



Iowa Law Enforcement Academy
Annual Report
Fiscal Year 2021
July 1, 2020 to June 30, 2021

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Director Judy A. Bradshaw



Judy A. Bradshaw began her law enforcement career as a Cadet for the Des Moines Police Department (DMPD) in 1980, advancing to become the first woman Lieutenant, Captain, Major and Chief of Police in 2007.

In the 7 years she served as Chief, she developed numerous community programs for high-risk youth, and created the department's Ambassador Program.

When she retired from DMPD, she continued on to become Assistant Director of the Iowa Law Enforcement Academy in 2014. Governor Terry Branstad appointed her as Director of the Academy in July of 2015. Governor Kim Reynolds re-appointed her as Director in January 2019.

Under Director Bradshaw's administration, she and her management team have expanded and revised the training curriculum to embrace the concepts of training officers to focus on ethics, integrity and honor as they begin to move into their careers in law enforcement, and to continue to provide effective training of law enforcement personnel across the state of Iowa.

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.

FY2021 Training Programs in Review

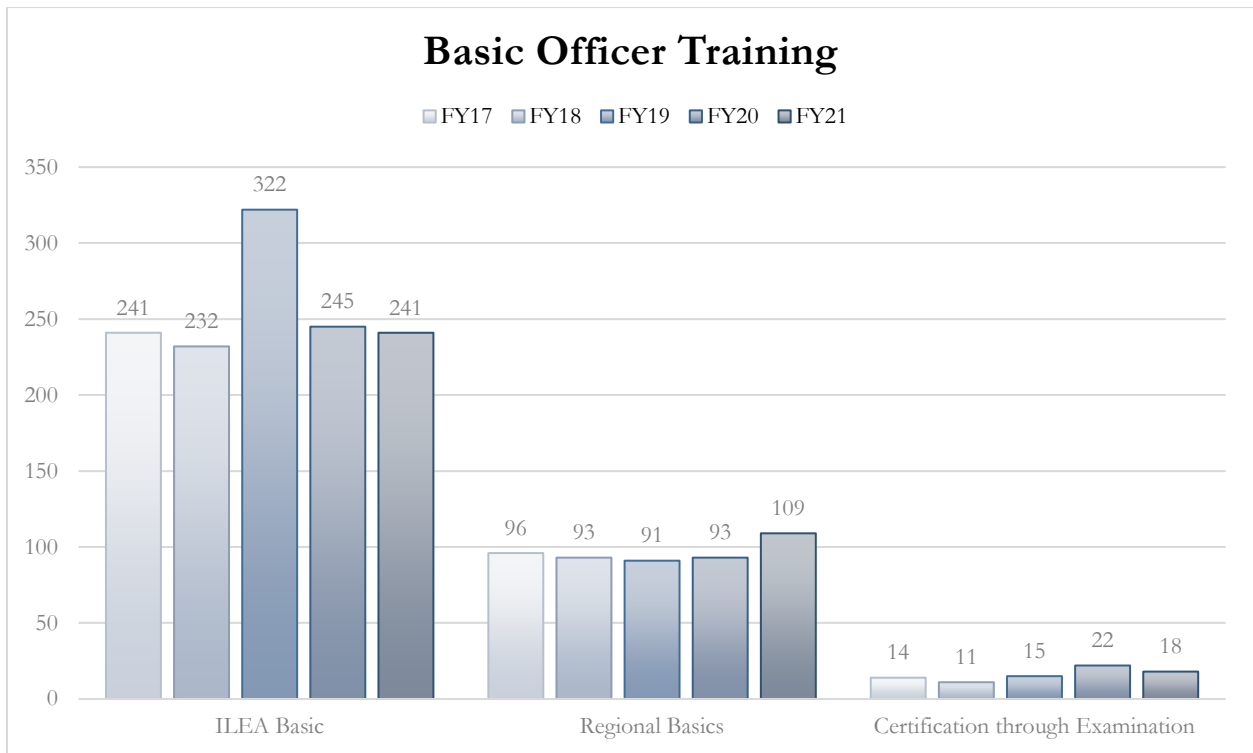
The Iowa Law Enforcement Academy (ILEA) provides professional, dynamic and comprehensive training for peace officers, reserve officers, jailers and telecommunicators.

Peace Officer Certifications

Currently, there are 6,511 certified peace officers in the state of Iowa. In FY2021, ILEA certified 367 new peace officers.

In FY 2021, the Iowa Law Enforcement Academy certified:

- 241 officers through attendance at (6) Iowa Law Enforcement Academies.
- 28 officers through attendance at (1) Des Moines Police Academy.
- 17 officers through attendance at (1) Cedar Rapids Police Academy.
- 21 officers through attendance at (1) Iowa Department of Public Safety Academy.
- 28 officers through attendance at (2) Hawkeye Community College Police Academies.
- 14 officers through attendance at (1) Western Iowa Technical Community College Police Academy.
- 18 officers through Examination at the Iowa Law Enforcement Academy.

