement Academy (ILEA)  
Justice System Appropriations Subcommittee



Interim Director Sherry Poole  
Public Service Manager Jack Heuton  
January 23, 2023

# A Message from Interim Director Sherry Poole

The Iowa Law Enforcement Academy (ILEA) plays a critical role in the training of peace officers, reserve officers, telecommunicators, and jailers from across the State of Iowa. Located on the Northeast corner of Camp Dodge in Johnston, IA, ILEA is the centralized hub for professional training. At the same time, ILEA offers specialty schools in a wide range of topics pertinent to law enforcement and their agencies while also holding Instructor Schools which certify and recertify Instructors in core areas such as firearms, precision driving, defensive tactics, chemical munitions, ILEACP (Iowa Law Enforcement Care Provider) and OWI/SFST (Standard Field Sobriety Testing).

Because ILEA is committed to instructing others at a high level, we have made critical investments in our employees so that the trainings at ILEA are current and relevant to a peace officers daily job. In the past year, ILEA instructors have furthered their own training by completing coursework at the FBI Academy in Quantico, VA for Firearms and Instructor School, as well as attending in person training for TASER, SPEAR (Spontaneous Protection Enabling Accelerated Response), and ALERRT (Advanced Law Enforcement Rapid Response Training). In addition, Instructors have attended conferences on Human Trafficking, Domestic Violence, Implicit Bias, and Articulate 360 to be able to disseminate the most relevant information and statistics in our classes.

Last fall, Interim Director Poole purposefully sought out the feedback of the agencies we serve across the State and with that ILEA has:

1. Scheduled and implemented trainings at off-site locations in order to ease some of the travel burdens for agencies. In the past year *all* of our Instructors have traveled to all four corners of the State to bring their expertise to different locations.
2. Launched more on-line courses to meet in-service requirements for police officers and jailers.
3. Began the process of updating and aligning curriculum, policies, and procedures across ILEA and its 5 Regional Academies.
4. Increased the communication between ILEA and agencies with 1) monthly Newsletters, 2) timely progress reports of Basic Academy Recruits, 3) regular cadence of meetings with jailers and telecommunicator boards, and 4) spring and fall outreach meetings located across the State with Chiefs and Sheriffs.

Our FY 2023 Budget will be used to expand on this critical work of maximizing training opportunities for Iowa Law Enforcement so that they can effectively serve and protect the communities that make up the landscape of Iowa.

