

AGENDA
POLICE STANDARDS ADVISORY COUNCIL

DATE: January 8, 2025

TO: Police Standards Advisory Council

FROM: Mark Stephenson, Director

SUBJECT: Meeting Wednesday, January 15, 2025, 9:00 A.M.
Library, Nebraska Law Enforcement Training Center
3600 North Academy Road, Grand Island, Nebraska 68803

- I. **CALL TO ORDER**
- II. **APPOINTMENT OF CHAIR**
- III. **NOMINATION AND ELECTION OF VICE CHAIR**
- III. **APPROVAL OF DECEMBER 18, 2024 P.S.A.C. MINUTES**
- IV. **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**
- V. **OLD BUSINESS**
- VI. **NEW BUSINESS**
 - A. **Appointment of Hearing Officer**
 - B. **Revocation Hearing**

Steven Julich: LR-250-23



C. Violation Reporting

1. Agencies in violation of reporting compliance, both Continuing Ed and Firearms

i. Continuing Education-Voting Item

Attachment 1

Ashland Police Department
Burwell Police Department
Cass County Sheriff's Office
Grand Island Police Department
Hastings Police Department
Hitchcock County Sheriff's Office
Howard County Sheriff's Office
Kimball County Sheriff's Office
Madison County Sheriff's Office
Merrick County Sheriff's Office
Morrill County Sheriff's Office
Nebraska Public Service Commission
Norfolk Police Department
Ogallala Police Department
Pierce County Sheriff's Office
Scribner Police Department
Sidney Police Department
Waterloo Police Department

ii. Firearms-Voting Item

Attachment 2

Ceresco Police Department
Sutton Police Department
Wahoo Police Department

2. Officers Suspended for Failure to Report CE's

Attachment 3

i. Douglas Heminger-Friend Police Department
Colin Rogers-Furnas County Sheriff's Office
Thomas Busch-Howard County Sheriff's Office
Dustin Strode-Howard County Sheriff's Office
Bruce Bombeck-Union Pacific Railway Police Department
David Christiansen-Waterloo Police Department

3. Waivers

i. Medical Waivers-Voting Item

Darby Weller-Bloomfield PD
Jason Schwartz-Hitchcock Co SO
Dylan Frerichs-NE State Patrol
Christopher Slocum-NE State Patrol

Kasha Moore-Omaha PD
Brian Vanderheiden-Omaha PD
Kevin Housh-Plattsmouth PD
Katie Rath-Valley PD

- ii. Extended Leave of Absence
Larry Cahill-Douglas Co SO
Trevor Dozler-Fillmore Co SO
T'Ronne Estwick-NE State Patrol
Elizabeth Abramson-Omaha PD
Aaron Anderson-Omaha PD
Robert Bruckner-Omaha PD
Jerry Kassen-Omaha PD
Tim Kissell-Omaha PD
James Phenis-Omaha PD
Stewart Vanness-Omaha PD
Lyle Staudenmaier-South Sioux City PD
- iii. Other
Paige Uzzell-No active agency

D. Academy Instructor Requests Attachment 4

Professional Original-Voting Item
Christopher Anderson-NLETC

E. Management In-Lieu-Of NLETC Course Attachment 5

Jason Sharp-Papillion Police Department-Voting Item

F. Supervision In-Lieu-Of NLETC Course Attachment 6

Giselle Hogan-Lincoln Police Department-Voting Item

G. Extension of 1 Year Requirement for Management Attachment 7

1. Penny Epting-Dakota County Sheriff's Office-Voting Item
2. John Shaver-Ewing Police Department-Voting Item
3. Joshua Svendsen-Lyons Police Department-Voting Item
4. Krisa Brass-Scottsbluff Police Department-Voting Item
5. Bradley Melby-Seward County Sheriff's Office-Voting Item

H. Hiring Bonus Grant Approvals-Voting Item

<u>Name</u>	<u>Agency</u>
Walter Durston	Cass Co SO
Jacob Beville	Gage Co SO
Michael Cafaro	O'Neill PD
Ayla Yates	Otoe Co SO

I. Physical Task Testing Changes-Discussion Item

J. Public Comments

VII. OTHER BUSINESS

A. Informational Items

1. Trainees

<u>Name</u>	<u>Agency</u>
William Couch	Cheyenne Co SO
Melissa Anderson	Douglas Co SO
Hamza Aldekhel	Lincoln PD
Logan Beckstrom	Lincoln PD
Juan Benitez	Lincoln PD
Hannah Bennington	Lincoln PD
Damien Cearns	Lincoln PD
Breanna Falk	Lincoln PD
Zachary Foster	Lincoln PD
Cuyler Henry	Lincoln PD
Thad Kottich	Lincoln PD
Dillon Mahrt	Lincoln PD
Chase Mecseji	Lincoln PD
Nathan Mork	Lincoln PD
Daniela Soto	Lincoln PD
Daniel Stroda	Lincoln PD
McKayla Therkildsen	Lincoln PD
Amber Ugalde-Romo	Lincoln PD
Makhi White	Lincoln PD
Kyleigh Borgelt	Madison Co SO

