



Iowa Law Enforcement Academy  
Annual Report  
Fiscal Year 2020  
July 1, 2019 to June 30, 2020

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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 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 (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.

## *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 administration, staff and leadership.
- Provide administrative support in regard to pre-employment testing and agency compliance according to State of Iowa Administrative Code 80B, 80D and Administrative Rules Chapter 501.

# FY 2020 Training Programs in Review

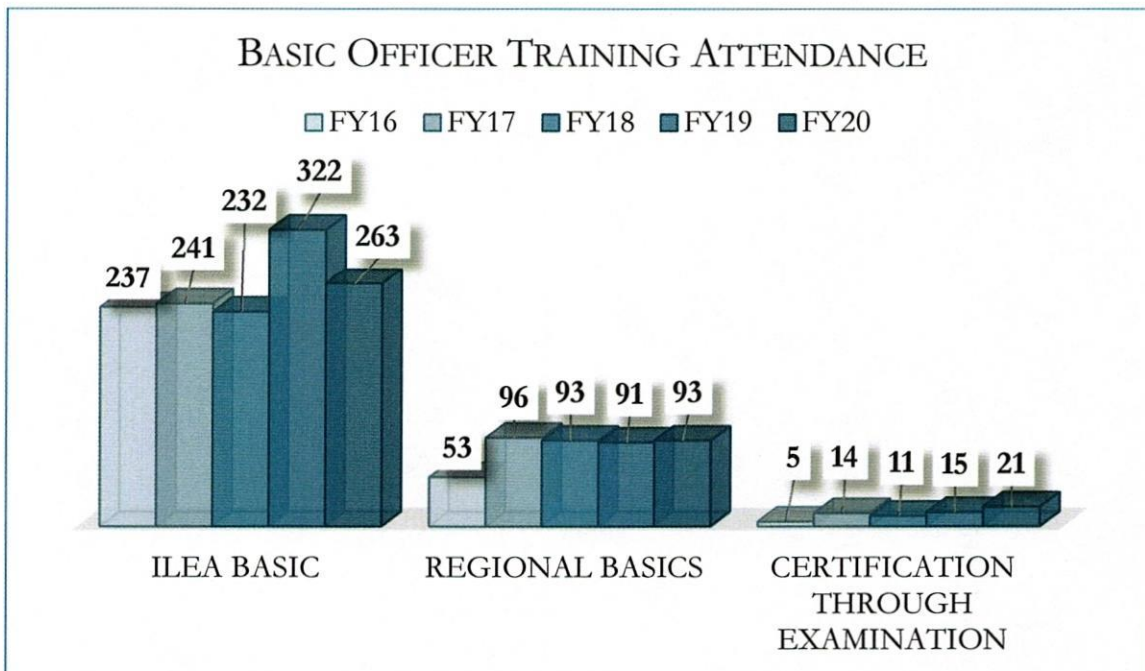
The Iowa Law Enforcement Academy provides professional, dynamic, and comprehensive training for peace officers, reserve officers, jailers and public safety telecommunicators. In FY 2020 (01 July 2019- 30 June 2020), ILEA trained 10,128 personnel in law enforcement and Iowa communities.

## Peace Officer Certifications

Currently, there are 6,759 certified peace officers in the state of Iowa.

In FY 2020, the Iowa Law Enforcement Academy certified:

- 263 officers through attendance at (6) Iowa Law Enforcement Basic Academies.
- 10 officers through attendance at (1) Des Moines Police Academy.
- 19 officers through attendance at (1) Cedar Rapids Police Academy.
- 24 officers through attendance at (1) Iowa Department of Public Safety Academy.
- 31 officers through attendance at (2) Hawkeye Community College Police Academies.
- 9 officers through attendance at (1) Western Iowa Technical Community College Police Academy.
- 21 officers through Examination at the Iowa Law Enforcement Academy.

