

NEBRASKA

Good Life. Great Service.

AND CRIMINAL

COMMISSION ON LAW ENFORCEMENT

AGENDA POLICE STANDARDS ADVISORY COUNCIL

DATE: November 12, 2025

TO: Police Standards Advisory Council

FROM: Mark Stephenson, Director

SUBJECT: Meeting Wednesday, November 19, 2025, 9:00 A.M.
Library, Nebraska Law Enforcement Training Center
3600 North Academy Road, Grand Island, Nebraska 68801

I. CALL TO ORDER

II. APPROVAL OF OCTOBER 15, 2025 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

- A. JTA Physical Tasks-Voting Item

V. NEW BUSINESS

- A. Appeal Hearing: Denial To Attend Basic Training-Voting Item

Adrianna Mendozalopez: Bellevue Police Department: (25-PSAC-110)

Mark Stephenson, Director
Law Enforcement Training Center

3600 North Academy Road
Grand Island, Nebraska 68801

ncc.nebraska.gov

OFFICE 308-385-6030
FAX 308-385-6032



B. Revocation Hearing

1. Robert Rivera: LR-238-22
2. Bradley Willey: LR-271-24

C. Revocation: Voluntary Surrender-Voting Item

1. Alano Contreras: LR-319-25
2. Dexter Taft: LR-313-25
3. Thomas Ruvalcaba: LR-323-25

D. Extension of 1-Year Requirement to Attend Management Attachment 1

1. Craig Haverty: Bellevue Police Department-Voting Item
2. Dustin Romshek: Lincoln Police Department-Voting Item

E. Waiver of Supervision Training In Lieu Of NLETC Supervision Course-Voting Item Attachment 2

1. Kyle O'Neill: Douglas County Sheriff's Office
2. Thomas Giffey: Nebraska State Patrol

F. Academy Instructor Requests Attachment 3

1. Professional Original-Voting Item
Daniel Fiala: Nebraska State Patrol
John Hunsberger: Nebraska State Patrol
2. Professional Renewal-Voting Item
Kimberly Keniston: Nebraska State Patrol
Thomas Prevo: Nebraska State Patrol

G. Waiver of Patrol Rifle Instructor Recertification In Lieu Of NLETC Patrol Rifle Instructor Recertification Course-Voting Item Attachment 4

Shawn Gray: Fillmore County Sheriff's Office

H. Extension Request for Firearms Instructor Recertification-Voting Item Attachment 5

Jose Barboza: Kimball Police Department

I. Title 79, Chapter 18 Proposal-Voting Item

Police Service Dog Teaching Judge Classification

J. Nebraska Patrol Dog Judge Certification-Voting Item

1. Jacob Hoffman: Omaha Police Department
2. Randy Pignotti: Omaha Police Department
3. Jeremy Wedel: Omaha Police Department

K. Hiring Bonus Grant Approvals-Voting Item

<u>Name</u>	<u>Agency</u>
Daniel Jimenez	Bellevue PD
Branigann Stalder	Buffalo Co SO
Jacob Acero	Dakota Co SO
Ryan Blobaum	Jefferson Co SO
Kyle Walters	Keith Co SO
Kyleigh Borgelt	Madison Co SO
Riley Schroeder	Neligh PD
Justin Beaird	Norfolk PD
Justin Larson	Norfolk PD
Jordan Mason	Norfolk PD
Jamie Putters	Norfolk PD
Burton Pianalto	Red Willow Co SO
Milton Varney	Red Willow Co SO
Samuel Agena	Richardson Co SO
Zachary Cote	Sarpy Co SO
Christopher Curtis	Sarpy Co SO
Levi Thomas	Scottsbluff PD
Troy Reynolds	Valentine PD
Dylan Nordstrom	York Co SO

L. NCO's Eligible for Automatic Extension-Voting Item

<u>Name</u>	<u>Agency</u>
Samuel Adams	Cass Co SO
Michael Perkins	Cass Co SO
Eric Thacker	Deuel Co SO
James Bullington	Douglas Co SO
Ashton McCown	Pawnee Co SO
Dalton Baumgart	Plattsmouth PD
Briana Boner	Saunders Co SO

M. Suspension of NIMS 100/200/700 Graduation Requirement-Voting Item

(Inability for students to access FEMA training website due to shutdown.)

N. Public Comments

VI. OTHER BUSINESS

A. Informational Items

1. Trainees

<u>Name</u>	<u>Agency</u>
Ariel Rivera	Chadron PD
Draake Taylor	Dawson Co SO
Alexander Buffington	Keith Co SO
Blake Edmonds	Keith Co SO
Zerron Schroder	Nuckolls Co SO
Caden Jonas	Wahoo PD

2. NCO's Completing 80 Hours of Training

<u>Name</u>	<u>Agency</u>
Patricia Hanson	Deuel County Sheriff's Office
Travis Marquis	Papillion Police Department
Ashton McCown	Pawnee County Sheriff's Office

B. Date, Time & Location of Next Meeting

December 17, 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
October 15, 2025**

I. CALL TO ORDER

Chairman Chief Steve Reeves called the meeting to order at 9:00 A.M. Legal notice of the meeting was published in the Lincoln Journal Star on October 8, 2025. Roll call; Sgt. Drew Bolzer, Chief Paul Graham, Mr. Matthew McCarthy, Sheriff Dan Osmond, Chief Steve Reeves, Asst. Chief Jason Stille, Deputy Chief Sherie Thomas. Absent from the meeting: Sheriff Greg London and Lt. Col. Jeff Roby.

II. APPROVAL OF SEPTEMBER 17, 2025 P.S.A.C. MINUTES

Chief Reeves entertained a motion to approve the September 17, 2025 PSAC minutes.

