

## AGENDA POLICE STANDARDS ADVISORY COUNCIL

**DATE:** December 13, 2023  
**TO:** Police Standards Advisory Council  
**FROM:** Mark Stephenson, Director  
**SUBJECT:** Meeting Wednesday, December 20, 2023, 9:00 A.M.  
Library, Nebraska Law Enforcement Training Center  
3600 North Academy Road, Grand Island, Nebraska 68803

**I. CALL TO ORDER**

**II. APPROVAL OF NOVEMBER 15, 2023 P.S.A.C. MINUTES**

**III. REPORTS**

- A. Director – N.L.E.T.C.
- B. Deputy Director of Training – N.L.E.T.C.
- C. Nebraska State Patrol Training Academy
- D. Crime Commission Report

**IV. OLD BUSINESS**

**V. NEW BUSINESS**

- A. Academy Instructor Requests-Voting Items

Attachment 1

Legal Renewal

Nicole Hutter-SDLEA  
David Stolz-NLETC



Professional Original

Cody Axon-SDLEA  
Justin Kennel-SDLEA  
Joshua Kieser-SDLEA  
Derek Schwartz-SDLEA

Professional Renewal

Nicholas Plate-Nebraska State Patrol  
Gabe Skalka-Nebraska State Patrol  
David Staskiewicz-Omaha Police Department  
Anthony White-Omaha Police Department

General Original

Andrea Hurt-SDLEA

**B. NCO's Eligible for Automatic Extension-Voting Item Attachment 2**

<u>Name</u>	<u>Agency</u>	<u>16 week deadline</u>
Easton Hanson	Cass Co SO	4/10/2024
Raymond Fuller	Columbus PD	3/25/2024
Jared Meisinger	Columbus PD	3/25/2024
Kolton Silva	Hall Co SO	4/22/2024
Jared Wilson	Hall Co SO	2/26/2024
Tanner Krogman	Johnson Co SO	4/23/2024
Matthew Milby	Nance Co SO	1/22/2024
William Barnes	Nebraska City PD	3/25/2024
Raudel Perez	UNO PD	4/8/2024

**C. NCO's Not Eligible for Automatic Extension-Voting Item Attachment 3**

<u>Name</u>	<u>Agency</u>	<u>16 week deadline</u>
David Baltz	Broken Bow PD	2/13/2024
Mason Tvrs	Cheyenne Co SO	2/20/2024
Hansel Veras	Johnson Co SO	4/23/2024
Alicia Downey	Kimball Co SO	3/22/2024
Hannah Schoen	NE City PD	3/25/2024

**D. Proposed Tuition / Fees (To take effect 7/1/2024)-Voting Item Attachment 4**

**E. SDLEA Recruit Class Approval for 2024-Voting Item Attachment 5**

Scott Wagner-SDLEA Director

- F. **Extension of 1-Year Requirement to Attend Supervision-Voting Item Attachment 6**  
Jose Barboza-Kimball Police Department
- G. **Nebraska Revised Statute 81-1462 (Hiring Bonus Grants)-Voting Item Attachment 7**
- H. **Appeal Director's Denial to Attend Basic Training-Voting Item Attachment 8**  
Joshua Briley-Nebraska City Police Department

**VI. OTHER BUSINESS**

**A. Informational Items**

**1. Trainees-No action needed.**

Parker Dahlberg-Alliance PD	Sinai Mandungu-NE State Patrol
Keegan Barker-Antelope Co SO	Tomas Margritz-NE State Patrol
Christopher Land-Bellevue PD	Carissa Moore-NE State Patrol
Kevin Dunn-Butler Co SO	Bryce Smidt-NE State Patrol
Austin Forman-Colfax Co SO	Brian Smith-NE State Patrol
Justin Hespen-Colfax Co SO	Daniel Smith-NE State Patrol
Gregory Deaton-Dawes Co SO	Garrett Swantek-NE State Patrol
Edna Medina Rosales-Dawson Co SO	Seth Valverde-NE State Patrol
Zachary Windeshausen-Dodge Co SO	Kyle Hansen-NGPC
Hunter James-Franklin Co SO	Jarrold Messman-NGPC
Wyatt Kreifels-Fremont PD	KayLynn Miller-NGPC
Miles Morgan-Fremont PD	Brian Sibert-Norfolk PD
Makayla Huddleston-Frontier Co SO	Brian Smith-North Platte PD
Trey Mosby-Gering PD	Christopher Boelts-OPD
Montanna Akins-GIPD	Anthony Cervantes-OPD
Damien Kluska-GIPD	Mychael Dixon-OPD
Edwin Romero Guardado-GIPD	Connor Housh-OPD
Theodore Scott-Greeley Co SO	Meghan O'Neil-OPD
Cambren Montague-Hastings PD	Be Po-OPD
Treven Melroy-Holdrege PD	Andre Rupert-OPD
Jaco Henning-Kearney PD	Tarik Smith-OPD
Caleb Hollis-Kearney PD	Jaylan Spencer-OPD
Gloria Bustillos-Kimball PD	Nicholas Swanson-OPD
Jake Bartosh-Lancaster Co SO	Galat Toang-OPD
Ricardo Fernandez-Lancaster Co SO	James Valencia-Soethout-OPD
Trevor Johnson-La Vista PD	Aaron Chohon-O'Neill PD
Natalie Kavan-Lincoln PD	Bradley Clinesmith-Perkins Co SO
Kevin Tretter-Morrill Co SO	Jonathan Hespen-Schuyler PD
Bruno Flores-Morrill PD	Hugo Ramon Lorenzo-Schuyler PD
Gavin Boutin-NE State Patrol	Arcullous Heard-Seward PD
Ryan Clark-NE State Patrol	Kayleah Rierson-UNL PD
Raul Clouse-NE State Patrol	Madelein Woolard-UNL PD

