



AGENDA POLICE STANDARDS ADVISORY COUNCIL

DATE: August 12, 2020
TO: Police Standards Advisory Council
FROM: Brenda L. Urbanek, Director
SUBJECT: Regular Meeting Wednesday, August 19, 2020, 9:00 A.M.
Library, Nebraska Law Enforcement Training Center,
3600 N. Academy Road, Grand Island, Nebraska 68801

- I. CALL TO ORDER
- II. APPROVAL OF JULY 15, 2020 P.S.A.C. MINUTES
- III. ACADEMY REPORTS
 - A. Director – N.L.E.T.C.
 - B. Deputy Director of Training – N.L.E.T.C.
 - C. Nebraska State Patrol
 - D. S.L.D.E.A.
- IV. CRIME COMMISSION REPORT
- V. OLD BUSINESS
 - A. Discussion on Licensing Exam



VI. NEW BUSINESS

- A. Academy Instructor Certifications** **Attachment #1**

General Original

Mariana Ward – Nebraska State Patrol

Legal Recertification

David Babcock – Nebraska State Patrol

- B. Waiver/Extension of One-Year Certification** **Attachment #2**
Tyler Henneman, Thurston County Sheriff's Office

- C. Sarpy County Firearms Instructor In-Lieu-Of**

- D. 2019 Continuing Education Audit - Report**

- E. Timothy Pinkerton LR-162-19 Revocation**

- F. LB 924 Passage**

- G. Operating Instruction 50-30; Selection Standards for** **Attachment #3**
Recipients of the Outstanding Performance Awards

- H. Appeal of Admission Standards; Sheriff Kirk Handrup for**
Kyle Redman, Hamilton County Sheriff's Office

VII. OTHER BUSINESS

- A. Date, Time & Location of Next Meeting**
September 16, 2020, 9:00; Library, Nebraska Law Enforcement Training Center
3600 North Academy Road, Grand Island, Nebraska 68801



**REGULAR MEETING OF THE
POLICE STANDARDS ADVISORY COUNCIL
July 15, 2020**

I. CALL TO ORDER

Chairman, Lieutenant Colonel Buck Duis called the regular monthly meeting of the Police Standards Advisory Council to order at 9:00 A.M. Legal notice of the meeting was published in the Lincoln Journal Star on Friday, July 9th, 2020.

Roll call of members; Lieutenant Colonel Buck Duis, Chief Deputy Greg London, Mr. Matthew McCarthy, Sheriff Dan Osmond, and Chief Tracy Wolf. Chief Jeffrey Bliemeister and Chief Timothy Larby were not present.

Others present: Brenda Urbanek, Don Arp, Dave Stolz, William Keeling, Jeff Roby, Andy Ecklund, and Kay Fielding. Via Zoom; Sergeant Kenneth Fox, Sheriff Stevens, and Chief Deputy Shawn Hebbert.

II. APPROVAL OF JUNE 17, 2020 P.S.A.C. MINUTES

MOTION

Mr. McCarthy motioned to approve the June 17, 2020 minutes. Chief Deputy London seconded the motion. Voting in favor: Lieutenant Colonel Buck Duis, Chief Deputy Greg London, Mr. Matthew McCarthy, Sheriff Osmond, and Chief Wolf. Motion carried. Chief Jeff Bliemeister and Chief Timothy Larby were not present.

III. ACADEMY REPORTS

A. Director – N.L.E.T.C.

Director Urbanek reported the Training Academy was working on the software project which would be a complete overhaul to include our database, testing, scheduling, resources, and portal for each and every officer. We anticipate migrating our existing data at the end of the month.



We hope to begin using our testing software no later than the next basic, if not towards the end of this one. In the future agencies will be able to report their continuing education and firearms directly to the database as opposed to having to go through NCJIS which then gets all the information and uploads it into our database. Each agency and officer will have their own individual portal so if an officer takes a class in North Platte and we don't know about it, they can upload the training to create a more complete training record for themselves. As it's been for 30 years if the training didn't happen here, we don't have a record of it.

We anticipate the firearms and continuing education recording for this year will remain the same as it has been in the past. By the time we get this all rolled out, it will be hitting towards the end of the year, lots of people will already be reporting so we will try to get that rolled out for 2021. With that, it will involve training for the agencies so we will be going out and doing some training to show how to access this and how to get into each officer portal. By next year we hope to be fully functional.

Last year OCIO employed Jon Hawkins, so he is no longer our onsite IT person at the Training Center but is still at the Training Center. With that came some issues with our Website. In order for us to make any changes, add anything, take anything down, we have to send in a ticket. What we have done, is we are in the process of moving our website under the Commission's Website so the Commission's IT people can help operate it. Making it a much smoother process, so if something needs changed right away. I can send it off right away and it will be updated as opposed to when they get to the ticket. The help Mike Fargen's team has given the staff here is greatly appreciated, we couldn't have done it without them. In the future when you go to our existing Website it will redirect you to the Crime Commission's page and be a link on that Crime Commission page.

As of Monday we has 85 requested slots. We had 6 completed packets, 14 partially completed packets and 12 with only a change of status there are 32 names with which tells me that agencies are not getting the spots filled.

Because Grand Island is a unique county its health district has some different restrictions, so we are going to run the PRET very similar to last time. Two separate dates, three or four sessions so we can keep our numbers down and get people through. Last basic we didn't have maximum capacity, we didn't even have 50 packets approved to come so we afforded people the opportunity to retake the PRET if they failed and the concept behind that was, if this person is hired, has been approved to come and they've missed the PRET, I don't really want to send them home and work for four months just because they have to run a little faster. Now if they can't run a little faster on the second time, I'm not sympathetic. But if we have the room to offer a retake we will. I know that is not consistent every basic, when we were at capacity if you didn't make it, you didn't make it, because somebody else on the list would come up and fill your place, right now we don't have that. I am the glass half-full kind of person, there is going to come the time that we are going to be back at capacity and rather than push down the road because you didn't make the PRET, if we can get you in great. If you can't make it in on two

times, I'm not sympathetic, my goal is to get that class as full as we possibly can to get more people certified and back out on the road.

791 Reports - We've had 58 reports in just over 2 years. As people are getting more and more familiar with the concept, it all depends on how the agency administrator marks the box on the change in status box. Left before the IA was completed or Left before the IA began; that box won't trigger a 791 for me because there is nothing that indicates to me that the actions of the IA were serious misconduct. So now the person leaves. I would strongly encourage the agency to complete their IA and then if they find there was serious misconduct, they should file the informal complaint. They don't have to file a new 791 but if the IA shows that the person did this, and it was serious, then the agency should file the informal complaint, because without something that triggers the 791, this person can go get new employment with little in regards to keeping from doing that.