MOTION

Sheriff Osmond: I'll make a motion to approve the minutes. Chief Graham seconded the motion.

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

III. REPORTS

A. Director's Report

Director Mark Stephenson reported on the following:

- JTA: DAS has approved moving forward with contracting the vendor for a new Job Task Analysis. Agencies will receive an email from NLETC with details once the bid process has been completed and a vendor has been selected. Regional meetings will be held prior to the JTA surveys.



- HR has approved the new agency investigator position. The new investigator will begin work on November 3, 2025.
- There are still four instructor positions that are listed to be filled.

Chief Reeves asked about the time frame for the JTA. Director Stephenson responded that it should be 9-12 months. Director Stephenson also provided some background on the JTA surveys and the reasons behind the regional meetings.

B. Deputy Director's Report

Deputy Director Gene Boner's reported:

- The 221st Basic Training Session: Starts September 2, 2025 with 51 students enrolled. 48 students are currently enrolled.
- The following training was held at NLETC:
 - Patrol Rifle Instructor: September 22-26, 2025-17 students enrolled.
 - Firearms Instructor Recertification: September 30, 2025-6 students enrolled.
 - Patrol Rifle Instructor Recertification: October 1, 2025-9 students enrolled.
 - Greg Goltz' Criminal Interdiction: October 7-9, 2025-16 students enrolled.
 - Management: October 14-16, 2025-40 students enrolled.
 - COPS Conference: September 25, 2025-approximately 200 students attended.

Mr. McCarthy thanked Deputy Director Boner, Director Stephenson and the staff for assisting with the C.O.P.S. conference.

C. Nebraska State Patrol Training Academy

Sgt. Nicholas Plate reported on the following:

- Camp 72 is currently in week 14 of training with 19 recruits enrolled. Past, current and future courses were reported.

D. Crime Commission Report

Executive Director Bryan Tuma was absent from the meeting. There was no report.

IV. Old Business

NO OLD BUSINESS

V. New Business

1 **A. Appeal Hearing: Denial to attend basic training.**

2 Aibor Huerta: South Sioux City Police Department (25 PSAC-109)

3 **CHAIR:** The matter now before the Police Standards Advisory Council is the
4 South Sioux City Police Department on behalf of its applicant, Aibor
5 Huerta v. the Nebraska Law Enforcement Training Center, Case Number
6 25-PSAC-109. I will call the hearing to order at 9:10 a.m.

7 **CHAIR:** I'll note the following Council members are present; myself, Chief Steve
8 Reeves, Sgt. Drew Bolzer, Chief Paul Graham, Mr. Matthew McCarthy,
9 Sheriff Dan Osmond, Asst. Chief Jason Stille, Deputy Chief Sherie
10 Thomas. The following Council members are not present; Sheriff Greg
11 London and Lt. Col. Jeff Roby. I'll note that there's a quorum of the
12 Council present, so this hearing may proceed. Attorney Sara Bockstadter
13 is here as legal advisor to the Council.

14 **CHAIR:** The Council has been asked by the Petitioner, South Sioux City Police
15 Department to consider reversing Director Stephenson's denial of Mr.
16 Huerta's entrance into the Basic Law Enforcement Officer Certification
17 course.

18 **CHAIR:** The Council is here pursuant to its authority as stated in Nebraska
19 Revised Statute 81-1403, its related statutes and Title 79 of the Nebraska
20 Administrative Code. I will note that the petitioner is present through Lt.
21 McFee of the South Sioux City Police Department. I will also note that the
22 petitioner's applicant Aibor Huerta is present.

23 **CHAIR:** Lt. McFee, are you represented by counsel?

24 **MCFEE:** No I'm not.

25 **CHAIR:** Mr. Huerta, are you represented by counsel?

26 **HUERTA:** No.

27 **CHAIR:** The Nebraska Law Enforcement Training Center Director Mark

28 Stephenson is present without counsel. Mr. Stephenson, will you be

29 presenting the case on behalf of the Nebraska Law Enforcement Training

30 Center?

31 **STEPHENSON:** Yes I will.

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

33 Director Stephenson?

34 **STEPHENSON:** No.

35 **CHAIR:** Lt. McFee?

36 **MCFEE:** No.

37 **CHAIR:** Title 79 of the Nebraska Administrative Code, Chapter 8, specifies the

38 requirements that must be met by the applicant in order to be eligible for

39 the basic law enforcement officer certification course. Pursuant to Title

40 79, Chapter 8, section 008.01, upon request of an applicant or agency,

41 the Council will conduct a hearing in order to determine whether the

42 applicant meets the minimum qualifications for admission into a

43 certification course. The burden during the appeal hearing is on the

44 applicant to demonstrate by clear and convincing evidence that he meets

45 admission qualifications. Per Title 79, Chapter 13, section 004.02G, the

46 issues of this appeal will be limited to those raised in the request for

47 review and reconsideration as provided in section 004.02C and the

48 Director's written decision in response. The decision of the Council is

49 final.

50 **CHAIR:** I want to go over some rights. As petitioner in this administrative hearing
51 you have the right to be heard either in person or by counsel who you hire
52 at your own expense. You also have the right to notice, this is to receive a
53 statement from the State, the Nebraska Law Enforcement Training
54 Center, detailing or justifying it's actions in this matter. Lt. McFee, do you
55 understand those rights?

56 **MCFEE:** Yes.

57 **CHAIR:** Did you receive such notice via letters from Director Stephenson stating
58 his reasons for denial of Aibor Huerta's basic application?

59 **MCFEE:** Yes.

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

62 **MCFEE:** No.

63 **CHAIR:** Additionally, you have the right to present evidence at this hearing, a right
64 to the Council's findings and a right to seek judicial review thereafter. Do
65 you understand these rights?