Thomas Fouquet-NE State Patrol  
Samuel Gustafson-NE State Patrol  
Jordan Jones-NE State Patrol  
Samantha Ligenza-NE State Patrol

Ray McCain-Wahoo PD  
Ramsey Griffin-Walthill PD  
Dameion Cornell-Warburton-Webster Co  
Samuel Bowman-York PD

**2. NCO Completed 80 hours of Training-No action needed.**

David Baltz-Broken Bow PD  
Christopher Liebert-Broken Bow PD  
Mason Trvs-Cheyenne Co SO  
Kolton Silva-Hall Co SO  
Trevor Johnson-La Vista PD  
Treven Melroy-Holdrege PD

**B. Date, Time & Location of Next Meeting**

January 17, 2024, 9:00 a.m., Library, Nebraska Law Enforcement Training  
Center, 3600 North Academy Road, Grand Island, Nebraska 68803

REGULAR MEETING OF THE  
POLICE STANDARDS ADVISORY COUNCIL  
November 15, 2023

I. CALL TO ORDER

Chairman, Assistant Chief Brian Jackson called the meeting to order at 9:02 A.M. Legal notice of the meeting was published in the Lincoln Journal Star on November 8, 2023. Roll call; Asst. Chief Brian Jackson, Sgt. Drew Bolzer, Lt. Col. Buck Duis, Chief Paul Graham, Chief Deputy Greg London, Mr. Matthew McCarthy, Sheriff Dan Osmond, Chief Steve Reeves, and Deputy Chief Sherie Thomas.

II. APPROVAL OF OCTOBER 25, 2023, P.S.A.C. MINUTES

Asst. Chief Brian Jackson asked if there was a motion to approve the October 25, 2023 minutes.

MOTION

**Sheriff Osmond: So moved. Sgt. Bolzer seconded the motion.**

**Voting in favor; Sgt. Bolzer, Lt. Col. Duis, Chief Graham, Chief Deputy London, Mr. McCarthy, Sheriff Osmond, Chief Reeves, Deputy Chief Thomas, Asst. Chief Jackson. Motion approved.**

III. REPORTS

A. Director's Report

Director Stephenson reported that there was a meeting with Scott Wagner and his staff at SDLEA. The purpose of the meeting was to work out the process so SDLEA can submit their applications in the same format as LPD, OPD and the State Patrol. There will be one change on the training center form (TC-057: Law Enforcement Basic Training Applicant Report for Agency Academies). The form currently has a signature requirement from the "agency head". Since SDLEA has more than one agency the change will reflect that change to one single point of contact.



Director Stephenson conducted job interviews for the Administrative Technician position. Interviews were set with six candidates. Two candidates showed up for the interviews. One candidate was selected, and she will start on December 4, 2023.

The Deputy Director of Training position has not opened yet. There are three internal candidates for the position.

## **B. Deputy Director's Report**

Interim Deputy Director Webb reported that the current basic is in week twelve. Forty four students are enrolled. Deputy Director Webb reported on recent and future courses of instruction.

The Training Center hosted the following courses:

- NCIC Training-November 6-8, 2023 with 23 students enrolled.
- Field Training Officer-November 13-17, 2023 with 24 students enrolled.
- Firearms Instructor Recertification-November 14, 2023 with 11 students enrolled.
- Patrol Rifle Instructor Recertification-November 15, 2023 with 1 student enrolled.

## **C. Nebraska State Patrol Training Academy**

Lt. Noah McNeese reported that the current class still has six recruits enrolled. Lt. McNeese reported on the recent courses that have been completed and on some of the upcoming courses. Graduation is set for December 15, 2023. The selection for the next recruit class is ongoing.

## **D. Crime Commission Report**

Executive Director Tuma reported that Director Stephenson was given a formal offer for the Director's position on October 30, 2023 and he has accepted the position. Executive Director Tuma thanked the Council for its participation in the hiring process for the director position.

Executive Director Tuma reported that the Deputy Director's position has been submitted to human resources, but it has not opened yet. The position will be open for both internal and external candidates.

Executive Director Tuma reported on the First Responder Recruitment and Retention Act. The issue is with the tuition assistance benefit. The benefit is for officers and their dependents. In 85-2603 State Special Deputy Sheriffs are recognized as "Law Enforcement Officers". However, they are required to work

for a designated "Law Enforcement Agency". Per the statute, the definition of a law enforcement agency includes a municipal department, a county sheriff, or the State patrol. Their interpretation is leaving out some State Deputy Sheriff's that do not fall under one of those three agencies. Executive Director Tuma reported that it will probably take Legislative action to change the definition of a law enforcement agency in order to get that benefit to some of the State Deputy Sheriffs. That process is being worked on.

Executive Director Tuma reported on Executive Order 23-17. The order requires all State employees to return to their work site. A workplace policy proposal for the Crime Commission is being developed to implement the requirements in the executive order.

Executive Director Tuma reported on the revocation/misconduct cases. Executive Director Tuma met with the NLETC staff to go over the cases. There are six to seven cases that are going to be recommended for dismissal. Those will be presented to the Crime Commission at the January 2024 meeting. There are another three to four cases that will be going to the Attorney General's office for a formal complaint.

Executive Director Tuma reported that Sheriff C.J. Smith from Dundy Co. has been recalled.

The Grants division is continuing to address the issues at the Crime Commission. They are in the process of hiring someone to oversee the Federal Grants. The Grants division is extremely short staffed.

Mr. McCarthy asked Executive Director Tuma if 23-17 was going to be problematic for any of the Crime Commission employees. Executive Director Tuma stated that he anticipated some push back.