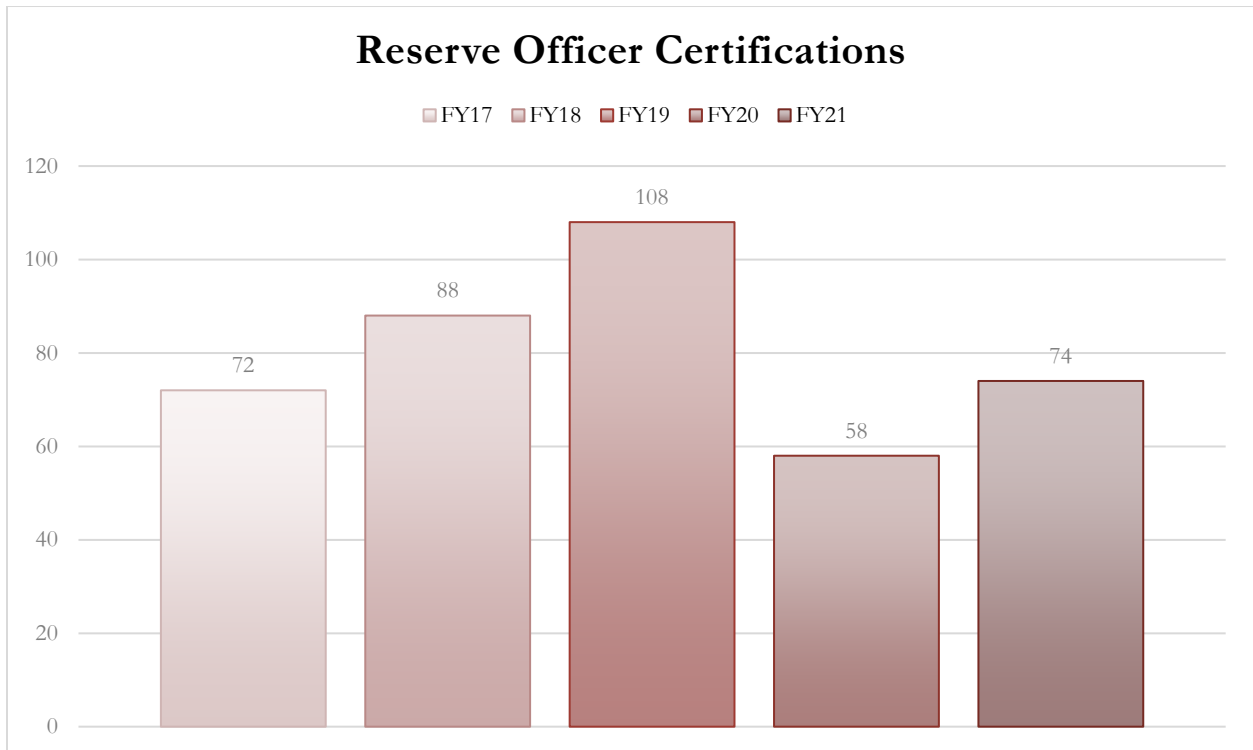


Reserve Officer Certifications

In accordance with Iowa Code 80D, the Iowa Law Enforcement Academy provides certification and training to all reserve officers across the state. Currently, there are 959 reserve officers in the state of Iowa.

Reserve officers attend on-line and in-person training totaling 80 hours for initial certification, and 13 hours of annually required in-service and firearms qualification.

- In FY 2021, the Iowa Law Enforcement Academy certified 74 reserve officers.

