

**AGENDA
POLICE STANDARDS ADVISORY COUNCIL**

DATE: October 8, 2025

TO: Police Standards Advisory Council

FROM: Mark Stephenson, Director

SUBJECT: Meeting Wednesday, October 15, 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 SEPTEMBER 17, 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

V. NEW BUSINESS

- A. Appeal Hearing: Denial To Attend Basic Training-Voting Item**
Aibor Huerta: South Sioux City Police Department: (25-PSAC-109)



B. Revocation: Voluntary Surrender-Voting Item

1. Joseph Kubicek: LR-315-25
2. Joseph Lester: LR-316-25

C. Revocation Hearing Request: (To move location of hearing to Lincoln.)-Voting Item

Robert Rivera: LR-238-22 **Attachment 1**

D. Extension of 1-Year Requirement to Attend Management **Attachment 2**

1. Corey Brown: Bellevue Police Department-Voting Item
2. Dustin Franks: Bellevue Police Department-Voting Item

E. Waiver of Management Training In Lieu Of NLETC Management Course-Voting Item **Attachment 3**

Dominic Savio: Fremont Police Department

F. Academy Instructor Requests **Attachment 4**

1. Legal Original-Voting Item
Rachel Bolton: Sarpy Douglas Law Enforcement Academy
2. Professional Original-Voting Item
David Stewart: Omaha Police Department
Michael Holm: Sarpy Douglas Law Enforcement Academy
3. Professional Renewal-Voting Item
Monica Spanke: Nebraska State Patrol
Queno Martinez: Omaha Police Department
Charles Ott: Omaha Police Department
Jordan Smith: Omaha Police Department
4. General Original-Voting Item
Sydney Bruggeman: Nebraska State Patrol

G. Waiver of Patrol Rifle Instructor Recertification In Lieu Of NLETC Patrol Rifle Instructor Recertification Course-Voting Item **Attachment 5**

Joshua Fink: Hastings Police Department

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

I. State Academy Curriculum-Voting Item

Attachment 6

J. Revision of Comprehensive Practical Testing Standards-Voting Item

K. Physical Tasks-Discussion Item

L. Hiring Bonus Grant Approvals-Voting Item

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

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

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

N. Public Comments

VI. OTHER BUSINESS

A. Informational Items

1. Trainees

<u>Name</u>	<u>Agency</u>
Patrick Hanson	Deuel Co SO
Zachery Fry	Hitchcock Co SO
Joshua Goodbrake	Kearney PD
James Torres	Madison Co SO
Caden Krikac	NE State Fire Marshal
Braxton Webber	Nuckolls Co SO
Ashton McCown	Pawnee Co SO
Kevin Maggi	Sheridan Co SO
Ryan Steele	Sheridan Co SO

2. NCO's Completing 80 Hours of Training

<u>Name</u>	<u>Agency</u>
James Bullington	Douglas Co SO
Jason Underwood	Douglas Co SO
Heath Colby	Holdrege PD

Anthony Davis

Ogallala PD

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

REGULAR MEETING OF THE
POLICE STANDARDS ADVISORY COUNCIL
September 17, 2025

I. CALL TO ORDER

Chairman Chief Steve Reeves called the meeting to order at 9:03 A.M. Legal notice of the meeting was published in the Lincoln Journal Star on September 10, 2025. Roll call; Sgt. Drew Bolzer, Chief Paul Graham, Sheriff Greg London, Mr. Matthew McCarthy, Sheriff Dan Osmond, Chief Steve Reeves, Lt. Col. Jeff Roby, Asst. Chief Jason Stille. Absent from the meeting: Deputy Chief Sherie Thomas.

II. APPROVAL OF AUGUST 20, 2025 P.S.A.C. MINUTES

Chief Reeves entertained a motion to approve the August 20, 2025 PSAC minutes.

MOTION

Asst. Chief Jason Stille: I'll make a motion to approve the August 2025 PSAC minutes. Chief Paul Graham seconded the motion.

