



Justice System Appropriations Subcommittee

**Brady Carney, Director
Jack Heuton, Financial Manager**

The Role of ILEA

“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.2



Current Fee Structure

Iowa Code 80B.11B(2)

- ILEA shall charge to the following entities the following costs to provide basic training:
 - To DNR and DOT
 - Total cost to agency
 - To other state agencies
 - $\frac{1}{3}$ of the cost to candidate
 - $\frac{2}{3}$ of the cost to agency
 - To a candidate from a political subdivision
 - $\frac{1}{3}$ of the cost to agency
 - $\frac{2}{3}$ of the cost to State
 - All other candidates, including tribal government
 - Total cost to candidate



Why Basic Academy Funding Matters

- **Financial burden** of the Basic Academy compromises annual training budgets for county and municipal law enforcement agencies;
- **Inability to invest in professional betterment** of incumbent officers hurts retention; and
- **Small agencies merely serve as a path to certification** and are forced to start a new hiring cycle, find a viable candidate and pay for another Basic Academy cycle.



Why Basic Academy Funding Matters

- **Financial burden** of sending multiple new hires to the Basic Academy in the same fiscal year has **resulted in agencies putting their new hires in service for up to one year prior to any formal training** which compromises the quality of service and invites civil liability;
- **Resignation in lieu of termination** provides an avenue for a certified officers to switch agencies; and
- **Agencies are taking unnecessary risks** on prior certified officers with checkered pasts to avoid bearing the costs of sending a new hire to the Basic Academy. Continual re-hiring of known bad actors is a problem, in large part, due to the current financial model of law enforcement training in Iowa.

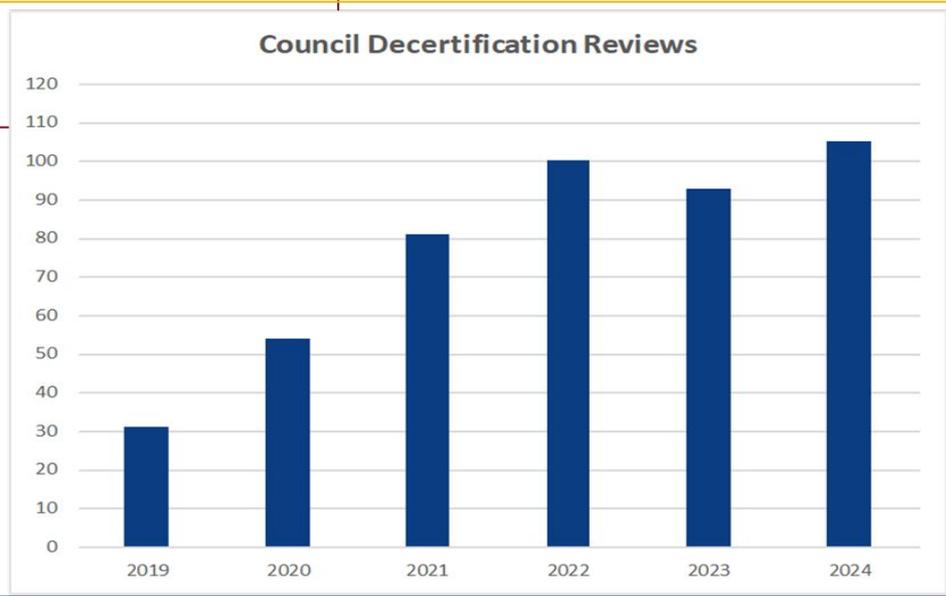


*Maintaining High Law Enforcement Standards: **Iowans deserves this!***

The need to identify, hire, train and retain high-character, high-quality law enforcement professionals **remains the highest priority for Iowa.**

Council reviews of certification are on the rise.

Reviews and contested cases involve considerable work from ILEA and the AG's Office.