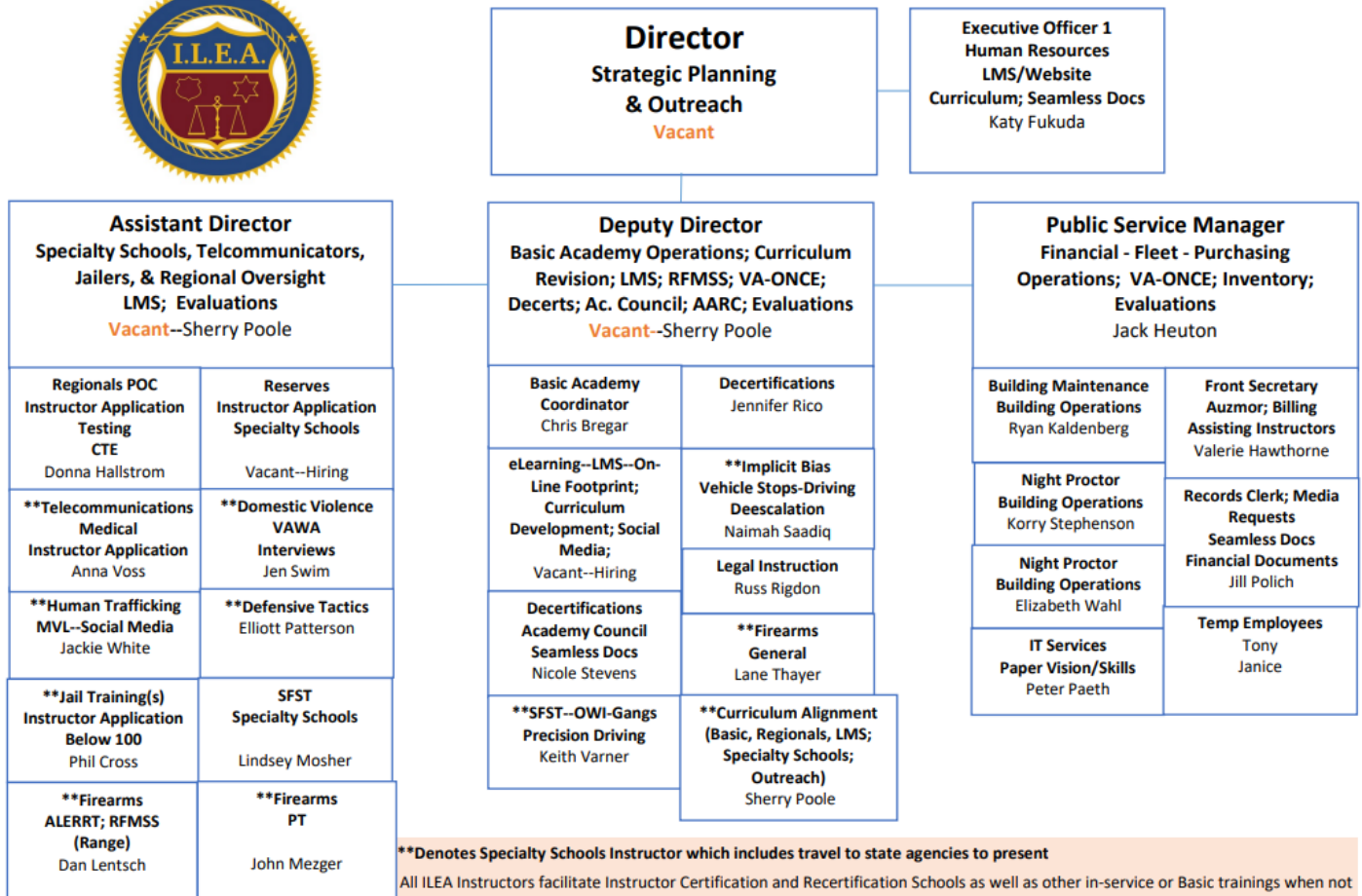
Sherry Poole  
Interim Director



# ILEA ORGANIZATIONAL CHART

January 2023

Iowa Law Enforcement Academy  
Organization Chart



## ILEA 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.

## ILEA MISSION:

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

## ILEA GUIDING PRINCIPLES:

Honor

Trust

Integrity

Respect

## ILEA 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.

## ALIGNMENT GOALS BETWEEN ILEA AND GOVERNOR REYNOLDS GOALS:

Training Iowans for the jobs of tomorrow.

Educating Law Enforcement Personnel serving Iowa communities.

Expanding training opportunities for rural communities.



## BACKGROUND OF ILEA:

The Iowa Law Enforcement Academy was created in 1967 as the central law enforcement training facility by the state legislature and ratified in code 80B. The purpose was to professionalize and standardize training statewide.

In 1969, Governor Robert D. Ray held a dedication for the first ILEA building and the Iowa Law Enforcement Academy became the primary training facility in the State of Iowa. Today ILEA boasts high standards of training for law enforcement, jailers, and telecommunicators and continue to make it our mission to provide the most up-to-date curriculum and hands-on scenario based trainings to attendees. Additionally ILEA is increasing our on-line footprint to make in-service trainings timely and accessible to all agencies at any location.

Currently, there are five (5) regional academies approved to supplement the centralized academy. There are two college (Hawkeye Community College and Western Iowa Tech Community College) and three agency (Des Moines P.D., Department of Public Safety, and Cedar Rapids P.D.) academies with approval for designated courses (see graphic below). ILEA works closely with these regional academies to ensure that recruits meet the hiring criteria and instructors and curriculum meet the requirements set forth by the Iowa Code (80B) and Administrative rules (501).



## CODE OF IOWA

**Iowa Code 80B.2, Intent.** “It is the intent of the legislature in creating the academy and the council to maximize training opportunities for law enforcement officers, to coordinate training and to set standards for the law enforcement service, all of which are imperative to upgrading law enforcement to professional status.”

**Iowa Code 80B.4, Academy created.** “There is hereby created the Iowa law enforcement academy as a central law enforcement training facility, in order to serve the best interests of the state in carrying out the intent and purpose of this chapter.”