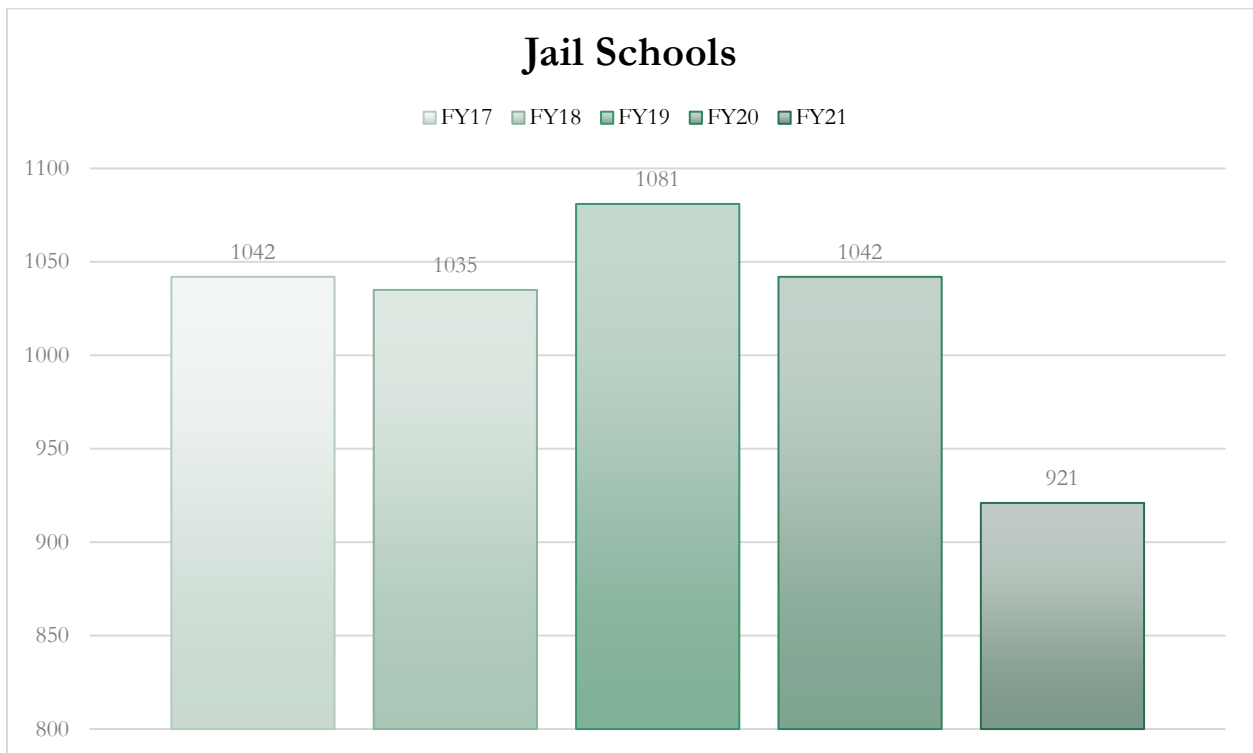


Over the course of 2020 and 2021, the State of Iowa did see a decrease in the overall number of Reserve Peace Officers. ILEA believes this decrease is due, in part, to the effects of the COVID-19 Pandemic.

Jail Certification and In-Service Training

ILEA oversees, conducts and coordinates initial certification and in-service training for the 1,574 jailers across the state of Iowa. In FY 2021, the Iowa Law Enforcement Academy provided:

- (3) 40-Hour Basic Jail Schools, certifying 140 jailers
- (3) 5-Hour Basic Temporary Holding Jail Schools, training 8
- (11) 20-Hour Jail In-Service Trainings, 735
- (5) 5-Hour Temporary Holding In-Service Trainings, 38
- (2) Temporary Holding Trainings Cancelled

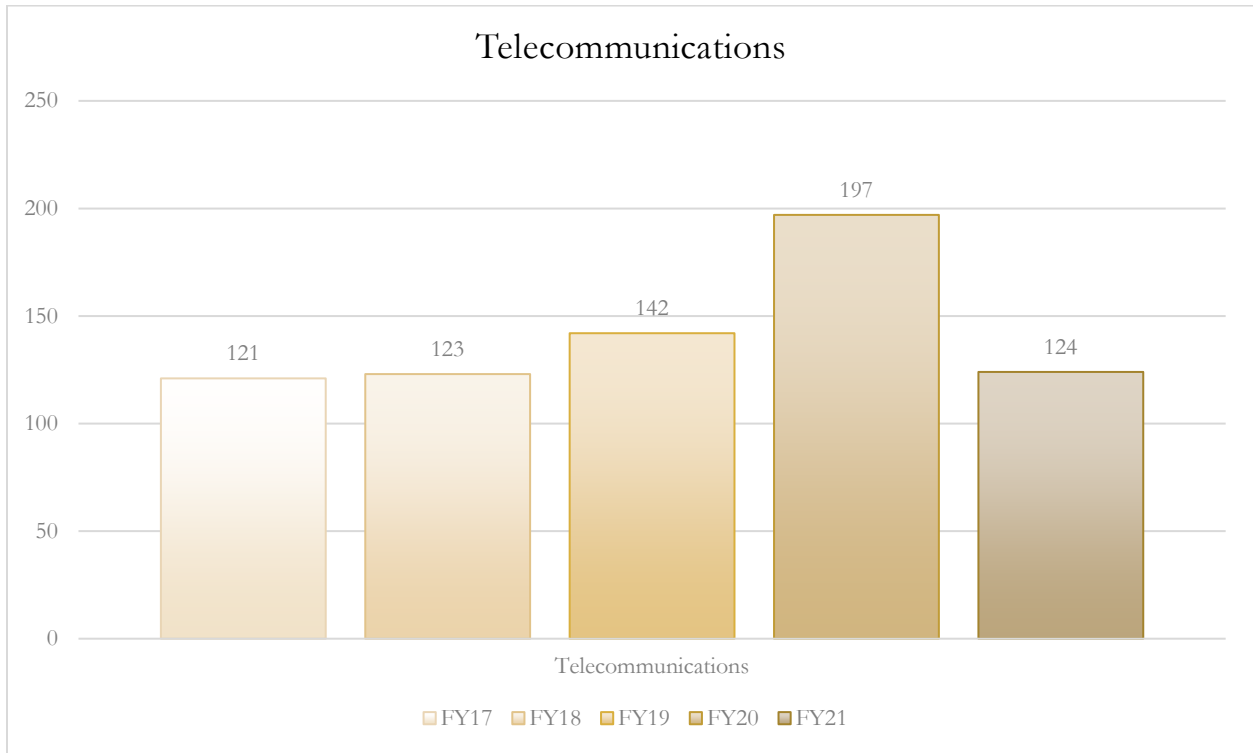


Over the course of 2020 and 2021, ILEA adapted to the impacts of the COVID-19 Pandemic by adapting to increased online training. However, ILEA still saw a decrease of overall jailer training due to a decrease in the hiring of new jailers throughout the COVID-19 Pandemic.