Current State of ILEA

FY25 Appropriation:

- \$2,904,407

Basic Academy Tuition:

- \$14,400

Attendance:

- The most recent three year average for the ILEA Basic Academy is 252 recruits per year



Current FY25 Cost Per ILEA Recruit

For county and municipal law enforcement agencies to attend ILEA Basic Academy:

\$ 4,800	ILEA Tuition
\$ 2,905	Meal Plan
\$ 230	IPI Uniforms
<u>\$ 150</u>	Duty Ammunition
\$ 8,085	Total



IGOV FY26 Recommendation for ILEA

Total Recommendation from IGOV

- \$2,904,407 current appropriation
 - \$ 60,000 increase to fund additional 0.75 FTE
 - \$ 3,731 increase to fund general operations
- \$2,968,138 Total Recommendation from IGOV

Funding Alignment with §80B.11B

According to §80B.11B, the intent is for state funding to cover **67%** of Basic Academy costs. The recommended budget outlined above would cover **65%** of projected FY26 costs.



Additional FTE

Currently, ILEA is allocated 30.25 Full-Time Equivalent (FTEs). The 0.25 FTE provides a total of **520 hours per fiscal year**, which is strategically utilized to address various gaps in Basic Academy training, ensuring **continuity and efficiency** in program delivery.

In Fiscal Year 2024, ILEA strategically allocated the 0.25 FTE to **support critical operational needs**, including **staffing the front desk** during required hours, **covering shifts** during staff absences, and **assisting with the Emergency Vehicle Operations** training program which operates at multiple locations around central Iowa.

The 0.25 FTE allocated to cover gaps in Basic Academy programs **consistently exceeds the designated 520-hour allotment**, highlighting the ongoing demand for additional staffing resources.

IGOV recommends \$60,000 to fund an additional 0.75FTE



Additional FTE

Fiscal Year 2024 Synopsis

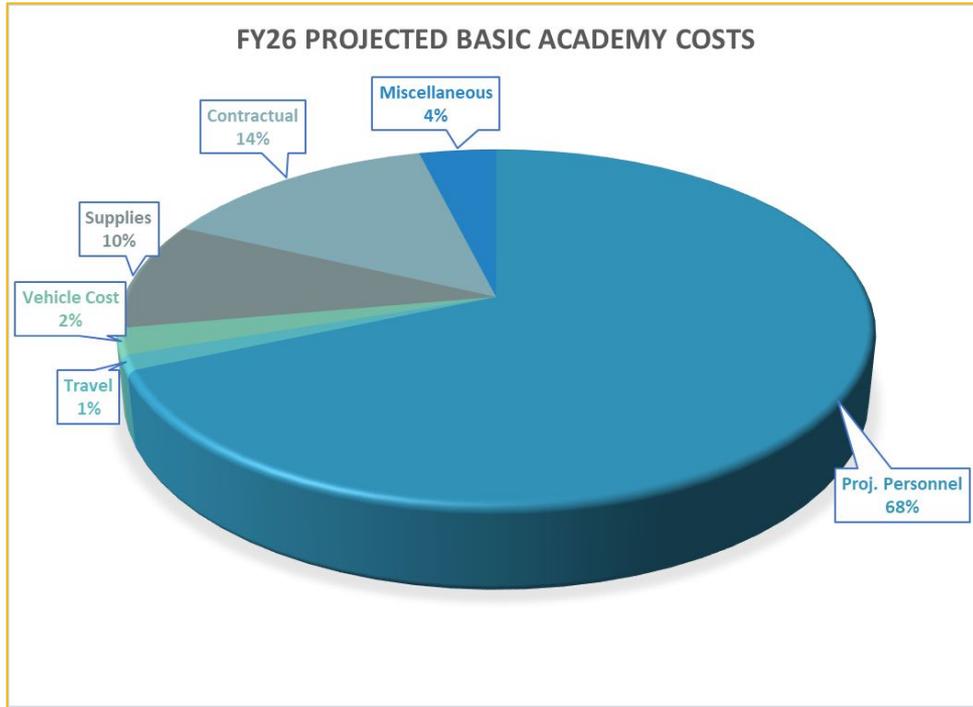
- **Basic Academy Check-In:** Recruits arrive on Sunday evenings, requiring front desk staffing from Sunday evening through Monday morning. This demand results in a **12-hour shift each week**, totaling **576 hours annually**.
- **Emergency Vehicle Operations Training:** Support for various training components within this program accounted for an additional **689 hours**.
- **Front Desk Coverage for Staff Leave:** When designated staff submitted leave requests, evening and overnight front desk coverage was necessary, totaling **484 hours**.

