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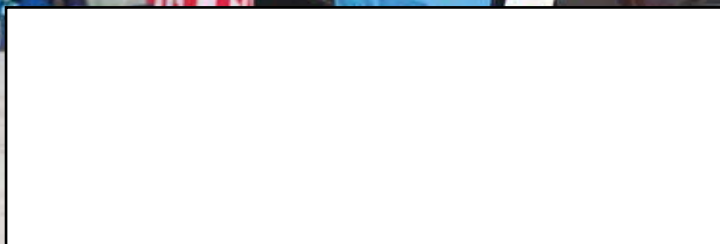


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The Official Member Publication of the Iowa Peace Officers Association (IPOA)

Honoring Algona Police Officer Kevin Cram

See Page 8





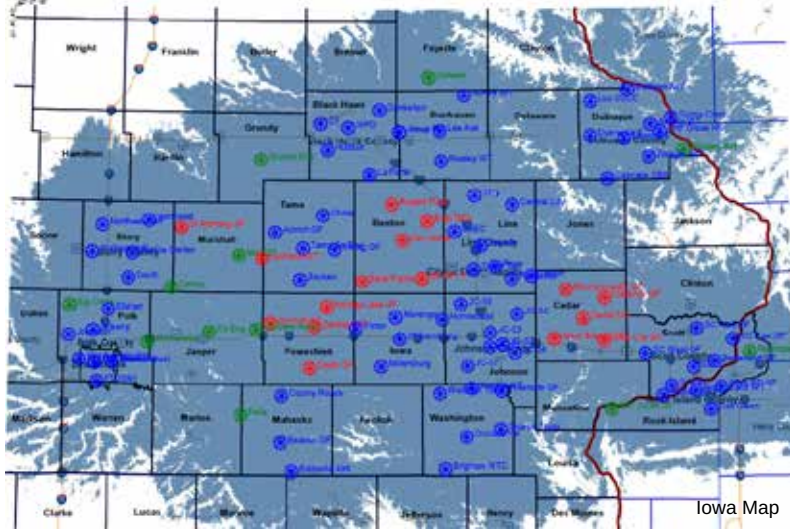
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Law Enforcement's Three Most Common Issues: Recruitment, Retention, and Retirement

Hello Iowa Law Enforcement!

I am sure I have mentioned my wife and I do a lot of motorcycle riding in the summer. We have ridden in the southern United States, been to Canada and go all over the great State of Iowa. Many times, we have our fifth wheel and take our bike with us.

Frequently, when we are camping in-State, I will try to visit a local agency who either are members or have members. If they are an IPOA member, I thank them for their membership. If they are not, I try to recruit them to become members. Whether they are members or not, I want to hear their concerns. There is no question that we all share the same concerns. Most agencies are having issues with recruitment, retention, and retirement. Then I hear the common, "I don't know why anyone would want to do this job anyway?" I will talk about that in a minute.

Let us start with recruitment. Seems like every department, local through federal, is hiring. Many times they are hiring more than one and several are offering gimmicks and enticements. From what I can see, the jury is still out on whether the offered enticements are really working. And honestly, hiring bonuses – the most touted enticement – are not usually payable until after one to three years. Thus, in my opinion, they are a retention bonus.

I know some departments have made changes in their requirements to attract more applicants. The debate there is whether more applicants really garner suitable or acceptable applicants. For example, I know a few local agencies and some states around us have made certain minor, low level misdemeanors something that will not rule you out of the applicant process. I am not sold on this. It might have a place, but I would



Chief Marty Duffus
Osceola Police Department

think it would be a case-by-case basis at best. Clearly, the old ways of recruiting are not effective and much thought needs to be given to how it is done now.

Retention seems to me to be the missed "R" in recruitment and retention. There is no question retention should be where we spend our money. I know the longer an officer is at an agency the more money they make. But is it enough? Not usually.

There are many reasons officers leave a department: going back home, getting out of law enforcement entirely, retiring... Benefits and money are the most common, and in most of those cases nothing can be done about it. However, the money and benefits have the possibility of negotiation.

When an officer leaves a department that has any amount of years of service, there is a cost – the cost of years of pay, years of benefits, years of training and finally, experience. And it is the experience that is invaluable. The leaving officer takes with him or her community history: the history of the locals aside from various skills

to handle incidents and people. Pay is important. Retention is critical. Spend your money on retention and department turnover is reduced.

So, why would anyone want to do this job anyway? For the same reason we took the job: to help people. And help we do! Who does the public call for everything? The police! When people are victims of a burglary, a robbery, a theft, a scam, neighbor disputes or anything they call us.

When they need an ambulance or fire department, we go. In our town, we receive and respond to water leaks inside and outside the house because there is no one else the public thinks of at 3 a.m. – much less someone who will respond. We help.

So, to the "why anyone would want this job?" my answer is, "why wouldn't anyone want to do this job?" Especially now? Yes, this job is dangerous. We get shot, we get struck by vehicles at accident scenes, we have disease and illness, no one likes us, etc. But if money is our motivator there has never been a time when more money and benefits have been thrown our way than now! Our retirements are very good, too! (They can be better, and we will be working on it this legislative session as well).

Additionally, we who are serving now still interact with the public and continue to make positive impacts on our citizens and community. It is our interaction that now helps rebuild a nationwide public image. And it is happening all over. We are fortunate to serve our communities here in Iowa. It is my belief that our citizens absolutely support us. We see proof daily when citizens bring food to our departments or send thank you cards.