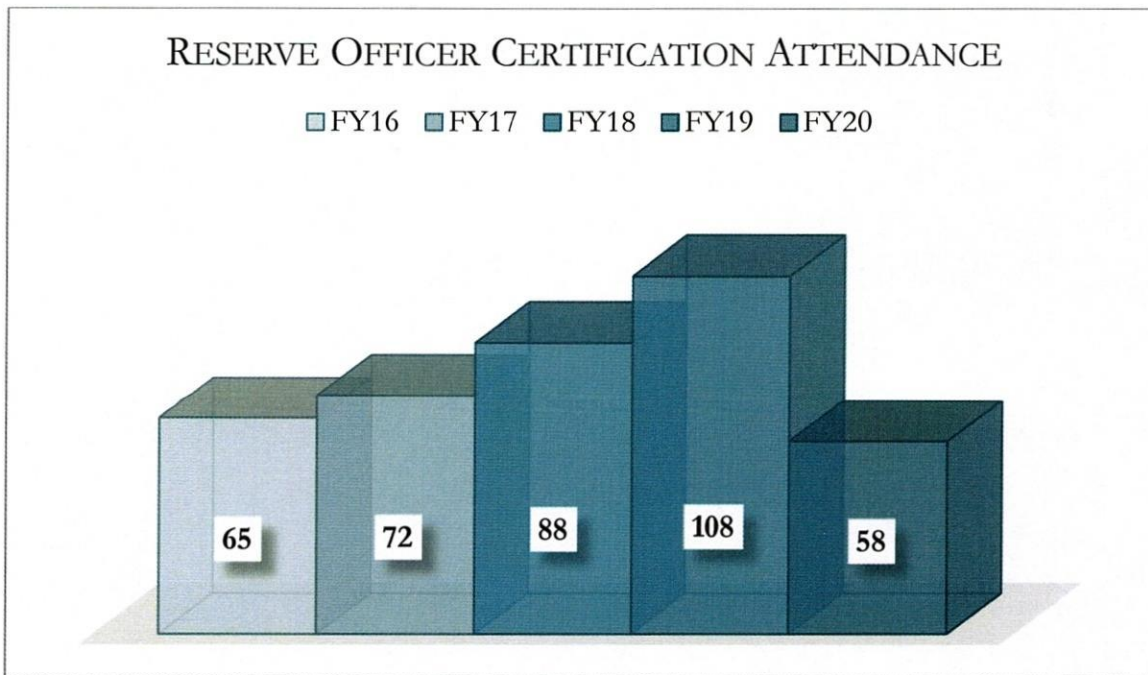


### Reserve Officer Certifications

In accordance with Iowa Code 80D, the Iowa Law Enforcement Academy provides certification and training to all reserve officers across the state. Reserve officers conduct on-line and in-person training totaling 80 hours with 40 additional hours of supervised time for initial certification; and 13 hours of annually required in-service training plus firearms qualification. Currently, there are 956 reserve officers in the state of Iowa.

- In FY 2020, the Iowa Law Enforcement Academy certified 58 reserve officers.

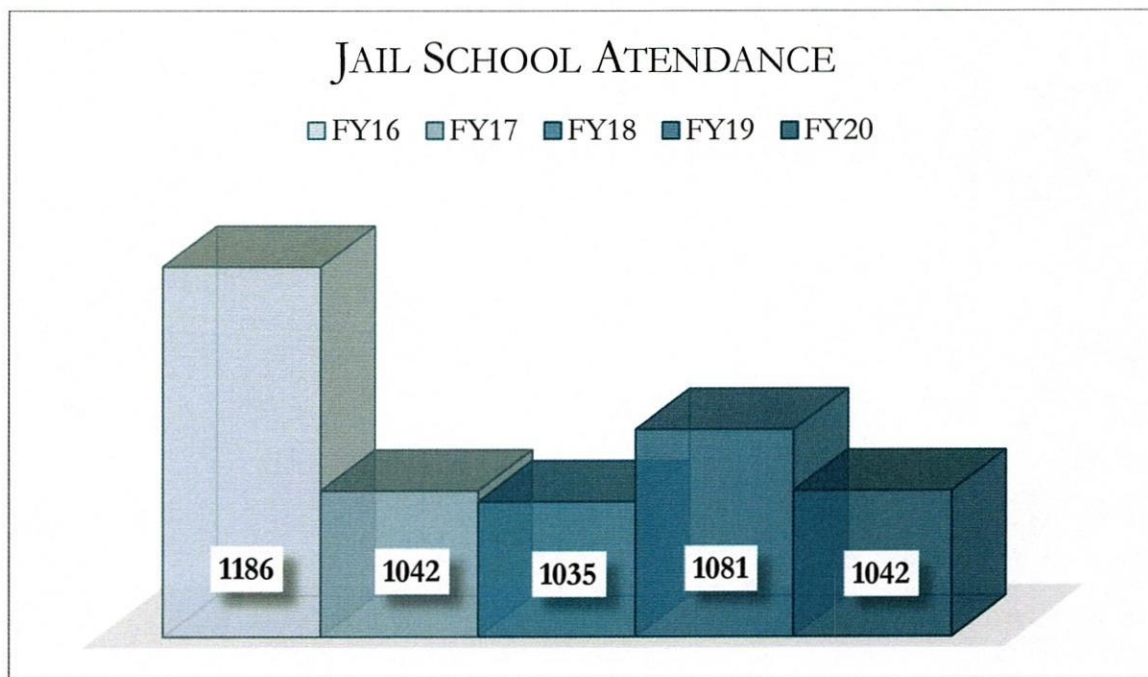
The COVID-19 Pandemic affected the ability of departments and training centers to conduct Reserve Officer training, which resulted in fewer reserve officers completing initial certification.