## ADMINISTRATIVE OFFICES AT ILEA

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

### PRE-EMPLOYMENT SERVICES

1. POST Testing (30)
2. Psychological Test Proctoring and Review
  - i. Administered at ILEA (150)
  - ii. Administered at Agencies (594)
  - iii. Transferred by ILEA from Agency to Agency (63)
3. Hiring Form Review
4. Physical Testing

### TRAINING SUPPORT

1. Assistant Instructor Registry
2. Instructor Approvals for
  - i. Regional Academies (72)
  - ii. Jailers (30)
  - iii. Reserve Officers (57)
3. Regional Academy Registrations (117)

### RECORDS RETENTION

1. Status of Law Enforcement Employment
2. Documentation of certifications
3. Database of Officer Records to include Decertification

### MISCELLANEOUS

1. Iowa State Sheriff's & Deputy's Association (ISSDA) Promotional Exam Administration (102)
2. Proctor certifications (97)

## FY22 IN REVIEW

The following categories give an overview of services provided in 2022 to train and support law enforcement agencies across the State of Iowa:

### Attendance for Basic Training Academies:

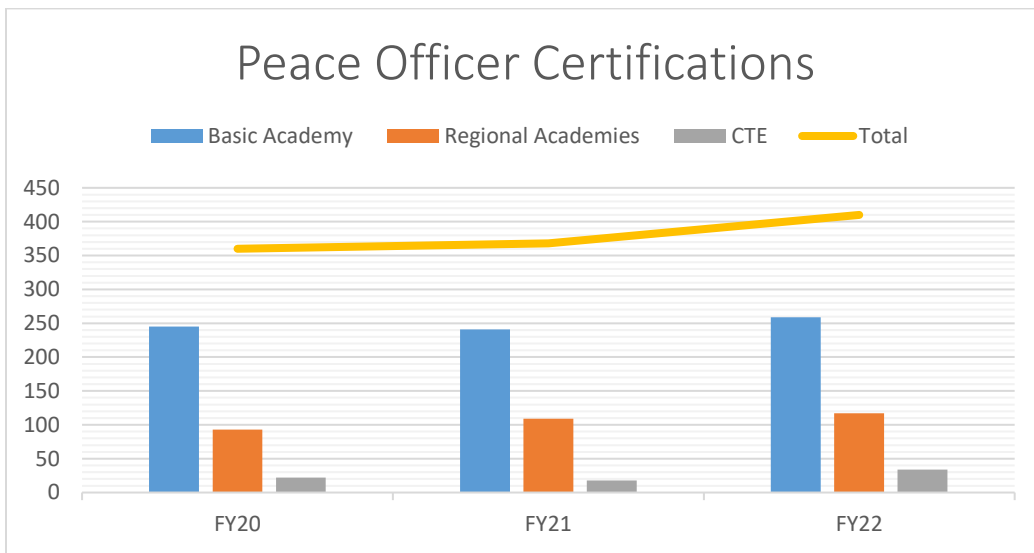
Currently there are **6,463 certified peace officers** in the State of Iowa.

In **FY22, ILEA certified 410 new peace officers**. The trend data shows an increase in the number of police officers that are being hired and trained in the State. (See graph below)

**The breakdown for FY22 is as follows:**

- ❑ 259 officers through attendance at the Iowa Law Enforcement Academy.
- ❑ 42 officers through attendance at Iowa Department of Public Safety Academy.
- ❑ 18 officers through attendance at Des Moines Police Academy.
- ❑ 15 officers through attendance at Cedar Rapids Police Academy.
- ❑ 29 officers through attendance at Hawkeye Community College Police Academies.
- ❑ 13 officers through attendance at Western Iowa Technical Community College Police Academy.
- ❑ 34 officers through Examination at the Iowa Law Enforcement Academy. (CTE)

**Peace Officer Certifications**



**Specialty Schools**

Beyond the scope of initial certification and in-service training, ILEA offers specialized training for law enforcement to develop a variety of skills. In FY 2022, the Iowa Law Enforcement Academy provided **117 specialty schools, totaling 2,648 trained**. These trainings break down into these categories:

**Specialty Schools/Community Outreach**

1,282 trained

**Instructor Schools**

266 instructors certified

585 instructors recertified

**Medical Schools**

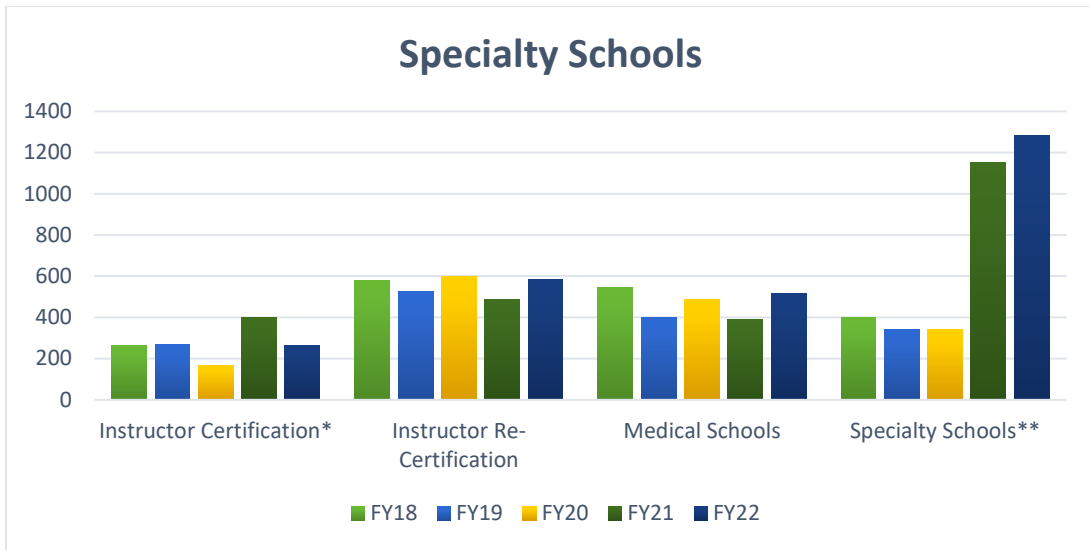
222 trained in Medication Management

259 trained in Basic Life Support

34 trained in ILEACP for Certification through Examination

**\*\*See Appendix A for a further breakdown of Specialty Schools and Trainings**

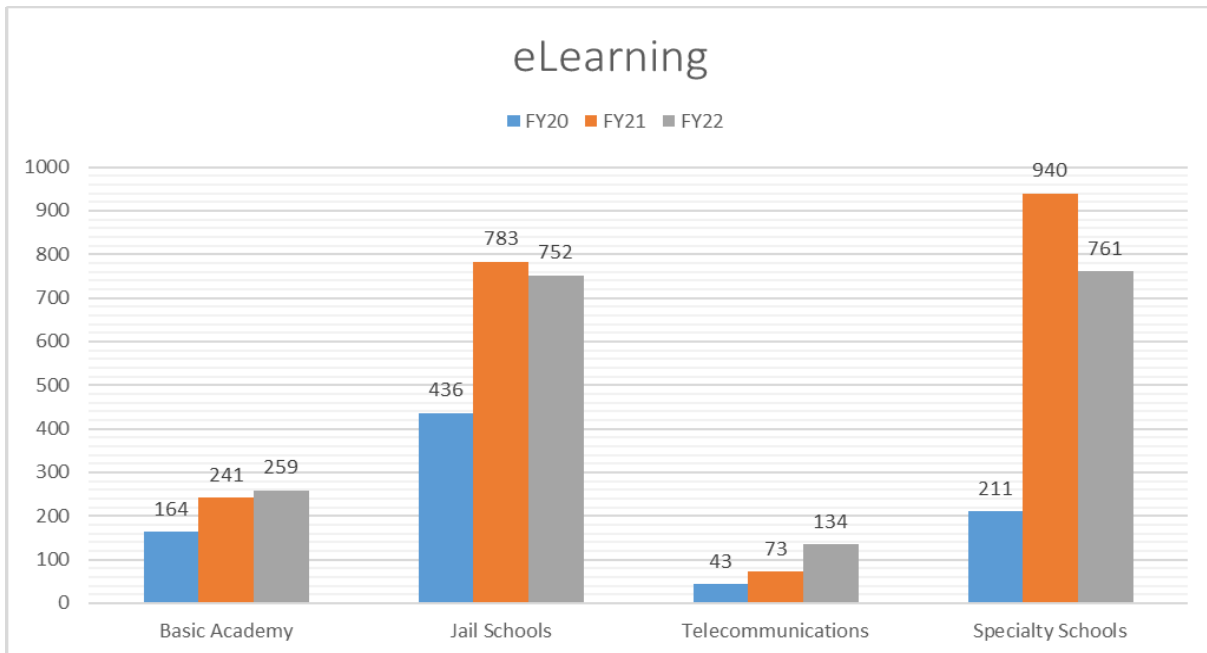




## E-Learning

In FY 2022, the Iowa Law Enforcement Academy provided **training to 2,043 individuals through the online learning management system (LMS)**. Included in these training offerings were:

- 259 trained from Basic Academies
- 752 trained from Jail Schools
- 134 trained from Telecommunicator Schools
- 761 trained from Implicit Bias Specialty Schools (80B.11G)
- 103 trained from Officer Investigations (80F.1)
- 34 trained from Certification through Examination (CTE)