Telecommunicator Certification and In-Service Training

ILEA provides initial telecommunication certifications to the 1,565 Iowa’s telecommunicators (dispatchers). In FY 2021, the Iowa Law Enforcement Academy provided:

- (3) 40-Hour Basic Telecommunicator Courses, certifying 124

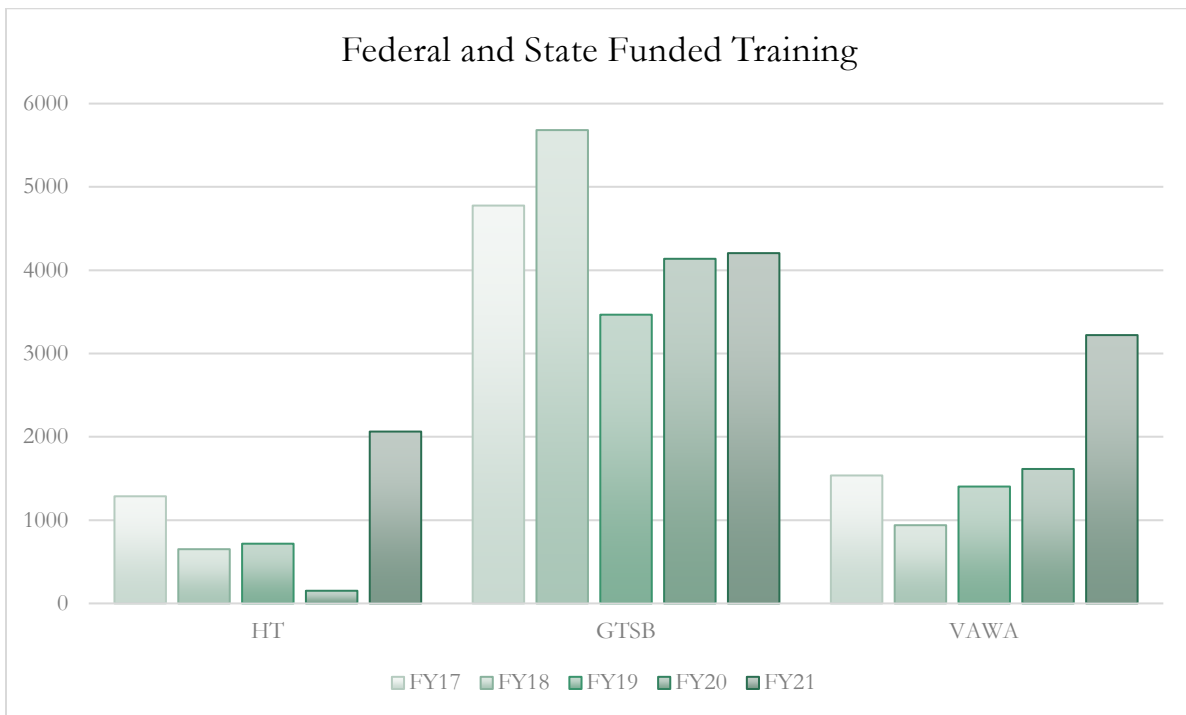


The decrease in numbers from 2020 to 2021 is due, in part, to the COVID-19 Pandemic and the smaller class sizes instructed once in-person training resumed.

Federal and State Funded Training

The Iowa Law Enforcement Academy 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 to departments for no cost. In FY 2021, the Iowa Law Enforcement Academy provided 224 trainings for 9,489 personnel.

