

February 2024



Iowa Law Enforcement Academy
Professionalism Through Training

ILEA NEWS

A NOTE FROM DIRECTOR CARNEY

Welcome to February! The Basic Academy is beginning week 6, and both classes are off to a great start. Class Leadership selections have been made and will be implemented this week. The recruits are taking academic tests in our new LMS, Acadis, and agency leaders & agency points of contact with recruits in the current Basic Academy cycle can view updated progress reports at any time. We will continue rolling out Acadis access to more and more agency leaders across the state. If you don't have a recruit in the Basic Academy, you can view personnel associated with your agency to ensure our records are accurate.

Thank you the agencies who have visited ILEA to see the Basic Academy in action. You are always welcome to stop by for a quick check in or stay as long as you would like.

The legislative session is underway, and funding for the Basic Academy continues to be a focal point. Please continue having conversations with your elected officials regarding the importance of adequate funding for the Basic Academy.

Thanks for your ongoing partnerships!

Report of Hire and Change-in-Status:

Pursuant to 501—3.2(80B), Status forms are required to be provided to ILEA within **10 days** for:

- Any hiring of personnel
- Change of status of existing personnel (promotions, name change, full-time/part-time)
- Any termination of employment of a law enforcement officer or termination of appointment as a reserve peace officer; including retirement, resignation in lieu of termination or disability

We continue to navigate a variety of issues regarding delayed Reports of Hire and Changes in Status. Delayed notification to ILEA of a new hire puts your agency and your new employee at risk of missing an available path to certification. These forms can be found on the ILEA website.

New hires with prior arrests:

If you are entertaining and/or plan to hire someone with a prior arrest, please contact Nicole Stevens (nicole.stevens@iowa.gov or 515-331-5773) as soon as you are aware of the incident(s) to discuss the next course of action. Most instances require vetting by the Academy Council at a scheduled meeting, and we want to help prevent delays during the hiring process. Delayed notification to the ILEA/Academy Council may result in missing an available path to certification.

Please visit the ILEA website for the latest version of all forms:

To ensure you are using the most up to date form, **always** visit our website. Saving the below link to the forms page will get you to the most updated versions, but please **don't** save the individual forms for later use as they are improved on a frequent basis. <https://ilea.iowa.gov/forms/>

Tips for using the MMPI in LE Hiring Process

By Tony Tatman, Ph.D.

As stated in **IAC 501—2.2(2)** The MMPI-2 is currently the only acceptable psychological evaluation for Iowa law enforcement officers. Extensive research has been conducted over the years documenting how the MMPI-2 can predict future workplace problems. How and when agencies use the MMPI-2, however, is important. Several common questions are asked, so below are some of those questions followed by my answer.

- **Question: Can I put the applicant to work before they fully complete the MMPI-2?**

No. First, administrative code **501-2.2(80B)**: “In no case shall any person be selected or *appointed as a law enforcement officer unless that person has performed satisfactorily in pre-employment cognitive or personality tests, or both,...*”.

Secondly, you unnecessarily open yourself to litigation from the applicant and/or citizenry by allowing the applicant to work prior to meeting all minimum requirements. Don’t put yourself in this situation!

- **Question: What does it mean if my applicant’s MMPI-2 result is “Uninterpretable”?**

The MMPI-2 has validity scales that measure, for a lack of better words, how honest the applicant answered items. It is common for applicants to exaggerate their strengths and minimize perceived flaws. However, there is a threshold where too much of this “best foot forward” approach becomes problematic and generates MMPI-2 results that are too unreliable to adequately interpret. There are a couple possible reasons why an applicant may answer MMPI-2 items in this way:

1. The person may be well-adjusted with positive virtues but is exaggerating or distorting these qualities, or
2. The person exaggerates virtues they want others to think they have and/or minimizes perceived flaws they want to hide. Unfortunately, it is difficult to know from the MMPI-2 alone which one of these options best fits the applicant. A further evaluation to determine to which group the applicant fits is necessary.

- **Question: Can I share the results of the MMPI-2 with the applicant?**

No. Please defer all communication about the results of the MMPI-2 to the original author or another Psychologist. Why? There may be information in the report that may be harmful to the applicant. If the non-psychologist tries to paraphrase or summarize results, they may inadvertently provide incorrect information. We also do not want to give the applicant information about the potential issues or concerns in the MMPI-2 that can “prepare” the applicant for a follow-up interview or subsequent MMPI-2 administration (i.e., giving them the “answers to the test”).

Please feel free to contact me should you have any additional questions about the MMPI-2 or the pre-employment psychological evaluation process.

Wishing you continued health and safety,

Tony Tatman, Ph.D.

Licensed Psychologist

Licensed Health Services Provider

Licensed Mental Health Counselor

Licensed Marital and Family Therapist

Certified Alcohol and Drug Counselor

Phone) 515-865-8259

Email) tonytatman@criticalhire.com

BASIC ACADEMY UPDATES



ILEA welcomed Academy Classes 313 and 314 on January 3, 2024. In the first few weeks, they have done plenty of classroom training, physical training, defensive tactics training, medical training, and practiced vehicle operations.



ILEA's sex-based physical fitness policy:

ILEA has fielded a couple inquiries regarding transgender applicants. ILEA will continue utilizing sex-based PT requirements for physical fitness testing. Furthermore, Iowa law does allow for sex designations to be legally changed on birth certificates after sex designation is permanently changed by treatment. **ILEA policy is the sex designation on an individual's birth certificate at the time of the physical fitness assessment determines the sex-based standards applicable.**

NDI:

The purpose of the National Decertification Index (NDI) is to serve as a national registry of certificate or license revocation actions relating to officer misconduct. The records contained in the NDI are provided by participating state government agencies and should be verified with the contributing authority. Inclusion in the database does not necessarily preclude any individual from appointment as an officer.

If you are interested, you can request access here: <https://www.iadlest.org/our-services/ndi/about-ndi>

UPCOMING SCHOOLS & TRAINING

<https://ileatraining.iowa.gov/>

AT ILEA:

February 2 and 19: Defensive Tactics Instructor Recertification

March 5: Trauma Informed Sexual Assault Response

AT POTTAWATTAMIE COUNTY:

March 11 - 15: Telecommunicator Basic 40-Hour School

ONLINE:

Implicit Bias & De-Escalation

Jail In-Service 20-Hour School

Temporary Holding Facility In-Service

Jail Medication Management

Officer Investigations (Back the Blue Legislation)

LEO In-Service Training (satisfies the mandatory annual in-service requirements: Bloodborne Pathogens, Hazardous Materials, Mental Health Training)

FIREARM TRAINING LOCATIONS AND DATES:

April 16 - 17 (Cedar Rapids): Firearms Instructor Recertification & Patrol Rifle Recertification

April 22 - 26 (ILEA): Firearms Instructor School

May 14 - 15 (Mason City): Firearms Instructor Recertification & Patrol Rifle Recertification

June 13 - 14 (Black Hawk County): Firearms Instructor Recertification & Patrol Rifle Recertification

July 10 - 11 (Altoona): Firearms Instructor Recertification & Patrol Rifle Recertification

Note: This is not a complete list of our training. New dates and trainings are added throughout the year, and available spots for some courses fill up quickly. Please consult the online training calendar available on our website.

Contact Info

Brady Carney

Phone: 515-331-5766

515.314-0115 (cell)

Email:

brady.carney@iowa.gov

LinkedIn



<https://ilea.iowa.gov/>