66 **MCFEE:** Yes.

67 **CHAIR:** The Police Standards Advisory Council shall act as the hearing board for
68 this appeal. Neither I nor any other Council member will be witness for
69 either side and I'm not aware of any matter which I believe may be
70 grounds for challenge by either side against me. Is there any member of
71 the Council that's aware of any matter which they believe may be grounds
72 for challenge by either side? Sgt. Bolzer?

73 **BOLZER:** No.

74 **CHAIR:** Chief Graham?

75 **GRAHAM:** No.

76 **CHAIR:** Mr. McCarthy?

77 **MCCARTHY:** No.

78 **CHAIR:** Sheriff Osmond?

79 **OSMOND:** No.

80 **CHAIR:** Lt. Col. Roby?

81 **GOBEL:** He's absent.

82 **CHAIR:** Oh, sorry. Wrong one.

83 **CHAIR:** Asst. Chief Stille?

84 **STILLE:** No.

85 **CHAIR:** Deputy Chief Thomas?

86 **THOMAS:** No.

87 **CHAIR:** Does either side have any questions or challenge for cause against any

88 member of the Council?

89 **STEPHENSON:** No sir.

90 **CHAIR:** Lt. McFee?

91 **MCFEE:** No.

92 **CHAIR:** Director Stephenson, do you have any procedural documents for this

93 case?

94 **STEPHENSON:** I do. If I could approach? I have two exhibits. Both are contained in the

95 same binder. The first exhibit is the admission documents from Mr.

96 Huerta to the Nebraska Law Enforcement Training Center. The second

97 exhibit is the denial packet. Both are contained there.

98 **CHAIR:** Lt. McFee, do you have any objection to the receipt of these two exhibits?

99 **MCFEE:** No.

100 **CHAIR:** Let the record reflect that exhibits one and two have received and are
101 entered into the record. Does either side wish to address any further
102 preliminary matters?

103 **MC FEE:** No.

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

105 **STEPHENSON:** I do. Members of the Council, Mr. Huerta was appointed as a police
106 officer by the South Sioux City Police Department on March 6, 2025 and
107 he has applied for the basic police training course. I reviewed Mr.
108 Huerta's application. The review consisted of comparing the information
109 supplied by Mr. Huerta and his agency as well as additional background
110 information against the standards set forth in Nebraska Administrative
111 Law, Title 79, Chapter 8. The basis for the denial of Mr. Huerta's
112 application is founded on the following grounds; Nebraska Administrative
113 Code, Title 79, Chapter 8, section 005.02A(6)(b) states, "has not used
114 marijuana for any purposes in the last two years". On page three of the
115 personal character affidavit, the Nebraska Law Enforcement Certification,
116 question one state, "I have not used marijuana for any purposes in the
117 last two years preceding this application for admission, certification
118 training, or testing." Mr. Huerta responded "false". Mr. Huerta states on
119 page twelve that he used marijuana while on vacation in Colorado in
120 January of 2024. Mr. Huerta's admission to using marijuana twenty one
121 months prior to this hearing date is in conflict with Nebraska
122 Administrative Law, Title 79, Chapter 8, section 005.02A(6)(b) and for this
123 reason Mr. Huerta's application to the basic police academy was denied.

124 **CHAIR:** Thank you. Now is the time that further evidence can be presented to the
125 Council. This may include written evidence, witness testimony and/or
126 unsworn statements by yourself of any other person. Lt. McFee, do you
127 have any written evidence for us to consider on behalf of your agency or
128 Mr. Huerta?

129 **BOCKSTADTER:** Excuse me Mr. Chairman. They should be afforded the opportunity for
130 opening statements if they would like to make them.

131 **CHAIR:** Go ahead.

132 **MCFEE:** As far as an opening statement I'm just here on behalf of the South Sioux
133 City Police Department asking for a waiver to allow Mr. Huerta entrance
134 into the basic academy in January of '24. We do understand that he was
135 denied based on that two year rule where he admitted marijuana use.
136 However, by the time he does start the academy it should have met that
137 two year obligation, hopefully. As far as, we'll show as far as Mr. Huerta's
138 good moral character, we do believe that he does possess the moral
139 character. If he didn't, I don't believe I would be here today.

140 **CHAIR:** Ok. Thank you. Do you have any written evidence?

141 **MCFEE:** I don't have any new written evidence. I believe everything may already
142 be in the binder that was submitted by Chief Mahon back in July. There
143 were some performance evaluations by his field training officers as well
144 as some emails from other officers within the department.

145 **STEPHENSON:** Supporting documents in exhibit two.

146 **CHAIR:** Ok. Thank you. Do you have any additional testimony?

147 **MCFEE:** I also have Mr. Huerta here to answer any questions. As far as Mr.
148 Huerta, prior to his employment, he did go through a testing phase in

149 October and an extensive background was completed where we did a
150 review of different references, schools, colleges, employers, neighbors,
151 other types of family and friends. One of the questions we ask during a
152 background investigation is, does the applicant abuse or is known to
153 abuse alcohol or any type of drugs. Nobody gave any kind of indication
154 that Mr. Huerta abuses alcohol or any type of drugs to their knowledge.
155 After the interviews he was placed on the list for hiring. He was eventually
156 approved for hiring and then in March we did accept him as an officer.
157 And during his pre-employment drug screening, which should have been
158 included with his application packet, I do not believe that indicated any
159 kind of positive testing for THC or any kind of other illicit drugs. Since
160 March Mr. Huerta has been a trainee, a police trainee. He was an NCO
161 for a period of time and then back to a trainee and we have never had
162 any kind of indication that Mr. Huerta does not possess good moral
163 character. He's always on time. He's very respectful to his superiors. He
164 works well with members of the community. He has a very good work
165 ethic and attitude and we just really think that he would be an outstanding
166 addition to our department. And I think that's it. Unless you have any
167 questions for Mr. Huerta.