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

III. REPORTS

A. Director's Report

Director Mark Stephenson reported on the following:

- **JTA Testing:** During the last two basics a pilot program of setting up an obstacle course based on the job tasks to be used as a replacement for the PRET has been conducted. During the second week of September the training staff ran the PRET test as part of the student's PT workout. Results are below:



- Broken down to two days. First day measured the vertical leap, sit-ups and 300 meter run. Second day measure push-ups and the mile and half run.
- Broken down in two separate groups. The first group were those students who completed the PRET at their agency and the agency reported their scores. The second group were students who completed the PRET at NLETC.
 - First group: 9 students failed to obtain a passing score.
 - Second group: Students had an overall 2% increase in their scores. They all had passing scores.
- There is a trend among academies to use a JTA style obstacle course in place of the PRET but there is still not a guarantee of no failures.
- Revocations Stats: There has been an increase in the 791 change in status forms as well as revocations. The numbers were presented to the Crime Commission in August: 2018-2022, there were 17 appeals to basic academy applicants and 44 revocations. 2023 to current, there were 14 appeals and 34 revocations. By the end of 2025 we are looking to surpass the previous five years for appeals and revocations.

Sheriff Osmond asked if Director Stephenson contacted the agencies of the students who failed the PRET test here after passing scores were reported prior to the start of basic. Director Stephenson responded that he did not contact the agencies. Asst. Chief Stille asked if there has been an increase in the number of student injuries due to fitness levels not being at a level to guarantee completion of the academy. Deputy Director Boner responded that there has been an increase but he did not have the specific numbers. Sheriff Osmond asked if the change from the PRET to the JTA based test would change the injury numbers. Director Stephenson responded that the reason for the change to the JTA based test instead of the PRET test was a liability issue. The JTA test would be more job applicable and it's easier to defend if it were challenged. The injury numbers are more due to a physical fitness level when coming into the academy. Director Stephenson plans on bringing a proposal to the Council to run the JTA obstacle course test on day one of the academy and failures will be removed from training. Director Stephenson recommended that if agencies want to gauge whether their officers can pass the JTA test they need to find a five foot high wall or fence and use that as a guideline as the majority of failures are due to that obstacle. Chief Reeves asked how soon before the start of the basic did the PRET results have to be submitted. Director Stephenson responded that they had to be within six months of the start of the academy.

Sgt. Bolzer asked if there were statistics showing 791 data from 2018 to 2022 showed that the officers hired 2020 or later and for 2023 to 2025 if they are five year or less veterans. Director Stephenson responded that there were a mixture of veteran officers and the newer trend is seeing reports on officers with two years or less on the job.

B. Deputy Director's Report

Deputy Director Gene Boner's reported:

- The 221st Basic Training Session: Starts September 2, 2025 with 51 students enrolled.
- NLETC will host the 2025 C.O.P.S. conference on September 25, 2025 with up to 200 students from Nebraska Community Colleges in attendance. A variety of skills and hands-on opportunities will be available for the students.
- Travelled to Wayne State College to give a presentation to criminal justice students about training and requirements.
- The following training was held at NLETC:
 - Basic Jail Training: September 8-19, 2025 with 30 students.
 - Firearms Instructor Recertification: September 10, 2025 with 14 students.
 - Patrol Rifle Instructor Recertification: September 11, 2025 with 14 students.

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

Captain Andy Ecklund reported on the following:

- Camp 72 is currently in week 10 of training with 20 recruits enrolled. Past, current and future courses were reported.