### **Jail Certification and In-Service Training**

ILEA oversees, conducts, and coordinates initial certification and in-service training for the 1,475 jailers across the state of Iowa. In FY 2020, the Iowa Law Enforcement Academy provided:

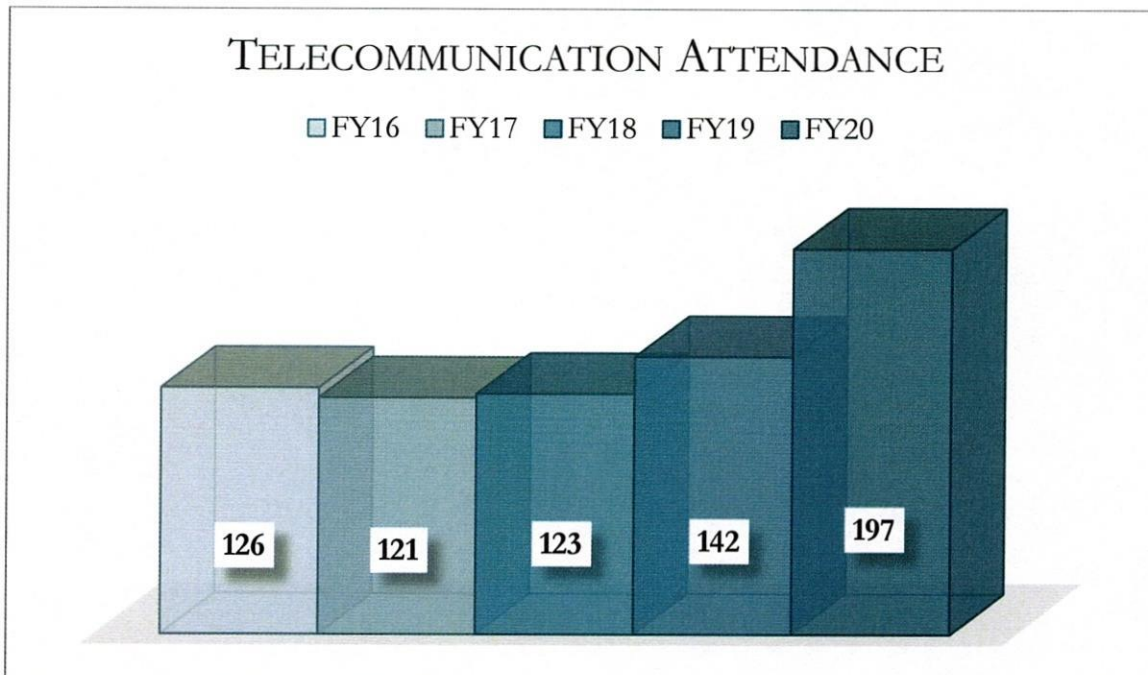
- (3) 40-Hour Basic Jail Schools: 177 Certified
- (3) 5-Hour Basic Temporary Holding Facility Jail Schools: 7 Attended
- (18) Jail In-Service 20-Hour Schools: 800 Attended
- (17) 5-Hour Temporary Holding Facility In-Service Schools: 58 Attended
- (7) Scheduled trainings were cancelled due to COVID-19 restrictions



**Public Safety Telecommunicator Certification and In-Service Training**

ILEA provides initial telecommunication certification for Iowa’s 1,522 public safety telecommunicators (dispatchers). In FY 2020, the Iowa Law Enforcement Academy provided:

- (4) 40-Hour Basic Telecommunicator Schools: 106 Certified
- (2) Telecommunication In-Service Schools: 91 Attended
- (1) Scheduled training was cancelled due to COVID-19 restrictions