168 **CHAIR:** Mr. Huerta, do you intend to speak this morning?

169 **HUERTA:** Yes.

170 **CHAIR:** Would you do me a favor? Raise your right hand. Do you swear the
171 testimony you are about to give is the whole truth and nothing but the
172 truth, so help you God?

173 **HUERTA:** I do.

174 **CHAIR:** Go ahead.

175 **HUERTA:** So, when I put on the application that I used marijuana in Colorado. I
176 went for a concert. I was with a group of friends. They bought stuff. I
177 didn't buy anything personally. What I smoked was a THC (*unintelligible*)
178 my friend had offered me. I took one or two hits and that was it. At that
179 time I didn't think about my choices and how they would affect me in the
180 future. Ever since this roadblock has happened since I've been hired on
181 at the police department the same friends that I was with, they don't talk
182 to me anymore. They don't align with my goals. I cut them out of my life
183 and I want to be the best that I can.

184 **REEVES:** Any member of the Council have questions?

185 **STILLE:** So, you've been an employee with South Sioux City Police Department
186 for a few months?

187 **HUERTA:** Yes. For seven months.

188 **STILLE:** Walk me through some of the things that you've been doing for the police
189 department.

190 **HUERTA:** I started my FTO phase and completed all of that up to phase three. After
191 that, after my second denial I got moved to the community service officer
192 and established that role in the meantime. Interacting with the community,
193 getting out in a patrol car. Even sometimes baseball games are
194 happening with little kids. I stop by to see what's going on. Just to show a
195 presence just the usual.

196 **REEVES:** What are the primary roles of the community service officer?

197 **HUERTA:** Parking tickets, small calls. Lost property calls. Just your small type of
198 calls.

199 **MCCARTHY:** Are you working unsupervised then as a CSO? Do you have an officer
200 riding with you?

201 **HUERTA:** No. I am not identifying as a police officer, just community service officer.

202 **MCCARTHY:** Ok. And Lieutenant, he hasn't had any issues? Job related issues?

203 **MCREE:** No. He's operating basically, it's a civilian position.

204 **MCCARTHY:** Ok.

205 **OSMOND:** Do you guys polygraph?

206 **MCREE:** We do not.

207 **OSMOND:** Do you do anything else to be a positive member of the community? Do
208 you volunteer for things or?

209 **HUERTA:** Yes. I, back in August I went to a bike rodeo for kids at the YMCA. Made
210 presence there. Showed up with the police car and interacted with the
211 kids. I also during our parades, I set up temporary no parking signs and I
212 make sure to do a good job.

213 **CHAIR:** This was a one time use within the sixteen, seventeen months before you
214 came out here?

215 **HUERTA:** Yes.

216 **CHAIR:** What about prior to that?

217 **HUERTA:** I did use in my senior year but again I was in a small town and being a
218 teen, I guess, I learned from that as I got older it was not what I wanted to
219 do. I tried to learn from my mistakes. There's not much else I can do but
220 to learn from the past.

221 **CHAIR:** Any other questions from the Council members?

222 **THOMAS:** Mr. Huerta, why do you want to be a police officer?

223 **HUERTA:** I saw a lot of them when I was a kid. It wasn't always in the plan but being
224 a kid I think it's every kids dream to be a cop, to be driving down the
225 street. It would be something cool to do when you get older. At the time,
226 being a kid it's pretty cool to see that. As I've gotten older I had taken a
227 job with the Nebraska Department of Correctional Services and from
228 there I liked that job about halfway through I realized it's a good
229 steppingstone to law enforcement and I decided to make the jump from
230 the jail to the streets. It wasn't always part of the plan but now I
231 *(unintelligible)*.

232 **THOMAS:** Thank you.

233 **OSMOND:** Other than not hanging out with that crowd anymore that you smoked
234 marijuana with, is there anything else that you've changed to make sure
235 that it doesn't happen again?

236 **HUERTA:** I go to the gym. I run. I like to stay in shape and the gym helps with my
237 problems. So I've stayed in my routine for the past two years.
238 *(Unintelligible)*, eating clean.

239 **CHAIR:** Anything else? Mr. Stephenson, do you have any questions of this
240 witness?

241 **STEPHENSON:** No sir.

242 **CHAIR:** Lt. McFee, do you have any additional testimony to offer?

243 **MCFEE:** Not much other than just reiterating what Mr. Huerta said. That since he's
244 been put in that civilian position he has really done an outstanding job.
245 He's done a lot of community events on behalf of the police department,
246 with the police officers where there's a lot of community involvement. He
247 went to an event, which was with Sioux City called Unity in the

248 Community and it was remarked by Chief Mueller that he was impressed
249 with Mr. Huerta, his appearance, his performance at the event as well. I
250 think ultimately he talks about the group that he had went with. A lot of the
251 people he aligns with now are people who also aspire to be in law
252 enforcement. So when he says he has changed his crowd I truly believe
253 that. I think he's hanging out more with people who are in law
254 enforcement.

255 **CHAIR:** Director Stephenson, do you have any additional evidence or testimony to
256 offer?

257 **STEPHENSON:** No sir.

258 **CHAIR:** Lt. McFee, you may make your closing argument at this time.

259 **MCFEE:** Very similar to my opening, I would like to reiterate that Mr. Huerta's
260 admission of the use of marijuana was in January of 2024. The basic that
261 he's applying for is in January of 2026 which would meet that two year
262 requirement. He, I do believe he does possess good moral character,
263 excellent performance and attitude that he's exhibited during his FTO
264 period. I just believe he does possess good moral character and should
265 be admitted into the January 2026 basic on behalf of South Sioux City
266 Police Department.