D. Crime Commission Report

Executive Director Bryan Tuma reported the following:

- The Attorney General sponsored a workshop/seminar at the Innovation Campus in Lincoln on human trafficking. Director Tuma recommended that the Council members try to attend the seminar next year.
- Annual Traffic Stop Report: Currently gathering data for a near future report.
- LB-150 Mental Health Expansion Project: Steering committee has been formed. A contract with the UNL Public Policy Center to help on the implementation planning. The next meeting will be on September 24, 2025. If there is anyone in the law enforcement committee interested in attending those meetings or participating on the steering committee they can contact Executive Director Bryan Tuma.
- Crime Commission Meeting: October 17, 2025. Approaching approximately eight revocation cases will be presented. There will be a vacancy on the Crime Commission Board for a person-at-large member. The current member is not renewing his position.

IV. Old Business

NO OLD BUSINESS

V. New Business

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

2 Addison Hejl: Lincoln Police Department (25 PSAC-108)

3 **CHAIR:** The matter now before the Police Standards Advisory Council is the
4 Lincoln Police Department on behalf of its applicant, Addison Hejl v. the
5 Nebraska Law Enforcement Training Center, Case Number 25-PSAC-
6 108. I will now the hearing to order at 9:23 a.m.

7 **CHAIR:** I will note the following Council members are present; myself, Chief Steve
8 Reeves, Chief Paul Graham, Lt. Col. Jeff Roby, Sheriff Greg London,
9 Sheriff Dan Osmond, Asst. Chief Jason Stille, Sgt. Drew Bolzer and Mr.
10 Matthew McCarthy. I will note the following Council members are not
11 present; Deputy Chief Sherie Thomas with the Omaha Police
12 Department.

13 **CHAIR:** I will note that there is a quorum of the Council present so this hearing
14 may proceed. Attorney Sara Bockstadter is here as legal advisor to the
15 Council. The Council has been asked by the Petitioner, Lincoln Police
16 Department, to consider reversing Director Stephenson's denial of Ms.
17 Hejl's entrance into the basic law enforcement officer certification 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, Chief Michon Morrow is
21 present along with the petitioner's applicant Addison Hejl.

22 **CHAIR:** Chief Morrow, are you represented by counsel?

23 **CHIEF MORROW:** No.

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

25 **HEJL:** No.

26 **CHAIR:** The Nebraska Law Enforcement Training Center's Director Mark
27 Stephenson is present without counsel. Mr. Stephenson, are you
28 represented by counsel for purposes of today's hearing?

29 **STEPHENSON:** No.

30 **CHAIR:** Will you be presenting the case on behalf of the Nebraska Law
31 Enforcement Training Center?

32 **STEPHENSON:** Yes.

33 **CHAIR:** Does any party contest the Council's authority to hear this type of case?
34 Director Stephenson?

35 **STEPHENSON:** No.

36 **CHAIR:** Chief?

37 **CHIEF MORROW:** No.

38 **CHAIR:** Title 79 of the Nebraska Administrative Code, Chapter 8, specifies the
39 requirements that must be met by an applicant in order to be eligible for
40 the basic law enforcement officer certification course. Pursuant to Title
41 79, Chapter 8, section 008.01, upon request of an applicant or agency,
42 the Council will conduct a hearing in order to determine whether the
43 applicant meets the minimum qualifications for admission into a
44 certification course. The burden during the appeal hearing is on the
45 applicant to demonstrate by clear and convincing evidence that she
46 meets admission qualifications. Per Title 79, Chapter 13, section
47 004.02G, the issues of this appeal will be limited to those raised in the
48 request for review and reconsideration as provided in sections 004.02C
49 and the director's written decision in response. The decision of the
50 Council is final.

51 **CHAIR:** I want to go over your rights as Petitioner in this Administrative Hearing.
52 You have the right to be heard, either in person or by counsel who you
53 hire at your own expense. You also a right to notice, that is to receive a
54 statement from the State, the Nebraska Law Enforcement Training
55 Center, detailing or justifying its actions in this matter. Do you understand
56 these rights?

57 **CHIEF MORROW:** Yes.

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

60 **CHIEF MORROW:** I did.

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

63 **CHIEF MORROW:** No.

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

67 **CHIEF MORROW:** