



Iowa Law Enforcement Academy

IOWA LAW ENFORCEMENT ACADEMY

FY25 Performance Report

Director Brady Carney



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.

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.

Iowa Law Enforcement Academy Director

The Director is appointed by the Governor and confirmed by the Iowa Senate. Brady Carney was appointed as Director of the Iowa Law Enforcement Academy on March 6, 2023. Prior to joining the ILEA, he spent nearly 16 years working in various capacities at the Des Moines Police Department primarily focused on combating violent crimes and building community partnerships while utilizing collaborative approaches to leverage local, state and federal resources. Those relationships have been invaluable to ensure the ILEA is at the forefront of providing high-quality training to public service professionals throughout the State.

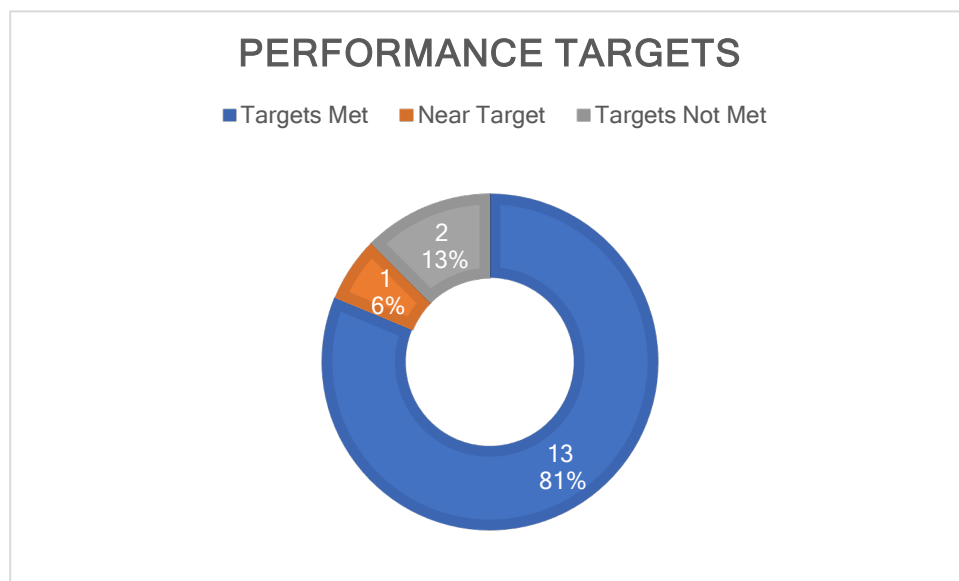


Executive Summary

This report summarizes the department's performance against its stated goals for fiscal year 2025. Overall, the department achieved a high success rate, with the following outcomes for its 16 key performance measures:

- **13** measures were met.
- **1** measure was near its target.
- **2** measures did not meet their target.

The Iowa Law Enforcement Academy is responsible for the training of Iowa's peace officers, reserve officers, jailers, and public safety telecommunicators statewide. In FY2025, ILEA certified 351 new peace officers, and provided vital training for 4,450 law enforcement personnel statewide.



Strategic Initiatives

During fiscal year 2025, the Iowa Law Enforcement Academy (ILEA) successfully executed its strategic initiatives to enhance statewide training, focusing on accessibility, relevance, and alignment with current best practices.

Expand Online Training

- **Goal:** Provide 40 online training courses.
- **Result:** ILEA successfully delivered **100** online training courses statewide, exceeding the goal by 150%.

Increase Statewide Training Accessibility

- **Goal:** Organize and conduct 3 off-site trainings per month (36 annually).
- **Result:** ILEA provided **75** total off-site trainings, averaging 6 per month and more than doubling the annual goal.

Modernize Curriculum and Instructor Development

- **Goal:** Complete comprehensive revisions to curriculum, lesson plans, testing metrics, presentation materials, and instructor development.
- **Result:** ILEA surpassed this objective, completing **241** distinct revisions and professional developments.





Major Accomplishments

Launched a New Learning Management System (LMS) A new, centralized LMS was implemented to consolidate all training functions. This system allows agencies to manage course registration, access current and past training records, and maintain accurate employee rosters. It also houses ILEA's curriculum, testing materials, and online resources, which has already improved statewide compliance and record-keeping accuracy.