B. Date, Time & Location of Next Meeting

February 19, 2025, 9:00 a.m., Library, Nebraska Law Enforcement Training Center, 3600 North Academy Road, Grand Island, Nebraska 68801

REGULAR MEETING OF THE
POLICE STANDARDS ADVISORY COUNCIL
December 18, 2024

I. CALL TO ORDER

Chairman, Sgt. Drew Bolzer called the meeting to order at 9:00 A.M. Legal notice of the meeting was published in the Lincoln Journal Star on December 11, 2024. Roll call; Sgt. Drew Bolzer, Chief Paul Graham, Chief Deputy Greg London, Mr. Matthew McCarthy, Sheriff Dan Osmond, Chief Steve Reeves, Lt. Col. Jeff Roby, Asst. Chief Jason Stille, Deputy Chief Sherie Thomas.

II. APPROVAL OF November 20, 2024 P.S.A.C. MINUTES

Sgt. Bolzer asked if there was a motion to approve the November 20, 2024 minutes.

MOTION

Chief Graham: I make a motion to approve the minutes. Mr. McCarthy seconded the motion.

Voting in favor: Chief Graham, Chief Deputy London, Mr. McCarthy, Sheriff Osmond, Chief Reeves, Lt. Col. Roby, Asst. Chief Stille, Deputy Chief Thomas. Motion approved.

III. REPORTS

A. Director's Report

Director Mark Stephenson reported on the following:

- 40 applications were received for the 219th Basic. 2 applications were denied based on Title 79, Chapter 8. Both of the applicants chose to resign from their agencies. The 219th Basic academy will start January 6, 2024 with 35 students enrolled.



- Reciprocity numbers for 2024: 20 applications were received. 4 of the applications were for agency heads. All 20 were found to be deficient in training hours as is required by the curriculum comparison and the rules set out for reciprocity. They averaged 60.8 hours in deficiencies. There were 2 applications that only required Nebraska specific courses. The average time spent processing a reciprocity application is 8 ½ hours. This does not include the delays resulting in the communications between the staff and agencies. The average time to complete an agency head application was 47 hours. Due to NLETC having to complete the background investigation.
- The Hiring Bonus applications opened in May 2024. 60 applications have been approved and 3 are in the approval process.

Sheriff Osmond asked if there was any way to improve the process for completing the reciprocity applications. Director Stephenson responded that since it is laid out in rules and regulations that the training has to be equivalent with the NLETC basic curriculum, the submitted curriculum needs to be compared line by line with the NLETC curriculum. If the application does not meet the 70%, or 450 hours, the process stops. However, if the application does meet the 450 hours, then the line by line comparison starts to make sure that the 70% is approved.

B. Deputy Director's Report

Deputy Director Gene Boner was absent, Director Mark Stephenson reported on the following:

- The 218th Basic graduated on December 12, 2024. The class started with 51 students and 39 students graduated representing 25 agencies.
- The following training was held at NLETC:
 - Basic Jail Training-December 2-13, 2024: 32 students enrolled. 1 student was removed for disciplinary issues.
 - Defensive Tactics Instructor-December 16-20, 2024: 19 students enrolled.
 - Radar Training-1 outside student attended with the Basic Class.
 - Lidar Training-7 outside students attended with the Basic Class.

C. Nebraska State Patrol Training Academy

Captain Andy Ecklund reported on the following:

- Camp 70 is in the final week of training. Captain Ecklund reported on the courses being completed. 9 students will graduate December 20, 2024.
- Camp 71 will begin January 6, 2025 with 15 recruits.

D. Crime Commission Report

Executive Director Bryan Tuma reported on the following:

- Mr. Stolz will be retiring on January 22, 2025. Interviews will be conducted on December 30, 2024.
- The request for hiring 7 additional instructors is still in process. It is currently with NAPE. No status report was available.
- The State forecasting board is projecting a 432 plus million dollar shortfall in tax revenue. It will be a topic for the next Legislative session that begins January 8, 2025.
- The Crime Commission has been working with Sarah Bockstadter with the Attorney General's office on misconduct cases.
- SCIP (State Crisis Intervention Program) Grant: 4 ½ million dollars over 5 years that will focus on mental health crisis intervention training.
- NLETC Expansion: 12 ½ million dollar cut from the ARPA dollars. The indoor range project was removed from the plan. Plan revisions and cost estimates are being worked on. Anticipate breaking ground in February 2025.
- Sarpy Co. Sheriff Davis is retiring. He was a member of the Crime Commission and the CVR board. Douglas County Sheriff Hansen will be replacing him on the Crime Commission and Dr. Candice Batten will be replacing him on the CVR board.
- Mr. Stolz added that there will be a formal revocation hearing at the January 2025 meeting.

Sheriff Osmond asked if there was a reason that the indoor range was cut from the project. Executive Director Tuma did not know exactly why that was cut.