Now IS a great time to be in law enforcement! Especially in Iowa.

IPOA Members: Please Scan the QR Code Below to Receive Notifications When Time-Sensitive Legislative Issues Come Up!

The IPOA Board of Directors is asking all members and other officers to take a minute to point their smartphones at the QR code at the right, let it focus and then touch the link that appears under the code and

fill out four lines of information (email address, first and last name, and agency) and then clicking "subscribe."

This will give the Board a quick and effective contact list of officers

across Iowa when time-sensitive issues come up that need to be addressed quickly. It could also be used for a newsletter or important notices.

Thank you!



Former Norwalk Police Officer Susie Sher Selected as New Bureau Chief of the Iowa Office of Drug Control Policy

The Iowa Department of Public Safety Commissioner's Office is pleased to announce the selection of Susie Sher as the next Bureau Chief of the Office of Drug Control Policy.

Susie joined the Iowa Office of Drug Control Policy (ODCP) in 2007. Prior to joining ODCP, Susie served as a School Resource and DARE Officer at the Norwalk Police Department, and a patrol officer at the Indianola Police Department.

During her tenure at ODCP, Susie has worn many hats, primarily as a Budget Analyst and Executive Officer. Her work involves collabora-



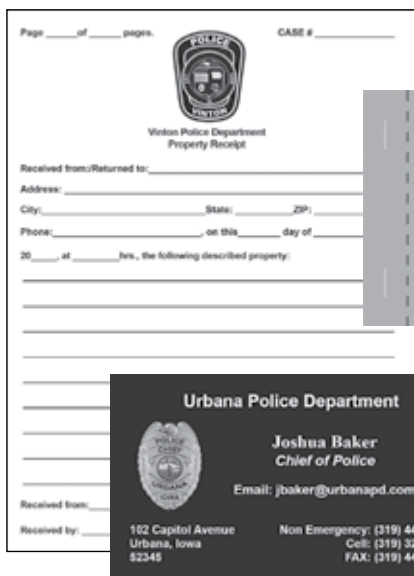
Former Director of the Iowa ODCP, Dale Woolery, and new ODCP Bureau Chief Susie Sher.

tion with both private and public sector leaders to coordinate the state's response to drug and alcohol use. She plays a pivotal role in grant administration, data collection and analysis, and the annual Iowa Drug Control Strategy.

Susie is a graduate of Iowa State University. As a married mother of four, she values quality time spent with loved ones. Susie's dedication to creating a safer and healthier Iowa through her work at ODCP reflects her passion for public service and her love for her family.

The effective date of promotion was Tuesday, October 3rd.

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Honoring Fallen Algona Police Officer Kevin Cram: Integrity is Doing the Right Thing Even When No One is Watching

By Chief Bo Miller
Algona Police Department

“Integrity is Doing the Right Thing Even When No One is Watching.”

I believe this quote was written for Officer Kevin Cram. During his time with the Algona Police Department – first as a member of the Police Reserve Unit and later as a Patrol Officer – he was the definition of integrity.

Officer Cram was shot in the line of duty on September 13 while serving an arrest warrant in Algona. He was laid to rest a week later, with law enforcement officers from the entire state of Iowa and all corners of our country here with us to remember and honor him for his service.

Kevin was dedicated to a life of service that was instilled in him at an early age. His father served with EMS for most of his life. Kevin’s brother and his wife, Lara, both served in law enforcement. In Kevin’s family, serving the community is just what they do. That deep-rooted commitment was reflected in his work every day.

Officer Kevin Cram was a great man and an outstanding officer who served our community with great compassion and professionalism every single day. No matter what he was doing, it was always for the good of the community and the people he served. That being said, he was much more than a cop. He was a father, husband, brother and son. Kevin cared so much for his family. He loved taking his boys hunting, fishing or doing anything outside. He enjoyed being on the farm and working on tractors.

Thank you to all who have reached out to me and our Department and for the outpouring of support. This has been tough on Kevin’s family, as well as on our law enforcement team and the overall community. Losing an officer in the line of duty, and everything that followed, were some of the worst moments of my life. But feeling the support that’s been extended to us, Kevin’s family and our community has also been one of the most meaningful times I’ve ever experienced – although one I hope no other human ever has to be a part of.

There is not a single police officer out there who hasn’t, at some point, questioned why we do what we do. Is worth it? I believe that it is. Now is an important time for law enforcement.

We must continue to hold the line. We, as law enforcement officers, must continue to support each other and stay strong. Like Officer Kevin Cram, we must continue to be that beacon of light for others.

After Kevin’s death, I received a kind letter from a young member of our community. I think her words say it best: “Kevin will always be remembered and loved forever. His mighty deeds kept many, many people safe. He will always be known as a hero.”



Algona Police Officer Kevin Cram (left) and Officer Doug Rahe showed items donated for mothers in need.



Iowa Peace Officers Association (IPOA) President Marty Duffus Grieves for the Family, P.D., and Community of Officer Kevin Cram

By Chief Marty Duffus
Osceola Police Department

My heart hurts. On behalf of the entire IPOA membership, the Board of Directors of the IPOA, and me personally, I want to offer the family of Algona Officer Kevin Cram, the Algona Police Department family and the entire North Central Iowa law enforcement family who worked with Kevin, our most heartfelt condolences.