CEU audits - I have heard from all but one of the agencies that we sent out a random selection to. I will be contacting that agency to set up a face-to-face meeting to review their records. I don't know why they haven't reported back to us. When I sent out the audits, we randomly selected a number of officers from their department and they had to supply training records back to us. The good news is, it seems like everyone is doing what they are supposed to be doing. Since this agency hasn't responded, within a couple months, I will go meet with them.

Rule and Regulation updates - Hopefully after the August meeting we can set up some times where Jeff, Dave and I can get together and start moving forward on them.

Chief Deputy London stated the Omaha World Herald had an interesting article the other day on the National Database for Officers who were having problems.

B. Deputy Director of Training – N.L.E.T.C.

Mr. Keeling stated the 205th Basic was currently in the 9th week of training. They completed Basic Firearms last week and qualified on handguns with an average score of 92%. They are completing their basic patrol rifle this week and we anticipate they will qualify everybody this afternoon. There have been no additional test failures during the past four weeks. We had one student who had a death in the family and had to leave at a critical time and will have to return for the next basic to complete firearms. He is well within his 12 months so it will not be a waiver issue.

The graduation for this class is still scheduled to take place on Friday, August 21st at 11:00 A.M. As we see it now, it will be a limited event, we will probably let the students invite no more than 4 guests and with 30 students that will get us to about 120 and that gives us some room to have agency representatives and some others show up. That should keep us under 200.

We are still checking temperatures on Sunday evenings as they come back and for the classes in the morning we have had no issues at all with illnesses and we are hoping it will stay that way.

C. Nebraska State Patrol

Captain Roby stated Camp 62 graduated 15 Troopers on June 19th in Lincoln.

June 22 -26th we conducted an Instructor Development Course.

July 6th Camp 63 began with 24 recruits. We quickly went down to 23 and now it's in the middle of week 2 and we are at 21 recruits.

We are finalizing plans for the upcoming Northwestern Command School. Right now there are 26 people registered for September through November. We are currently doing our physical testing for Camp 64, which starts in January.

D. S.L.D.E.A.

Director Urbanek stated Scott Wagner was unable to attend or Zoom today he indicated they had lost another student due to an injury so they are down to 14 in their class.

IV. CRIME COMMISSION REPORT

Executive Director Arp stated Legislature goes back into session Monday for 17 days to do a property tax reform. He didn't know what they would do for law enforcement reform, but thought property tax reform would probably take most of the 17 days. They will probably get most of the deficit budget through.

We are starting to build the 21-23 Budget, which is a little unknown because we don't have the tax deadline until today so it's kind of trying to build a budget without knowing how much money you have. This is my first state budget so it's been an adventure.

We have been fielding a lot of media inquiries, a lot of data, reporting, who has been revoked, use of force data, and trying to explain that to media outlets all over. Mike Fargen has been answering stuff for local and national media for the last couple of weeks and I think that will probably continue.

I don't think the legislative stuff will be much of law enforcement reform maybe just a couple of things. I think they will probably do most of it in January.

V. OLD BUSINESS

A. Discussion on Licensing Exam

Director Urbanek requested to move this item to the end as it could be a lengthy item.

VI. NEW BUSINESS

A. Academy Instructor Certifications

General Original

Deb Hoffman – Nebraska State Patrol
Jason Woodward – Lincoln P.D.

Deputy Director Keeling stated both were qualified to teach in the areas requested and recommended approval.

MOTION

Chief Wolf motioned to approve Deb Hoffman and Jason Woodward for General Original. Mr. McCarthy seconded the motion. Voting in favor; Chief Deputy London, Mr. McCarthy, Sheriff Osmond, Chief Wolf, and Lieutenant Colonel Duis. Motion carried.

Professional Original

Brad Hulse – Lincoln P.D.

Deputy Director Keeling stated Brad Hulse was well qualified in the areas requested and recommended approval.

MOTION

Sheriff Osmond motioned to approve Professional Original for Brad Hulse. Mr. McCarthy seconded the motion. Voting in favor; Mr. McCarthy, Sheriff Osmond, Chief Wolf, Lieutenant Colonel Duis, and Chief Deputy London. Motion carried.

B. Revocation of Law Enforcement Certificate

Ryan M. Mara, LR – 173 – 19

Mr. Stolz offered Exhibit #1, the Consent to Revocation of Law Enforcement Certificate and Waiver of Notice and Hearing signed by Ryan M. Mara and offered it into evidence and asked that it be received.

Chairman Duis received Exhibit #1 into evidence.

Mr. Stolz gave the factual basis and asked that the Council accept the relinquishment and recommended to the Council that the respondent's law enforcement certification be revoked based upon Title 79 of the Nebraska Administrative Code, Chapter 9, Section 013. Respondent officer can voluntarily surrender their certificate after the informal complaint but before the formal one.

On June 1, 2020, the Crime Commission received the Respondent's consent to revocation. Exhibit #1, was signed by the respondent on June 1, 2020, acknowledging that he is a current holder of a Nebraska Law Enforcement Officer Certificate issued to him on or about August 24, 2018. He acknowledged that a written complaint was made against him to the Executive Director of the Crime Commission on or about August 8th, 2019, he reviewed, and is familiar with the contents of the complaint and is aware of the circumstances surrounding the allegations. He has acknowledged that the complaint made against him arose out of facts and circumstances that occurred while he sought certification and while he was a certified officer in the State of Nebraska. He is aware of his rights under the statutes and of the rules and regulations of the Commission and rather than resist the complaint and be represented by Counsel to have a full administrative evidentiary hearing before this body and the complaint is pursued by the Commission to appeal any adverse decision out of the Council and Commission. That rather than to resist, contest or dispute the complaint filed against him he wishes to voluntarily surrender his law enforcement certificate and that by signing this document, he freely and voluntarily consents to the revocation of his Nebraska Law Enforcement Certificate by this body and the Nebraska Crime Commission and freely and voluntarily waives his right to notice, appearance, and hearing prior to such revocation. With that being said I would ask the Council to accept his relinquishment and recommend to the Commission that the Respondent's law enforcement officer certificate be revoked based upon Title 79 of the Nebraska Administrative Code, Chapter 9 Section 003.02, for willfully providing false information in connection with obtaining certification.