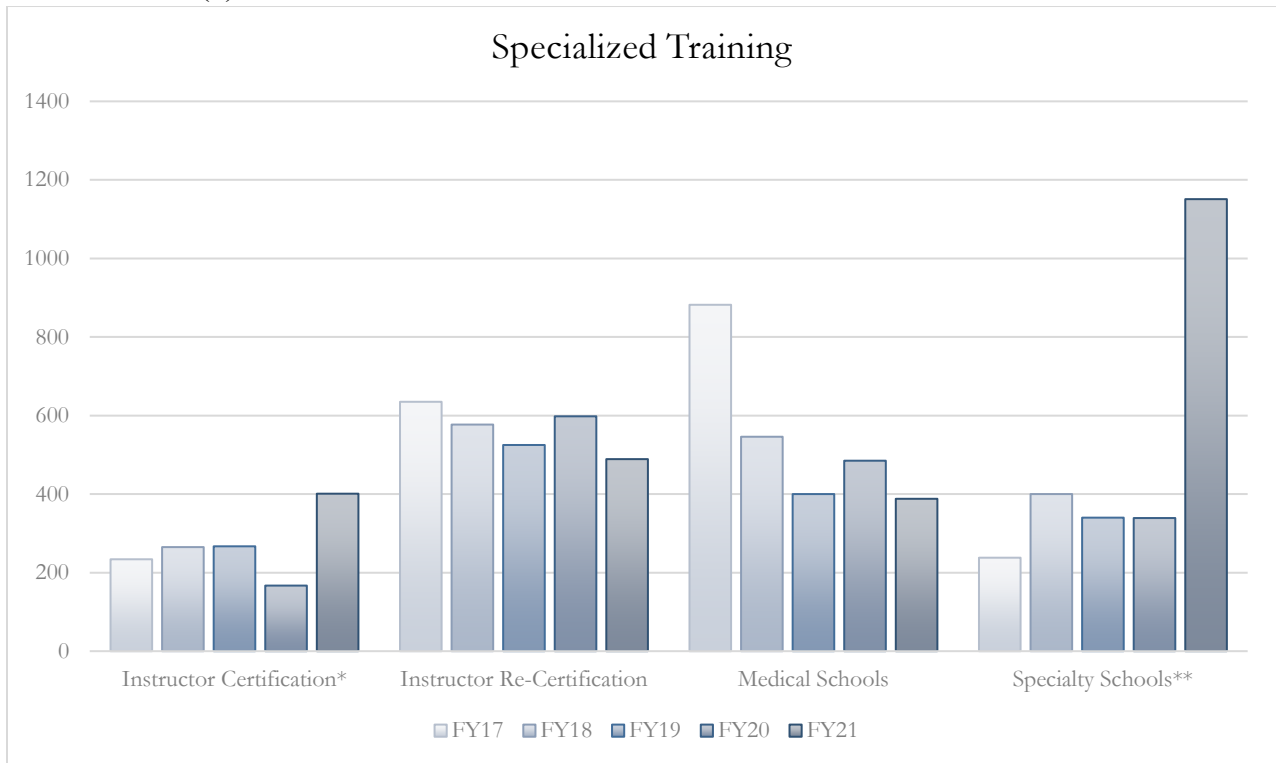
- Human Trafficking
 - (55) Trainings, 2,063 Trained
 - (1) Training Cancelled
- Governor’s Traffic Safety Bureau
 - (99) Trainings, 4,205 Trained
- STOP Violence Against Women
 - (70) Trainings Held, 3,221 Trained
 - (1) Trainings Cancelled



Specialized Training for Law Enforcement

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 2021, the Iowa Law Enforcement Academy provided 100 specialty schools, totaling 2,429 trained. These topics include trainings such as:

- Specialty Schools
 - (22) Courses Offered, training 1,151 personnel
 - (5) Courses Cancelled
- Instructor Schools
 - (21) Initial Certifications, certifying 401 instructors
 - (34) Instructor Recertification Courses, 489 instructors
 - (5) Trainings Cancelled
- Medical Schools
 - (11) Medication Management, 169 personnel
 - (11) Basic Life Support, 209 personnel
 - (1) ILEACP for CTE, 10 personnel
 - (2) Cancelled



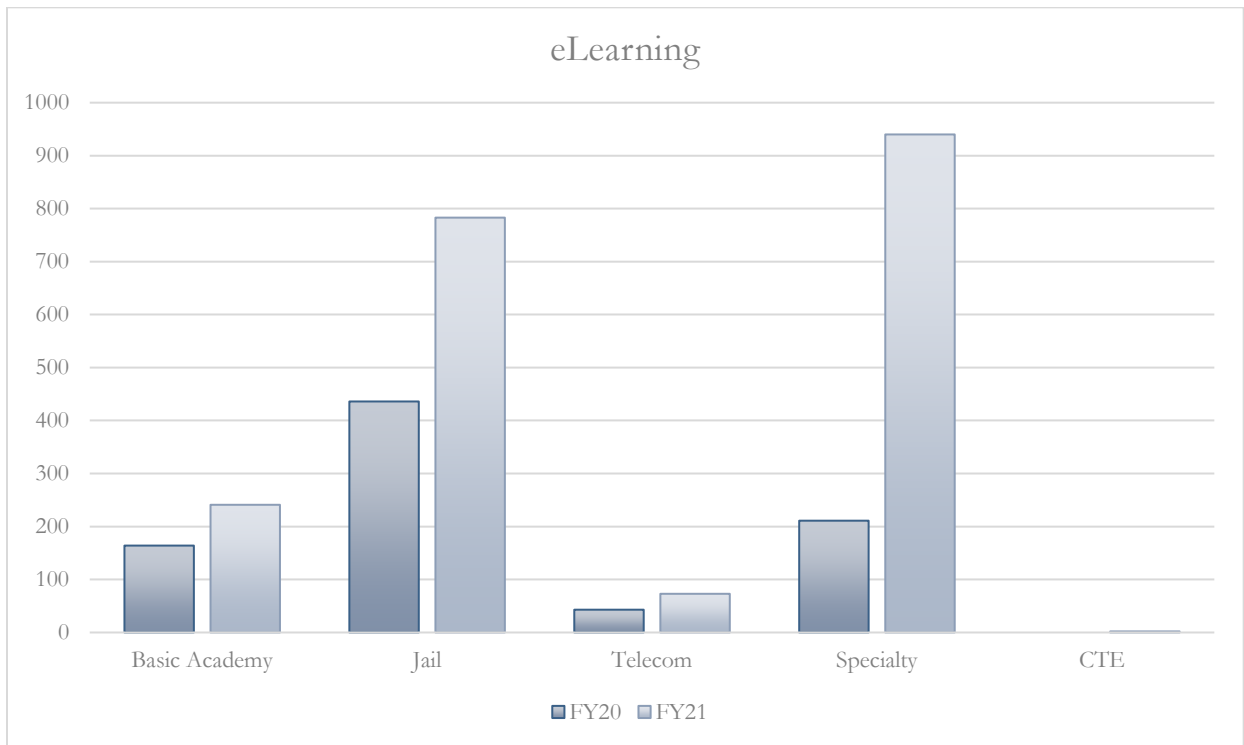
*ILEA temporarily postponed instructor certification classes from the fourth quarter of FY20, into FY21 due to the COVID-19 Pandemic.