267 **CHAIR:** Director Stephenson, you can make your closing argument at this time.

268 **STEPHENSON:** Thank you. Mr. Huerta disclosed all necessary information and provided
269 the requested legal documents which appear before you today in exhibits
270 one and two. This case is being presented to you based upon this
271 information.

272 **CHAIR:** Any questions of anyone by any of the Council members?

273 **BOCKSTADTER:** Mr. Chairman, Mr. Huerta may make a closing statement if he so
274 chooses.

275 **CHAIR:** Go ahead.

276 **HUERTA:** Again, my life has changed in the last couple of years. I'm doing better in
277 life. If I wasn't dedicated to being a police officer for South Sioux City
278 Police Department I wouldn't be here right now after being rejected twice.
279 I'm dedicated to give my full 100% to this career. I really want to do this
280 work. That's all I've got to say.

281 **CHAIR:** Thank you. Both sides have rested. Is there any motions?

282 **OSMOND:** I would move that the Council go into executive session based on the
283 prevention of needless injury to the reputation of Mr. Huerta and for the
284 purpose of executive session we will allow the following to remain in the
285 room; all Council members and Legal Advisor Sara Bockstadter.

286 **MCCARTHY:** Second.

287 **CHAIR:** Any discussion on the motion? Hearing none, let's vote.

288 **GOBEL:** Mr. McCarthy?

289 **MCCARTHY:** Yes.

290 **GOBEL:** Sheriff Osmond?

291 **OSMOND:** Yes.

292 **GOBEL:** Chief Reeves?

293 **CHAIR:** Yes.

294 **GOBEL:** Asst. Chief Stille?

295 **STILLE:** Yes.

296 **GOBEL:** Deputy Chief Thomas?

297 **THOMAS:** Yes.

298 **GOBEL:** Sgt. Bolzer?

299 **BOLZER:** Yes.

300 **GOBEL:** Chief Graham?

301 **GRAHAM:** Yes.

302 **GOBEL:** Motion approved. We are in executive session at 9:32 a.m.

303 **CHAIR:** The meeting of the Police Standards Advisory Council will come to order.

304 Is there a motion to come out of executive session?

305 **MCCARTHY:** I'll make the motion to come out of executive session?

306 **GRAHAM:** Second.

307 **CHAIR:** Any discussion on the motion? Hearing none, let's vote.

308 **GOBEL:** Sheriff Osmond?

309 **OSMOND:** Yes.

310 **GOBEL:** Chief Reeves?

311 **CHAIR:** Yes.

312 **GOBEL:** Asst. Chief Stille?

313 **STILLE:** Yes.

314 **GOBEL:** Deputy Chief Thomas?

315 **THOMAS:** Yes.

316 **GOBEL:** Sgt. Bolzer?

317 **BOLZER:** Yes.

318 **GOBEL:** Chief Graham?

319 **GRAHAM:** Yes.

320 **GOBEL:** Mr. McCarthy?

321 **MCCARTHY:** Yes.

322 **GOBEL:** Motion approved. We are out of executive session at 9:37 a.m.

323 **CHAIR:** All parties present when the Council went into executive session are
324 again present. Is there a motion by a member of the Council?

325 **OSMOND:** Based upon clear and convincing evidence presented in the hearing
326 today in case number 25-PSAC-109, I hereby move that the Council
327 reverse the decision of the Director and grant Aibor Huerta admission into
328 basic training on the basis that there are mitigating and extenuating
329 circumstances that do not disqualify Mr. Huerta from admission, including;
330 the recency/remoteness of the conduct; reliability of the information
331 concerning the conduct; factors underlying the conduct; evidence of
332 rehabilitation; and applicant's positive social contributions since the
333 conduct; applicant's candor in the admission process.

334 **THOMAS:** I second.

335 **CHAIR:** Any discussion on the motion? Let's vote.

336 **GOBEL:** Chief Reeves?

337 **CHAIR:** Yes.

338 **GOBEL:** Asst. Chief Stille?

339 **STILLE:** Yes.

340 **GOBEL:** Deputy Chief Thomas?

341 **THOMAS:** Yes.

342 **GOBEL:** Sgt. Bolzer?

343 **BOLZER:** Yes.

344 **GOBEL:** Chief Graham?

345 **GRAHAM:** Yes.

346 **GOBEL:** Mr. McCarthy?

347 **MCCARTHY:** Yes.

348 **GOBEL:** Sheriff Osmond?

349 **OSMOND:** Yes.

350 **GOBEL:** Motion approved.

351 **CHAIR:** Lt. McFee, as you've heard, the Council has granted your appeal. The

352 Council will prepare written findings of fact and conclusions of law

353 pertaining to today's hearing and the Council's decision. According to

354 Title 79, of the Nebraska Administrative Code, Chapter 8, section 008.02,

355 the Council will render a decision and reduce its decision in writing within

356 ninety days of the hearing unless extended by order of the presiding

357 officer. Where would you like the finding sent?

358 **MCFEE:** Go ahead and send them to, probably myself through my email as Chief

359 Mahon is going to be retiring in under a week and we don't know who our

360 new chief is going to be yet if you send those to me I can get those.

361 **CHAIR:** Ok. We will send them to you via email. Is there anything else from either

362 side that needs to be addressed?

363 **STEPHENSON:** No sir.

364 **CHAIR:** Lt. McFee?

365 **MCFEE:** No. Just thank you very much for the opportunity.

366 **CHAIR:** This hearing is concluded. The time is 9:39 a.m. Good luck Mr. Huerta.