MOTION

Chief Deputy London; based upon the fact that the respondent has signed a consent to revocation of law enforcement certificate and waiver of notice and hearing and has voluntarily surrendered his certificate. I make a motion that the Council accept the surrender of Ryan Mara's Nebraska Law Enforcement Certificate as evidence of false information in obtaining his certification. Said revocation to be effective upon review and acceptance of the surrender by the Nebraska Commission on Law Enforcement and Criminal Justice. Chief Wolf seconded the motion. Voting in favor: Sheriff Osmond, Chief Wolf, Lieutenant Colonel Duis, Chief Deputy London, and Mr. McCarthy. Not Present; Chief Bliemeister, Chief Larby, Motion carried

C. Extension of One-Year Certification Meshya Moschenross, Keith County Sheriff's Office

Director Urbanek stated Keith County has asked that she be enrolled in the 206th Basic. Graduation would be two weeks after her year expires. According to our timeline, we received the change in status form on December 2, 2019, PRET was conducted on December 13th so there was no way they could get a packet approved in that time, no packet was submitted for the 205th Basic, May 2020 Class, approximately June 20th we received a packet for her to attend the 206th August Basic Class, PRET will be August 10th and 11th. 206th Basic begins August 30th with Graduation on December 21st. She will be over her year by 19 days.

In terms of a hardship they already had two people in this basic class, however, if not both, at least one of them could have been in the January class.

In the letter they indicated that they tried to submit a packet on April 2nd for the May class. I don't know what happened, we were open? The basic was not full.

MOTION

Chief Deputy London motioned to grant the waiver through December 18th for Deputy Moschenross but doesn't have law enforcement power and does not take law enforcement action from December 2nd until she is certified. Mr. McCarthy seconded the motion. Voting in favor; Chief Wolf, Lieutenant Colonel Duis, Chief Deputy London, Mr. McCarthy, and Sheriff Osmond. Motion carried.

Chairman Duis returned to Old Business

A. Discussion on Licensing Exam

Director Urbanek referred to Attachment #1, a paper giving a historical perspective on how things are conducted in the state trying to lay out a purpose for what has been referred to as a licensing exam and the need for it at this point in the game.

The call for standards and consistency in law enforcement is higher than it's ever been. In our state we don't have a consistent use of lesson plans. That was decided back in 2004 after the Job Task Analysis. The individual academies wanted the ability to teach specifically to their agency's needs, which is fine as long as that individual is employed with that particular agency, but we have seen over the years that officers for whatever reason, whether they retire and go to another agency outside of that jurisdiction or whether they just decide to leave that particular agency and now they are working for another law enforcement agency in the state, they have had the same exact training that the student from the Training Center had.

This exam would ensure that regardless of what academy you attended, you have demonstrated the fundamental knowledge of the most critical job tasks that were identified in the last job task analysis. Our consultant, when travel is able to happen again, will be happy to explain the methodology and science behind how the validation came out but in laymen's terms for me it amounts to this. There are 400 and some tasks that each officer was asked; do you realize how critical this is and from the criticality standpoint it's what are the consequences if you don't do this correctly? With that same list, it may not be done a lot but it is really critical and needs to be taught at the academy. That's how we get the list of job tasks that create the curriculum which every academy in the state has to follow. Once the job tasks are approved then the individual academies can teach that. How they want to teach it based on their agency policies or their city code or whatever the case maybe. Radio procedures is different from the state patrol then it is for Custer County and so that latitude was included after 2004. Other states have radio procedures and we don't care what size department you are going to teach this and that way they

are assured everybody is getting the same thing. So Nebraska is a little bit unique, but what we have, never had, is any way to measure that every graduate from each academy has that knowledge and ability. For instance, years ago here at the Training Center most of our Legal courses were interspersed with other topics and what we noticed is you could pass the test and fail that legal topic because you passed enough questions so at that point we started to separate out. We had two legal exams and yes, we do see a number of people not be successful, at least the first time on those tests, but we also have assurances that after they pass those tests, they pretty well got it. Testing for each academy is unique the degree of difficulty on questions, the questions are written by each academy staff. You probably heard this at SDLEA when Brenda was making them write their questions, they needed to be more difficult, they needed to be truly evaluations of knowledge not just oh that's the longest answer so that's the one I'm going to pick or, I didn't even have to sit through the class, and I can figure that out through common sense. We have never gotten into the weeds of what are your specific test questions for everything how do you construct your tests, we've never really mined down to that point to tell agencies how to do their testing.

This type of a test will ensure that however they tested, they have actually learned to bring that to this licensing exam with us, as I am referring to it as a comprehensive exam. I know from conducting inspections from the last seven, eight years at least there have been times when agencies don't do comprehensive testing and I bring it to the body and I report it but this body still certifies that academy leaving that latitude to the agency. By rule, the following standards must be met to qualify for certification that includes testing and we just have never required that, we've left it up to the agency specific. That's kind of the purpose behind that. Having had a daughter just go through med school and then have to pass her boards, that's the best analogy that I can give you to this, each academy is its own institution, but before the state issues her that license for being a physical therapist she has to demonstrate that she has the requisite knowledge and skills to be able to be a certified physical therapist and that's the direction I would like to move up to is that if you work in the Nebraska State Patrol and after 10 years you decide you want to go home and be the sheriff in your home county, you at some point and time have that same level of knowledge that another officer has demonstrated.

Chief Deputy London questioned if she had gotten any feedback from any of the other academies?

Director Urbanek stated the first time we did the testing, had all three hundred questions it was just overwhelming, and we gave that to people who have never been trained as cops because our thought was as a civilian, if I can get that question right, it's probably not a challenging enough question. So then we took those three hundred and vetted it down, then we took it and we had 2 different versions of a 150 question test, that's still almost just an overwhelming exam. So after a couple offerings of that, the consultant and Casey Sample, Administrative Assistant for Training, went through and based on the number of people who got the questions correct, the questions were then divided into easy, medium and hard or difficult type of questions, then from there there is an algorithm that the consultant uses that says for each exam you will have so many of each. That is where the science comes in.

The feedback; when we gave it to Lincoln, for the first time, they had 13 take it and 5 failed. This is at conclusion of their academy. What we had done, we had given them the test on the front end and given them the same test on the back end so we could gauge how much of an improvement they seen. The quintiles, so your top student on your unit exam, were they your top student on your final exam. Which should be consistent. We broke down the data by job task, gave it to Lincoln and said here is how your people did on the exam, here is how they did on this particular job task, so Lincoln could go back and look at it and review how they did covering the areas of instruction. It gave them a guide as to what they should be doing. We did the same thing with the class that just graduated in June. Gave it to the class up front and at the end and we saw two failures out of 13 and their numbers improved tremendously. Giving them the feedback on the exam was helpful for them to make sure that what they were training was best practice.