IV. Old Business

V. New Business

Sgt. Bolzer moved item L to the beginning of the agenda.

1 **CHAIR:** The matter now before the Police Standards Advisory Council is the
2 Lincoln Police Department on behalf of its applicant, Addison Hejl, vs. the
3 Nebraska Law Enforcement Training Center, Case Number 24 PSAC 103.
4 Since Assistant Chief Stille is a representative from the petitioner's
5 agency, I would ask that he recuse himself from further participation in this
6 matter per Title 79 NAC, Chapter 13, 004 subset 0211.

7 I will now call this meeting to order at 9:16 hours. I will note that the
8 following Council members are present: myself, Sgt. Drew Bolzer of the
9 Lancaster County Sheriff's Office, Lt. Col. Jeff Roby of the Nebraska State
10 Patrol, Chief Paul Graham of the Aurora Police Department, Chief Deputy
11 Greg London with the Sarpy County Sheriff's Office, Sheriff Dan Osmond
12 with the Custer County Sheriff's Office, Chief Steve Reeves of the North
13 Platte Police Department, Deputy Chief Sherie Thomas with the Omaha
14 Police Department and Matthew McCarthy with the Northeast Community
15 College.

16 **CHAIR:** The Council has been asked by the Petitioner, the Lincoln Police
17 Department, to consider reversing Director Stephenson's denial of Ms.
18 Hejl's entrance into the Basic Law Enforcement Officer Certification
19 course. The Council is here pursuant to its authority as stated in Nebraska
20 Revised Statute 81-1403, its related statutes and Title 79 of the Nebraska
21 Administrative Code.

22 **CHAIR:** I will note that the petitioner's administrator, Chief Michon Morrow is
23 present along with the petitioner's applicant, Addison Hejl.

24 **CHAIR:** Chief Morrow are you represented by counsel?

25 **CHIEF:** I am. Of note for the record, Tonya Peters is the city attorney for the city of
26 Lincoln, however, she is here observing, and I am only going to ask her to
27 step forward if that becomes necessary during the course of the hearing.

28 **CHAIR:** Ok. Do we need to get Ms. Peters on record if we need her to?

29 **STOLZ:** It wouldn't be a bad idea.

30 **CHAIR:** Ok. Ms. Peters, would you please state your name and title for the record?

31 **PETERS:** Tonya Peters. I am the police legal advisor for the Lincoln Police
32 Department, also my official title is Senior Assistant City Attorney.

33 **CHAIR:** Ms. Hejl, are you represented by counsel?

34 **HEJL:** Yes.

35 **CHAIR:** And is that Ms. Peters as well?

36 **HEJL:** Yes.

37 **CHAIR:** However, since Ms. Hejl has an attorney present, we will allow her to
38 speak on her behalf at the end of these proceedings as well. The
39 Nebraska Law Enforcement Training Center's Director Mark Stephenson
40 is present and will present the case on behalf of NLETC.

41 **CHAIR:** Is there an attorney present for NLETC?

42 **DIRECTOR:** No.

43 **CHAIR:** Ms. Peters, do you contest the Council's authority to hear this case?

44 **PETERS:** No.

45 **CHAIR:** Ms. Hejl, do you contest?

46 **HEJL:** No.

47 **CHAIR:** Chief?

48 **CHIEF:** No sir.

49 **CHAIR:** Director Stephenson, do you contest the Council's authority to hear this
50 case?

51 **DIRECTOR:** Yes I do.

52 **CHAIR:** Director Stephenson, what is the basis for your objection for the Council's
53 authority to hear this case?

54 **DIRECTOR:** As a procedural matter due to the Council having ruled on this appeal in
55 June of this year, my question is, Title 79, Chapter 13, section 004.02J,
56 which states that the decision of the Council is final, my question is, does
57 that have any bearing on this matter being heard again in this forum?

58 **CHAIR:** Director Stephenson, do you have any exhibits that you want to consider
59 in support of your objection?

60 **DIRECTOR:** I do. I have two exhibits, both of which are in this binder. The first exhibit is
61 the application for Addison Hejl for the Lincoln Police Department and the
62 character affidavit and other documents. Exhibit two is going to be the
63 denial letters for the Lincoln Police Department as well as the Findings of
64 Facts and the Conclusions of Law from the previous hearing in June along
65 with the PSAC minutes from that hearing in June for the Council's
66 consideration. May I approach? I will submit these.

67 **CHAIR:** You may. Is there any objections to these exhibits? The exhibits will be
68 received and marked one and two.

69 **STOLZ:** What's exhibit one then?

70 **DIRECTOR:** The application.

71 **CHAIR:** And exhibit two is the letter and all the subsequent ...

72 **DIRECTOR:** It's the denial and the Findings of Fact and the Conclusion of Law and the
73 minutes from the PSAC.

74 **CHAIR:** They are received into record.

75 **CHAIR:** Ms. Peters, do you have any response regarding Director Stephenson's
76 objection? Or Chief Morrow? Or Addison?

