



STATE OF IOWA

KIM REYNOLDS
GOVERNOR

IOWA LAW ENFORCEMENT ACADEMY
BRADY C. CARNEY, DIRECTOR

ADAM GREGG
LT. GOVERNOR

Greetings from the Iowa Law Enforcement Academy!

I hope this finds all of you safe and well. As the new Director, I am honored and humbled to play a role in helping equip Iowa's law enforcement officers with the necessary tools to positively impact their communities, to promote public safety, and to ensure they return home safely at the end of their shift. My pledge is to serve all of you with thoughtful consideration, consistency, and an understanding of the challenges we collectively face.

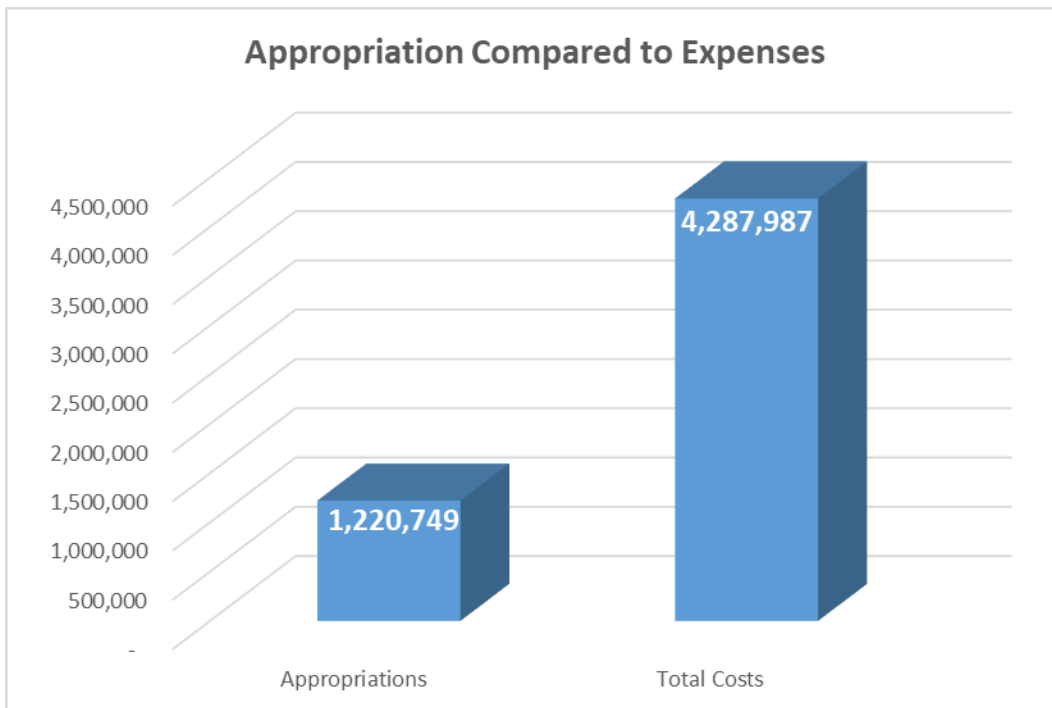
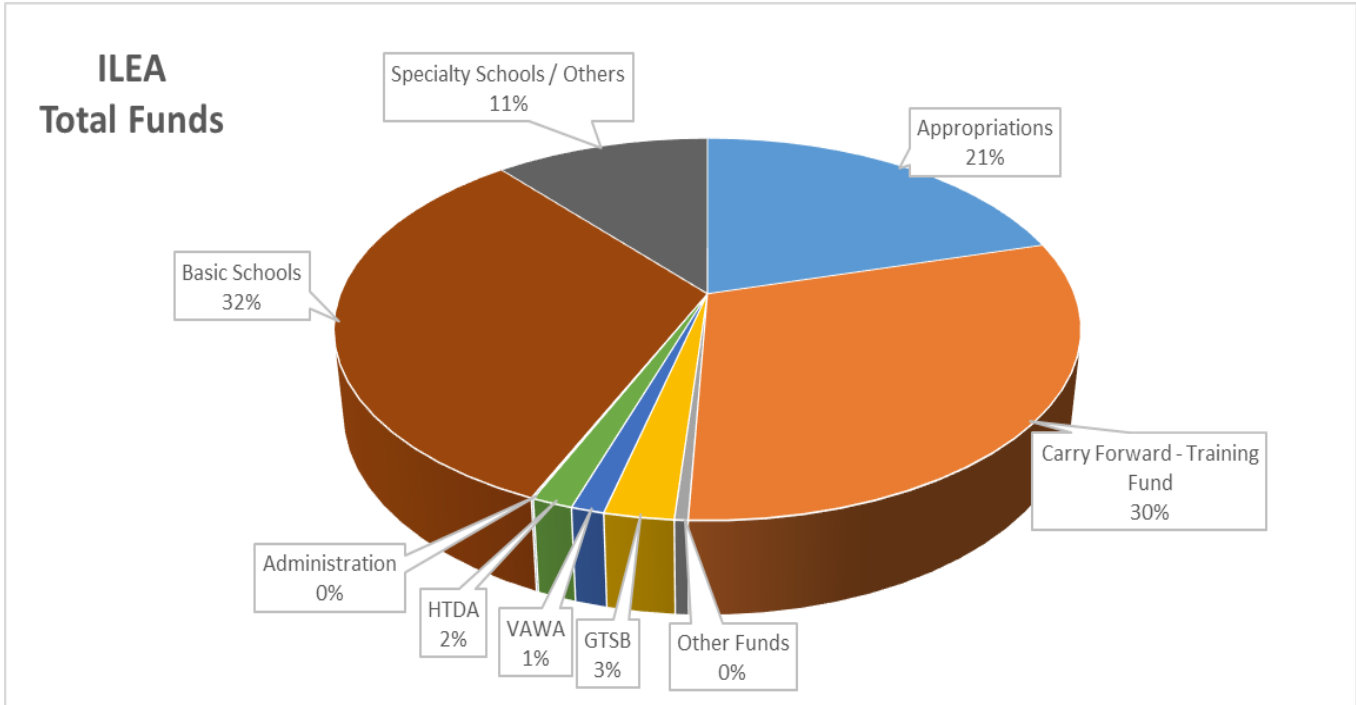
I began my new role on March 6th which was week 9 of the Basic Academy for the 307th & 308th. Starting while the Basic was at full-tilt allowed me to observe and evaluate the ILEA staff, assisting instructors, recruits and our overall product on day one. The ILEA staff has been hard at work identifying and implementing best training practices while guiding 94 recruits as they become the next round of Iowa's law enforcement professionals.