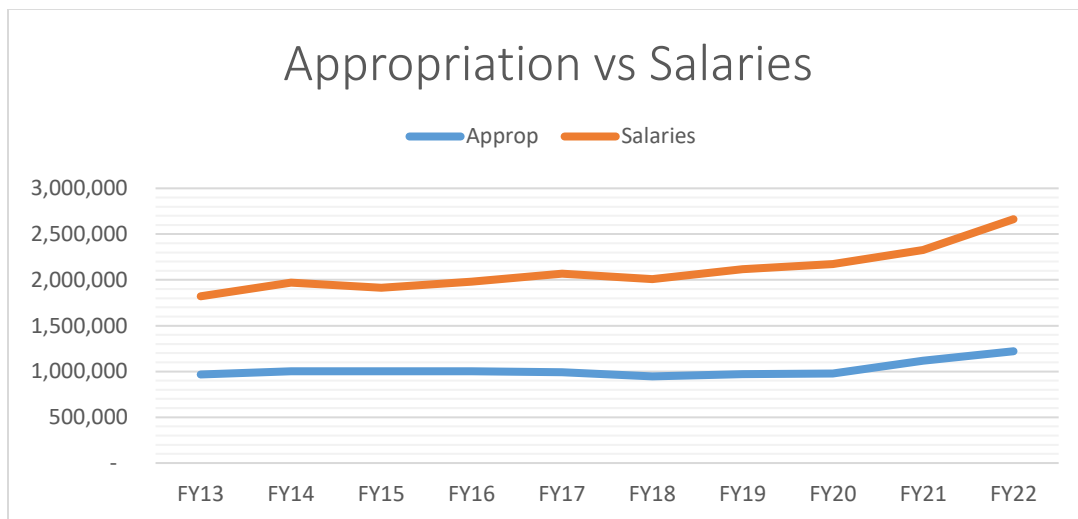
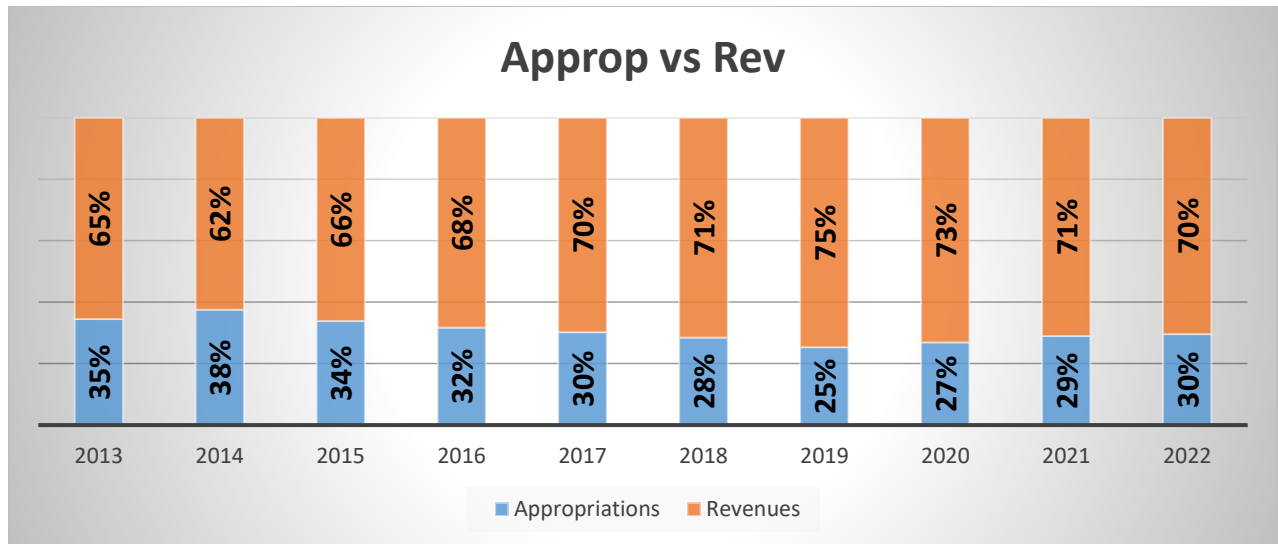
# Appropriations and Revenue

The Iowa Law Enforcement Academy receives funding from three different sources: General Funding, Tuition, and State/Federal Funding.