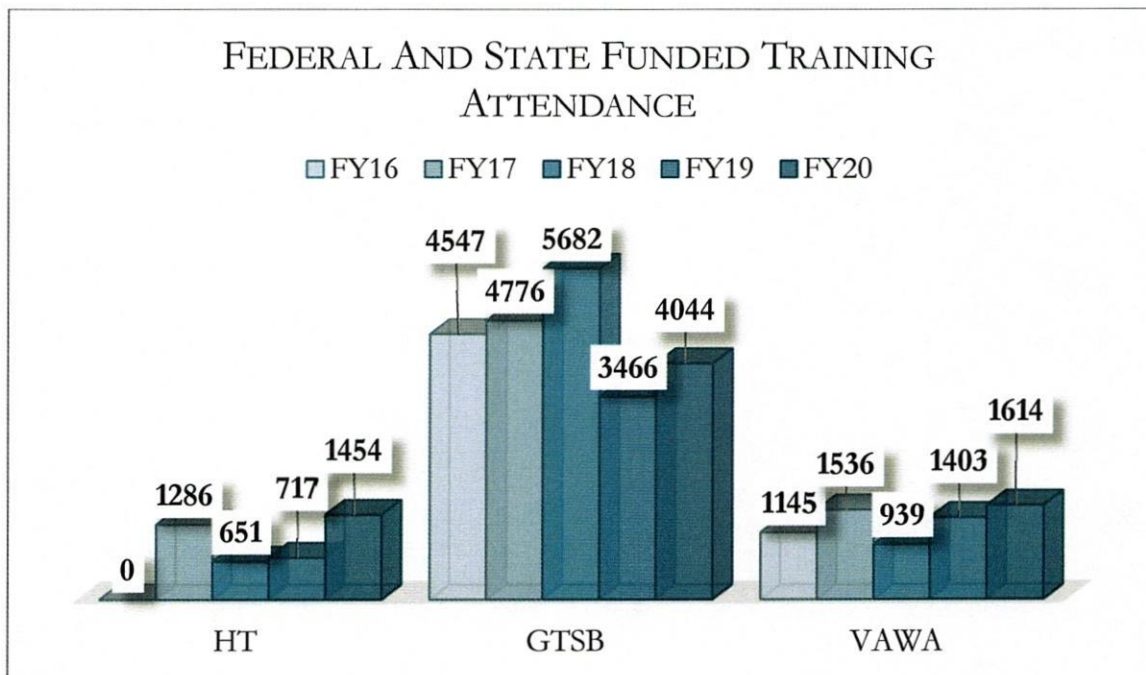




## Federal and State Funded Training

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. In FY 2020, the Iowa Law Enforcement Academy provided:

- Human Trafficking (HT)
  - (100% funded through state of Iowa Attorney General’s Office)
    - (28) Schools: 1,454 Attended
    - (6) Scheduled trainings were cancelled due to COVID-19 restrictions
- Governor’s Traffic Safety Bureau (GTSB)
  - (100% funded through a federal grant)
    - (92) Schools: 4,044 Attended
- STOP Violence Against Women (VAWA)
  - (80% funded through state of Iowa Attorney General’s Office)
    - (8) Schools: 1,614 Attended
    - (5) Scheduled trainings were cancelled due to COVID-19 restrictions