**IV. Old Business**

**V. New Business**

**A. Extension of the 1-Year Requirement for Management**

1. Kenneth Zane Hopkins-Banner County Sheriff's Office

Director Stephenson reported that the Banner County Sheriff has been removed as an agenda item. As an elected sheriff he is not required to complete the management course. No action was taken.

2. Theodore Eichholz-University of Nebraska Kearney Police Department

Director Stephenson reported that Assistant Director Eichholtz was promoted in August 2023 and attempted to attend the October 2023 Management course. He left the first day due to illness and was unable to complete the course. The agency is asking for an extension of the 1-year requirement to attend the 2024 course. Director Stephenson recommended the approval of the extension.

Asst. Chief Jackson asked if there was a motion.

### MOTION

**Chief Deputy London: I'll make a motion that we extend, grant the extension of the 1-year requirement for Management for Theodore Eichholz. Deputy Chief Thomas seconded the motion.**

### DISCUSSION

Asst. Chief Jackson wanted verification if he attended the online portion of the course yet. Director Stephenson stated that he had not completed it at this time.

Voting in favor: Lt. Col. Duis, Chief Graham, Chief Deputy London, Mr. McCarthy, Sheriff Osmond, Chief Reeves, Deputy Chief Thomas, Asst. Chief Jackson, Sgt. Bolzer. Motion approved.

#### **B. Academy Instructor Requests**

##### Professional Original

William Henningsen-Omaha Police Department

Amanda Miller-Omaha Police Department

Scott Warner-Omaha Police Department

Jeremy Zipay-Omaha Police Department

After review by the NLETC staff, Interim Deputy Director Webb recommends approval of all of the Professional Original academy instructor applications as presented in the agenda.

Asst. Chief Jackson asked if there was a motion.

### MOTION

**Sheriff Osmond: I'll make a motion to approve the Professional Original Instructor Applications for William Henningsen, Amanda Miller, Scott Warner, and Jeremy Zipay all from the Omaha Police Department for the subject areas that are marked approved on the instructor applications provided in the agenda packet. Chief Graham seconded the motion.**



**Voting in favor: Chief Graham, Chief Deputy London, Mr. McCarthy, Sheriff Osmond, Chief Reeves, Asst. Chief Jackson, Sgt. Bolzer, Lt. Col. Duis. Abstained: Deputy Chief Thomas. Motion approved.**

**C. NCO's Eligible for Automatic Extension**

Christopher Leibert-Broken Bow Police Department  
David Baltz-Broken Bow Police Department  
Tessa Brown-Lincoln County Sheriff's Office  
Dawson DeCastro-Ogallala Police Department  
Deitrik Brueggeman-Ogallala Police Department  
Joseph Miller-Madison County Sheriff's Office  
Juan Aguilar-South Sioux City Police Department  
Trevor Young-Superior Police Department  
Kyle Mostrom-York Police Department

Director Stephenson reported that Joseph Miller, Juan Aguilar, Trevor Young and Kyle Mostrom who had been on the agenda under item D were moved to item C due to a clerical error on the submitted paperwork. Director Stephenson reported that the NCO's listed above have completed all qualifications to be eligible for the automatic extension.

Asst. Chief Jackson asked if there was a motion.

**MOTION**

**Chief Deputy London: I'll make a motion that we give an automatic extension for the NCOs Christopher Leibert, David Baltz, Tessa Brown, Dawson DeCastro, Deitrik Brueggeman, Joseph Miller, Juan Aguilar, Trevor Young, and Kyle Mostrom. Chief Graham seconded the motion.**

**Voting in favor: Chief Deputy London, Mr. McCarthy, Sheriff Osmond, Chief Reeves, Deputy Chief Thomas, Asst. Chief Jackson, Sgt. Bolzer, Lt. Col. Duis, Chief Graham. Motion approved.**

**D. NCO's Not Eligible for Automatic Extension**

Kylie Cordry-Beatrice Police Department  
Nicholas Graner-Beatrice Police Department  
Christien Vandergrift-Beatrice Police Department

Director Stephenson reported that their Change-In-Status forms were late, making them not eligible for the automatic extension.

Asst. Chief Jackson asked if there was a motion.

## MOTION

**Sheriff Osmond: I'll make a motion that we do not grant the automatic extension for Kylie Cordry, Nicholas Graner, and Christien Vandergrift. Chief Deputy London seconded the motion.**

## DISCUSSION

Director Stephenson clarified that they all would remain NCOs until January 13, 2024 and then would have to return to "trainee" status. Lt. Jay Murphy from the Beatrice Police Department commented that due to some staffing issues the paperwork was submitted late for the officers on the agenda. Lt. Murphy reported that Christien Vandergrift is a reciprocity candidate and that Nicholas Graner and Kylie Cordry had all of the paperwork submitted to attend the basic training course in January 2024. Asst. Chief Jackson asked for clarification that if the agency came back in December with the completed paperwork would that make a difference on their status. Director Stephenson answered that it would not make a difference as it was the timing on the Change-In-Status forms that made them ineligible for the automatic extension.

**Voting in favor: Mr. McCarthy, Sheriff Osmond, Chief Reeves, Deputy Chief Thomas, Asst. Chief Jackson, Sgt. Bolzer, Lt. Col. Duis, Chief Graham, Chief Deputy London. Motion approved.**

**The Council took a break from 9:28-9:34 a.m. before the start of the hearing.**

1           **E.     Appeal: Director's Denial to Attend Basic Training**

2           Kylie Cordry-Beatrice Police Department

3   **CHAIR:**     The matter now before the Police Standards Advisory Council is the Beatrice  
4           Police Department on behalf of its applicant, Kylie Cordry, correct?

5   **CORDRY:**    Yes.

6   **CHAIR:**     v. the Nebraska Law Enforcement Training Center, Case Number 23-PSAC 96.