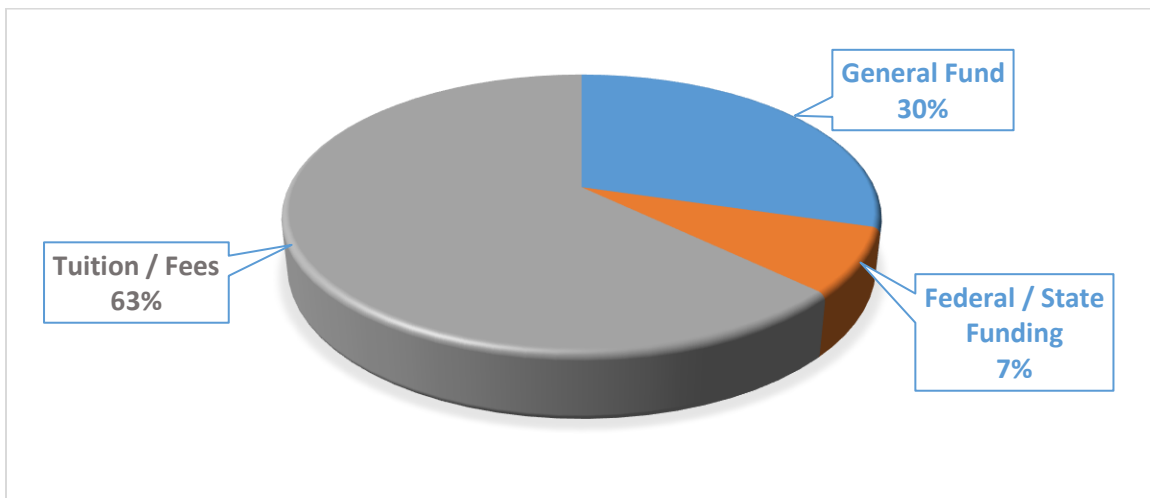
Fiscal Year	General Fund Allocation
FY13	968,698
FY14	1,003,214
FY15	1,003,214
FY16	1,003,214
FY17	992,455
FY18	946,149
FY19	971,341
FY20	978,914
FY21	1,118,914
FY22	1,220,749
FY23	1,239,824

Basic Academy Tuition Costs	
FY19	\$6,240
FY20	\$6,650
FY21	\$6,650
FY22	\$6,650
FY23	\$6,650

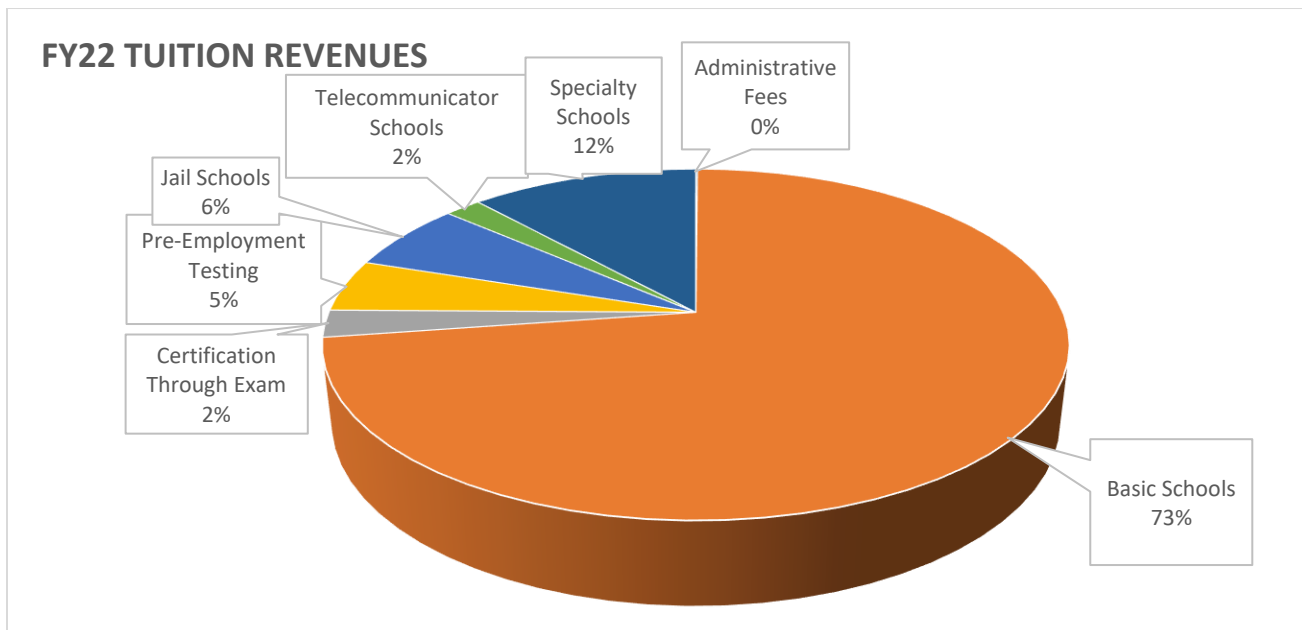
Tuition for 16 week Academy has stayed the same for past 4 years.