These senseless, cowardly acts forever change the history of families. Spouses lose partners, children lose parents, parents lose a child and that is just the first level. Hopes, dreams, and the future are shattered. The family of the defendant is also forever changed.

These events also shake departments and communities to their core. Many departments and communities are fortunate to have never experienced a line-of-duty death. When it happens, the naivety and innocence of a community is taken – never to be regained. City leaders, Boards of Supervisors, and citizens finally understand that “It can happen here” – something law enforcement always knew, just prayed it would not.

Locations around where the incident happened become a shrine, a place of honor, a permanent reminder to what happened and where it happened. Future generations who did not experience the event need that permanent reminder.

Departments, too, are forever changed. Dispatchers no longer hear a familiar voice,

co-workers lose a friend and shift partner, administrators lose a friend, a leader, a valuable team-member and must deal with staff, the officer’s family and many unseen or unexpected tasks behind the scenes. They must also take time for themselves.

However, these are the times when our communities, local and neighboring, step

up. They let us know through many different acts of kindness just what we mean to them and how much they appreciate our service. Through it all, we continue to serve and strive to do our best. We are proud, shattered and shaken but not deterred in what we do and how proud we are to do it: Protect and serve.

Blessed be the Peace Makers.

Mason City P.D. Honor Guard presented, escorted Ofc. Cram’s Casket



Left to right: Mason City Officer Dan Borchardt, Officer Brent Dettman, Sgt. Seth McChesney, Officer Duane Kemna, Lt. Jason Hugi, Officer Josh Stratmann, Officer Mike Schiemann, Officer Jeremy Ryal.





Iowa Peace Officers Association (IPOA)

2024 Annual Training Conference

February 26th-27th, 2024



At the Prairie Meadows Conference Center, Altoona, Iowa

Monday, February 26th, 2024: 8 a.m. - 8:30 a.m. Check in / Registration

8:30 a.m.: Present Colors / Benediction / Welcome

After Benediction – noon (lunch is noon – 1 p.m.) and 1 p.m. - 4:30 p.m.: **Imran Ali** and **Former Minnesota Police Officer Kim Potter**. This course by former prosecutor Imran Ali will dive into use of force in America as it relates to policies and procedure trends, and recent cases during the last decade. Participants will focus on use of force as it relates to Duty to Intercede, Duty to Render Medical Aid, and De-Escalation. Ali will be joined on stage by former Officer Kim Potter, who was involved in a critical incident in 2021 and through criminal prosecution and incarceration created a national debate. Potter is a 26-year veteran of law enforcement who was a leader and FTO who made an impact on the communities she served. She will provide tools she learned through reflection about the incident and the importance of training. This will be the first time she speaks at a public event. Both Ali and Potter will share from their experiences and through reflections to provide resiliency to each officer as we move forward as a profession.

Tuesday, February 27th, 2024: 8:30 a.m.: Welcome, and IPOA memorial service

After Memorial Service – 11:30 a.m.: Fargo, North Dakota, **Police Chief David Zibolski** and **Assistant Chief Travis Stefonowicz** are scheduled to talk about the line-of-duty death of Fargo Police Officer Jake Wallin on July 14, 2023. Officer Wallin had only joined Fargo P.D. on April 19 and was still in field training at the time of his death. Chief Zibolski and Asst. Chief Stefonowicz will focus on the Department and well-being of the officers involved.



Officer Jake Wallin

Officer Wallin died after police and fire officials responded to a routine traffic crash

on a busy Fargo street and a gunman opened fire on them. Two other officers were wounded. Officer Wallin had served with the Minnesota National Guard since Dec. 2017 and was deployed to Afghanistan and Iraq from Nov. 2020 to July 2021.

11:30 p.m. - Lunch & IPOA Business Meeting

1:00 p.m. – 3:00 p.m. - Iowa Attorney General Brenna Bird. Also, Pension System Updates & Education for members. Learn the differences and essential information for retirement planning from pension system staff of **MFPRSI** (Municipal Fire & Police Retirement System Of Iowa) and **IPERS** (Iowa Public Employees' Retirement Systems).

Speakers: Imran Ali & Former Officer Kim Potter on Use of Force; Fargo Chief Zibolski on Effects of the Death of Officer Jake Wallin

Imran Ali will speak on use of force over the last decade. Ali is a former prosecutor and Senior Director of Training, Consulting and Investigation Services with Minnesota-based Eckberg Lammers Attorneys at Law. In 2014, he spearheaded the East Metro Human Trafficking Taskforce, and for five years prosecuted national and international sex trafficking rings, trained and presented to thousands of officers and prosecutors, helped draft legislation and testified for stiffer penalties for sex trafficking offenders. Ali will be joined by former Minnesota Officer Kim Potter, who was involved in a critical incident. This is the first time she talks publicly.

Fargo, N.D, Police Chief David Zibolski will speak on the effect of the death of Officer Jake Wallin in July. Chief Zibolski was appointed in 2020 and leads a department of 186 sworn and 27 civilian staff with a \$26M



Imran Ali & Fargo Police Chief David Zibolski

budget and 131,000 population. He formerly served as Beloit, WI chief (2015-2020), where he led major organizational and community change that positively affected leadership and culture, strengthened community relations and saw the integration of progressive technology and best practices – while making Beloit a safer city.