Total Hours Utilized in FY24: 1,749 hours (Equivalent to 0.84 FTE)

This data underscores the substantial need for additional staffing resources to ensure operational efficiency and effective program delivery.



COSTS: The most recent three year average for the ILEA Basic Academy attendance is 252 recruits per-year. An in-depth analysis of the Basic Academy analyzing the prior fiscal year (FY24), current fiscal year (FY25) and upcoming fiscal year (FY26), **ILEA projects the cost to successfully train recruits at the Iowa Law Enforcement Academy for FY26 will total \$4,581,418.**



FY26 Projected Basic Academy Cost

Projected Salaries	3,121,203	↑13%
Contractual	652,395	↓03%
Supplies	446,620	↓12%
Miscellaneous	191,700	↓26%
Vehicle Costs	107,000	↑08%
<u>Travel</u>	<u>62,500</u>	<u>↑26%</u>
Total Cost	4,581,418	↑05%



What does this mean for law enforcement agencies?

- \$ 4,581,418 FY26 Projected ILEA Basic Academy costs
- \$ 2,968,138 FY26 IGOV recommendation
- \$ 273,759 Grant Reimbursements (VAWA, GTSB, & HT)
- \$ 1,339,521 Charged to law enforcement agencies to meet projected costs**



Projected FY26 Cost Per ILEA Recruit

For county and local law enforcement agencies to attend ILEA Basic Academy:

\$ 5,316	ILEA Tuition
\$ 2,905	Meal plan
\$ 230	IPI uniforms
<u>\$ 150</u>	Duty ammunition
\$ 8,601	Total

Increase of \$516 per recruit ↑ 6.4%



Catching up to our Neighbors

Kansas—has a law enforcement training structure similar to Iowa's with one central academy and multiple regional academies. Basic Academy is 100% funded through a \$15 docket fee. Moreover, no municipal, county or state law enforcement agency pays any tuition and/or room and board furnished for their officers during mandated basic training.

Missouri—basic academy structure is supported by their general fund with a Police Officer Standards and Training (POST) Commission overseeing a dedicated fund that provides financial assistance to county and municipal agencies for costs associated with ongoing or ancillary training outside the scope of the basic academy.

Nebraska— has a law enforcement training structure similar to Iowa's with one central academy (similar to ILEA) and four regional academies. Nebraska's central academy receives an appropriation through the general fund and is further supported by a \$2.00 Law Enforcement Improvement Fund (LEIF) surcharge added to court costs.

South Dakota— law enforcement agencies are not charged a fee for the basic academy or advanced law enforcement training. Rather, all law enforcement training is funded by a court-related surcharge.



A Funded ILEA Basic Academy...

Allows law enforcement agencies to focus on agency-specific training and professional development of current employees to enhance the quality and scope of all their services and increased retention.

Allows law enforcement agencies to use financial resources to purchase and/or upgrade equipment and critical infrastructure leading to increased officer safety.

Allows law enforcement agencies to stop recycling known bad actors because of the large financial investment of initial certification through a Basic Academy.

Allows ILEA to fulfill its role as the hub of law enforcement standards and training for agencies and regional academies across Iowa regardless of Basic Academy enrollment.