77 **CHIEF:** I'll let Tonya respond.

78 **PETERS:** My apologies, I was going to be more of an observer today. We have not
79 been provided a copy of the exhibits one and two. I assume we have seen
80 those before. As far as the Council's authority to hear this appeal, in
81 reviewing your state statutes that are applicable, as well the rules and
82 regs, I don't see the reason why you cannot hear this appeal again. She's
83 applying with the January 2025 police academy so we would view this as
84 new. That's how I would see it.

85 **CHIEF:** If I may?

86 **CHAIR:** Yes.

87 **CHIEF:** So additionally what I would like to share is that I concur that this is a new
88 application. So after the PSAC hearing in mid-June, and for the record, I
89 still stand by the statement and will restate today as long as we can move
90 forward with the hearing. Ms. Hejl was hired by the Lincoln Police
91 Department as a part-time worker. So we have new information to share in
92 terms of her growth, her commitment to law enforcement. The work that

93 she has done on cases, that not just touch Lincoln but other jurisdictions
94 as many offenders and suspects that she helped identify in those cases
95 touched other jurisdictions and organizations throughout the State of
96 Nebraska. She certainly has proved all that we believed that she would
97 afford us in her work, her character, her integrity as a law enforcement
98 officer. So a new application is the direction that we went. When she was
99 hired, shortly after, and spending with the Lincoln Police Department,
100 availing herself to conversations and growth, interactions also with our
101 partners in the same building, the Sheriff's Office and those interactions. It
102 affirmed her decision to want to be a law enforcement officer. So she
103 scheduled a meeting with me. I didn't bring her here kicking and
104 screaming in any way to be disrespectful to policies or procedures. She
105 requested a new application which I am not going to deny. That means a
106 new process, a new background investigation and a new opportunity to
107 attend our January academy. I don't think, in my humble opinion, that it is
108 the exact same. The decision was final. We accepted that decision. We
109 did not appeal to district court. It is simply a new application and process
110 that we would ask that you would hear us today in terms of the differences
111 that we can share and perhaps take a new look of how we have
112 interpreted some of the language that went into your decision making and
113 the titles, specifically Chapter 8 and I believe you have to do so.

114 **CHAIR:** Anything else?

115 **CHAIR:** Since there has been an objection to the Council's authority to hear this
116 case, the Council will need to resolve this jurisdictional question before
117 hearing this case on the merits of the appeal. At this time I would entertain
118 a motion to go into Executive Session in order to avoid the needless injury
119 to the reputation of the petitioner and Ms. Hejl.

120 **McCARTHY:** I will make the motion to go into Executive Council.

121 **CHAIR:** It will also going to have to state who's remaining in executive session.

122 **McCarthy:** For the prevention of needless injury to the reputation of Addison Hejl, the
123 people we would like to stay in the room are all Council members, Council
124 secretary, and legal advisor David Stolz.

125 **CHAIR:** With the exception of...

126 **McCarthy:** Yes, Mr. Stille.

127 **CHAIR:** Second?

128 **THOMAS:** Second.

129 **CHAIR:** Any discussion? All right, the time is 9:24, and all parties...

130 **GOBEL:** We've got to vote.

131 **CHAIR:** Oh sorry. We'll have to go into executive session, so we ask that everyone
132 that wasn't listed to...

133 **STOLZ:** We have to vote.

134 **CHAIR:** Call the role.

135 **GOBEL:** Chief Deputy London?

136 **LONDON:** Yes.

137 **GOBEL:** Mr. McCarthy?

138 **McCarthy:** Yes.

139 **GOBEL:** Sheriff Osmond?

140 **OSMOND:** Yes.

141 **GOBEL:** Chief Reeves?

142 **REEVES:** Yes.

143 **GOBEL:** Lt. Col. Roby?

144 **ROBY:** Yes.

145 **GOBEL:** Deputy Chief Thomas?

146 **THOMAS:** Yes.

147 **GOBEL:** Sgt. Bolzer?

148 **CHAIR:** Yes.

149 **GOBEL:** Chief Graham?

150 **GRAHAM:** Yes.

151 **GOBEL:** We are in Executive Session.

152 **THE COUNCIL WENT INTO EXECUTIVE SESSION AT 9:25 a.m. and took a break**

153 **from 10:16-10:19 a.m.**

154 **CHAIR:** I would entertain a motion to come out of Executive Session.

155 **GRAHAM:** I make a motion to come out of Executive Session.

156 **CHAIR:** Second?

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

158 **CHAIR:** Any discussion? Call the role.

159 **GOBEL:** Mr. McCarthy?

160 **McCARTHY:** Yes.

161 **GOBEL:** Sheriff Osmond?

162 **OSMOND:** Yes.

163 **GOBEL:** Chief Reeves?

164 **REEVES:** Yes.

165 **GOBEL:** Lt. Col. Roby?

166 **ROBY:** Yes.

167 **GOBEL:** Deputy Chief Thomas?