The first several weeks have also afforded opportunities to meet with associations, boards, committees, Chiefs, Sheriffs and some of our elected officials. These conversations have brought forth concerns, insight and new ideas. Overwhelmingly, the tone has been positive, and the support from across the state has been tremendous. So, thank you!

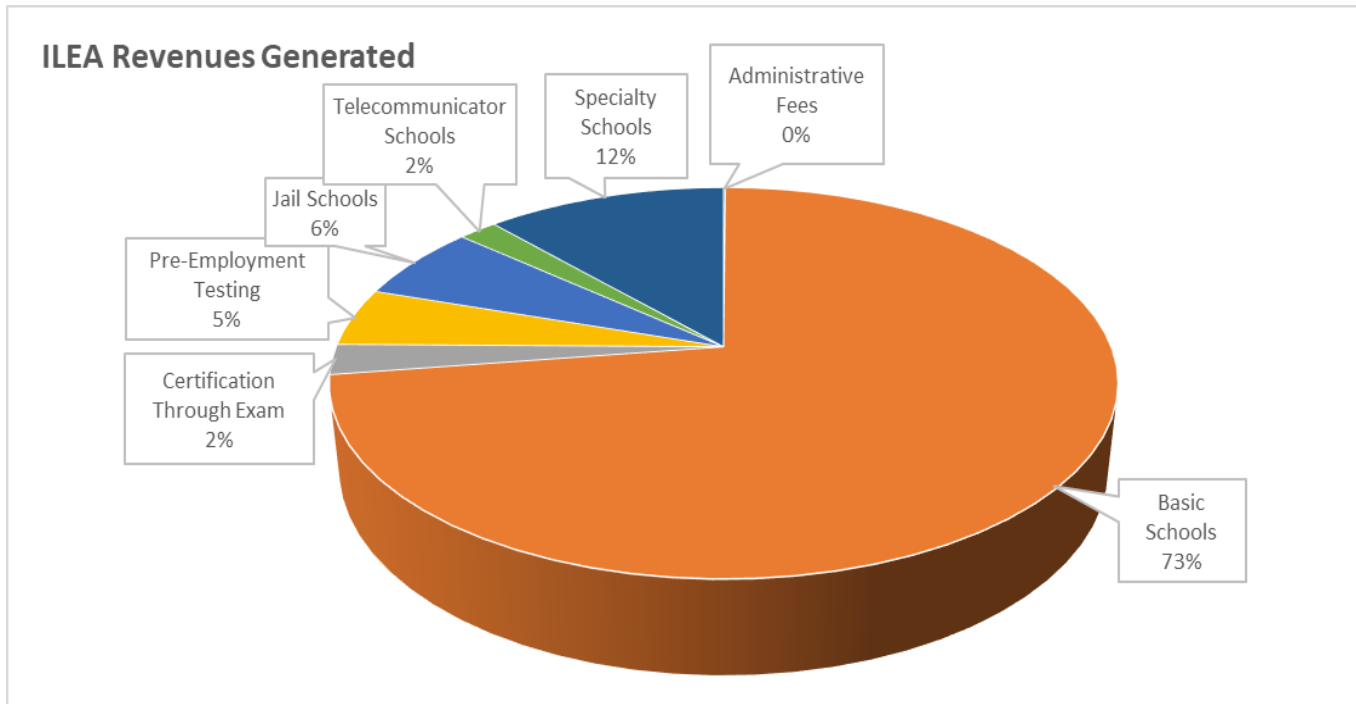
I'd like to take just a moment to share a little about my background. I'm still a small-town farm kid at heart after growing up on a cattle, hog and row crop operation in rural Guthrie County just a few miles outside of Adair. I graduated from Adair-Casey High School in 2002 and then attended Iowa State University. Shortly after earning a Bachelor's Degree in Criminology, I was hired by the Des Moines Police Department.

My first several years were spent working uniform patrol while serving as a mentor for new hires, a Field Training Officer and an instructor at the Des Moines Regional Police Academy. I was assigned to specialized crime suppression units while on patrol and then transitioned to an investigative role in the Vice/Narcotics Section. Joint investigations and subsequent relationships across the state and around the Midwest fostered an opportunity to serve as a Regional Director for the Iowa Narcotics Officers' Association (INOA). My INOA experience was extremely valuable as I learned the needs of law enforcement agencies of all sizes to include relevant training demands. I continued, and ultimately concluded my DMPD career supervising patrol officers and an array of complex and violent investigations with the Crimes Against Persons and Intelligence offices.

As I alluded to earlier, the transition to ILEA has been filled with many great conversations and a ton of support. Through these interactions, two topics of discussion have been consistent: funding and sufficient training space. There are many beliefs and ideas out there regarding the current financial structure of ILEA, so I feel it's important to shed some light on where things currently stand. The following information provides a snapshot of ILEA's final numbers for Fiscal Year 2022.



Current appropriations represent approximately 28.5% of ILEA's total costs



As you can see, the current fee-based structure creates some challenges and has determined many of ILEA's longstanding practices. Suffice to say, when sustainability is determined by the number of recruits coming in the door and residing on site, positive growth and best practices can be difficult to maintain. An in-depth review of how things have been done combined with strategic, forward-thinking conversations to ensure we're continually improving will be a priority. Given the importance and role our profession has in serving and protecting all Iowans, it's essential for all of us to do everything we can to deliver top-notch public service.