The 94 tasks that were identified, the test we developed is approximately 100 multiple choice questions, so I think the first time Lincoln took it they were a little stunned but after they reviewed the data, they could see where they needed to pick up their game and were able to do that. We allow 3 hours for the test.

Omaha was scheduled to take the test this spring but due to Covid, they haven't participated in either the pretest or the beta or data collection. The State Patrol has not participated in the testing either.

SDLEA has participated; we have given them the pre and post test. For the actual test itself this basic will be the Training Center's 6th to have taken the test. We have had one failure and approximately 200 have taken the test. The students have never seen the test questions. The questions were developed specifically for this exam, once the instructors wrote the questions, they don't have any idea what questions are used on this exam, between the questions that were developed and questions from other states that could be used,

Director Urbanek stated this was different than the Comprehensive Practical that stays the same.

Captain Roby stated there are standards that need to be across the academies here in Nebraska but there are some terms used in not only the attachment submitted but also in rule and regulation that I think we need to have a discussion about and those two terms and we use them all the time in our academy, "Performance & Proficiency" so when we take a look at performance and we grade that and we evaluate that what we are looking at is if one of our recruits comes into a class no matter what it is inside of our basic, we offer that class in the curriculum that we've set correct, they take a test on that, what we're evaluating on that written test, or possibly at this leg in defensive tactics class, something like that where we have to do a physical test we're evaluating performance because at that point what we're doing is we're taking that student at that point and time in their training and we're giving them a test over a curriculum that we know that we taught them what we were doing, we're testing them, we're

validating our curriculum through that test. That student has learned that curriculum picked up that knowledge or that skill within that area of ever trying to.

Now when we get to proficiency we use that very differently and I think maybe we're getting confused with this licensing test to show proficiency in these 94 job task areas and I don't believe it does because with proficiency and the way we look at that we need to show that we can observe, evaluate, and grade a recruit's performance in a scenario based situation, that's what we use our scenarios for, for proficiency. We take several knowledge or classes towards the end of our camp put them into scenarios that are ever changing and based off the decisions that the recruit makes they are evaluated on those decisions. So we are looking to make sure they can make physical acts, they are achieved tactfully, legally and they are defensible for an outcome before you have law enforcement duty. When we do that in a scenario here, we are defining proficiency. We aren't finding just performance in the area or validating the curriculum, we're showing proficiency right there. To take a little bit of a step back in, Director Urbanek ran through how the job task what really hasn't come out is that there are these 94 job tasks and I have copies of them here that Director Urbanek gave us. These job tasks, in my opinion, are very much physical skills that when you took an officer with 1 to 8 years of experience and supervisors you said yes, they definitely need to know this when they come out of the field, my issue with doing a performance type sit down in the classroom taking a written type test is that these things are extremely hard to evaluate without a performance type proficiency base. If you look further you'll look closely, a lot of them are the things that we'll see on the range, DT, they all have a legal and tactical background associated with them but it's the actual physical act and the decision making process that goes ahead of them. So licensing and testing are very hard or performance test, in my opinion, is a very hard aspect to try to judge these things. I know the test has been evaluated through some of the other agencies and things like that, but what we're doing essentially when we set a licensing test like this is you are trying to validate and make a standardized curriculum. I think Lincoln is a good example, they were covering all of these yet an officer of Lincoln, said yes I have five years on I think they should know these things out of basic but they were finding that their recruits had these but when they gave the specific test to the specific curriculum they didn't do so well. Lincoln finds out that they need to change their curriculum to essentially be able to pass this test so they are now testing over a curriculum. They are evaluating a performance measure over that specific curriculum.

If the Council wants to go to what most other states do a POST curriculum that is sent out to the other academies, we get that as an academy. All academies teach that specific curriculum, I think this licensing test is a way to validate that all those academies did that curriculum. We're not set up like that. But I think that's where this will turn to base on we're only going to have a standardized type curriculum, if that's where you want to go.

I think there are some other issues that we probably need to start talking about at this stage of the game. If we are going to go to a licensing test across the state, there is probably going to be some type of monetary value associated with that. As we get computer systems and things to be able to track these licensing test, because you have to be able to administer those, there will be

costs to those. If the officer just has a onetime licensing test fee, like what we do now, we have a fee to get our certification, that is one thing but that officer achieves his license but then has to individually pay for his license per year. That is something that needs to be discussed early on in planning this.

I also think that when we brought this up, and I brought the question up to Val Lubens, if we are looking for Proficiency in the 94 job task areas, my question was, if those are the people that are developing these and saying they need to be out there in the academies wouldn't we want to give that test to those people cause then we're validating that test is actually showing proficiency in those areas and the question that was raised is well what if they can't pass it. I don't think that they probably deal with passing if you gave this test because it's specific to showing performance in a set curriculum. I think what we're trying to achieve is that proficiency across there. I'd be also interested in seeing if we take that basic recruit that passed this test, got two years on was given the same test and see how they did. You would hope because these are critical skills out there and want to show proficiency, that their scores would go up. I anticipate they would. I can't say that for sure but that's kind of what I believe would happen in this type of testing procedure.

It's also mentioned in the attachment that Title 79, Chapter 5 allows for this type of testing, I don't believe it does, but it's noted in there that section 005.01A(3) would be where that goes and it talks about Comprehensive Testing. I think my argument here is it falls more under 005.01A(2) Performance Test - These types of tests are performance tests and not proficiency tests so I think that's where it fits in and not Comprehensive type proficiency test that it's in subsection 3.

There is also a liability issue anytime that somebody gets in trouble it always goes back to training. They will look at training records things like that. My question to you and I'm not a lawyer that deals in law or liability for agencies, we have those people, but if the state puts out a licensing test and it is over a critical job task and a lot of these will happen in deadly force situations, but a decision out on the street is made that does not look very favorable where that goes is toward the training, now that training if we do just a licensing test, that licensing test will come under great scrutiny, this board is the one that is approving that licensing test basically so you may have an agency that says we have maybe weak policies, we have not added any other training per officer but they passed their licensing test, I'm going to transfer my liability from my agency over to the entity that created the licensing test, that is just something I think that needs to be thought about. There are probably ways it is mitigative, but I think it does go back to a certain point.