His career began with Milwaukee P.D.,

where he served 27 years, retiring as captain in 2011. He held a variety of patrol, investigative and specialty unit commands. As deputy administrator for Wisconsin DOJ's Division of Law Enforcement Services (2011-2015), he had responsibility for a statewide division including training and standards. He is a graduate of the Northwestern School of Police Staff and Command (SPSC) #203 and the Police Executive Research Forum (PERF) Senior Management Institute for Police (SMIP) session #68. Chief Zibolski earned his Master's degree in organizational management and leadership from Springfield College. In 2023, he was appointed General Chair of the International Association of Chiefs of Police (IACP) Midsize Agencies Division, and serves on the IACP Executive Board of Directors as well as other community and criminal justice related boards.

Iowa Peace Officers Association
2024 Conference Registration

The annual conference of the Iowa Peace Officers Association will be held on **February 26th & February 27th, 2024** in Altoona, Iowa at the Prairie Meadows Racetrack & Casino Conference Center. Conference registration fees are \$125.00 per person and include lunch both days.

Prairie Meadows has offered a group room rate for conference attendees if reserved on or before February 1st, 2024. Rooms can be reserved online using the following link and booking information. You may also contact the hotel by calling 515-957-3000. Mention the IPOA Conference and you will receive the conference rate.

Website: <https://book.rguest.com/wbe/group/1609/PrairieMeadowsRacetrackandCasino/auth>

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To register simply detach the registration form below and return with appropriate registration fees enclosed prior to February 10, 2024. You may also email registration information to: iacop2@mchsi.com, this is the preferred method for registration.

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Multiple registrations _____ x \$125.00 = \$ _____

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Boards and Commissions Review Committee Recommendations

By Kellie Paschke
IPOA Lobbyist

In conjunction with the passage of SF 514 – Government Reorganization and Realignment bill – the Governor formed a committee to study and make recommendations on the structure of the State’s 256 boards, councils, commissions, committees, and panels that span all of state government. The Committee held four public meetings over the summer to solicit citizen input. On September 26, 2023, the Committee issued a report which included recommendations for the change, reorganization, or elimination of many boards and commissions. Additionally, the Committee also recommended eliminating gender balance requirements to provide maximum flexibility in finding and appointing qualified applications for positions.

The Committee recommended eliminating:

- The Iowa Drug Policy Advisory Council because the Director of the Department of Public Safety has the authority to seek advice from subject matter experts as needed or convene an ad hoc advisory body related to the same.

- The 911 Communications Council because the Director of the Department of Homeland Security and Emergency Management has the authority to seek expert advice in the administration of duties.

The Committee recommended reorganizing:

- The Statewide Interoperable Communications System Board. The Board’s membership would be reduced from 19 to a smaller number of no more than 7 members. The Board’s fee authority should be evaluated.

- The Crime Victim As-

sistance Board. The Board’s rulemaking authority would be transferred to the Department of Justice.

- Prescription Monitoring Program Advisory Council. This Council would become a standing subcommittee of the Board of Pharmacy. The Council’s membership would be decreased to no more than five members, which would all be prescribing professionals designated from the boards of pharmacy, medicine, nursing, and the proposed new board focusing on mental health.

- The Public Employment Relations Board would be moved to the Employment Appeal Board.

The Committee recommended no change to the following:

- Iowa Law Enforcement Academy Council
- Iowa Public Information Board

- Prosecuting Attorneys Training Coordination Council

- Medical Cannabidiol Board

- Board of Trustees of the Iowa Department of Public Safety Peace Officers’ Retirement, Accident, and Disability System (“PORS”); Statewide Fire and Police Retirement System Board of Trustees (“411”); Investment Board of the Iowa Public Employees’ Retirement System (“IPERS”).

Most of the recommendations of the Committee will require legislative action and approval. If approved, these changes will result in 111 fewer boards and commissions.

Pension Systems are Funded and Remain Strong

As of July 1, 2022, the 411 System had an actuarial accrued liability of \$3.652 billion and an actuarial value of assets of \$3.083 billion. The unfunded actuarial liability for the System was reported at \$568.4 million and the funded ratio was 84.43%. For FY 2024, the employer contribution rate will be 22.98% and the employee contribution rate will be 9.40%. This is a decrease of 0.92% in the employer contribution rate compared to the prior fiscal year.

As of June 30, 2022, the actuarial value of assets for IPERS totaled \$39.354 billion, an increase of approximately \$1.769 billion compared to the prior year. The actuarial accrued liability for the System totaled \$43.970 billion, an increase of \$1.425 billion compared to the prior year. The unfunded actuarial liability for the System was \$4.615 billion, a decrease of approximately \$345.0 million compared to the prior year. The current aggregate funded ratio for IPERS was 89.5%, a 1.2% increase from 88.3% the prior year.



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JOIN US.

ROB BURDESS
Past President
Iowa Police Chiefs Association

05 / 2023

Never say, “Because it’s the way we have always done it”

How many times in our life have we heard that? It could be from childhood or last week from your boss. There are so many things over the decades that have frustrated me in my law enforcement career. Some of them have been small and some large, and I imagine this goes for everyone reading this article. But one of the biggest frustrations has been the mantra that goes right along with the title of this article and that is “Because it’s the way we have always done it”.