168 **THOMAS:** Yes.

169 **GOBEL:** Sgt. Bolzer?

170 **CHAIR:** Yes.

171 **GOBEL:** Chief Graham?

172 **GRAHAM:** Yes.

173 **GOBEL:** Chief Deputy London?

174 **LONDON:** Yes.

175 **GOBEL:** 10:25

176 **CHAIR:** The time is 10:25 and all parties are again present. And I would entertain

177 a motion on Director's Stephenson's objection.

178 **LONDON:** Director Stephenson wrote a letter dated November 1st 2024 and you cited

179 Title 79, Chapter 13, section 004.02J, the Council shall affirm, modify or

180 deny the decision of the director or his or her designee. The decision of

181 the Council is final and that's in regards to the meeting that PSAC heard

182 on June 26th 2024, therefore, I make a motion to uphold Director

183 Stephenson's decision to deny the application.

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

185 **REEVES:** Second.

186 **CHAIR:** Any discussion? Call the role.

187 **GOBEL:** Sheriff Osmond?

188 **OSMOND:** No.

189 **GOBEL:** Chief Reeves?

190 **REEVES:** Yes.

191 **GOBEL:** Lt. Col. Roby?

192 **ROBY:** Yes.

193 **GOBEL:** Assistant Chief Stille would have to abstain. Deputy Chief Thomas?

194 **THOMAS:** No.

195 **GOBEL:** Sgt. Bolzer?

196 **CHAIR:** Yes.

197 **GOBEL:** Chief Graham?

198 **GRAHAM:** Yes.

199 **GOBEL:** Chief Deputy London?

200 **LONDON:** Yes.

201 **GOBEL:** Mr. McCarthy.

202 **McCARTHY:** No.

203 **GOBEL:** The motion is approved to deny.

204 **CHAIR:** Ms. Peters, Chief Morrow and Ms. Hejl, as you've heard, the Council has

205 upheld the director's decision and denied your request for admission into

206 the Basic Officer Certification course. The Council will prepare written

207 findings of fact and conclusions of law pertaining to today's hearing and
208 the Council decision. Where do you want the findings sent?

209 **CHIEF:** You can send them to me please.

210 **CHAIR:** Did you want those findings sent by US mail or by email.

211 **CHIEF:** Email is fine.

212 **CHAIR:** Do you want those findings sent to you as well?

213 **PETERS:** Yes. I would like an opportunity to respond for the record.

214 **CHAIR:** Dave?

215 **STOLZ:** Sure.

216 **CHAIR:** I'll allow it.

217 **PETERS:** Members, I appreciate your long consideration of your decision on the city
218 of Lincoln's request. Its clear to me you had at 9:15 and came back at
219 10:25. That means that it isn't completely clear to you as to the authority of
220 the board to hear this. I will tell you that I did not find anything in your rules
221 and regs that speak to this matter. So by making this ruling you've pretty
222 much put her in a position where she can never apply again. I would like
223 you to think about it. Because you haven't given no guidance to her as to
224 when she is able to come back and apply.

225 **OSMOND:** The rules and regs do speak to when she would be able to apply.

226 **PETERS:** The rules and regs talk about a time period in which they are, would be
227 informally called benched, right? But you have ruled today that this is a
228 final order from June 26, 2024 and that you can not hear a new
229 application. Nothing in your policies prevented her from applying for a

230 waiver six or seven or eight months later. But your ruling basically says
231 you can never come back. It's final. You've ruled. I would just like you to
232 think about what other profession that someone is prohibited for their
233 lifetime from re-applying.

234 **STOLZ:** If I may, at the end of five years you can make a new application.

235 **PETERS:** Your rules don't say that. Your rules also didn't say that she couldn't apply
236 for a waiver today.

237 **STOLZ:** If you look at Chapter 8, with all due respect, it talks about a person of
238 good character that uses a controlled substance within five years of
239 making application. Chapter 13 and Chapter 8 it does address that.

240 **PETERS:** If you make that argument that she (unintelligible) five years from the day
241 of the issue that's prevented her from being approved, you're effectively
242 saying that you can only ask for a waiver once in the matter of five years?

243 **STOLZ:** If you are looking for me to respond, I don't have a response because
244 that's for them to decide, not me.

245 **PETERS:** I totally agree. (unintelligible).