**The growth of Specialty School registrations is a result of the newly required implicit bias and de-escalation training for all peace officers and reserve officers.

eLearning

In FY 2021, the Iowa Law Enforcement Academy provided training to 2,039 individuals through the online learning management system. Included in these training offerings were:

- (6) Basic Academies, 241 personnel
- (24) Jail Schools, 783 personnel
- (2) Telecommunicator Schools, 73 personnel
- (8) Implicit Bias Specialty Schools, 940 personnel
- Certification Through Examination, 2 personnel



Annual In-Service Training

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

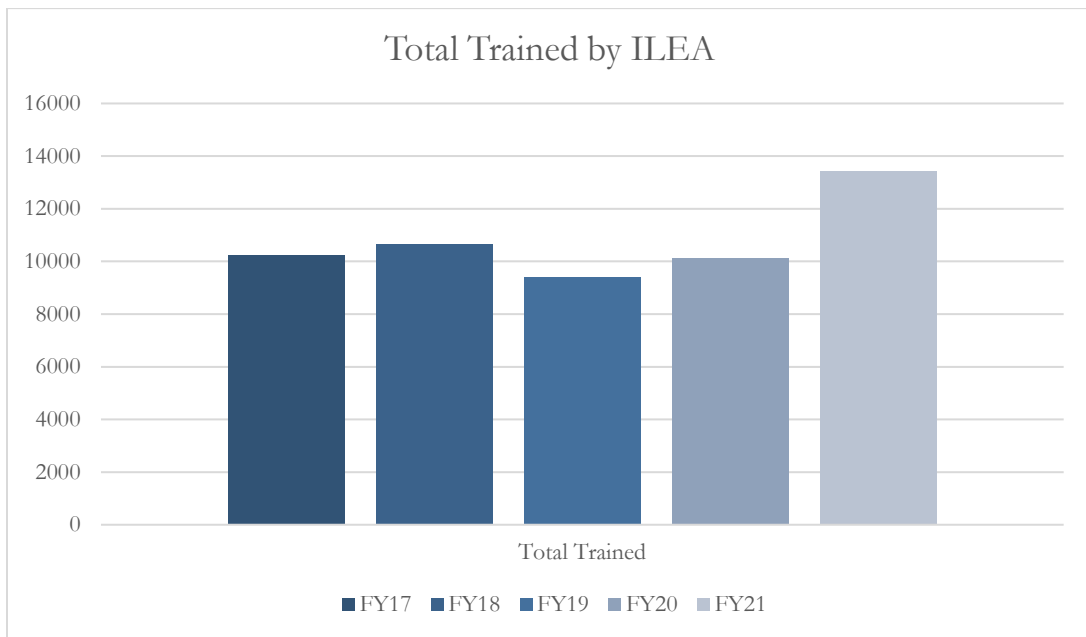
- Implicit Bias, De-escalation and the Duty to Intervene
- Firearms Qualification
- CPR Certification
- Mental Health Training
- Mandatory Reporter Certification
- NCIC Certification
- Hazardous Materials and Communication
- 12 Hours of Additional General Training

Total Training

Throughout the course of FY2021, the Iowa Law Enforcement Academy conducted 100 specialty classes and 31 law enforcement certifying classes. In-person training continued to be impacted by COVID-19, as departments continued to prefer online training to in-person.

Despite the restrictions of the COVID-19 pandemic, ILEA trained a total of 13,404 law enforcement, jailers, telecommunicators and Iowa communities despite the cancellation of 15 classes. We believe this increase is based on:

- The rescheduling of classes from fourth quarter FY20 into FY21.
- Expansion of Implicit Bias/De-escalation training required for all peace officers and reserve officers



Administrative Program Areas

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
 - POST Testing (16)
 - Psychological Test Proctoring and Review
 - Administered by ILEA (76)
 - Administered by Agencies (597)
 - Transferred by ILEA from Agency to Agency (36)
 - Hiring Form Review
 - Physical Testing
- Training Support
 - Guest Instructor Registry
 - Instructor Approvals for
 - Regional Academies (138)
 - Jailers (17)
 - Reserve Officers (147)
 - Regional Academy Registrations (109)
- 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 (131)
 - Proctor certifications (93)

Training Partners

- | | |
|---|---|
| <input type="checkbox"/> Iowa Department of Public Health | <input type="checkbox"/> Newton Speedway |
| <input type="checkbox"/> Iowa Army National Guard | <input type="checkbox"/> Sheriff's Offices Statewide |
| <input type="checkbox"/> 669 Assistant Instructors | <input type="checkbox"/> Municipal Police Departments Statewide |
| <input type="checkbox"/> U.S. Department of Justice | <input type="checkbox"/> Homeland Security |
| <input type="checkbox"/> Iowa Attorney General's Office | <input type="checkbox"/> FBI |
| <input type="checkbox"/> Department of Public Safety | <input type="checkbox"/> Auzmor, Learning Management System |
| <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 | |

Appropriations

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

Fiscal Year	General Fund Allocation	Supplemental Income*	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

*Supplement Income includes tuition, state and federal funding.

The following table outlines FY2022 Appropriations.

FY2022 APPROPRIATIONS	
General Fund Appropriation	\$1,220,749

Goals Achieved in Fiscal Year 2021

1. Transitioned the processing of forms to Seamless Docs for:

- Instructor applications
- Curriculum applications
- Reports of hire
- ILEECP renewal and applications
- Proctor applications
- CTE applications
- MMPI order forms.

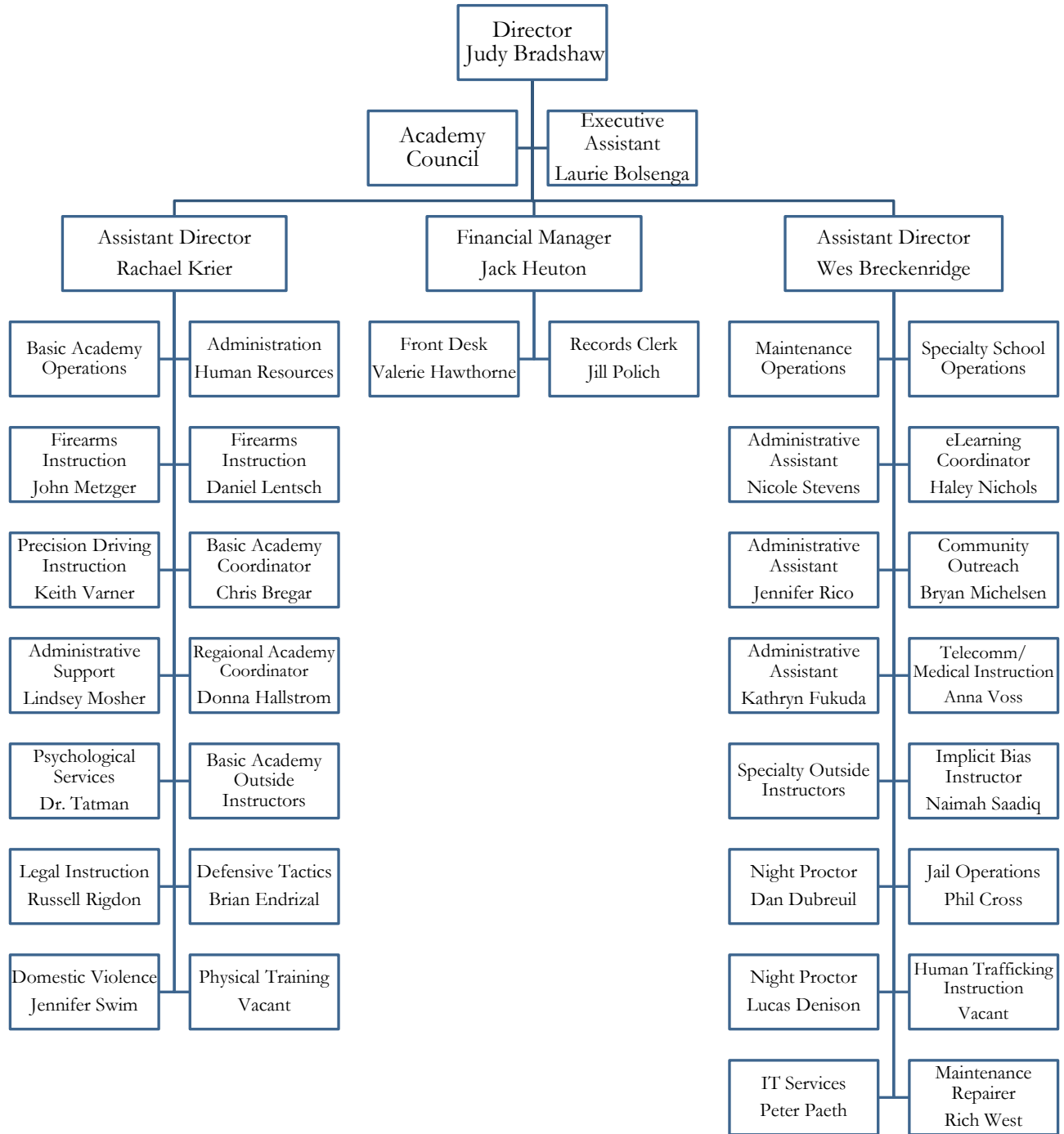
This transition reduced processing times by eliminating postal delays, and saved the departments on postage costs.