Lastly, I don't want to throw this out and make it sound like you can't come up with a comprehensive test. My suggesting is, is that the rule right now, especially in subsection 3, allows for that, each agency can come up with a comprehensive proficiency test and submit it to the NLETC. The questions could be there, the rubrics for physical scenarios could be there so that we know how they are graded and how the students, recruits would perform on those. They would be approved and then that test would be given by each agency. They may be possibly

different but they are covering these 94 essential job tasks that are on here and they are approved through this board through that test. What I see for the Nebraska State Patrol is that we would have a written portion of that, covers a lot of legal issues, but when you get down to a lot of these major physical skills, we would have physical scenarios that we would have to evaluate their decision making process and make sure they are tactically and legally defensible in whatever action they took and that would be within agreement.

So I think there is still a way to do this part and get the standards we are looking for without a licensing test, in my opinion.

Director Urbanek stated she don't know how many other states do this throughout their states, but did know that Val Lubens had done a number of these exams for other states. Each state is different, California; according to the California POST in order to become a certified officer in the state of California you have to be a graduate of an accredited California POST Academy so If you are not that, you don't get California Certified.

Lieutenant Colonel Duis stated that is the same thing we have here. My concern anytime we teach to a curriculum, sooner or later the curriculum becomes about the test and that always concerns me when I see any course or go to a class that I've either attended or see things about that I've watched it progress years ago with PSD until we completely changed the direction there, but we started to see this gravitation towards, let me make sure that we cover all the information so you can pass this written test. My opinion was, great there are certain things you need to know and to be able to regurgitate if you go talk to an attorney or go to court, but at the end of the day what I want you to be able to do is be proficient in your performance at dog camp.

We want these folks to be able to go out and perform the duties of a law enforcement officer Obviously there are things, we could all test, in your scenario where somebody has been 10 years with the NSP and wants to be a sheriff, you want to make sure that they have an understanding, everybody does, I don't think that we are probably behind the curve when it comes to that, we are still getting our curriculum, OPD gets their curriculum, LPD gets their curriculum, certified through this body we are still making sure that all the job schools are covered. I am concerned. Many times we say, well we took this test and we didn't perform well so we need to reevaluate our curriculum. How is the curriculum translated to the law enforcement on the street? Are we getting people on the streets that don't know how to do the job? If that's the case, then we have a curriculum problem. If we're getting people on the streets that can perform and we're not having issues that way and they have the basic skills and knowledge and understanding of how to perform on the street, then we don't have a curriculum problem maybe we have a test problem. If we say to all of these folks, give them the test, and say if you tell me the average guy or gal out there that's been in law enforcement for five to ten years and has developed that level of proficiency couldn't pass that test, that's a problem. Now is that a law enforcement problem or is that a test problem? Does that make sense? That would be my concern. Revamping curriculum so we can pass this specific test then again I get they're brand new questions and so forth. Sooner or later every instructor figures out what their people need to know and now it becomes a problem, how are we going to pass the test. Do we know how to go out and be

sponsors, you talk about licensing boards and things like that, there is a reason why you ride with another trooper for six months before you go out and do your thing. I don't know about the physical therapy boards, my wife is a pharmacist. I know that not only did she have to take the boards but she spent a year in rotations working in a pharmacy to make sure she could actually do the job not just pass the test.

It concerns me from the training perspective any time we start teaching to a test of any type. The test should be a reflection of what the curriculum was. This is the curriculum, this is what we decided was important for them to know, this is what we taught them, now let's test them to make sure they actually retained that information. If we flip that, if it would potentially be flipped, I have concerns with that.

Mr. Stolz stated a comparison, there are only two law schools in the state, Creighton and Nebraska UNL. In order to be a lawyer in Nebraska you have to graduate from an American Bar Association accredited law school and that isn't just in Nebraska, if I graduated from a non-accredited, I can't sit for the Nebraska Bar Exam, because I haven't met one of the criteria of being a graduate. The reason the Nebraska Supreme Court says that is that the law schools for the accredited have taught to a certain baseline that every lawyer in the State of Nebraska should know and should be able to function under so that is one of the first prerequisites, you have to attend and graduate. It's been thirty plus years, but I can't think of any of my professors who taught to the Bar Exam. So what you developed from there is review courses, BARBRI's probably one of the biggest ones, it's a huge money maker, it's a national corporation, and they get together and teach a course of the core topics that are going to be on there and they study the bar exams across the country. There is a National Bar Exam and then some states will have their own individual states. Nebraska is one of those or at least was at the time. They do a lot of heavy analysis and tell you questions that will be on the exams. It's never been about proficiency, it's been more about performance.

From a professional standpoint the Nebraska Supreme Court still uses certain baseline performance standards to go out and perform the profession. In my profession I can see that I can't take a life, I can't injure an individual so just thinking out loud, there is probably some validity to a performance based standard, now whether that comes from a unified curriculum which is something that we never retained, done their own thing, that will be a possibility, but I think there is a reason to have at least some standard, you all work off the same basis. You all have the same baseline knowledge when you're in the field, so to speak.

Chairman Duis stated the concern I have is the mandate of the specific curriculum. Just like your example with the law schools. It has to be an accredited school and so forth, but not every law school has the exact same curriculum. That's my point, that's fine, but I don't want everyone to be teaching the same exact thing the exact same way. To be ADA certified you all have to be teaching the same subject matter, job tasks, we all have to have those things but there has always been that flexibility of we choose to do it this way. Now there are checks and balances to that, there are reviews, and it has to go before this body if we want to make changes and so forth, be

audited all that, my concern is if we are going to test but then we're going to mandate that this is the specific curriculum so that we can pass this specific test. If we have a test that we can say well this is the test we're going to do, that's fine as long as we still have that flexibility of curriculum, which I think is a good thing.

Mr. Arp stated one issue we will have to go for is and I have already seen the draft a lot of federal grant funding now we just got an announcement of the draft for what the JAG requirements are going to be and there are like 14 elements the state would have to meet to be able to get JAG funding and it's all law enforcement standards. What are they trained, how are they assessed, do you teach this, do you do this, is this illegal, is this not illegal, and if it passes we have to submit a packet I think to the attorney general to certify that we have addressed each of those things and it's an all or nothing. All the questions to get any of the money.

Captain Roby stated in law enforcement it's different too; if you take a look at the 94 job tasks if we're trying to, if 182 is engaged in a high speed pursuit in a congested area, I have a hard time with a test that sits down at a table and you take question number 62 and it shows an unproficient error. Now there is case law that goes behind it but I'm not going to base their performance or proficiency on one test question or the majority of these questions and I think that's where my biggest hang-up is. I can't wrap my head around a written test that really takes a good look at how these job tasks are in there. I mean we have everything from discharging a rifle to responding to an active shooter situation. All of those are things on the evaluating in active moving scenarios. It would be truly nice to be able to take these things and teach to them, sit down with a written test and go okay you guys passed that test, I feel comfortable letting you go out in the field. As you know, we release people from our academy in week 18 and it's not because they can't perform on tests, it's because they can't show us proficiency in these areas. And it takes a lot more time, it takes evaluators and instructors out there that can look at all the different multiple things and not just go, yep that's number six that's number seven, they have to look at mindset, how they reacted, is that illegal and a tactical way to get this job done to where someone is not going to get hurt and someone is not going to get sued by the actions. So the written part of the test is where I have concerns. I think there is a combination we can do with both and I think there is an avenue to do that by submitting that comprehensive test to NLETC test for approval.