I can just picture the heads in the audience nodding in agreement and maybe an enthusiastic “hallelujah.” Now I know cops hate change, but complain about the way things are, so we want to give you some guidance on how to make things easier when it comes to change.

Our profession of law enforcement can’t be one that is stagnant. We have to always be willing to better ourselves and how we do our job. This has to be knowing our updated case law, human performance dynamics, new squad car improvements, what does and doesn’t work with new equipment, what is best practice in control tactics, better communication skills, and the list can go on and on. We don’t want to end up being the “old dinosaurs” stuck in certain ways and never willing to change. We know what happened to the dinosaurs.

Now let me clarify something. When I began my career, I was told by a veteran control tactics instructor if you want to learn something new, read an old law enforcement manual. You choose the topic. It took me a bit to figure out what he meant. What he was saying is that a lot of what we are taught today are just variations of concepts from the past, just tweaked and/or renamed. Topics such as contact and cover, interview stance, concealment, time and distance, haven’t really changed much over time. If you don’t believe me read “Street Survival” (1980) and “The Tactical Edge” (1986). So let’s not throw the baby out

with the bath water.

We can start with a solid foundation in police work but it can’t stop there. Let me give you a quick example. It was probably the early 2000s when we started introducing ground defense to our department. You can imagine the reception it got at first. But with some explanation and gradual implementation, it is now part of yearly training. Just look across the country and you will see most agencies have adopted some sort of ground defense training because we learned that it was effective in subject control. Also for you new officers, when I started we had a radio and a shotgun in our Crown Vics. LOL.

As instructors, we have to be willing to listen to officers who may have new ideas. It also shouldn’t matter how much time they have on because that “new” officer may know a lot about a certain topic. We have to be willing to humble ourselves and listen to what people have to say. This goes for you also, chiefs and sheriffs. Sometimes we all need to check our ego and just listen.

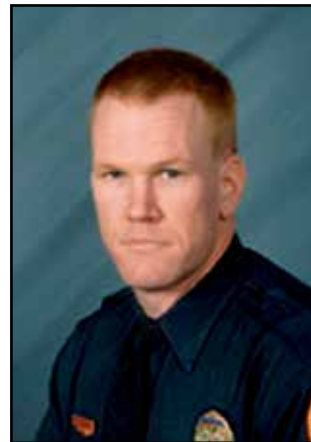
We can hear the new idea or concept an officer brings forward and evaluate it. Maybe they just aren’t aware that it can’t be implemented because of policy issues, financial, or legal reasons. These become times to educate the officer but encourage them to continue thinking about how to improve how

the department operates. But, if what they propose has merit, let them run with it. Encourage them to do the research, write up a proposal, put together a cost analysis and explain how their idea will improve the department’s capability. This gives them ownership.

So if you are in a position of authority in your department, be willing to listen and adapt where needed. If you try something and it isn’t working quite right then re-evaluate, make corrections, pivot and continue on. Don’t get stuck in a rut, and never say, “Because it’s the way we have always done it”.

Train Hard
Stay Safe

About the Authors:



Greg Erie has been with the Waterloo Police Department since 1995. A former Marine, Sgt. Erie is currently assigned to Watch III Patrol. Prior to his July 2016 promotion, he served as the Training Unit Coordinator for 9-1/2 years. He is a prior member of the Tactical Unit, FTO, and a TASER and defensive tactics instructor. He is a member of ILEETA. His email is erieg@waterloopolice.com.

Chris Gergen has been with the Waterloo Police Department since 1997. Officer Gergen is state and federally certified as a Control Tactics Instructor. He also teaches in several other areas. Officer Gergen is married with three kids. He can be reached at gergenc@waterloopolice.com.

Iowa Peace Officers Association (IPOA) dues were payable September 1st for the 2023-2024 fiscal year and will soon be considered delinquent. Please send to IPOA, P.O. Box 100, Denver, Iowa 50622

Motor Vehicle Enforcement Transition into Iowa Department of Public Safety Provides a Unified Law Enforcement Presence

By Colonel Nathan Fulk
Iowa State Patrol Chief

During legislative session this year, Senate File 513 was passed and provided for the transition of Motor Vehicle Enforcement employees from the Department of Transportation to the Department of Public Safety effective July 1, 2023. The 98 sworn officer positions and two civilian positions were transitioned into the Iowa State Patrol and formed the Commercial Motor Vehicle Unit (CMVU).

This transition provides the sworn personnel additional career opportunities within the Department. This alignment of our personnel has streamlined the procurement of equipment, created better framework to deploy resources and provides a consistent approach to enhance our public safety efforts. The standardized training requirements, coordinated response to critical incidents, and alignment of leadership have provided us the opportunity to improve our service to the state of Iowa.

As the foundation for the alignment began to take shape, an Executive Transition Team, comprised of several working committees, was formed to ensure the critical needs of both agencies were being addressed in a timely manner. This enabled the transition to go as smoothly as possible with minimal disruption to public service. Departmental leadership met with all sworn members of the Iowa State

Patrol and support staff in four areas of the state to discuss the change in management and the vision of the Department as we worked to align resources. We dis-



Colonel Nathan Fulk

cussed why the transition was taking place, the benefits that will come from the alignment and methods for employee input. A union stakeholder engagement committee was formed to establish an open line of communication between the field and command staff.