B. Revocation: Voluntary Surrender

1. Joseph Kubicek: LR-315-25

Special Assistant Attorney General Jon Hendricks entered one exhibit. Exhibit 1 is the Consent to Revocation of Law Enforcement Certificate and Waiver of Notice and Hearing for Joseph Kubicek. Chief Reeves accepted the exhibit and it was entered into the record.

Mr. Hendricks provided the factual summary of the details leading up to the revocation. Mr. Hendricks requested that the Council accept the relinquishment and recommended that Mr. Kubicek's Law Enforcement Certificates be revoked based upon Nebraska Revised Statute 81-1403(6)(c), due to a violation of Mr. Kubicek's oath of office and statutory duties.

MOTION

Chief Graham: 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 certificates, I make a motion that the Council accept the surrender of Mr. Kubicek's Nebraska law enforcement certificate and supervision certificate based on the recommendation outlined by Jon Hendricks. Said revocation to be effective upon review and acceptance of the surrender by the Nebraska Commission on Law Enforcement and Criminal Justice. Asst. Chief Stille seconded the motion.

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

2. Joseph Lester: LR-316-25

Special Assistant Attorney General Jon Hendricks entered one exhibit. Exhibit 1 is the Consent to Revocation of Law Enforcement Certificate and Waiver of Notice and Hearing for Joseph Lester. Chief Reeves accepted the exhibit and it was entered into the record.

Mr. Hendricks provided the factual summary of the details leading up to the revocation. Mr. Hendricks requested that the Council accept the relinquishment and recommended that Mr. Lester's Law Enforcement Certificate be revoked based upon Nebraska Revised Statute 81-1403(6)(c), due to a violation of Mr. Lester's oath of office, code of ethics and statutory duties.

MOTION

Chief Graham: 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 Joseph Lester's Nebraska law enforcement certificate based on the recommendation outlined by Jon Hendricks. Said revocation to be effective upon review and acceptance of the surrender by the Nebraska Commission on Law Enforcement and Criminal Justice. Sgt. Bolzer seconded the motion.

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

C. Revocation Hearing Request

Robert Rivera: LR-238-22

Agency Counsel Sara Bockstadter provided a background of the request. Mr. Rivera sent an email to PSAC Secretary Mr. Gobel on September 26, 2025 requesting that the Council move his de-certification hearing to Lincoln Nebraska so his witnesses could find it easier travelling. During the pre-hearing conference on August 25, 2025 Mr. Rivera was informed of the rules for subpoenas and that witnesses can't be compelled to testify more than one hundred miles away.

Sgt. Bolzer asked where the meeting would be held if it was moved to Lincoln. Sara Bockstadter replied that would be decision the Council would have to make so notice of the meeting and subpoenas, if needed, could be sent out. Sgt. Bolzer asked where Mr. Rivera was from. Mr. Hendricks responded that the address he had for Mr. Rivera was in Lyons Nebraska.

Sara Bockstadter did report that Title 53, which is the rule and regulation that deals with contested hearings, 007.03 allow a hearing to be conducted in part or in full by telephone, television or other electronic means.

MOTION

Sheriff Osmond: I make a motion that we deny his request to move the meeting to Lincoln. Mr. McCarthy seconded the motion.

DISCUSSION

Council members asked if the electronic appearances could be recorded. Sara Bockstadter responded that the Council could make the decision today to deny the request to move the physical hearing location but that witness would be allowed to appear remotely. Mr. Hendricks also reported that at this time it is not known if Mr. Rivera is planning on subpoenaing witnesses.

Chief Reeves asked if the Council is allowing witnesses to appear electronically would Mr. Rivera be able to appear electronically as well. Sara Bockstadter responded that it would be up to the Council to decide that and that Mr. Rivera was given the opportunity to appear at the Council meeting to present information. Chief Reeves asked if the decision to allow electronic participation needed to be decided today. Sara Bockstadter recommended that it should be part of the motion today to give proper notice to Mr. Rivera. The motion was not changed.

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

D. Extension of 1-Year Requirement to Attend Management

20

10/15/2025

PSAC

1. Corey Brown: Bellevue Police Department

Director Mark Stephenson reported that Lt. Corey Brown requested an extension in order to complete the online portion of management training.

MOTION

Sheriff Osmond: I'll make a motion that we grant the extension of the 1-year requirement to Corey Brown of the Bellevue Police Department on the grounds that he attends the next available online class. Mr. McCarthy seconded the motion.

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

2. Dustin Franks: Bellevue Police Department

Director Stephenson reported that Lt. Franks requested an extension due to not getting into the in-person management course due to the class being at capacity. Classroom space has been limited to 40 students due to office space.

MOTION

Sheriff Osmond: I'll make a motion that we extend the 1-year requirement for Dustin Franks to attend management class on the next available class. Chief Graham seconded the motion.

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

E. Waiver of Management Training In Lieu of NLETC Management Course

Dominic Savio: Fremont Police Department

Director Stephenson reported that Captain Savio completed the PSAC approved Northwest Command School on April 21, 2024 consisting of 680 hours of training.

MOTION

Chief Graham: I make a motion for the waiver of management training in lieu of NLETC's management course for Dominic Savio.

DISCUSSION

Sgt. Bolzer asked if the waiver was for both in-person and online management. Director Stephenson replied that the waiver was just for the in-person course.

Chief Graham added the in-person requirement to the motion. Sheriff Osmond seconded the motion.

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

F. Academy Instructor Requests

1. Legal Original

Rachel Bolton: SDLEA

After review by the NLETC staff, Deputy Director Gene Boner recommended that the Council approve the legal original academy instructor application for Rachel Bolton.

MOTION

Asst. Chief Stille: I'll make a motion to approve the legal original instructor application for Rachel Bolton of the Sarpy/Douglas Law Enforcement academy for the subject areas that are marked approved on the instructor application provided in the agenda packet. Sheriff Osmond seconded the motion.