## FY22 FUNDS



## Revenue by Major Category



## GOALS ACHIEVED IN 2022-2023

1. Created online trainings to satisfy new requirements in Iowa Administrative Code 501—8.5(3)(80F) related to Officer Internal Investigations, relieving the burden on individual agencies.
2. Hired a new Firearms Instructor to assist with instructor to student ratio in the Basic Academy, specialty school instruction, and scheduling.
3. Established a curriculum committee with the goal of analyzing and updating the ILEA Basic Academy curriculum, Regional Academy curriculum, and required classes.
4. Simplified and combined the ILEA Instructor Applications for Regional Academies, Jailers, Telecommunicators, and Reserve Officers into a single application, greatly cutting down on applicant

- questions and staff time needed for processing to ensure all instructors meet the criteria.
5. Visited four out of five Regional Academy sites for the purpose of goal alignment.
  6. Created a Needs Assessment to ensure we can accommodate all training needs statewide.
  7. Launched monthly newsletters to statewide agencies, resulting in positive feedback from communities and management.
  8. Compiled, verified, and submitted all eligible law enforcement officers for the Governor's Peace Officer Retention Bonus to ensure that everyone who met the criteria was properly awarded.
  9. Revamped the ILEA Training Registration website with increased usability and the ability to register large numbers of personnel at one time from the same agency.
  10. Began the ILEA Job Board on the ILEA website to further assist agencies in their staffing needs, which has been accessed over 7,000 times during the year.
  11. Made multiple improvements to food service at the Basic Academy in response to issues and feedback.
  12. Began outreach with statewide agencies to answer questions, provide updates, and facilitate communication so ILEA can better gauge the needs of the communities.
  13. Collaborated with National Guard for usage of facilities to train officers.
  14. Coordinated with ILEA staff to attend regional school PT testing to ensure that standards are upheld uniformly throughout the state.
  15. Set a regular cadence of meetings for the Telecommunicator Advisory Board to calibrate training.
  16. Completed the RFP process for a new Learning Management System which will allow ILEA to increase our on-line footprint across the State and combine systems of testing, academic modules, records, certifications, inventory, and scheduling.

## **GOALS FOR FY24**

1. Procure a new Learning Management System (LMS) to integrate the six systems ILEA currently uses to document the over 4,000 officer employment history and certifications, expand the availability of online training, streamline specialty school registrations, house employment documentation, build coursework and modules, and track inventory.
2. Obtain authorization for a virtual reality simulator to better train Basic Academy recruits in emergency situations.
3. Set a regular cadence of meetings for Regional Academy Directors and ILEA for the purpose of collaboration and curriculum alignment.
4. Increase our on-line footprint with courses for reserves, police officers, jailers and telecommunicators.
5. Complete a deep dive into ILEA curriculum for the Basic Academy and Regionals for updates, revisions, and interdisciplinary work.
6. Expand Precision Driving instructor and opportunities by requesting (1) FTE Driving Instructor.
7. Complete the Red Tape Review as outlined in Executive Order 10.

# APPENDIX A: Speciality Schools & Trainings Offered by ILEA FY22

## **ON-LINE OPPORTUNITIES FOR TRAINING**

- Implicit Bias/De-escalation (offered monthly)
- Human Trafficking (offered monthly)
- Jail In-service trainings
  - 20-Hour In-Service (on-line and in-person opportunities)
  - Temporary Holding Facility In-Service (on-line)
  - Jail Medication Management (on-line)
- Officer Investigations (Back the Blue)



## **IN-PERSON OPPORTUNITIES FOR TRAINING**

### **BICYCLE**

- Instructor Certification
- Instructor Recertification

### **CHEMICAL MUNITIONS**

- Instructor Certification
- Instructor Recertification

### **DEFENSIVE TACTICS**

- Instructor Certification
- Instructor Recertification

### **EXPANDABLE BATON**

- Instructor Certification
- Instructor Recertification

### **HUMAN TRAFFICKING**

- Training opportunities for first responders, jailers, and peace officers.

### **IMPLICIT BIAS/DE-ESCALATION**

- Training opportunities for first responders, jailers, and peace officers.