2. Expanded on the opportunities for training in the topics of bias, de-escalation and the duty to intervene pursuant to House File 2647.
3. Transitioned the Reserve Officer program into our learning management system, further standardizing Reserve Officer training and certification.
4. Remodeled the ILEA Website to coincide with the new facility and addition of the online campus.
5. Gained VA approval for the use of the POST 9/11 GI-Bill for the Basic Academy, retroactive to July 31, 2020 pursuant to Senate File 387.
6. Worked with Pearson assessments to transition to our MMPI-2 testing from pencil and paper to an online secure link. This upgrade eliminated all postage costs and exponentially improved turn-around time.
7. The creation of a Proctor certification course provided training to 235 certified proctors.
8. The growth of Auzmor, the learning management system in the areas of:
 - Basic Academy
 - Jail Academy
 - Certification Through Examination
9. Demolition and construction of both the upper East parking lot and the lower West parking lots.
10. Hired two Administrative Assistant 2 positions for the processing of officer decertification.
11. The Iowa Law Enforcement Academy, Academy Council and Assistant Attorney General were able to complete substantial revisions to Iowa Administrative Code 501.

Goals Set for Fiscal Year 2022

1. Internal Curriculum Review Committee:
 - Thoroughly review all curriculum documents and materials for the 628 hours and 99 topics of the ILEA Basic Academy
 - Update all content utilizing recent and relevant materials from experts in the field
 - Revise all lesson plans, course outlines, recruit manuals and presentations
2. Expansion of In-Service Training: through our learning management system to create On-Demand training opportunities for departments statewide in the disciplines of:
 - Law Enforcement
 - Jail
 - Telecommunication
3. Expand Advanced Law Enforcement Rapid Response Training (ALERT) Opportunities
 - Requesting (1) FTE Firearms Instructor

Iowa Law Enforcement Academy Organizational Chart FY2021



Iowa Law Enforcement Academy Council

Name	Agency affiliation	Representing	Term ending
Timothy Carmody, Chair	Council Bluffs Police Department	Cities with Population over 50,000	April 30, 2023
Jana Abens, Vice Chair	Polk County Sheriff's Office	Iowa State Sheriffs and Deputies Association	April 30, 2023
Chad Leonard	Dallas County Sheriff's Office	Counties with Population over 50,000	April 30, 2025
James Steinkuehler	Crawford County Sheriff's Office	Counties with Population under 50,000	April 30, 2025
David Lorenzen	Iowa D.O.T. Motor Vehicle Enforcement	Iowa Dept. of Transportation	April 30, 2023
Diane Venenga	North Liberty Police Department	Iowa Police Chiefs Association	April 30, 2024
Tiffany Creekmur	Mason City Police Department	Iowa Peace Officers Association	April 30, 2022
Melissa Henderson	Cedar Rapids Police Department	Iowa State Police Association	April 30, 2025
Sadie Weekly	Marshalltown Police Department	Cities with Population under 50,000	April 30, 2024
Gene Beinke	None	Citizens of Iowa	April 30, 2022
Ricardo Martinez II	Nevada Police Department	Citizens of Iowa	April 30, 2022
Nathan Fulk	Iowa State Patrol	Iowa Department of Public Safety	April 30, 2024
Vicky Long Hill	None	Citizens of Iowa	April 30, 2025
Chris Cournoyer	Senator: LeClaire, IA	Non-voting	Ex-Officio, Jan. 8, 2023
Kevin Kinney	Senator: Oxford, IA	Non-voting	Ex-Officio, Jan. 8, 2023
Henry Stone	Representative: Forest City, IA	Non-voting	Ex-Officio, Jan. 8, 2023
Robert DeWitt	Special Agent	Non-voting	Ex-Officio
Matthew Roberts	Resident Agent-In- Charge	Non-voting	Ex-Officio
Kristi Traynor	Assistant Attorney General	Non-voting	Legal Counsel