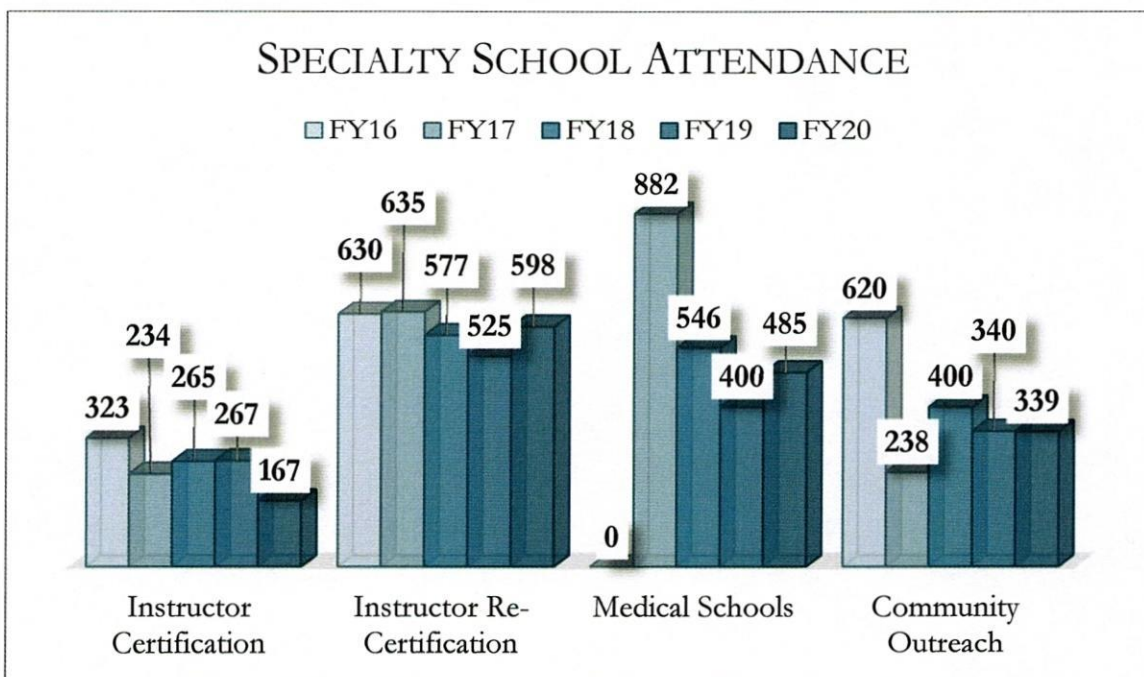


## Specialized Training for Law Enforcement

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 2020, the Iowa Law Enforcement Academy provided 121 specialty schools, totaling 1,594 trained. These topics include trainings such as:

- Specialty Schools/Community Outreach
  - (41) Schools: 344 Attended
  - (21) Scheduled courses were cancelled due to COVID-19 restrictions
- Instructor Schools
  - (16) Initial Certification Schools\*: 167 Instructors Certified
  - (50) Instructor Recertification Schools\*: 598 Instructors Re-Certified
  - (21) Scheduled trainings were cancelled due to COVID-19 restrictions
- Medical Schools
  - (3) Medication Management Schools: 211 Attended
  - (10) Basic Life Support Schools: 269 Attended
  - (1) ILEACP for Certification through Examination: 5 Certified
  - (2) Scheduled schools were cancelled due to COVID-19 restrictions

\*Instructor schools include: Firearms, Defensive Tactics, Radar/Laser, Open Sight Rifle, Precision Driving, OWI/Implied Consent & SFST, Expandable Baton, Less Lethal, Oleoresin Capsicum, TASER, and Bicycle Patrol

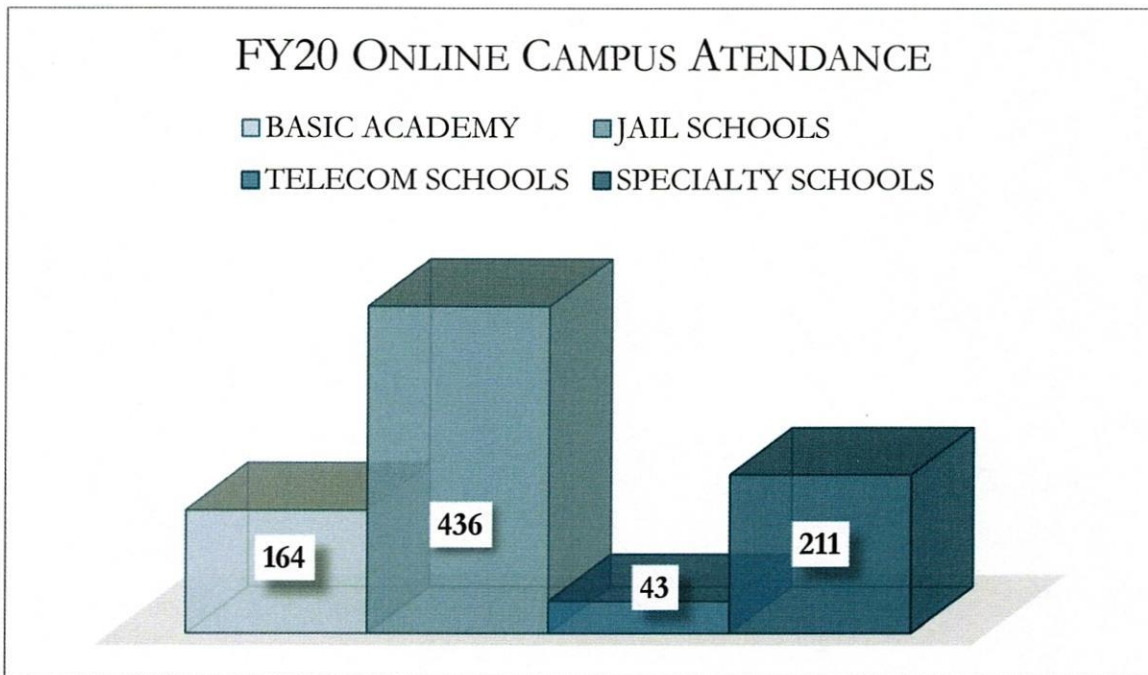


### Online Academy Campus (eLearning)

In 2020, ILEA created and developed an online Academy Campus. The Academy quickly transitioned to extensive online training offerings as a result of the COVID-19 Pandemic. ILEA was able to transition Basic Academy and Specialty School training to an online format with no missed training time.