Mr. Arp stated you may want to be careful dismissing the academic quality of assessment because when I got my PHD, I couldn't be assessed by anybody associated with my University.

Chairman Duis stated he didn't believe he was dismissing the academic perspective, I think he was saying, just having that singular perspective wasn't the full picture.

Chief Deputy London stated maybe Brenda can talk to us too. I think she would actually think it was a good idea to go to each academy, have a comprehensive physical test in the middle, evaluate it and have it consistent across the state however I don't think your time is going to allow that.

Director Urbanek stated I think there are a couple things here, this test is designed simply for cognitive knowledge, not proficiency and performing a physical skill. I agree 120% with you when it comes to engaging in a high speed pursuit part of that should be to go out and demonstrate that ability, where that gets muddy, let's take defensive tactics, handcuff the resisting person, well you teach it, but Omaha teaches a different system, so how do we evaluate that on a state level. More importantly, when should you handcuff somebody? When is the proper time to use a handcuffing technique, as opposed to what's tactically specific, how does that get done? That's where I agree you will get into a specific curriculum if you mandate that. I just simply want to know can you tell me from a judgement perspective engaging in a high speed pursuit with a vehicle for a stop sign violation at 3:00 on a Wednesday afternoon when there is school in session near a school zone; is that a good idea?

I think what you're ascribing to is the ultimate goal, I'm just trying to get us in the door with some score of across the board test. I would love to have the ability to go to every academy and say show me how well you can do this. Right now we are entrusting that to the academies and I have no inclination to get into that. I just want some assurance that the knowledge base is there so from a proficiency standpoint that is not what I envision this exam to be. It's a cognitive knowledge demonstration. Maybe it's a semantic splitting hairs but by rule it talks about student's ability to perform specific tasks or skills and then on the other one, unit exam is a cognitive test that is administered. There are two different things that we are trying to test. The test here that is proposed is not getting into the performance test, it's strictly a cognitive type test as for it being comprehensive, those tasks were already in everybody's curriculum, no doubt about it, I check every year. You were already supposed to have been testing on them now we are going to do this comprehensive test just to ensure that you still have it. I don't disagree, you take somebody that has been out five years; would they be able to pass this test? Probably not, because from the Training Center's perspective they are not our employee every person in this room has heard it said forget what they told you at the academy, we're going to teach you to be a real cop now. So that culture exists to the point where, yeah I kind of remember can I search the trunk on the Carroll thing that Stolz talked about but I better talk to my Sergeant. So much like the physical tasks that they make our students do before graduation, get on the box, go over the wall; I can check that box when they left here I can also guarantee you that the overwhelming majority of the people that we would bring back in five years don't look the same. Like Mr. Keeling said, we have two people in this class that have gained considerable weight. It goes back to what are they being taught and what is being practiced at the agency level. What is the cost? This is a one-time deal and I really don't know at this time if there would be an additional cost? It is part of the certification fee. It's not that all 400 and some troopers in the Patrol would have to take it or would have to continue to take it to maintain their certification. We have that avenue in place. Get your 20 hours of continuing education, do your firearms and you can keep your certification.

Chief Deputy London asked if there has been any discussion if we would go to a certification test like this, would there be a way for a two or four year school to develop that curriculum that would address everything in the cognitive licensing test able to take that come out of the two year school have their licensing certification at that point, now they wouldn't be a certified

officer because they haven't been through a training academy but they might be able to take care of the licensing exam part between 18 and 21 years of age and come to a training academy. That direction. I would think that would be a good thing for Mr. McCarthy and his industry to be able to do. I think this opens that up too.

Director Urbanek stated Chapter 12 already exists and deals with Higher Education Cooperative Program, it tells you about what curriculum and what institutions like Mr. McCarthy's would be able to do.

Chief Deputy London questions if that would limit the pool for some of the smaller agencies.

Mr. Stolz stated there would have to be a fundamental shift. When Chapter 12 got put into play the concept was people would flock to the two year community colleges because the four year colleges said they would not do it they did not want to adjust their curriculums, so the concept was they would go to the community colleges. We didn't see many at all through this program, students decided to just wait and get hired by NSP and the agencies and get the training for free. There might have been 5 or 6 in two years.

Mr. McCarthy stated most of us have had kids that went or go K through 12 and have witnessed our students be taught to state mandated tests and I'm afraid what we are seeing is a resentment toward standardized testing based off that. Yes you can teach to the test, which is not what you should do, but they are not oppositional. Having a standardized test does not mean you have to change your curriculum or anything like that a standardized test should not be oppositional to what we are doing right now, it should be more simply complimentary. So what that means is, the onus is on this board and all of the academies, Bill and Brenda, Mr. Arp and everyone to do it right the first time and not simply regurgitate something that is already in place somewhere and go well they do standardized testing so you have to make sure that $2+2=4$ every one of my students knows $2+2=4$ you teach them right the first time and the test should reflect that, they are not oppositional and that is something we all, including myself, need to wrap our head around.

Are there issues with standardized testing? Absolutely, and there is a lot of stuff out there in modern educational stuff that will tell you certain population groups do not standardized test level, that they are written for, to be blunt white male class populations and so other people may not test well. So if we do this I think it just mandates that we do it right and we do it right the first time so we don't step into that disaster.

Another question I had and I see we have 70% as passing, which is fine, do we list these officers on the database as they passed at their % or do they pass/fail? Because you know if you graduate from medical school and pass the boards, if you are at the bottom of the heap or the top of the heap, you still get to be a doctor and so I think that is something that we make sure we are all on the same page and talk about.

You said there isn't a yearly fee in sight, because we all hear enough about unfunded mandates the way it is.

My big deal is that it doesn't have to be oppositional and I agree with what Captain Roby said with the proficiency vs. performance, that is absolutely accurate but you have to start somewhere. It will not start at the community colleges, I would almost assure you. For several reasons; I think we run more of a risk of teaching to the test because northeast does not want to be the college the licensing exam out of when everybody can go to Michael down at Central Community College and walk right through it.

Mr. Stolz questioned just out of curiosity, what would this look like if it were ever approved?