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

2. Professional Original

David Stewart: Omaha Police Department
Michael Holm: SDLEA

After review by the NLETC staff, Deputy Director Gene Boner recommended that the Council approve the professional original academy instructor applications for both David Stewart of the Omaha Police Department and Michael Holm of SDLEA.

MOTION

Asst. Chief Stille: I'll make a motion to approve the professional original instructor applications for David Stewart of the Omaha Police Department academy and Michael Holm of the Sarpy/Douglas Law Enforcement academy for subject areas that are marked approved on the instructor application provided in the agenda packet. Chief Graham seconded the motion.

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

3. Professional Renewal

Monica Spanke: Nebraska State Patrol
Queno Martinez: Omaha Police Department
Charles Ott: Omaha Police Department
Jordan Smith: Omaha Police Department

After review by the NLETC staff, Deputy Director Gene Boner recommended that the Council approve the professional renewal academy instructor applications for Monica Spanke of the Nebraska State Patrol, Queno Martinez, Charles Ott and Jordan Smith of the Omaha Police Department.

MOTION

Sgt. Bolzer: So moved. Chief Graham seconded the motion.

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

4. **General Original**

Sydney Bruggeman: Nebraska State Patrol

After review by the NLETC staff, Deputy Director Gene Boner recommended that the Council approve the general original academy instructor application for Sydney Bruggeman of the Nebraska State Patrol.

MOTION

Sheriff Osmond: I'll make a motion to approve the general original instructor application for Sydney Bruggeman of the Nebraska State Patrol for subject areas that are marked approved on the instructor application provided in the agenda packet. Chief Graham seconded the motion.

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

G. Waiver of Patrol Rifle Instructor Recertification In Lieu of NLETC Patrol Rifle Instructor Recertification Course

Joshua Fink: Hastings Police Department

Deputy Director Gene Boner reported that NLETC Instructor Wyatt Hoagland hosted and attended a Carbine Rifle Instructor course conducted by Costa Ludus Training from August 25-28, 2025. Mr. Hoagland evaluated the course in comparison to the NLETC Patrol Rifle Recertification course and found that the course covered all areas required by the NLETC curriculum set out in Title 79, Chapter 11. The Costa Ludus course did not meet the NLETC standards for the instructor qualification shoot. Mr. Hoagland had Mr. Fink complete the NLETC Instructor Qualification at the end of the Costa Ludus course and Mr. Fink passed the qualification. Deputy Director Boner recommended granting Joshua Fink's request for this training to count as his Patrol Rifle Instructor Recertification in lieu of attending the NLETC Patrol Rifle Instructor Recertification course.

MOTION

Sheriff Osmond: I'll make a motion to approve the waiver of the Patrol Rifle Instructor Recertification course in lieu of the NLETC's course for Joshua Fink of the Hastings Police Department as presented by Deputy Director Gene Boner. Mr. McCarthy seconded the motion.

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

The Council took a break from 10:09-10:15 a.m.

Lt. Col. Jeff Roby arrived to the meeting before the end of the break.

H. Projected Enrollment and Recommendations to Seat Allocations for the Next Calendar Year (Chapter 6, Sec. 003.03)

Director Mark Stephenson reported that NLETC currently has nine instructors. NLETC still has three instructors left to hire. With the current instructors Director Stephenson reported that they could take up to 55 students in the basic class. It would be a push for driving due to the new construction. Once the instructional staff is fully staffed the number of students for a basic class could go up to 60.

The Council discussed the options with the different numbers and how that was going to affect regional training and the issues of instructors not being able to burn comp time and vacation time. The consensus was that if the basic class enrollment number is raised to 60 there would be very limited regional training.

MOTION

Sheriff Osmond: I would make the motion that we leave the maximum number of students at 50 to be reviewed up to 55 if needed.

DISCUSSION

Sgt. Bolzer asked if that would leave NLETC enough time for the next academy class deadline to get 55 in if the Council had to review that. Director Stephenson and Deputy Director Boner agreed that NLETC would have the time.

Deputy Chief Thomas seconded the motion in order to continue the discussion. Mr. McCarthy asked if those seats were still only going to be for students who are hired by agencies. Director Stephenson confirmed that NLETC would still not be accepting non law students.

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

I. State Academy Curriculum

Deputy Director Gene Boner presented the annual review and update of the current NLETC curriculum. The Council was provided with an overview of the new curriculum as

well as a copy of the 2026 curriculum with the changes highlighted. The changes in the number of curriculum hours were proposed for the following:

- A decrease of one hour of cognitive testing hours. Defensive Tactics testing will be held following the lecture and critical skill instruction rather than being held as a stand-alone unit exam.
- Several course hours will be re-allocated within course from one type of instruction to another. (For example: online to lecture, lecture to skills).

Additionally the re-allocation of hours from one course to another will be made and these re-allocations would equate to no overall changes in basic hours. The 2025 curriculum is currently 640 hours and the proposed 2026 curriculum would be 639 hours. Several of the job tasks that were considered not in the 2018 JTA yet were still included in the curriculum and lesson plans would be removed. Some job tasks considered in the JTA yet not represented in courses will be added.

Deputy Director Boner outlined changes to language, wording and grammar changes to better align with current practices. Several courses will be merged to better align with course content to allow for more consistent testing on unit exams. Several objectives were archived or combined with existing objectives with similar content. This will be a continuous process to better align with requirement that all objective be tested either in a unit exam or practical skill testing.

Deputy Director Boner gave credit to his instructional staff and his support staff for the work they did on the curriculum

MOTION

Sheriff Osmond: I'll make a motion to approve the 2026 basic curriculum as presented by Deputy Director Gene Boner. Lt. Col. Roby seconded the motion.