In FY 2020, the Iowa Law Enforcement Academy provided training to 854 individuals through online platforms such as Cisco Webex. Included in these training offerings were:

- Basic Academy Courses
- Jail Schools
- Public Safety Telecommunicator Schools
- Specialty Schools



## **Annual In-Service Training**

Iowa Code requires that all certified law enforcement officers complete annual in-service training. This training includes:

- Firearms Qualification
- CPR Certification
- Mental Health Training
- Mandatory Reporting: Child Abuse and Dependent Adult Abuse
- NCIC Certification
- Hazardous Materials and Communications
- Blood Borne Pathogens
- 2 Hours of Bias Training (HF2647)
- 2 Hours of De-escalation Training (HF2647)
- 12 Hours of Additional Law Enforcement Related In-Service Training

## **Iowa Law Enforcement Academy FY 2020 Training Summary**

Academy operations were relocated to 5000 Westown Parkway in West Des Moines from April 2019 to August 2020 while the ILEA building was being remodeled. Classroom instruction was held in West Des Moines, while physical training, defensive tactics, and firearms were held on Camp Dodge in Johnston, in Iowa Army National Guard facilities... The support of Knapp Properties and the Iowa Army National Guard ensured that ILEA could continue professional training while under construction.

During FY 2020, the Iowa Law Enforcement Academy conducted 289 classes, resulting in more than 10,958 hours, and 10,128 personnel trained for law enforcement, jailers, public safety telecommunicators and Iowa communities—despite the effects of the COVID-19 pandemic and the cancellation of (63) classes.

The Iowa Law Enforcement Academy employs (10) instructors to conduct training, and relies on agencies throughout the state to provide assisting and guest instructors. All in-person training was paused in March 2020, and ILEA quickly transitioned to online course offerings to continue the mission of training.

# 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
  - Psychological Test Proctoring and Review
  - Hiring Documentation Processing
  - Physical Testing
- Training Support
  - Certifications
  - Assistant Instructor Registry
  - Instructor Approvals for Regional Academies, Jailers and Reserve Officers
  - Regional Academy Registrations
- Records Retention
  - Status of Law Enforcement Employment
  - Database on Officer Records, to include Decertification
- Miscellaneous
  - Iowa State Sheriff's & Deputy's Association (ISSDA) Promotional Exam Administration

# Training Partners

The Iowa Law Enforcement Academy coordinates with numerous training partners including, but not limited to:

- |  |  |
|--|--|
| ➤ U.S Department of Justice                                | ➤ Department of Transportation                                     |
| ➤ Federal Bureau of Investigations                         | ➤ Polk County Mental Health Services                               |
| ➤ Iowa Army National Guard                                 | ➤ Newton Speedway (Barney's Towing Inc.)                           |
| ➤ Attorney General's Office                                | ➤ Knapp Properties   |
| ➤ Department of Corrections                                | ➤ Sheriff's Offices Statewide                                      |
| ➤ Department of Homeland Security and Emergency Management | ➤ Police Departments Statewide                                     |
| ➤ Department of Public Defense                             | ➤ 633 Assistant Instructors from agencies across the state of Iowa |
| ➤ Department of Public Health                              |  |
| ➤ Department of Public Safety                              |  |

# Appropriations Summary

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

<b>FISCAL YEAR</b>	<b>GENERAL FUND ALLOCATION</b>	<b>SUPPLEMENTAL INCOME*</b>	<b>TOTALS</b>
<b>FY2013</b>	\$968,698	\$1,675,530	\$2,644,228
<b>FY2014</b>	\$1,003,214	\$1,547,789	\$2,551,003
<b>FY2015</b>	\$1,003,214	\$1,946,573	\$2,949,787
<b>FY2016</b>	\$1,003,214	\$2,143,252	\$3,146,466
<b>FY2017</b>	\$992,455	\$2,280,959	\$3,273,414
<b>FY2018</b>	\$946,149	\$2,370,145	\$3,316,294
<b>FY2019</b>	\$971,341	\$2,674,745	\$3,646,086
<b>FY2020</b>	\$978,914	\$2,617,878	\$3,596,792

\*Supplement Income includes tuition, state and federal funding.