7   **CHAIR:**     I will now call this hearing to order at 0934 hours. I will note the following  
8           Council members are present: myself, Assistant Chief Brian Jackson, Lincoln  
9           Police Department; Sgt. Drew Bolzer, Lancaster County Sheriff's Office; Lt. Col.  
10          Buck Duis, Nebraska State Patrol; Chief Paul Graham, Aurora Police Department;  
11          Chief Deputy Greg London, Sarpy County Sheriff's Office; Mr. Matthew McCarthy,  
12          Northeast Community College; Sheriff Dan Osmond, Custer County Sheriff's  
13          Office; Chief Steve Reeves, North Platte Police Department; and Deputy Chief  
14          Sherie Thomas, Omaha Police Department.

15   **CHAIR:**     The Council has been asked by the Petitioner, Beatrice Police Department to  
16          consider reversing Director Stephenson's denial of Ms. Cordry's entrance into the  
17          Basic Law Enforcement Officer Certification course.

18   **CHAIR:**     The Council is here pursuant to its authority as stated in Nebraska Revised Statute  
19          §81-1403, its related statutes and Title 79 of the Nebraska Administrative Code.

20   **CHAIR:**     I will note that the petitioner, Interim Chief Jay Murphy is present along with the  
21          petitioner's applicant Kylie Cordry. Are you represented by counsel? Attorney?

22   **CHIEF:**     No.

23   **CHAIR:**     No. The Nebraska Law Enforcement Training Center's Director Mark Stephenson  
24          is present and will present the case on behalf of the Nebraska Law Enforcement  
25          Training Center. Is there an attorney for the NLETC?

26 **DIRECTOR:** No.

27 **CHAIR:** Does either party contest the Council's authority to hear this type of case?

28 **CHIEF:** No.

29 **DIRECTOR:** No.

30 **CHAIR:** Ok. Title 79 of the Nebraska Administrative Code, Chapter 8, specifies the  
31 requirements that must be met by an applicant in order to be eligible for the Basic  
32 Law Enforcement Certification Course.

33 **CHAIR:** Pursuant to Title 79, Chapter 8, section 009.02, upon request of an applicant or  
34 agency, the Council will conduct a hearing in order to determine whether the  
35 applicant meets the minimum qualification for admission into a certification course.  
36 The burden during the appeal hearing is on the applicant to demonstrate by clear  
37 and convincing evidence that he or she meets admission qualifications.

38 **CHAIR:** Per Title 79, Chapter 13, section 004.02G, the issues of this appeal will be limited  
39 to those raised in the request for review and reconsideration as provided in section  
40 004.02C and the director's written decision in response.

41 **CHAIR:** The decision of the Council is final.

42 **CHAIR:** Chief Murphy, I want to go over your rights in this Administrative Hearing.

43 **CHAIR:** You have the right to be heard, either in person or by counsel who you have hired  
44 at your own expense. You also have the right to notice; that is to receive a  
45 statement from the State, the Nebraska Law Enforcement Training Center,  
46 detailing or justifying its actions in this matter. Do you understand those rights?

47 **CHIEF:** Yes.

48 **CHAIR:** Did you receive such notice via letters by Director Stephenson stating his reasons  
49 for the denial of Kylie Cordry's basic application?

50 **CHIEF:** Yes.

51 **CHAIR:** Did you notice any defects in those letters that prejudiced you from presenting  
52 your case?

53 **CHIEF:** No I did not.

54 **CHAIR:** Additionally, you have a right to present evidence at the hearing, a right to the  
55 Council's findings and the right to seek judicial review thereafter. Do you  
56 understand those rights.

57 **CHIEF:** Yes.

58 **CHAIR:** The Police Standards Advisory Council shall act as the Hearing Board for this  
59 appeal. Neither I, nor any Council member, will be witness for either side and I am  
60 not aware of any matter which I believe may be grounds for challenge by either  
61 side against me or the other members.

62 **CHAIR:** As it pertains to your appeal of the director's decision to deny your applicant  
63 entrance into the basic officer certification course I have not had any personal  
64 information conveyed to me nor do I have any personal knowledge of this case.

65 **CHAIR:** Does any Council member who has any personal knowledge of the petitioner's  
66 appeal for entrance into the basic academy, does any Council member have any  
67 personal knowledge of the petitioner's appeal for entrance into the basic officer  
68 certification course?

69 **CHAIR:** Drew Bolzer?

70 **BOLZER:** No.

71 **CHAIR:** Lt. Col. Duis?

72 **DUIS:** No.

73 **CHAIR:** Chief Graham?

74 **GRAHAM:** No.

75 **CHAIR:** Chief Deputy London?

76 **LONDON:** No.

77 **CHAIR:** Mr. McCarthy?

78 **McCARTHY:** No.

79 **CHAIR:** Sheriff Osmond?

80 **OSMOND:** No.

81 **CHAIR:** Chief Reeves?

82 **REEVES:** No.

83 **CHAIR:** Deputy Chief Thomas?

84 **THOMAS:** No.

85 **CHAIR:** Thank you. Does either side have any further questions or challenges for cause  
86 against any member of the Council?

87 **CHIEF:** No.

88 **DIRECTOR:** No.

89 **CHAIR:** Director Stephenson, do you have any procedural documents for this case and if  
90 so, please present them to the Council.