246 **CHIEF:** That is truly the decision of the Council, therefore, not clearly articulated in
247 the rules provided within your Title. Respectfully, I agree that we have all
248 kinds of professions that are afforded secondary appeals. This is a new
249 application. I do also want it on record that the first time we were here, the
250 hearing didn't take place until two hours after the start of the hearing
251 because we listened to the Council talk about how we were going to
252 impact the staffing of agencies across the State of Nebraska. Because we

253 struggle to hire when the pool of applicants is small. And its scarce
254 resources and we end up competing against ourselves. If she would have
255 come to one of your departments you would have hired her. With all of the
256 character. In regards to the title, to be very clear, I've read it so many
257 times, it allows you discretion and that's exactly the foundation of the work
258 that we do in law enforcement. It doesn't say shall anywhere. It says may.
259 It says may constitute. And in terms of good character, it doesn't say that
260 you shall only, it says it's hard to define what good character is and here's
261 some things that you can consider. And the only consideration that was
262 provided to me and the only consideration that was truly articulated here
263 was time. And it doesn't say that that's the only thing that you can
264 consider, and it also doesn't say that you can only consider from point of
265 contact, conduct, forward. So with a new application you certainly would
266 have talked about the past conduct with additional information that we
267 could share today. Admittedly, right, let's be honest, I've been the Chief for
268 five minutes when we came here. So this was new. And respectfully, I
269 have spent a significant amount of time working to build relationships and
270 understanding the authority of the Council and the Title, and its
271 disheartening to end these conversations. This conversation was never
272 once brought up. So it was brought up today. Affording us no opportunity
273 to further prepare what we're prepared for today was to walk through the
274 Title and the new information we have for a new application. Not the past
275 application. We certainly were still going to talk about is the conduct that is

276 the reason that we're here and requesting a waiver. So if she went to one
277 of your agencies and we got the denial, to be clear then, she's a no for all
278 of you and you would want her on your organization and again, because
279 we struggle to hire. I can not in any way, wrap my head around how
280 benching her for five years does something better or different for law
281 enforcement in the State of Nebraska. Additionally, going back to the
282 appeals, we afford criminals more appeals in this system than what we are
283 offering this young lady who is absolutely committed to a career in law
284 enforcement. And again I want to be on record, I don't take this lightly, I
285 take this extremely seriously. I have been with LPD for thirty years and I
286 loved it at 19 when I started, and I love it today. And my foundation in law
287 enforcement started long before that. I grew up in law enforcement with a
288 dad who was an officer in Gothenburg, a deputy and then Sheriff of
289 Dawson County. Chief of Police in Lexington and then sitting in the role of
290 Chief Executive of the Crime Commission. I only wish that he was still
291 here so we could have had these conversations because I think it's a
292 travesty. For the decisions that were made, because again, it's been very
293 clearly articulated that you had the ability to rule different. It's the decision
294 you made, and it will impact all of our applicants moving forward. Our
295 academy in January, if she was four years and eleven months and ten
296 days, you're saying no. That's what the ruling says today, it's a no. So I do
297 respect and appreciate the time. I do think it's unfortunate in the
298 conversation and preparation that this argument wasn't brought forward so

299 we could continue to better prepare ourselves. Respectfully, in our
300 organization relationships matter. Which is why, again, we didn't appeal
301 the last time. And certainly in not doing so, potentially may impact her
302 again because we need to make a determination of whether or not that
303 clocked has passed for us with this decision. Had we known that it was a
304 conversation that was going to happen, we could have re-assessed how
305 we would be moving forward.

306 **CHAIR:** Any discussion of that?

307 **CHAIR:** According to Title 79 of the Nebraska Administrative Code, Chapter 8,
308 Section 008.02, the Council will render a decision and reduce its decision
309 in writing within 90 days of the hearing unless extended by order of the
310 presiding officer. Is there anything else from either side that needs to be
311 addressed?

312 **DIRECTOR:** No sir.

313 **CHAIR:** This hearing is concluded. The time is 10:36 a.m.

A. Proposed Tuition Fees

Director Mark Stephenson reported that there were no changes in the proposed tuition fees that will take effect July 1, 2025.

MOTION

Sheriff Osmond: I'll make a motion that we accept the fees as presented. Chief Graham seconded the motion.

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

B. Academy Instructor Applications

Professional Original
Ryan Brady-SDLEA

After review by the NLETC staff, Director Mark Stephenson recommended approval of the Professional academy instructor application as presented in the agenda.

MOTION

Chief Deputy London: I'll make a motion to approve the Professional Original instructor application for Ryan Brady of the Sarpy Douglas Law Enforcement Academy for the subject areas that are marked approved on the instructor application provided in the agenda packet. Deputy Chief Thomas seconded the motion.

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

General Original
Khoi Nguyen-SDLEA

After review by the NLETC staff, Director Mark Stephenson recommended approval of the General academy instructor application as presented in the agenda.

MOTION

Chief Deputy London: I'll make a motion to approve the General Original instructor application for Khoi Nguyen of the Sarpy Douglas Law Enforcement Academy for the subject areas that are marked approved on the instructor application provided in the agenda packet. Deputy Chief Thomas seconded the motion.

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

C. Supervision In-Lieu-Of NLETC Course

1. Thomas Flynn-Douglas County Sheriff's Office
2. Eben Jones-Douglas County Sheriff's Office
3. Neal Klein-Douglas County Sheriff's Office
4. Jesse Ronk-Douglas County Sheriff's Office
5. Christopher Johnson-Lincoln Police Department

Director Mark Stephenson reported that Sergeants Flynn, Jones, Klein and Ronk completed the PSAC approved Douglas County Sheriff's Office Line Supervisor Training. Director Stephenson recommended the approval of Douglas County's request for In-Lieu-Of training for the NLETC Supervision course.