### **JAIL**

- 40-Hour Basic Training
- Temporary Holding Facility Basic

### **LESS LETHAL**

- Instructor Certification
- Instructor Recertification

### **MISCELLANEOUS**

- Chief Executive Leadership for Managing and Leading the 21st Century Law Enforcement Agency
- Evidence Storage and Management
- Field Training Officer (FTO)
- FBI Regional Command School
- FBI Instructor Development Course
- Officer Investigations (Back the Blue)
- School Resource Officer (SRO) School
- Solutions for Law Enforcement Supervisors
- Technical Collision Investigation School
- Trauma Informed Interviewing
- Trauma Informed Sexual Assault Response

### **OLEORESIN CAPSICUM**

- Instructor Certification
- Instructor Recertification

### **PRECISION DRIVING**

- Instructor Certification
- Instructor Recertification

**SFST-OWI**

- Instructor Certification
- Instructor Recertification
- CTE Certification

**TASER**

- Instructor Certification
- Instructor Recertification

**TELECOMMUNICATOR**

- 40-Hour Basic Training (in-person)

**WEAPONS**

- Instructor Certification: Firearms, Open Sight Rifle, Sniper-Observer Rifle, Red Dot
- Instructor Recertification: Firearms, Open Sight Rifle
- CTE Certification



## APPENDIX B: Basic Academy Course Topics: 501-3.5 (80B)

### **3.5(1) Program administration: 24 Hours**

- a. Examinations.
- b. Family day.
- c. Graduation.
- d. Registration/orientation.
- e. Student advisor meetings.

### **3.5(2) Patrol procedures: 55 Hours**

- a. Active shooter response training.
- b. Alcohol licensee compliance.
- c. Animal control procedures.
- d. Basic incident command (IS-100 and IS-700).
- e. Felony calls in progress (includes building searches).
- f. Fire calls.
- g. Gangs.
- h. Hazardous materials.
- i. Iowa system communication including NCIC (National Crime Information Center).
- j. Meth lab safety.
- k. Observation and perception.
- l. Patrol techniques and beat assignments.
- m. Radar enforcement.
- n. Radio communications.
- o. Terrorism awareness.
- p. Traffic direction.
- q. Traffic law enforcement.
- r. Weather preparedness.

### **3.5(3) Tactical skills: 188 Hours**

- a. Chemical spray.
- b. Defensive tactics.
- c. Expandable baton training.
- d. Firearms (including 6 hours of night fire).
- e. Firearms training simulator.
- f. Risk management.
- g. Vehicle operations (including 2 hours of night vehicle operations).
- h. Vehicle stops (including 2 hours of night vehicle stops).

### **3.5(4) Life Skills: 123 Hours**

- a. Below 100.
- b. Blood borne pathogens.
- c. Officer resiliency and development.
- d. Crisis intervention training.
- e. Critical incident stress management.

- f. Federal color of law (aspects of use of force).
- g. Iowa law enforcement emergency care provider (ILEECP)
- h. Mental health emergencies.
- i. Physical training.
- j. Special needs population.
- k. Stress management.
- l. Survival awareness.

### **3.5(5): Investigation: 112 Hours**

- a. Bombing and arson.
- b. Burglary.
- c. Card fraud.
- d. Collision investigation.
- e. Crime scene search and recording.
- f. Death investigation.
- g. Document fraud.
- h. Domestic abuse investigation (including 4 hours of practical).
- i. Financial crimes.
- j. Fingerprinting.
- k. Forensic science and the DCI laboratory.
- l. Hate crimes.
- m. Human trafficking.
- n. Insurance fraud.
- o. Iowa lottery security.
- p. Iowa missing persons.
- q. Mandatory reporting of child and dependent adult abuse.
- r. Narcotics investigation.
- s. OWI enforcement (includes chemical testing, evidentiary breath testing device training and drug recognition for street officers).
- t. Photography.
- u. Sexual abuse investigation.
- v. Stalking.
- w. Standardized field sobriety testing. (SFST)
- x. Street intoxication.
- y. Vehicle theft.

### **3.5(6) Legal topics: 67 Hours**

- a. Civil liability.
- b. Confessions and admissions.
- c. Criminal law.
- d. Juvenile law.
- e. Law of arrest.
- f. Motor vehicle law.

- g. Narcotics law.
- h. OWI legal.
- i. Peace officer and management rights.
- j. Procedural due process.
- k. Rules of evidence.
- l. Search and seizure.
- m. Use of force

**3.5(7) Communication skills: 36 Hours**

- a. Deaf and hard-of-hearing culture.
- b. Death notification.
- c. Interviews and interrogations.
- d. Moot court.
- e. Report writing and investigative note-taking.
- f. Social media.
- g. Testifying in court.
- h. Verbal defense and influence.

**3.5(8) Foundations of American policing: 15 Hours**

- a. Community relations.
- b. Court organization.
- c. Cultural competency.
- d. Discretion