91 **DIRECTOR:** I do. I have two exhibits, both of which are contained in this binder. The first exhibit  
92 contains documentation of the Nebraska Law Enforcement Training Center file for  
93 Ms. Cordry. All personal identifying information has been redacted. Number one is  
94 a personal change in status dated 9-5-23 showing that Cordry was hired as a  
95 trainee. A second change in status dated 9-23 of 23 showing Ms. Cordry was  
96 appointed a full time law enforcement officer. An application for training received  
97 10-10 of 23 and a personal character affidavit dated 9-5-23 and it was received on  
98 10-10 of 23. The second exhibit is a denial packet which includes a copy of the  
99 denial letter dated 10-12 of 23 and a copy of the letter from Chief Hickman  
100 providing notice of intent to appeal dated 10-23 of 23. There is also a tab with

101 some email correspondence with myself and Sgt. Carter setting up the appeal.  
102 May I approach?  
103 **CHAIR:** You may.  
104 **CHAIR:** These are divided into two separate...  
105 **DIRECTOR:** They are all, it's all in there tabbed.  
106 **CHAIR:** You want them as two exhibits? Or it's all...  
107 **DIRECTOR:** Since I didn't divide them up we can do them as one exhibit because it's all tabbed.  
108 **CHAIR:** Ok.  
109 **DIRECTOR:** We can do them as one.  
110 **CHAIR:** Do you have any objections to the acceptance of any of these exhibits as  
111 explained by Director Stephenson?  
112 **CHIEF:** I do not.  
113 **CHAIR:** I will except exhibit one which is contained within this binder as provided by the  
114 Director of the Nebraska Law Enforcement Training Center. So let the record  
115 reflect that exhibit one has been received and is entered into the record.  
116 **CHAIR:** Does either side wish to address any further preliminary matters?  
117 **DIRECTOR:** No.  
118 **CHIEF:** No.  
119 **CHAIR:** Chief Murphy, as the petitioner, either you, you may make an opening statement at  
120 this time.  
121 **CHIEF:** Thank you. Again, my name is Jay Murphy. I am representing the Beatrice Police  
122 Department as Interim Chief. Sitting next to me is Kylie Cordry. We took Ms.  
123 Cordry's application back in August and she was pretty transparent on her  
124 application and explained everything to us the way it went down. The reason we're  
125 here today is her drug use, of a one-time drug use that happened a couple of years

126 ago. And this happened during her senior year, just getting ready to graduate, was  
127 out with some friends and kind of fell into peer pressure at that time. And used that  
128 one particular time. Since then she, a month after that, she started working at the  
129 Washington County corrections in Washington County Kansas. Her father is the  
130 Sheriff in Washington County and has been for quite some time. She worked at the  
131 Washington County corrections until she applied with us. Like I said, this past  
132 August. And I do, I've been here for thirty three years and right now before I took  
133 the interim chief's job I was a, I'm a lieutenant in charge of investigations so I am  
134 not out on the road a whole lot but as I talked about earlier, our staff is pretty short,  
135 so I did work the road a couple of times and had the opportunity to have Ms.  
136 Cordry ride with me and so we had, you know, a lot of time to talk about things and  
137 you know, I used to be an FTO officer and trained a lot of people. In thirty three  
138 years we've had people come and go a lot and she, for twenty years old, she is  
139 very mature and has all her ducks in a row for sure, and it would be sad to miss out  
140 on a good applicant like that. We don't see a whole lot of those people come  
141 through our department a lot and so, like I said, I do have some letters of reference  
142 and a letter from Ms. Cordry here that I would like to present to the Council.

143 **CHAIR:** We'll give an opportunity just shortly to do that. Anything else on your opening  
144 statement?

145 **CHIEF:** No sir. Thank you.

146 **CHAIR:** Director Stephenson, do you wish to make an opening statement?

147 **DIRECTOR:** Yes sir. Members of the Council, Kylie Cordry gained employment with Beatrice  
148 Police Department September 5<sup>th</sup> 2023 and applied for basic law enforcement  
149 training on October 10<sup>th</sup> of 2023. Upon application for basic law enforcement  
150 training, a review of Ms. Cordry's application was completed. The review of the



151 personal character affidavit page three found Ms. Cordry disclosed, "used illegal  
152 drugs or narcotics other than marijuana in the five years preceding this application"  
153 and then on page four Ms. Cordry disclosed using cocaine and mushrooms in May  
154 of 2021. Nebraska Rule and Regulation Title 79 Chapter 8 section 004 requires  
155 applicants requesting admission to certification training or other mandated training  
156 programs at a training academy must meet the qualifications specified below.  
157 Section 005.02A6d as in David states has not illegally used any drugs, I'm sorry,  
158 used any dangerous drugs or narcotics other than marijuana for any purpose in the  
159 last five years. The disclosures made by Ms. Cordry were in direct contradiction to  
160 Nebraska Rule and Regulation automatically disqualifying Ms. Cordry from basic  
161 law enforcement training. That is my opening, I have a closing.

162 **CHAIR:** Thank you. Now is the time further evidence can be presented to the Council. This  
163 may include written evidence, witness testimony and/or any unsworn statements  
164 by yourself. Chief, do you have any written evidence for us to consider?

165 **CHIEF:** I do. May I approach?

166 **CHAIR:** You may approach.

167 **CHIEF:** As I said, I have three reference letters and a letter written by Ms. Cordry.

168 **CHAIR:** Ok.

169 **CHIEF:** Thank you.

170 **CHAIR:** Thank you. Do you have any objections to the acceptance of this exhibit?

171 **DIRECTOR:** No.

172 **CHAIR:** I will accept this exhibit. Do you have any, go ahead.

173 **STOLZ:** Mr. Chair, are you marking that as exhibit three or is it going to be exhibit three and  
174 then exhibit four for Ms. Cordry's statement?

175 **CHAIR:** I marked it as one. Now we have an exhibit one which was presented by the State.  
176 We will mark that as exhibit two.

177 **GOBEL:** Two.

178 **CHAIR:** Yes. And it has been accepted. Do you have any other written evidence you would  
179 like to present?

180 **CHIEF:** I don't. Thank you.

181 **CHAIR:** Do you have any witnesses that would like to speak today?

