

# Iowa Law Enforcement Academy

IOWA LAW ENFORCEMENT ACADEMY



## FY27 Operational Plan

Director Brady Carney



**The Iowa Law Enforcement Academy's Vision and Mission supports Governor Reynolds' goals through:**

**ILEA Vision**

*ILEA is dedicated to providing training that creates professional law enforcement personnel to serve the communities of Iowa.*

**ILEA Mission**

*ILEA serves the people of Iowa by setting standards for law enforcement training. The Academy maximizes training opportunities for law enforcement personnel to develop the skills and attitudes necessary to effectively serve and protect the community. ILEA exists to regulate law enforcement training by granting certification to those individuals who successfully complete training.*

- Investing in a learning management system (ACADIS) that will increase communication, record keeping and training for agencies across the State of Iowa.
- Maximizing Training for Law Enforcement, Jailers and Public Safety Telecommunicators through both in-person and on-line learning opportunities.
- Completing an in-depth and comprehensive evaluation of the Iowa Administrative Code Chapter 501(80B) to determine necessity and effectiveness.
- Preparing to draft changes for Iowa Administrative Code Chapter 501(80B) with the intent to promulgate new rules.

**Core Functions**

- Provide essential, timely, and cost-effective law enforcement, jailer and telecommunication specialist training at the basic, continuing education and training in-service, and advanced levels.
- Maintain and enforce standards for law enforcement services necessary for the protection of the public.
- Uphold the professional expectations and standards of law enforcement that encourage integrity and ethical values.
- Provide relevant and high-quality curriculum and training to those who are active law enforcement, jailers and public safety telecommunicators throughout the State of Iowa.
- Support agencies regarding pre-employment testing and agency compliance according to State of Iowa Code 80B, 80D and Iowa Administrative Code Chapter 501.

# LAW ENFORCEMENT ACADEMY



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

# Iowa Law Enforcement Academy Operational Plan for FY2027

The Iowa Law Enforcement Academy (ILEA) provides professional, dynamic, and comprehensive training for peace officers, reserve officers, jailers, and telecommunicators. This operational plan guides the day-to-day operations for the fiscal year, outlines annual goals, explains actions that will be taken to accomplish these goals, and provides measurements to track progress.

## Strategic Plan Initiatives

- Maximize training opportunities for Peace Officers, Jailers and Public Safety Telecommunicators.
- Revise various paths to Reciprocity to ensure qualified personnel entering Iowa's workforce receive high-quality training.
- Complete curriculum revisions to ensure training is up-to-date, relevant, and using current best practices.
- Complete an in-depth and comprehensive evaluation of the Iowa Administrative Code Chapter 501(80B) to determine necessity and effectiveness.

## Enterprise Priorities Supported

In FY2027, the Iowa Law Enforcement Academy will support the following enterprise priorities through the execution of this strategic plan:

- Preserving Public Safety

## Operational Goals to Achieve in FY2027

Our operational goals in fiscal year 2027 is to make progress on our strategic plan initiatives.



## Programs Provided

### Basic Academy

Program Description: New officers attend the 16-week Basic Academy after being hired by or sponsored by Iowa law enforcement agencies.

Action Items for FY2027: Continue to provide costs-effective training to departments.

|                    |                                                                    |
|--------------------|--------------------------------------------------------------------|
| Outcome measure:   | Percent of officers completing basic 16-week training              |
| Numeric FY target: | 100                                                                |
| Prior Year Actual: | 100                                                                |
| Outcome measure:   | Cost per instructional hour for basic level 1 certification school |
| Numeric FY target: | \$25                                                               |
| Prior Year Actual: | \$20.87                                                            |
| Outcome measure:   | Cost per operational hour for basic level 1 certification school   |
| Numeric FY target: | \$10                                                               |
| Prior Year Actual: | \$7.63                                                             |

### Specialized Training

Program Description: Certified officers who want to become instructors attend certifying and renewal training. Other specialized training includes mandatory in-service training and additional professional development opportunities.

Action Items for FY2027: Continue to expand our reach by providing off-site and online training.

|                    |                                                                                                                |
|--------------------|----------------------------------------------------------------------------------------------------------------|
| Outcome measure:   | Total number of attendees from basic and specialized training                                                  |
| Numeric FY target: | 4,000                                                                                                          |
| Prior Year Actual: | 6,243                                                                                                          |
| Outcome measure:   | Number of instructor certifying courses taught                                                                 |
| Numeric FY target: | 18                                                                                                             |
| Prior Year Actual: | 23                                                                                                             |
| Outcome measure:   | Number of instructor renewal courses taught                                                                    |
| Numeric FY target: | 40                                                                                                             |
| Prior Year Actual: | 52                                                                                                             |
| Outcome measure:   | Number of specialized training courses taught                                                                  |
| Numeric FY target: | 100                                                                                                            |
| Prior Year Actual: | 105                                                                                                            |
| Outcome measure:   | Number of online trainings provided to law enforcement officers, jailers, and public safety telecommunicators  |
| Numeric FY target: | 72                                                                                                             |
| Prior Year Actual: | 115                                                                                                            |
| Outcome measure:   | Number of offsite trainings provided to law enforcement officers, jailers, and public safety telecommunicators |
| Numeric FY target: | 36                                                                                                             |
| Prior Year Actual: | 96                                                                                                             |

## Jailer Training

Program Description: New city and county jailers attend the 40-hour basic jail course. The jail program also offers 20-hour jail refreshers, temporary holding facility, and medication management courses.

Action Items for FY2027: Provide effective jail training across the state.

|                    |                               |
|--------------------|-------------------------------|
| Outcome measure:   | Number of jail courses taught |
| Numeric FY target: | 30                            |
| Prior Year Actual: | 52                            |

## Telecommunicator Training

Program Description: New public safety telecommunicators and dispatchers attend the 40-hour basic telecommunicator course. The telecommunicator program also offers in-service training.

Action Items for FY2027: Provide effective telecommunicator training across the state.

|                    |                                           |
|--------------------|-------------------------------------------|
| Outcome measure:   | Number of telecommunicator courses taught |
| Numeric FY target: | 6                                         |
| Prior Year Actual: | 10                                        |

## Grant Administration

Program Description: Administration of all federal grant projects including highway traffic safety and domestic violence.

Action Items for FY2027: Continue to provide cost-free training to departments in the areas of domestic violence, human trafficking, and standardized field sobriety tests & OWI.

|                    |                                                                                 |
|--------------------|---------------------------------------------------------------------------------|
| Outcome measure:   | Number of standardized field sobriety test and OWI courses taught               |
| Numeric FY target: | 40                                                                              |
| Prior Year Actual: | 72                                                                              |
| Outcome measure:   | Number of domestic violence, sexual abuse, and human trafficking courses taught |
| Numeric FY target: | 100                                                                             |
| Prior Year Actual: | 184                                                                             |
| Outcome measure:   | Number of attendees to domestic violence, sexual abuse, and human trafficking   |
| Numeric FY target: | 4,500                                                                           |
| Prior Year Actual: | 8,890                                                                           |
| Outcome measure:   | Number of attendees to child abuse and dependent adult abuse                    |
| Numeric FY target: | 375                                                                             |
| Prior Year Actual: | 421                                                                             |

## Administrative Support Services

Program Description: Indirect administrative services in support of all Academy programs.

Action Items for FY2027: Prioritize instructor development to ensure the most recent and up to date practices and instruction are taught.

|                    |                                                                                 |
|--------------------|---------------------------------------------------------------------------------|
| Outcome measure:   | Number of revisions and updates to curriculum; instructor development trainings |
| Numeric FY target: | 220                                                                             |
| Prior Year Actual: | 241                                                                             |