<b>SUMMARY OF FISCAL YEAR 2020 BUDGET</b>	
General Fund Appropriation	\$980,767.00
Grants/Federal Funding	\$288,975.48
Tuition/Fees	2,328,903.18
Miscellaneous Sales/Reimbursements	8,745.64
Building Remodel Appropriation	\$10,826,911.00
Supplemental Appropriation to Support Relocation Expenses	\$1,015,442.00
Technology Resource Funding	15,000.00
<b>Total Appropriations</b>	<b>15,464,744.30</b>

<b>FY2021 APPROPRIATIONS</b>	
General Fund Appropriation	\$978,914
Furniture/Equipment (Rebuild Iowa Infrastructure Fund)	\$280,000
Classroom/ Conference Room Technology (Technology Resource Fund)	\$400,000
(2) New Administrative 2 Positions for Review of Officer Certification and Training	\$140,000
<b>Total Appropriations for FY2021</b>	<b>\$1,798,914</b>

# Goals Achieved in Fiscal Year 2020

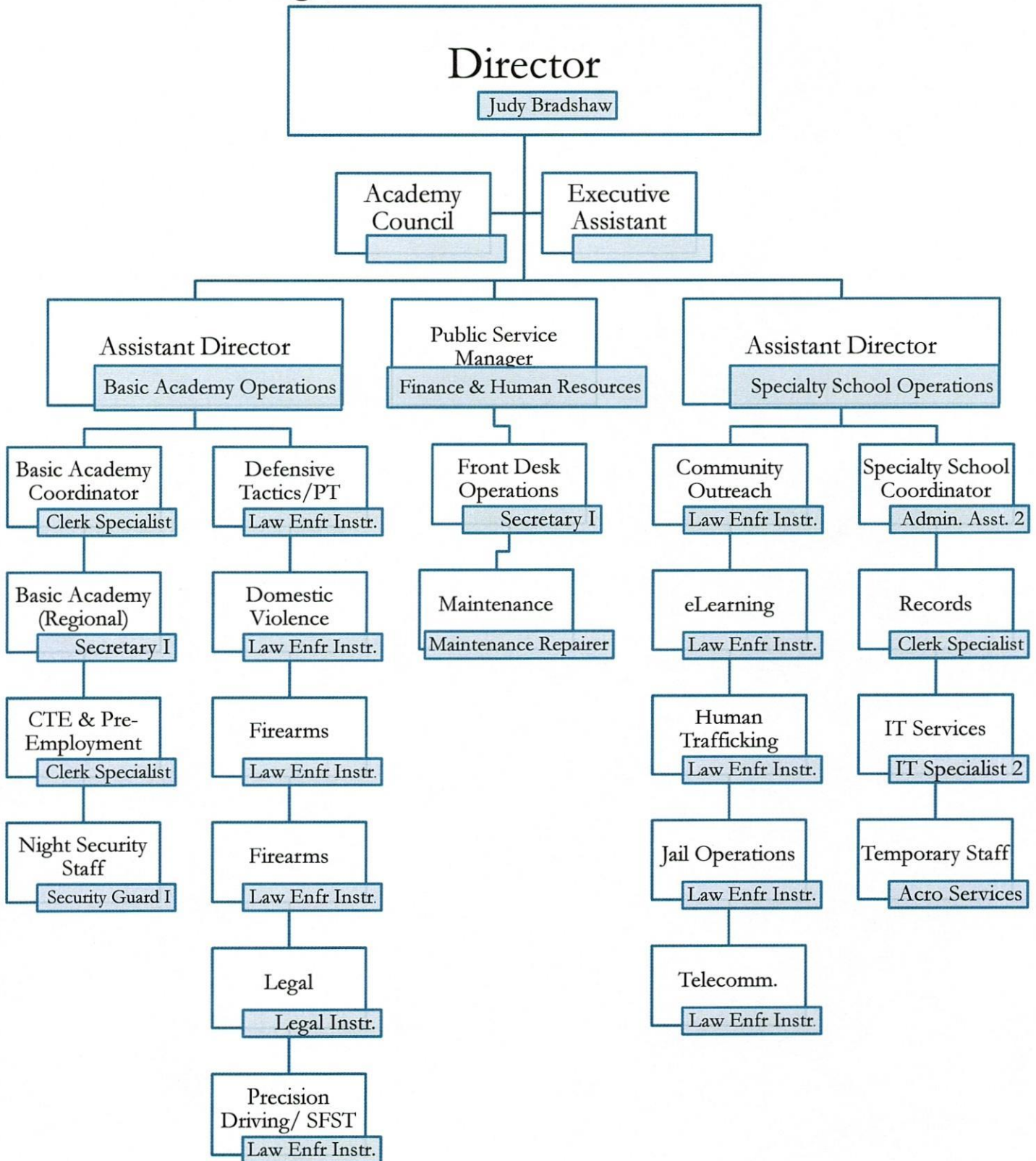
1. The Iowa Law Enforcement Academy remodel was completed, on budget, in May 2020.
2. ILEA was awarded funding by the General Assembly for:
  - A.V. Equipment for (6) Academy Classrooms
  - Furniture for classrooms, dormitories and administrative offices
3. The Academy purchased a learning management system to develop and implement on-line training. ILEA is able to provide on-line training for the following:
  - Basic Academy
  - Jail Academy
  - Telecommunication Academy
4. Despite the restrictions of COVID-19, ILEA was successful in expanding specialty school offerings to focus on Command Staff, Detectives and Patrol, adding an additional (121) specialty school trainings.
5. The Iowa Law Enforcement Academy, Academy Council and Assistant Attorney General were able to complete substantial revisions to Iowa Administrative Code 501 to assure the most current practices.
6. ILEA partnered with the Dept. of Public Safety to update the Academy's fleet of (18) training vehicles for precision driving training.