182 **CHIEF:** No.

183 **CHAIR:** Do you have any further evidence to offer?

184 **CHIEF:** I don't. I do have one statement if I'm able.

185 **CHAIR:** You will get a closing statement.

186 **CHIEF:** Ok.

187 **CHAIR:** At this time...

188 **CHIEF:** No other evidence.

189 **CHAIR:** Pardon?

190 **CHIEF:** No other evidence.

191 **CHAIR:** Ok. Thank you. Director Stephenson do you have any additional written evidence  
192 for us to consider?

193 **DIRECTOR:** No sir.

194 **CHAIR:** Ok. Do you have any witnesses to testify?

195 **DIRECTOR:** No sir.

196 **CHAIR:** Do you have any further statements at this time Director Stephenson?

197 **DIRECTOR:** Only my closing.

198 **CHAIR:** Chief Murphy do you have anything additional to offer in light of this training  
199 center's evidence? Which would be your closing.

200 **CHIEF:** Yes. Like I said, this was a one time use from Ms. Cordry. According to Chapter 8  
201 005.02A6 it says that they do not have a pattern of substance abuse and she does  
202 not. Like I said, it was a one time thing that she fell to peer pressure at eighteen  
203 years old. I am sure we can all relate to that a little bit. And since then she has  
204 been hardworking, works a full time job and is pursuing (unintelligible) law  
205 enforcement.

206 **CHAIR:** Ok. As the letters of reference go around, does anybody on the Council have  
207 questions of Chief Murphy?

208 **CHAIR:** Ok. Director Stephenson, you may make your closing argument at this time.

209 **DIRECTOR:** Thank you. Members of the Council, as part of my duties to ensure individuals who  
210 apply for law enforcement certification in the State of Nebraska, meet all statutory  
211 requirements as well as Rules and Regulations necessary for admission and  
212 subsequent certification. I denied Ms. Cordry's application for admission and basic  
213 law enforcement training. Ms. Cordry disclosed she had used two dangerous drugs  
214 or narcotics in the past two years around the time of her graduating high school.  
215 This is an automatic failure to meet those standards under Title 79, Chapter 8 rule  
216 and regulation. The denial is being presented to you based upon these facts  
217 presented in the hearing.

218 **CHAIR:** Thank you. Is there any questions from the Council once again?

219 **OSMOND:** Can I go back to the Chief?

220 **CHAIR:** Yes.

221 **OSMOND:** Do you polygraph?

222 **CHIEF:** No we do not. We used to it was hard finding someone to do that so we kind of quit  
223 that process. We do a thorough background both over the phone through via mail  
224 and if possible, in person.

225 **OSMOND:** Ok.

226 **CHAIR:** So the one use is just based on the statement of...

227 **CHIEF:** I'm sorry?

228 **CHAIR:** The one use that you had defined or related to this Council is based on the  
229 statement of the candidate?

230 **CHIEF:** Based on the statement, yes and again, background investigation.

231 **CHAIR:** Title 79 Chapter 8 does require this type of hearing for the reported drug use here.  
232 It also provides for mitigating factors. Do you wish to relay any mitigating factors,  
233 other than what's already been provided to offset the denial from the Director?

234 **CHIEF:** You know, she was transparent in everything so, obviously we can't deny that this  
235 did not take place but again, she was eighteen and fell into peer pressure. A one  
236 use and she was, she's completely transparent with us and has been in our  
237 opinion. The mitigating factors are what they are.

238 **CHAIR:** Ok. Is there any other questions?

239 **McCARTHY:** And Chief, your background investigation verified everything that you were told?

240 **CHIEF:** Yes sir.

241 **McCARTHY:** Ok.

242 **THOMAS:** The one question I had, so the mushrooms and the cocaine was used all in one  
243 setting?

244 **CORDRY:** Yes.

245 **BOLZER:** One question I have is why didn't you disclose on your personal character affidavit  
246 for the academy if you disclosed to the chief?

247 **DIRECTOR:** She did. It was on her personal character affidavit.

248 **BOLZER:** Ok.

249 **CHAIR:** Just to clarify that. It's been reported and there's not a denial because of a lack  
250 of...

251 **DIRECTOR:** No.

252 **CHAIR:** ...candor.

253 **DIRECTOR:** No there was no denial based upon failure to disclose. She discloses on page  
254 three in the true false, and then she gave the explanation, it's page, I believe,  
255 seven not four, that she gives the details on that. Correct.

256 **CHAIR:** They have reported on that use in this case.

257 **DIRECTOR:** Correct.

258 **CHAIR:** Ok. Any other questions?

259 **OSMOND:** I do. Can I ask Kylie a question?

260 **CHAIR:** Yes.

261 **STOLZ:** Yes. She submitted a written statement.

262 **OSMOND:** I would just like to understand, so is the peer pressure situation at the end of high  
263 school, how did it jump all the way to cocaine and mushrooms? It seems like a  
264 pretty broad jump to me.

265 **CORDRY:** The night that it happened, we were all drinking. To be honest with you then it  
266 probably wouldn't have happened at all. So I assume that's probably how it all  
267 escalated to what it did.

268 **OSMOND:** Ok.

269 **STOLZ:** May I ask a question?

270 **CHAIR:** Yes.

271 **STOLZ:** Ms. Cordry, how did you obtain the cocaine and the mushrooms?

272 **CORDRY:** Just from friends. I don't know who's it was specifically.

273 **STOLZ:** And these were friends that you had been associated with.

274 **CORDRY:** Before, not currently.

275 **STOLZ:** But you knew them all at the time?

276 **CORDRY:** Yes.

277 **STOLZ:** Did you know that they had a drug history or drug usage history?

278 **CORDRY:** No. It's not something that was talked about.

279 **STOLZ:** And so how did the subject come up of doing both of these?