All new CMVU Troopers attended a transitional training program and are currently in the field training officer program. The transitional training program included classroom instruction on accident investigation, civil liability, fair and impartial policing, interview and interrogation, motor vehicle law, OWI training, RADAR/LIDAR & search and seizure. The second portion of the training was focused on field skills including defensive tactics, emergency vehicle operations, firearms, operational tactics, tactical medicine and vehicle close quarters combat.

CMVU personnel conduct a vast array of duties and responsibilities to maintain

compliance with the commercial motor vehicle industry in Iowa. In federal fiscal year 2023, CMVU personnel completed 45,270 Commercial Motor Vehicle Motor Carrier Safety Assistance Program (MCSAP) inspections. There are six Troopers certified to perform commercial passenger bus inspections. They are also responsible for conducting hazardous material and cargo tank inspections. There are four Troopers assigned to facilitate public education outreach programs in partnership with the trucking industry with a focus on promoting safety. A new entrant safety audit team is comprised of five Troopers who conduct audits on new Iowa motor carriers who are required to attend a safety education audit within 18 months of being issued a US DOT number. There are five CMVU Troopers who perform enhanced Level 1 MCSAP inspections on commercial motor vehicles involved in a serious personal injury or fatal collision. The CMVU Troopers also work at the 11 fixed weigh stations across the state of Iowa.

The Iowa State Patrol is committed to fostering a unified law enforcement presence that will enhance traffic safety. As we come together, we will work to improve our public safety services with consistency, collaboration and teamwork. If you have any questions or need any support, feel free to reach out to members of the Iowa State Patrol at any time. We value the professional working relationship we maintain with our city, county, state and federal partners across Iowa.

Sioux City Police Department Promotes Brent Heald to Sergeant

Sergeant Heald started his career with the Sioux City Police Department in 2012. He served as a Patrol Officer and as a Task Force Officer with the DEA Sioux City Resident Office. In addition to his career with the Sioux City Police Department, Sergeant Heald served in the United States Army, retiring as a Command Sergeant

Major in 2017. While assigned to the DEA, Sergeant Heald created a digital forensics laboratory to gather digital forensics from cell phones, social media accounts, and computers. Sergeant Heald will be assigned to Watch 2, where he will supervise Uniform Patrol officers.



From the Desk of Brady Carney, ILEA Director

October Newsletter of the Iowa Law Enforcement Academy

Greetings from ILEA! Beautiful fall weather, a busy sports season and harvest coincide with many great things happening at ILEA. The end of August brought the graduation and certification of 63 law enforcement professionals from across the State. We took one week to regroup and currently have 77 recruits making up Classes 311 and 312 in their sixth week of the Basic Academy.

Share your knowledge!

If you have an area of expertise and would like to be considered to provide instruction for the Basic Academy, please reach out to Assistant Director Sherry Poole (sherry.poole@iowa.gov) or myself (brady.carney@iowa.gov). We will ask for your background, qualifications and your training materials. We can then discuss the ILEA instructor application and outline next steps in the process.

Likewise, if you are already an ILEA-certified instructor, we would love for you to come assist with the Basic Academy. I'm very appreciative of the increased support and participation from across the State, but we're always looking to improve our recruit-instructor ratio. The recruits love learning from various subject matter experts and greatly appreciate more focused instruction. Please visit our website <https://ilea.iowa.gov/> and click on the Assisting Instructors tab at the far right side of the menu bar to view training opportunities. Please use the website to register!

Renewing ILEA Instructor Certifications Iowa Administrative Rules 501-4.1(5)(b) (80B, 80D) states the following:

"All instructor certification will be issued for a period of three years. Once certified, an instructor is certified to instruct throughout the state. At the end of a three-year period, certification may be renewed if the instructor has maintained the training requirements for certification, has instructed in a certified training program during the three-year period, remains in good standing, and is recommended by the administrator under whose supervision the individual has instructed."

ILEA Instructor Certifications (defensive tactics, driving, firearms, etc.) are good for three years from your initial certification or your most recent recertification. The certifications are valid through the



end of the calendar year of your third year. The COVID extension and/or any additional grace period attached to the three year window no longer exists.

Once your certification expires, you are no longer considered an active ILEA certified instructor, and you run the risk of needing to attend a full ILEA Instructor School in order to obtain a new ILEA Instructor Certification. If you wish to renew your ILEA Instructor Certification, it is your responsibility to attend a recertification PRIOR to the end of your three-year window. The ILEA website has a current list of all ILEA Instructor Certifications expiring at the end of 2023 (<https://ilea.iowa.gov/law-enforcement-officer-academy/#instructors>)

We're coming to you!

Throughout the summer and fall, our driving, firearms, jailer and telecommunicator programs went on the road, and we plan to do even more in 2024! We will continue working on being a great partner across the State, and our intention is to post all off-site training opportunities at the beginning of the year, allowing you to select the time and location most beneficial to you and your agency. Please keep checking our website and the monthly newsletters for updates. If you're not receiving our monthly newsletters, please inquire to your Chief or Sheriff as they have been asked to share the newsletters throughout their respective agencies.

The Iowa Law Enforcement Academy Council is made up of both voting and non-voting members who oversee the regulations and decisions involving ILEA

and state-wide law enforcement agencies. Members are appointed for limited terms, an Academy Council meetings occur bi-monthly.

The next Academy Council meeting is scheduled for Thursday, December 7th. The agendas and prior meeting minutes are posted and updated on our website at <https://ilea.iowa.gov/academy-council/#>

The Academy Council meetings are a great way to stay in tune with what is going on across the State and to help understand the "why" behind many decisions that may impact you and your agency. The Academy Council meetings can be viewed via a zoom link posted on the agenda.

Thank you for welcoming me into this great opportunity...the conversations, partnerships and support systems have been phenomenal! Many great things are in store, and I'm excited to continue down the road of ensuring Iowa law enforcement is comprised of professionals.

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!



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Mike Colby Appointed Clear Lake Police Department Chief

On October 16, 2023 the Clear Lake City Council appointed Mike Colby as the new Chief of Police in Clear Lake, after serving as the Interim Chief of Police since May. Chief Colby started his law enforcement career with the Clive, Iowa Police Department in July of 2001 as a Police Officer. During his time working in Clive, he served as a narcotics investigator, field training officer, chairman of the Central Iowa Traffic Safety Task Force, was a certified Drug Recognition Expert (DRE), and a certified Accident Investigator (AI). He moved to Clear Lake in 2016 with his wife and their three kids when he was appointed Captain.

As Captain, Chief Colby oversaw the Clear Lake Police Department Operations Division consisting of Uniform Patrol and Investigations. He is a graduate of Northwestern University's School of Police Staff and Command (SPSC). He enjoys spending time working with officers and citizens, creating a progressive police department, and serving the Clear Lake and Ventura communities. Chief Colby is also a member of Clear Lake Noon Lions Club



Clear Lake P.D. Chief Mike Colby

and Zion Lutheran Church.

Chief Mike Colby grew up in West Des Moines, Iowa, graduating from Valley High School. After high school he attended Florida Atlantic University (FAU), studying marina biology. He moved back to West Des Moines and obtained an As-

sociate's Degree in criminal justice from Des Moines Area Community College (DMACC), a Bachelor's Degree in Criminal Justice Leadership from William Penn University, and a Master's in Leadership Development from Drake University.

At his appointment, Chief Colby thanked the City Council, Mayor, and City Administrator for their overwhelming support during his time with the city, and especially over the last few months while he served as the Interim Police Chief.

Chief Colby is looking forward to the future and continuing with his vision for the department to be a well-trained, professional law enforcement agency which partners with the community to problem solve.

When Chief Colby and his wife of almost 20 years, Jennifer, have free time, they enjoy boating on Clear Lake, attending Clear Lakes' many special events, and vacationing as a family to Florida beaches whenever possible. Together, they have three kids: Noan (22), Hayden (15), and Kylee (13).

Dale Woolery Retired from Office of Drug Control Policy Oct. 2

Dale Woolery joined the Office of Drug Control Policy in 1994 and served many years as the executive branch agency's Associate Director. In January 2019, Governor Kim Reynolds appointed Dale to be the eighth Director of the ODCP.

Dale worked with public and private sector leaders at the local, state, and federal levels to strengthen drug control efforts in our state. Under Dale's leadership, ODCP strategically coordinates drug enforcement and substance use prevention and treatment initiatives throughout Iowa and supports programs with federal drug and crime control



grants. Dale has also assisted with significant public health and safety policy development.

Before joining ODCP, Dale was

a broadcast manager and journalist in Des Moines. He was also an adjunct journalism professor at Drake University. Dale is a graduate of the University of Missouri with a Bachelor of Journalism degree. Dale is married, a father of three and a grandfather of eleven.

Dale retired from ODCP on October 2, 2023, after nearly 30 years of service. He plans to enjoy his retirement on the golf course but most of all, with his family. Thank you, Dale for your dedication and service to the State of Iowa and all Iowa law enforcement. We wish you the all the best in your retirement!

K-9s: The Reality of a Successful and Expensive Tool

By Patrolman/ K-9 Handler Chris Cass
Independence Police Department

Studies show that across the United States there are anywhere between 48,000 to 51,000 active working Police K-9s. But what the studies don't show is the cost that it takes to start up a K-9 Unit, to maintain a working police K-9, or how they are funded.

Some of our bigger cities in America are fortunate enough to have line items in their budget, allocating thousands of dollars to the K-9 units for their day-to-day operations. But what about the departments that don't have line items or allocated budgets: how do they afford it? The answer is simple: community fundraising and localized grants. These two combined together, have been supporting a vast majority of departments' K-9 programs for years. Some people often ask, why grants? Why fundraisers? At the end of the day, the answer is always the same. K-9 units are expensive!

New dogs these days, plus training, can cost anywhere between \$14,000 all the way up to \$25,000 depending on the type of K-9 that you have chosen (no training, some training, finished training). This price point does not include your hotel, or your food, gas, salary, or equipment that is required along the way should you travel outside of your home area. Not only does



it cost a lot to start up a K-9 Unit, but you must also consider the cost or strains it may place on your department while you are gone for training. Will there be overtime, shift bumps, or other shortages due to your absence? These are all things that come into consideration when looking at having a successful K-9 program.