Director Urbanek stated once the Council approves it, they give each academy an opportunity to see it and I know there have been some angst that, I want to see the questions. Well nobody has seen the questions except Casey, the consultant, and myself. So this would give an opportunity to kind of, this is what the test kind of looks like. Okay now we have an idea. I think that is part of the issue, the fear of the unknown, we don't know how big the test is, there wasn't an attorney through all of this stuff, so it will give each academy an opportunity to have their people take it no nonsense and then put a time frame on effective this date, this will be part of your certification process for your academy.

Captain Roby stated the issue without seeing the questions and without being the ones that come up with the questions is when I take a look at these and you ask me I need to teach to I15 Operate a law enforcement vehicle at night; and I'm going to answer a question about that? That could be a wide arrange of questions that we covered through a week and a half of EVOC. So it makes it extremely difficult to come up with a curriculum that I don't know what this test is going to look for in the end. I know how to show that they are proficient in writing about it. And I think that's one of the angst.

Sheriff Osborn stated LPD has taken it, NLETC's done it, SDLEA's taken it, Omaha was going to do it, has NSP been given the opportunity to take it in theirs?

Director Urbanek responded yes, there were a couple times where I have asked for a couple hours and it just didn't fit in their schedule.

Sheriff Osborn stated if we have had six basics and only one person has failed it, I'm pretty sure you are already teaching what you need to do to pass it.

Captain Roby stated right, specific curriculum is teaching to what they need to do to pass that test.

Mr. Stolz stated I couldn't even tell you what's on that test and I wrote some of those questions. I don't have the foggiest. I haven't changed my teaching in, unfortunately 26 years, the way I go about it is I teach to the learning objective, which emphasizes the task and from my perspective I look at it from the prosecutor and defense attorney where do the motions to suppress come from in the 4th Amendment world and you teach to the topics not the test. I'm not naive, we done that when I was first here in 1993 and then I realized once I put my big boy pants on that if you are a

good enough instructor you got to get in that lesson plan you shouldn't have to worry about covering test questions or teaching to the test and that's very true although you do see my numbers occasionally through Deputy Director Keeling's reports, by people who failed out. I was a big proponent of putting unit legal tests together because I saw the concept and I saw people who didn't have a clue in legal but they knew enough of the other stuff that they could muck through it, so I don't think, through my perspective in the legal world, I don't teach to the test and I didn't learn about the numbers until I think last week when Brenda told me that they were giving the test to our students and that they were doing that well. I am pleased by that. So I don't necessarily fear, I think you got solid legal staff at your agency, I'm sure SDLEA does as well and OPD, so from a legal perspective, if we are teaching what we are supposed to be teaching, I think your students probably wouldn't have a problem with the legal issues, if we're doing what we're supposed to be doing.

Director Urbanek stated in my conversation with Lincoln, I don't remember what task it was, but it had to do with legal and he said they spend all of their time talking about Lincoln's policy that deals with that, which I'm sure they do because that's a Lincoln officer, it's Lincoln policy, but there is a underlying state and federal issue that need to be addressed as well.

Mr. Stolz stated when he taught Lincoln's academy for a couple years, I had to adjust to incorporating their policy into it. For example interviewing a juvenile under Miranda situation. Nebraska Supreme Court had said there is no constitutional requirement that a parent be present, right, it goes to voluntariness, but Lincoln policy says for this, this or this, you got to have a parent present. You have to paint the big brush strokes too. There is some meeting, I'm sure SDLEA does that too, or say when you get to your agency, you will be told how it is handled or your county attorney might approach/handle this differently. That is why we stick to the noncontroversial issues. When can I do a Carroll search?

Director Urbanek stated early on before the test questions were written I had the instructional staff reach out to the other academy staffs to open up dialogs and find out how they were teaching their subjects and there was very limited feedback so based on that the best practice in general is what was used to write these questions. Will it be a little different from Lincoln's policies?

Mr. Stolz asked if anything would prohibit Brenda from going to the Patrol and Omaha and testing a couple of academy classes. I would be curious to know how they do. No harm no fowl maybe we're worried about something we shouldn't be.

Lieutenant Colonel Duis stated he wasn't worried about whether or not our people can pass this test, my concern goes beyond that. When we started talking about the curriculum, one of the biggest differences between our academies is you can't socialize people because you can't control where they are going, but NSP can because we know where they are going. My concern is when we start talking about changing the curriculum to where everybody mirrors everybody, for the purpose of getting through the test.

The only other concern I have is this, with the test itself is this; when we look at it, whether it's Lincoln, SDLEA or NLETC, because there were failures early on from these, if you have these people in camp/the academy conclusion of training that are unable to pass that written examination, rather than reevaluate, the question I would have is how are they going to know proficiency based test, can they go out and do the duties but they just didn't do well on the written examination of 100 question test because then it's not necessarily curriculum they were taught how to do it. They can go out and perform that skill because that's what's going to matter so that would be the next measure.

The other thing I think we need to look at is how it compares to the folks that can actually go out and perform.

Mr. Stolz stated instead of having it as the end product, it's a go no go at a certain level at an academy because you talk proficiency but can they actually do it when we need you to do it.

Captain Roby stated it could be but then you would be adjusting your curriculum.

Chief Wolf stated under the Rules and Regulations if they don't pass an exam after two attempts at 70% they are done. On the licensing is there going to be an avenue that allows them to take a class to come back and retake that or do they have to come back and completely go through basic again.

Director Urbanek stated as it's written now they have to start basic over if they fail twice.

Chief Wolf stated when this was first brought up it was almost brought up as a way to generate revenue, which I didn't want to see. I know now we're saying there is not going to be a fee but what stops there from being a fee in the future and if it comes down the line in the future and you are charging every year to maintain, it makes it kind of tough.

Director Urbanek stated an initial discussion about certification fee was having to pay for it every year that really didn't have much to do with this licensing exam. You would take this exam once and it's done and you don't have to take it again, but what the discussion was when we were talking about fees was trying to generate some revenue by having an annual certification fee which was simply you've got your continuing education, you've got your firearms, pay your dues and you get to keep your certification. That went away rather quickly.

Chief Wolf questioned new people going through the academy passing the exam would be certified and licensed. All of the current officers wouldn't be licensed?

Mr. Stolz stated we would do what they have done historically, apply a grandfather clause that says anybody who is certified as of this date is currently licensed and certified and is not required to take the exam.

Mr. Arp stated we may want to change the name from license to qualifying exam or certification exam to prove you are worth anybody's time for continued investment and then you still have to defend.