280 **CORDRY:** They just ended up bringing them out. It was a spur of the moment thing.

281 **STOLZ:** Your dad was the sheriff at the time?

282 **CORDY:** Yes.

283 **STOLZ:** Thank you.

284 **CHAIR:** I have one clarifying question. And I noted that you communicated Ms. Cordry is  
285 mature.

286 **CHIEF:** Yes.

287 **CHAIR:** This is two, two to three post use. What demonstrates that maturity from, separates  
288 that maturity level from the act that occurred in 2021 and her related maturity now?

289 **CHIEF:** Sure. She, as I said, she obtained a full time job a month after she graduated at the  
290 Washington County Jail. She worked full time. Through my discussions with her,  
291 when I was on the road with her, it sounds like that she pays all of her bills. I mean,  
292 I still have eighteen-nineteen year old kids that I still pay their car insurance and  
293 things like that. But, you know, she says that she feels that if she's making money  
294 she should be paying her bills and I have four kids and I would say that it sounds  
295 mature to me. And just the fact that she's a hard worker from her background  
296 investigation down at the Washington County Jail she would fill in all the time. They  
297 redecorated the jail and she volunteered all of her time to come in and help paint  
298 and, without pay, and she's pick up all the overtime she could get. She does live on

299 her own, like I said, pays her bills on her own. Once she got out of school she's  
300 like, all right, you know, I understand my parents take care of me when I am in  
301 school but now I'm out so it's my duty to do that. So I don't run into a whole lot of  
302 kids who are like that and that's mature in my book.

303 **CHAIR:** Ok. Thank you Chief. Ms. Cordry, how would you respond to the question? Where  
304 are you at today and where you were at in 2021.

305 **CORDRY:** Well the decision I made that night was a very poor one. And I have regretted ever  
306 since then. I really work to dedicate myself to whatever job I'm in. Like he said, pay  
307 my bills, just be a contributing member to society.

308 **CHAIR:** Ok and you've provided a personal statement that is part of evidence. Can you  
309 relate to the Council that this is your, this was your one and only use of illegal  
310 narc...illegal drugs, except for marijuana as questioned in the character affidavit? I  
311 am asking you to confirm for us the statement that your chief made, but your sitting  
312 here, I'm asking you to make the same declaration that this is your one and only  
313 use.

314 **CORDRY:** That was my one and only use.

315 **CHAIR:** Any other questions?

316 **THOMAS:** I have a question.

317 **CHAIR:** Go ahead.

318 **THOMAS:** Ok. Do you currently work still?

319 **CORDRY:** No.

320 **THOMAS:** And then what do you do to like deal with stress?

321 **CORDRY:** I like to walk a lot. It's something I started a few months ago. Just go out, I like to  
322 go walk at the track at the high school. I do that pretty frequently.

323 **CHAIR:** Any other questions? Sheriff?

324 **OSMOND:** I guess mine's going to piggyback off of Chief Thomas's. What steps have you  
325 taken to, you said it was probably the drinking that caused you to make a poor  
326 decision and then I see that it says you don't drink any more. Any other steps that  
327 you've taken to make sure that something like this doesn't happen again?

328 **CORDRY:** I'm not friends with a lot of those people that I was with that night, so I really try to  
329 look at who the people are in my friend group and just kind of hanging around in  
330 general. Just make sure I am around good people.

331 **CHAIR:** I'm going to ask this question, did this happen in Kansas, did this happen in  
332 Beatrice?

333 **CORDRY:** Kansas.

334 **CHAIR:** Say it one more time.

335 **CORDRY:** Kansas.

336 **CHAIR:** Kansas, all right.

337 **LONDON:** Chief, before you hired her, you knew that she had the drug history...

338 **CHIEF:** Yes.

339 **LONDON:** ...is that correct?

340 **CHIEF:** Yes.

341 **LONDON:** And you also knew about the five year requirement?

342 **CHIEF:** Yes.

343 **LONDON:** Ok.

344 **CHIEF:** Can I comment on that?

345 **LONDON:** Please.

346 **CHIEF:** Ok.

347 **LONDON:** Cause I would probably say, from my standpoint, because we have applicants that  
348 we have the same problem with. That would cause a big red flag for me.



349 **CHIEF:** And we've ran across those applicants as well. And their backgrounds were kind of  
350 iffy, you know. So, that's a good answer for us is that, that if they don't have a solid  
351 background and they had that type of situation of where they have used in the past  
352 five years, you know, we don't even consider them. However, Ms. Cordry had a  
353 pretty solid background and a lot of good references, a lot of people talked great  
354 about her and so we were willing to take a chance with her.

355 **LONDON:** Did you call the training center to get their input, or advice before you hired her?

356 **CHIEF:** I can't answer that. I'm not sure.

357 **LONDON:** Ok.

358 **CHIEF:** At the time I was not Chief and nor was in the training, my basic job was to do  
359 background investigations.

360 **LONDON:** Thank you.

361 **CHAIR:** Any other questions?

362 **BOLZER:** When did you disassociate yourself from this friend group?

363 **CORDRY:** Right around when I started at the jail in June.

364 **BOLZER:** Of last year?

365 **CORDRY:** A month following, of 2021.

366 **CHAIR:** Ok. I see no other questions. Is there a motion to go into Executive Session?

367 **LONDON:** I would move that the Council go into executive session based on the prevention of  
368 needless injury to the reputation of Kylie Cordry. And for the purposes of executive  
369 session we will allow the following to remain in the room, all Council members, the  
370 Council secretary, and legal secretary.

371 **CHAIR:** Did you mean legal advisor?

372 **LONDON:** Council secretary and legal advisor. I'm sorry.

373 **CHAIR:** Is there a second?

374 **McCARTHY:** I'll second.