Modernized the Basic Academy Curriculum The Basic Academy schedule was restructured to implement a phased training model. This approach allows recruits to develop practical skills progressively, building upon foundational knowledge as they advance toward graduation.

Streamlined Officer Reciprocity (CTE) The program for out-of-state officers (CTE) was aligned with the Basic Academy schedule, incorporating an in-person course week. This change creates a more efficient and clear pathway for officers transferring to Iowa.

Expanded Advanced Training Programs Building on previous curriculum improvements, new in-service training was developed for public safety telecommunicators. Additionally, the variety of in-service training for jail personnel was increased.

Strengthened Key State Partnerships The collaborative partnership with the Iowa National Guard was enhanced to maximize shared training opportunities and resources at Camp Dodge.

Increased Statewide Training Access The number of off-site training courses was significantly increased. This initiative better serves communities across Iowa by providing local access to essential and specialized law enforcement training.

Secured Funding for New Driving Facility Appropriated RIIF (Rebuild Iowa Infrastructure Fund) funding to begin the design and construction of a new driving training facility. This will be a collaborative, statewide resource developed with the Department of Public Safety (DPS), Department of Transportation (DOT), and the National Guard.

Enhanced Agency Communication and Feedback Maintained a high level of statewide engagement through consistent monthly newsletters and in-person meetings with agencies, associations, and at conferences.

Initiated Administrative Code Revisions Began the formal drafting process to revise the ILEA Iowa Administrative Code (501) to align with state requirements.

Performance Measures

During fiscal year 2025, the Iowa Law Enforcement Academy (ILEA) tracked the following performance measures, exceeding its goals in most key areas.

Performance Measure	FY2025 Goal	FY2025 Result
Online Training Expansion	Provide 40 online courses	Delivered 100 online courses
Off-site Training Accessibility	Conduct 36 off-site trainings (3/month)	Conducted 75 off-site trainings (avg. 6/month)
Basic Training Graduation Rate	100%	100%
Basic Level 1 Training Academy - Cost per Instructional Hour	\$16.00	\$20.87
Basic Level 1 Training Academy - Cost per Operational Hour	\$16.00	\$7.63
SFST & OWI Courses Taught	Provide 100 courses	Provided 68 courses
Domestic Violence, Sexual Abuse, Human Trafficking Courses Taught	Provide 120 courses	Provided 167 courses
Basic & Specialized Training	Train 4,000 attendees	Trained 4,450 attendees
Instructor Certifying Courses Taught	Provide 18 courses	Provided 21 courses
Instructor Renewal Courses Taught	Provide 35 courses	Provided 56 courses
Jail Courses Taught	Provide 38 courses	Provided 37 courses
Telecommunicator Courses Taught	Provide 6 courses	Provided 9 courses
High-Risk Topics Training <i>(Domestic Violence, Sexual Abuse, Human Trafficking)</i>	Train 4,600 attendees	Trained 7,867 attendees
Child/Dependent Abuse Training	Train 375 attendees	Trained 398 attendees
Curriculum Modernization and Instructor Development Training	Complete 20 scheduled revisions	Completed 241 revisions & professional developments
Specialized Training	Provide 120 courses	Provided 121 courses



Performance Measure Explanations

Performance Measure: Online Training Expansion

- **Explanation:** Driven by successful implementation of the new Learning Management System (LMS).

Performance Measure: Off-site Training Accessibility

- **Explanation:** ILEA strategically increased training accessibility by proactively scheduling courses and leveraging strong partnerships to host trainings at local agency locations across the state.

Performance Measure: High-Risk Topics Training (Attendees)

- **Explanation:** By offering more online and off-site courses, ILEA removed barriers to attendance.

Performance Measure: Basic Level 1 Academy - Cost per Instructional Hour

- **Explanation:** The target was based on historical cost data from the previous five years. In FY2025, this rate was adjusted to reflect actual operating expenses, which resulted in a higher cost per hour.

Performance Measure: Basic Level 1 Academy - Cost per Operational Hour

- **Explanation:** This measure was added in FY2025 to account for all operational time associated with the Basic Training Academy that falls outside of direct instructional hours.

Performance Measure: SFST & OWI Courses Taught

- **Explanation:** Not sufficient demand to fulfill 100 courses.

Performance Measure: Curriculum Modernization and Instructional Development

- **Explanation:** Revised and modernized all instructional materials.