Navigating challenges to identify solutions is commonplace within law enforcement, and the same mentality applies to the world of training. During the next few weeks and months, we plan to continue working on creating and developing new opportunities that ensure ILEA keeps moving in the right direction. Those include:

- Increased communication with employing agencies: We understand the recruits are your investment, and you deserve to be kept informed of their performance. Agency visits to evaluate the status of your recruit are encouraged, and this opportunity also gives you a chance to see our staff in action. Our doors are open and we welcome your presence in and around ILEA.
- Thorough review of current curriculum: I truly believe our staff does a tremendous job under difficult circumstances, but there is always room for improvement. More and more is continually added to the proverbial plate of law enforcement, and we learn on the fly through triumph and



STATE OF IOWA

KIM REYNOLDS
GOVERNOR

IOWA LAW ENFORCEMENT ACADEMY
BRADY C. CARNEY, DIRECTOR

ADAM GREGG
LT. GOVERNOR

tragedy. A deep dive into not only what we're teaching, but how we're teaching it is necessary and should be an expectation of those who rely on us.

- Increased scenario-based training during the Basic: We're already reviewing our schedule to identify instruction blocks that can be presented in alternative ways so we can maximize a hands-on approach. Recruits learn in different ways and at different speeds, but increased repetitions and incorporating a wide array of situational training will be a benefit to all.
- New assisting instructor credit plan: Training large numbers in a condensed timeframe takes a team effort. We understand resources are spread thin across all agencies, but there are a lot of great instructors around the state who provide really good insight and help us boost our training value. We're thrilled to have some agencies back on board and helping us out. With just a little more fine-tuning, we plan to push out a new credit proposal that should be a win-win for everyone in the coming weeks. I know it's a big ask to continue lending your resources, so thank you!
- Increased collaboration: By reviewing and updating our curriculum, our teaching methods and our schedule; I hope we can create efficiencies that will allow us to bring more training to you. Instructor classes, recertification opportunities and specialty training are areas I would like to expand across the state. This will take some time to build out, but if you have a specific need in your area or a facility that can help us start to accomplish a more statewide approach, please let us know.

While the aforementioned are ideas we're already working on or will be in the very near future, a couple other areas and opportunities will take more time, strategic effort and resources to evaluate the best long-term solution. Those include:

- Basic residency requirement: Simply put, our current fee-based structure doesn't allow for much else. Are there positives in the forms of learning about others, self-reflection, team building and networking? Absolutely. Have recruits and agency leaders expressed a desire and proposed benefits to not having our current residency requirement? They certainly have. Having the ability to offer housing and meal plans in an ala carte fashion is appealing to me, but this will require a thoughtful approach and changes to current practices. I'm excited to hear your thoughts and feedback.
- Accreditation: While this term may bring concern to some of you, an assessment of our current practices against recognized standards is something I want to work towards. There are several varieties and formidable options, so many conversations and evaluations are ahead. Verification that ILEA is capable, competent and teaching what we should be teaching in a manner best taught is something I hope all of you will support.
- Dedicated training facility: The Iowa Army National Guard and Camp Dodge have been great partners since ILEA's inception. I've had some really good conversations with their leadership, and they remain committed to helping ILEA accomplish our mission: Professionalism Through Training. We recognize they face many of the same challenges we do, and competing for training space and continually flexing schedules isn't conducive to producing the best possible training environment. As our profession is constantly presented with new methods, obstacles



STATE OF IOWA

KIM REYNOLDS
GOVERNOR

IOWA LAW ENFORCEMENT ACADEMY
BRADY C. CARNEY, DIRECTOR

ADAM GREGG
LT. GOVERNOR

and standards; our training capabilities must also adapt. It may sound simple, but having a facility that allows us to train how and when we need to is essential in meeting the needs of all those we serve. This will be a long and tedious effort, but the opportunities, rewards and professional product will be worth every bit of the energy and financial resources invested in those entrusted to our care.

Iowa's law enforcement community is filled with tradition, smart people and great ideas. Through insightful conversations and a concerted group effort, I'm confident we can make a collective push towards a path of unparalleled success. I'm excited to be at ILEA, and I look forward to partnering with you. Please reach out anytime with questions or concerns, or better yet, stop in and see us.

Be safe, be well and take care of each other!

Brady Carney

Director

IA Law Enforcement Academy

515.331.5766 (Cell) 515.314.0115

brady.carney@iowa.gov

Professionalism Through Training