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

J. Revision of the Comprehensive Practical Testing Standards

Deputy Director Gene Boner presented changes to the way NLETC conducts the Comprehensive Practical testing. The current practice for testing requires instructors to individually observe each student during the scenario, assess their performance and evaluate each recruit's written reports and scenario documentation. This does meet the requirements of a smaller academy class but it has become increasingly inefficient. In the past five years there have been no students separated from training for failing the comprehensive practical test. The evaluation process requires a lot of time and effort on behalf of the instructors and as a result students receive a performance feedback up to 48 hours after the practical.

Current staffing levels do not allow or permit comprehensive one on one evaluations and coaching immediately following the comprehensive scenarios.

Deputy Director Boner made the following recommendations:

- That the academy transition to more of a Field Training style observation and evaluation model for all practical skill days. The revised approach would utilize a standard score sheet modeled after a Field Training Officer Phase 4 evaluation form. This form is reflective of real world law enforcement performance standards.
- Will focus on real time observation and immediate feedback rather than delayed written evaluations.
- Will apply the same evaluation tool across all of the scenario based training days to ensure consistency and streamlined assessment of those.
- Evaluate students based on objective performance and behaviors and ensures best law enforcement policies, procedures and tactics.
- Mimic performance in a FTO based manner. Allowing for immediate feedback and retention by the instructor and coaching in a timely manner that is more meaningful and productive to the student.
- Will change the comprehensive practical from a pass/fail to a collective assessment of all skill days which is going to focus on improvement and allows better tracking of any improvement or non-improvement.
- If little to no acceptable level of improvement is observed, the agency head will be contacted and informed of the concerns being seen of their students lack of progress during training.

During basic training the students are tested on their knowledge and comprehension during unit exams and during various skill days. There are approximately fifteen different skill days where students are evaluated and coached immediately. Each skill day builds on the previous one thereby allowing students to demonstrate their ability to apply everything they've learned thus far. Currently during the comprehensive practical the students do not receive any help, any feedback, direction or coaching by the instructor. By using a field training officer evaluation during basic it will give the students a more realistic evaluation that relates to their time with a Field Training Officer after graduation. This approach emphasizes decision making, officer safety, communication and adherence to core department policies all in operational context. The students will receive immediate feedback after scenarios allowing the instructors to address specific actions, decisions and tactics while they're memories are still fresh.

The use of FTO score sheets on all skill days will allow documentation of improvements and/or deficiencies clearly throughout the basic training. Instructors will still evaluate reports, evidence packaging, document handling and proper completion of paperwork.

This would not effect how the other academies conduct their comprehensive skills day.

Director Stephenson commented that the current comprehensive practical day is not a learning day, it is just a survival day.

MOTION

Deputy Chief Thomas: I move to approve the revisions of the comprehensive practical testing standards as presented. **Asst. Chief Stille** seconded the motion.

DISCUSSION

Sheriff Osmond asked if the change aligns better with today's students for learning ability. **Mr. McCarthy** responded that it is more in line with what he sees from this generation of students. **Sgt. Bolzer** recommended that a minimum pass/fail standard should be applied to the skills days for an overall standard. **Chief Reeves** stated that the motion was to approve the change but that the intention is to come up with something that will identify a substandard student.

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

K. Physical Tasks Discussion

Director Mark Stephenson had supplied the Council with a handout by email detailing options for the physical entrance standard for the academy. After presenting the options and the discussion from the Council there was no action taken. Director Stephenson will bring details as a voting item to the November meeting.

L. Hiring Bonus Grant Approval

<u>Name</u>	<u>Agency</u>
Trent Ostendorf	Beatrice PD
Gavynn West	Kearney PD
Logan Weiss	Mitchell PD
Erik Hobart	Norfolk PD
Koby Hyland	Red Willow Co SO
Joseph Rothmeyer	Red Willow Co SO

Jessica Wagoner reported that the compliance team vetted the applications under 5 L, utilizing the NLETC database. It was determined that all of the applicants have met the requirements to receive the Hiring Bonus Grant. Jessica Wagoner recommended that the Council approve the Hiring Bonus Grants for the applicants listed under item 5 L in the agenda.

MOTION

Chief Graham: I make a motion to approve the hiring grants for all the individuals listed under item L in the agenda. **Sgt. Bolzer** seconded the motion.

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

M. NCO's Eligible for Automatic Extension

<u>Name</u>	<u>Agency</u>
Nohemi Hurtado Vigil	Lexington PD
Anthony Davis	Ogallala PD

Jessica Wagoner reported that the NCO's listed above have completed all qualifications to be eligible for the automatic extension. Jessica Wagoner recommended that the Council grant the automatic extensions.

MOTION

Sheriff Osmond: I'll make a motion to grant the automatic extension for those NCOs listed on the agenda. Mr. McCarthy seconded the motion

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

N. Public Comments

There were no public comments.

VI. OTHER BUSINESS

A. Informational Items

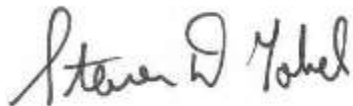
1. Trainees: The trainees were listed on the agenda for the Council's information. No action needed.
2. NCO's Completed 80 hours of training: The NCO's who have completed 80 hours of training were listed on the agenda for the Council's information. No action needed.

B. Date, Time & Location of Next Meeting

November 19, 2025, 9:00 A.M., Library, Nebraska Law Enforcement Training Center, 3600 North Academy Road, Grand Island, Nebraska 68801.

Hearing no further business, Chief Reeves adjourned the meeting at 12:01 P.M.

Respectfully submitted,



Steven D. Gobel, Secretary to the Police Standards Advisory Council