375 **CHAIR:** Ok. Will you please call the roll?

376 **SECRETARY:** Sheriff Osmond?

377 **OSMOND:** Yes.

378 **SECRETARY:** Chief Reeves?

379 **REEVES:** Yes.

380 **SECRETARY:** Deputy Chief Thomas?

381 **THOMAS:** Yes.

382 **SECRETARY:** Assistant Chief Jackson?

383 **CHAIR:** Yes.

384 **SECRETARY:** Sgt. Bolzer?

385 **BOLZER:** Yes.

386 **SECRETARY:** Lt. Col. Duis?

387 **DUIS:** Yes.

388 **SECRETARY:** Chief Graham?

389 **GRAHAM:** Yes.

390 **SECRETARY:** Chief Deputy London?

391 **LONDON:** Yes.

392 **SECRETARY:** Mr. McCarthy?

393 **McCARTHY:** Yes.

394 **SECRETARY:** Motion approved.

395 **CHAIR:** At this time I would remind those present in executive session that they must

396 restrict their discussion in closed session to the issues currently before the Council.

397 We are now in executive session. The time is 10:00 a.m.

398 **CHAIR:** The meeting of the Police Standards Advisory Council will come to order. Is there a  
399 motion to come out of executive session?  
400 **LONDON:** I make a motion to come out of executive session.  
401 **CHAIR:** Is there a second?  
402 **BOLZER:** Second.  
403 **CHAIR:** Ok, it's been moved and seconded that we come out of executive session. Please  
404 call the roll.  
405 **SECRETARY:**Chief Reeves?  
406 **REEVES:** Yes.  
407 **SECRETARY:**Deputy Chief Thomas?  
408 **THOMAS:** Yes.  
409 **SECRETARY:**Assistant Chief Jackson?  
410 **CHAIR:** Yes.  
411 **SECRETARY:**Sgt. Bolzer?  
412 **BOLZER:** Yes.  
413 **SECRETARY:**Lt. Col. Duis?  
414 **DUIS:** Yes.  
415 **SECRETARY:**Chief Graham?  
416 **GRAHAM:** Yes.  
417 **SECRETARY:**Chief Deputy London?  
418 **LONDON:** Yes.  
419 **SECRETARY:**Mr. McCarthy?  
420 **McCARTHY:** Yes.  
421 **SECRETARY:**Sheriff Osmond?  
422 **OSMOND:** Yes.

423 **SECRETARY:** Motion approved.

424 **CHAIR:** Ok. All parties are present when the Council went into executive session are again  
425 present. The time is 10:20 a.m. Is there a motion?

426 **OSMOND:** I'll make a motion that we uphold the Director's decision based on the records  
427 presented.

428 **CHAIR:** Is there a second?

429 **BOLZER:** I'll second.

430 **CHAIR:** Any discussion? Ok, we have a motion and a second, please call the roll.

431 **SECRETARY:** Deputy Chief Thomas?

432 **THOMAS:** Yes.

433 **SECRETARY:** Assistant Chief Jackson?

434 **CHAIR:** Yes.

435 **SECRETARY:** Sgt. Bolzer?

436 **BOLZER:** Yes.

437 **SECRETARY:** Lt. Col. Duis?

438 **DUIS:** Yes.

439 **SECRETARY:** Chief Graham?

440 **GRAHAM:** Yes.

441 **SECRETARY:** Chief Deputy London?

442 **LONDON:** Yes.

443 **SECRETARY:** Mr. McCarthy?

444 **McCARTHY:** Yes.

445 **SECRETARY:** Sheriff Osmond?

446 **OSMOND:** Yes.

447 **SECRETARY:** Chief Reeves?

448 **REEVES:** Yes.

449 **SECRETARY:** Motion approved.

450 **CHAIR:** Chief, as you have heard, the Council has upheld the Director's decision to deny  
451 your request for admission to basic officer certification course. We will prepare  
452 findings of fact and conclusion of law pertaining to today's hearing and the  
453 Council's decision. Where would you like that sent?

454 **CHIEF:** If you could send it to our department in care of me that would be fine.

455 **CHAIR:** Ok. According to Title 79 of the Nebraska Administrative Code, Chapter 8, section  
456 009.02, the Council will render a decision and reduce its decision in writing in two  
457 weeks of the hearing; however, I am going to extend this deadline to sixty days is  
458 that acceptable to you. That means that the written findings would come within  
459 sixty days and not two weeks.

460 **CHIEF:** That's fine.

461 **CHAIR:** That's fine. Is there anything else from either side that needs to be addressed?

462 **CHIEF:** No sir.

463 **DIRECTOR:** No.

464 **CHAIR:** Ok. The hearing is concluded at 10:22 a.m.

465 **CHAIR:** I think as explained in the hearing itself, Kylie, you are on the right track. We  
466 believe that. It was just at this point in time based on the administrative code and  
467 we felt it necessary, we just wanted to tell you that we believe that you're heading  
468 the right direction. If your desire is a profession in law enforcement you just need to  
469 continue on that path and you can get there, you just have to continue in that way.  
470 Ok?

471 **CORDRY:** Ok.

472 **CHAIR:** Thank you.

**VI. OTHER BUSINESS**

**A. Informational Items**

1. Trainees: The trainees were listed on the agenda for the Council's information. No action needed.
2. NCO's Completed 80 hours of training: Those who had completed the 80 hours of training were listed on the agenda for the Council's information. No action needed.

**B. Date, Time & Location of Next Meeting**

December 20, 2023, 9:00 A.M., Library, Nebraska Law Enforcement Training Center, 3600 North Academy Road, Grand Island, Nebraska 68801

Hearing no further business, Chairman Jackson adjourned the meeting at 10:24 a.m.

Respectfully submitted,



Steven Gobel, Office Specialist