Mr. Stolz questioned where the body wanted to go with this. Obviously you are not going to make a decision today so what are the thoughts on moving forward or not moving forward?

Sheriff Osmond stated his thought was, somehow this gets enacted what Pandora's Box does it open something that we're going to have to add too, in order to keep it? It seems right now very simplistic, it's 100 question test, the end. But when you start something new like that, doesn't it always evolve into something else and that is what I wonder.

Captain Roby questioned if there was any opposition to creating a comprehensive test that we submit to NLETC to be evaluated in the same class and then we give it to our individual camps. Do we accomplish the same thing?

Director Urbanek stated there was absolutely no opposition there is also no staff. Quite honestly when I do an inspection of your academy it is to go through and look to see that you have everything that you need. I see a couple of test questions just so that I can say, okay well they do have a couple of test questions and this is the old trainer in me every time a test question is seen by somebody it subjects that test question's integrity because pretty soon everybody has seen the test question so I don't ask for entire test banks. I supposed you could submit your comprehensive exam and it could be evaluated and then I present part of the inspection and then it's agency specific and it's comprehensive in nature and if the council likes that I think we could probably pull that off.

Chairman Duis stated one of the things with the test too, we need to sort of pass this so people can see the test, and I don't think it's wrong to assume that we want to see if our people will pass it. I think it's more show me the test so they can evaluate whether it has value. They want to look at it and it's this to us, either that is a great evaluation of whether or not people have the knowledge and skill or we don't really see the value in it. I think that's where we're coming from. You have to understand that, you've been involved in training a long time. I don't think anybody argues against the initial goal of having some type of a comprehensive test that everybody can take and say they met this level of minimum knowledge. I think that some of it is the creep factor, what comes in next. Then there's the unknown. As trainers we're not used of just taking a test and seeing where we go.

Mr. McCarthy stated again, it's not oppositional so you guys are still going to do the test here in your academy which is rigorous and set to what the job task analysis and all that stuff they have to do and devil's advocate view point once we show you guys (another academy) this test then any outside entity comes in and says, it's fixed, because this academy knew exactly what they were going to ask so it's not a true test and so if something goes wrong and somebody comes to Mr. Arp and says well how is this test getting out, well we created this test off the job task analysis and then we give it to the academies to make sure so they could understand what it was

about, well of course now it's fixed because they knew what was coming so they could teach to it and not inputting anyone but you can see how an outside entity is going to eat that up all day long and say it's not right. Mr. McCarthy questioned who wrote the test questions.

Director Urbanek stated invitations were sent to all the academies to submit test questions, the consultant came out and provided training. SDLEA was there, Noah from the Patrol, NLETC staff, some questions were submitted from out of state but they were also vetted to see if they were consistent with what is taught in Nebraska.

Chief Wolf questioned if someone fails it the first time would they be remediated between the first and second test?

Director Urbanek stated there is remediation outlined in rule and regulation

Chief Wolf stated he understood that but wasn't sure if that would follow that for this licensing examination.

Director Urbanek stated I would say most definitely. The purpose of this exam is not to flunk a bunch of people out after they have spent 15, 22 weeks, 6 months whatever. That is never the intent. The intent of the comprehensive examination, whether it is a practical or written is can you recall what you were taught, can you do what you were taught at a very marginal low. I can recall that from the comprehensive practical days can they kind of sort of do what we taught them to do, because they haven't had a practice, they haven't had an FTO. In terms of the remediation most definitely, here are the areas you struggled with, we have the item analysis, we can break down the job task and say you really struggled in the area of constitutional law, you might want to go back and review that.

Chief Deputy London stated he was personally not too worried about it, it's just a base line test and once you get into FTO and actually have to get into the practical stuff that's what makes or breaks us. We rarely in our days when we used to come up to NLETC, we rarely had anyone fail out, now the washout rate in our FTO is a little more considerable we are about 15% maybe sometimes even higher but that's the true test is getting them into FTO, this is but a baseline test. I'm not concerned about it.

Director Urbanek stated as Mr. Stolz stated I really do not expect any kind of action today this was just to open a discussion and it was definitely something that they can revisit or say Brenda your wasting your time, that's fine too. I see that Sheriff Stevens of Keith County Sheriff's Office is waiting to be admitted on Zoom so maybe we could pack this up and let him in.

Chief Deputy London questioned if you are asking us for direction to say push forward a little further.

Director Urbanek stated no I am asking for you to sleep on it.

Chief Deputy London stated I think maybe we should decide whether we want to push ahead or not and if we say yes, let's push ahead then the second discussion is, okay, how are we going to get from Point A to Point B? I think that's the steps we have to take and if we are not on board then how are we going to get there.

Mr. McCarthy I think whether we are on board or not is premature at this point.

Lieutenant Colonel Duis agreed.

Mr. McCarthy I think we sleep on it and bring it back as old business.

Chief Deputy London stated I wasn't trying to say we have to make a decision about it. Sooner or later we will have to make a decision and then if we do say yes, let's get on board then and figure out how we're going to get from Point A to Point B.

Discussion ended at 11:09 AM.

C. Extension of One-Year Certification
Meshya Moschenross, Keith County Sheriff's Office

Director Urbanek turned it over to Sheriff Stevens from Keith County Sheriff's Office who joined through Zoom. Also joining was Chief Deputy Hebbert.

Chief Deputy Hebbert stated there was nothing additional other than what was in the letter.

Sheriff Osmond questioned what created a hardship.

Chief Deputy Hebbert stated the day we hired her but couldn't get her paperwork and physical done in time to get her into the January class because you have to have it in 30 days prior. That only gave us a ten-day window to get her paperwork done. We couldn't get her physical and paperwork completed the first go around, then in April we already had two seats slotted for the current basic and we tried to slide her into one of those slots but the basic was already full and couldn't get her into the current one so now we have her slotted for the August class.

Director Urbanek stated the Council had voted on it and gave her the extension of the one year so we will plan on seeing her for the PRET in August.

Sheriff Stevens thanked the Council.

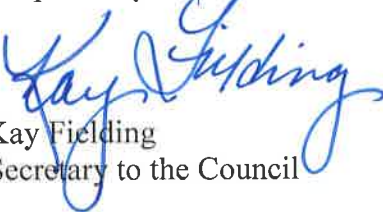
VII. OTHER BUSINESS

A. Date, Time & Location of Next Meeting

August 19, 2020, 9:00; Library, Nebraska Law Enforcement Training Center
3600 North Academy Road, Grand Island, Nebraska 68801

The meeting ended at 11:16 am

Respectfully Submitted


Kay Fielding
Secretary to the Council