Some other costs that are overlooked outside of your initial training include but are not limited to your K-9 vehicle (patrol vehicle, K-9 insert, storage device, fans, temperature monitoring system, door

popper), certifying memberships (Dogs for Law Enforcement, United States Police Canine Association) as well as their days away throughout the year to certify, provide dog food, leashes, harnesses, uniforms, and other miscellaneous equipment that may be needed or required. Outside of those, it's important to have a good veterinary service that can provide 24/7 coverage and assistance to your K-9. From day-to-day wellness checks to the more serious cases where we may find our K-9 in need of immediate help due to injury, vet bills can add up, and that is why it's important to have funds in your K-9 account to help cover these unexpected costs. At this point, you are probably asking yourself – especially if you're an administrator – why would I ever want to have a K-9 Unit? You want one because they are a tool that is like no other tool in your department.

Being on my third dog, I can attest that they are a tool that brings positive light to your department. They are a tool that not only helps bridge the gap between your agency and the community, but also another deployable asset when time matters most. Police K-9s serve myriad missions and your community members support those missions. All you must do is ask them. If you're thinking about starting a K-9 program today, don't think twice; it will be worth it.

Tim Pederson Named New Hampton Police Department Chief

By Chief Tim Pederson
New Hampton Police Department

I began my law enforcement career in 2004 with the Shelby County Sheriffs Office. I graduated from the 200th Basic Iowa Law Enforcement Academy Class. In October of 2005, I started with the Harlan Police Department. I spent the next 17 years working there in different roles. I helped start the first reserve program with the Harlan Police Department and took over as the reserve liaison. I spent 15 years as a K-9 handler with three different K-9s. My last two years in Harlan I served as a sergeant.

On April 19th I started in my current role as Chief of the New Hampton Police Department. The community has welcomed my family and I with open arms. I look forward to serving the citizens of this community.



Osceola Police Department Becomes an Iowa Peace Officers Association (IPOA) Member Agency

Captain Curtus Jacobsen
Osceola Police Department

The City of Osceola was incorporated in 1866 and currently has a population of approximately 5,400 people. Osceola is the county seat of Clarke County and is located along Interstate 35 at the intersection of U.S. Hwy 34 and U.S. Hwy 69 in south central Iowa. The City operates under the mayor-council form of government.

Osceola is known for its historic 1907 Amtrak depot, which was renovated in 2016. Osceola is the busiest Amtrak stop in Iowa with over 9,000 riders per year.

The Osceola Police Department was established in 1867 with the appointment of the first City Marshal. Currently, the Department consists of 11 sworn members and one administrative assistant. The rank structure of the Department includes the positions of chief, captain, sergeant, and officer. The Osceola P.D. handles approximately 5,500 calls for service each year.

On November 22, 1917, the City of Osceola experienced its only line of duty death. Deputy City Marshal Richard Lansing Eggleston responded to a structure fire on the town square. Eggleston battled the blaze to prevent the fire from reaching other buildings. During the incident an explosion occurred causing a wall to fall and crush Eggleston. Deputy Marshal Eggleston had served the City as a law enforcement officer for 4-½ years.

The Osceola Police Department is led by Chief Marty Duffus, who is also the President of the Iowa Peace Officers Association. Marty has

served the State as a law enforcement officer for over 40 years. In years past he has worked for the Grinnell Police Department and the Poweshiek County Sheriff's Office. He is a graduate of Northwestern University's School of Police Staff and Command, class #388. Marty was appointed Chief of the Osceola Police Department in February of 2004.

Sergeant Curtus Jacobsen was recently appointed to Captain. He has 19 years of service, all with the Osceola Police Department. Captain Jacobsen has served the Department as a Drug Recognition Expert, OWI instructor, and Field Training Officer. He is also a graduate of Northwestern University's School of Police Staff and Command, class #395.

The promotional process is currently underway and the Department hopes to have two sergeant positions filled soon. There is also one officer opening so the Department will be joining many others across the state in search of a new member.

Officers with the Department include Earnest Pettit with 23 years of service. He also serves with the Osceola Volunteer Fire Department and is an EMT. Officer Pettit excels and assists with all of the technology

needs of the Department.

Officer Andy Walker has 24 years of service. He worked for the Leon Police Department as an officer and Police Chief prior to coming to Osceola and currently serves as a Field Training Officer and evidence custodian.

Officer Cody Smith has 15 years of service and worked as a deputy for Clarke County previously. He is also a Field Training Officer and has served as a CPR instructor.

Officer Garry Potter has 18 years of service and worked as a deputy for Decatur County prior to coming to Osceola. Garry is the Department firearms instructor.

Officer Tyson Rumley has eight years of service with the Osceola P.D. and is a D.A.R.E. instructor working with 6th grade students at the Clarke Middle School. Tyson is also an evidence custodian.

Officer Adam Fitzpatrick has 10 years of service with the Osceola P.D. He has served as an OWI instructor, defensive tactics instructor, and TASER instructor. Officer A.J. Pettry has five years of service with the Department. He is the vehicle fleet manager.

Officer Marcus Speakman has three years of service and previously worked as an officer for the Leon Police Department.

The Administrative Assistant is Robin Duffus, who has been with the department for 28 years. Robin takes care of Department records, serves as the P.D. dispatcher during the weekdays, and has many other administrative duties.



Osceola Police Department (Front row L to R): Capt. Curt Jacobsen, Officer Andy Walker, Officer Tyson Rumley, Officer Robbie Hurley, Chief Marty Duffus, Mayor Thom Kedley. Back row L to R: Administrative Assistant Robin Duffus, Officer Adam Fitzpatrick, Officer Cody Smith, Officer Garry Potter, Officer AJ Pettry, Officer Marcus Speakman, Officer Earnest Pettit.





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