Chief Deputy London asked for clarification since there were 5 on the agenda. Director Stephenson replied that the 5th person would be dealt with separately.

MOTION

Chief Deputy London: So how's this for a motion? That we approve the waiver for the Supervision in-lieu-of NLETC course for Thomas Flynn, Eben Jones, Neal Klein, and Jesse Ronk. Sheriff Osmond seconded the motion.

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

Director Mark Stephenson reported that Sergeant Johnson of the Lincoln Police Department completed the IACP First Line Leadership course. The course was 24 hours and Sgt. Johnson also completed one hour of legal issues for supervisors to insure that the course met all of the core requirements. Director

Stephenson recommended the approval of the Lincoln Police Department's request for In-Lieu-Of training for the NLETC Supervision course.

MOTION

Chief Graham: I'll make a motion to approve Christopher Johnson of the Lincoln Police Department for the Supervision course he took in-lieu-of the NLETC course. Deputy Chief Thomas seconded the motion.

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

D. Extension of the 1-year Requirement for Management Training

1. Lindsey Betsworth-Bellevue Police Department
2. Matthew Hoffman-Bellevue Police Department

Director Mark Stephenson reported that Lindsey Betsworth and Matthew Hoffman have completed the in-person Management course and have requested an extension in order to complete the on-line portion of the training. Director Stephenson recommended that the Council approve the extensions for 2025.

MOTION

Sheriff Osmond: I'll make a motion that we extend for 1 year the requirement for Management training for Lindsey Betsworth and Matthew Hoffman of the Bellevue Police Department. Chief Graham seconded the motion.

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

E. NCO's Eligible for Automatic Extension

Cory Burtman-Butler County Sheriff's Office
Stephen Donica-Butler County Sheriff's Office
Larry Lucas-Hall County Sheriff's Office
Timothy Conrad-Morrill County Sheriff's Office
Joseph Rothmeyer-Red Willow County Sheriff's Office
Maria Geesaman-York Police Department
David Wobken-York Police Department

Director Mark Stephenson reported that the NCO's listed above have completed all qualifications to be eligible for the automatic extension.

MOTION

Sheriff Osmond: I'll make a motion that we grant the automatic extension for those listed on the agenda. Chief Graham seconded the motion.

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

F. Hiring Bonus Grant Approvals

Violet Kluck-Aurora Police Department
Alan Bottjen-Bellevue Police Department
Dana Wingad-Bellevue Police Department
Justin Jorgensen-Blair Police Department
Raymond Fuller-Columbus Police Department
Evan Praseuth-Gage County Sheriff's Office
Tessa Brown-Lincoln County Sheriff's Office
Raudel Perez-UNO Police Department

Jessica Wagoner reported that the individuals listed under item F applied for the hiring bonus grant. The compliance team vetted the applications utilizing the NLETC database. It was determined that the applicants listed have met the requirements to receive the hiring bonus grant. "I would recommend that you approve the hiring bonus grants for the applicants listed under item F."

MOTION

Chief Deputy London: So moved. Deputy Chief Thomas seconded the motion.

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

G. Extension of the SDLEA Interlocal Agreement and Conditional Approval of the SDLEA Academy

Chief Deputy London reported that the Interlocal Agreement for SDLEA expired on September 30, 2024. The law enforcement agencies have all signed off on the changes for the agreement. The city councils and county boards now have to approve the agreement. The approvals were not all going to be completed before the start of the January 2025 class. There will be a one year extension and then

the option for another year that would cover the academy through 2027. Mr. Stolz asked if the agreement was just to train the officers from the agencies in the interlocal agreement. Chief Deputy clarified that the agreement was to train officers from only the agencies in the agreement. Mr. Stolz suggested that the motion would be to grant conditional approval of SDLEA pending approval by the respective commission or boards. Mr. McCarthy asked if there were any substantial changes to the agreement. Chief Deputy London clarified that there were no additional agencies entering into the agreement and no agencies leaving.

MOTION

Sheriff Osmond: I'll make the motion that we...Mr. Stolz: Conditionally approve SDLEA pending the approval from the respective city councils and county boards. Sheriff Osmond: I'll use Dave's words for my motion. Mr. McCarthy seconded the motion.

DISCUSSION

Captain William Rinn of the Douglas County Sheriff's Office reported that the changes had to do with the length of the agreement. The agreement was changed from three years to one year with no additional agencies and no agencies leaving the agreement. Lt. Col. Roby asked why there was a reduction in the time frame for the agreement. Chief Deputy London replied that Metro Community College is going to build a new campus, and the plan would be to move the law enforcement and fire training to the new campus. The new interlocal agreement would be for 2025 and then an automatic extension for 2026 if all of the parties were still in agreement.