# Goals Set for Fiscal Year 2021

1. The Academy is requesting an additional Law Enforcement Instructor position to assist in organizing, scheduling, and training in “Bias and de-escalation” required for all law enforcement statewide. (Pursuant to House File 2647) The Academy is asking the position to be funded from General Fund monies.
2. ILEA received funding from the 2020 General Assembly to hire (2) Administrative Assistant 2 positions to be dedicated to processing officer decertification. (Per House File 2647)
3. Provide standardized Reserve Officer training and certification through on-line training.
4. Revise the Academy Website to enhance registration capabilities for the growing on-line campus and training catalog.

# Iowa Law Enforcement Academy Organizational Chart FY2020



# Iowa Law Enforcement Academy Council

<b>Name</b>	<b>Agency affiliation</b>	<b>Representing</b>	<b>Term ending</b>
<b>Brian Gardner, Chair</b>	Linn County Sheriff's Office	Counties with Population over 50,000	April 30, 2021
<b>Timothy Carmody, Vice Chair</b>	Council Bluffs Police Department	Cities with Population over 50,000	April 30, 2023
<b>Kevin Pals</b>	Cerro Gordo Sheriff's Office	Counties with Population under 50,000	April 30, 2021
<b>Sadie Weekley</b>	Marshalltown Police Department	Cities with Population under 50,000	April 30, 2024
<b>David Lorenzen</b>	Iowa D.O.T. Motor Vehicle Enforcement	Iowa Dept. of Transportation	April 30, 2023
<b>Diane Venenga</b>	North Liberty Police Department	Iowa Police Chiefs Association	April 30, 2024
<b>Tiffany Creekmur</b>	Mason City Police Department	Iowa Peace Officers Association	April 30, 2022
<b>Melissa Henderson</b>	Cedar Rapids Police Department	Iowa State Police Association	April 30, 2024
<b>Jana Abens</b>	Polk County Sheriff's Office	Iowa State Sheriff's and Deputy's Association	April 30, 2024
<b>Gene Beinke</b>	None	Citizens of Iowa	April 30, 2022
<b>Ricardo Martinez II</b>	Nevada Police Department	Citizens of Iowa	April 30, 2022
<b>Nathan Fulk</b>	Iowa Department of Public Safety	Iowa State Patrol	April 30, 2024
<b>Megan Weiss</b>	None	Citizens of Iowa	April 30, 2021
<b>Julian B. Garrett</b>	Senator: Indianola, IA	Non-voting	Ex-Officio, Jan. 10, 2021
<b>Kevin Kinney</b>	Senator: Oxford, IA	Non-voting	Ex-Officio, Jan. 10, 2021
<b>Wes Breckenridge</b>	Representative: Newton, IA	Non-voting	Ex-Officio, Jan. 10, 2021
<b>Jacob Bossman</b>	Representative: Sioux City, IA	Non-voting	Ex-Officio, Jan. 10, 2021
<b>Robert DeWitt</b>	Special Agent	Non-voting	Ex-Officio
<b>Matthew Roberts</b>	Resident Agent-In-Charge	Non-voting	Ex-Officio
<b>Jesse Ramirez</b>	Assistant Attorney General	Non-voting	Legal Counsel