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

H. Approval of 2 SDLEA Recruit classes for 2025

Director Mark Stephenson asked if the Council needed to vote on SDLEA class size since they are covered by the Interlocal Agreement. Mr. Stolz clarified that when SDLEA was first created they fell under 81-1403(9). Now with the interlocal agreement they are their own academy like OPD and Lincoln P.D. There is now no statutory requirement for the Council to set class sizes. No action was taken on item H.

I. PSD Evaluator Performance Audit

1. Chad Heller-Bellevue Police Department

2. Matthew Pulec-Lincoln Police Department

Director Mark Stephenson: Pursuant to Title 79, Chapter 18, Certification of Narcotics Dog Evaluator, Lincoln Police Department Officer and PSD Judge, Chris Howard conducted an audit of Narcotics Detector Dog Evaluator Chad Heller of the Bellevue Police Department on November 26, 2024. Based on that audit, Officer Howard's recommendation to the Police Standards Advisory Council is that Officer Heller continues in the position of State Narcotics Detector Dog Evaluator because his performance meets or exceeds the expectations required for maintaining that certification.

MOTION

Sheriff Osmond: I'll make a motion that we approve the certification for Chad Heller of the Bellevue Police Department. Chief Deputy London seconded the motion.

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

Director Stephenson: Pursuant to Title 79, Chapter 18, Lincoln Police Department Officer and PSD Judge Chris Howard conducted audits of Officer Matthew Pulec of the Lincoln Police Department as a Patrol Dog Evaluator on October 30, 2024, Narcotics Detector Dog Evaluator on October 31, 2024 and Explosives Detector Evaluator on November 21, 2024. Based on those audits, Officer Howard's recommendation to the Police Standards Advisory Council is that Office Pulec continues in the positions of Patrol Dog Evaluator, Narcotics Detector Dog Evaluator and Explosive Detector Dog Evaluator as his performance meets or exceeds the requirements needed to maintain those certifications.

MOTION

Chief Deputy London: I'll make a motion that we approve certification for Matthew Pulec of Lincoln P.D. on Patrol Dog, Narcotics Detector Dog, Explosive Detector Dog. Chief Graham seconded the motion.

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

J. 2024 Academy Inspections

Director Mark Stephenson reported that due to staffing changes and administrative changes, the 2024 inspections were conducted as desk audits. Attachment 7 included each academies audit. The deficiencies ranged from misplaced documentation to failure to complete the tasks as required by the job tasks analysis. The compliance team has been in contact with the agencies to make sure that they all have the information needed to correct the deficiencies. Most of the deficiencies were in progress or completed shortly after the audits. Director Stephenson recommended that the Council approve the 5 academies on the agenda for 2024.

MOTION

Sheriff Osmond: I'll make the motion that we approve the five academies that are listed on the agenda. Chief Graham seconded the motion.

Voting: Asst. Chief Stille abstained, Deputy Chief Thomas abstained, Sgt. Bolzer voted yes, Chief Graham voted yes, Chief Deputy London voted yes for NLETC, NSP, Lincoln and OPD academies and abstained for SDLEA, Mr. McCarthy voted yes, Sheriff Osmond voted yes, Chief Reeves voted yes, Lt. Col. Roby voted yes for NLETC, Lincoln and OPD academies and abstained for NSP. Motion approved.

K. Revocation-Voluntary Surrender

Savannah Keller: LR-267-23

Agency Counsel David Stolz entered one exhibit. Exhibit 1 is the Consent to Revocation of Law Enforcement Certificate and Waiver of Notice and Hearing for Savannah Keller. Sgt. Bolzer accepted the exhibit, and it was entered into the record.

Mr. Stolz provided the factual summary of the details leading up to the revocation. Mr. Stolz asked that the Council accept the relinquishment and recommends to the Commission that Savannah Keller's law enforcement certificate be revoked based on the violation of her code of ethics and her statutory duties per Nebraska Revised Statute 81-1403 Section (6)(c).

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 her certificate, I make a motion that the Council accept the surrender of Savannah Keller's law enforcement certificate based on the recommendation outlined by Counsel Dave Stolz. Said revocation to be effective upon review and acceptance of the surrender by the Nebraska

Commission on Law Enforcement and Criminal Justice. Chief Graham seconded the motion.

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

VI. OTHER BUSINESS

A. Informational Items

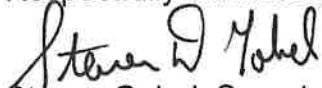
1. Trainees: The trainees were listed on the agenda for the Council's information. No action needed.
2. NCO's Completed 80 hours of training: The NCO's who have completed 80 hours of training were listed on the agenda for the Council's information. No action needed.

B. Date, Time & Location of Next Meeting

January 15, 2024, 9:00 A.M., Library, Nebraska Law Enforcement Training Center, 3600 North Academy Road, Grand Island, Nebraska 68801.

Hearing no further business, Sgt. Bolzer adjourned the meeting at 11:08 a.m.

Respectfully submitted,



Steven Gobel, Secretary to the Police Standards Advisory Council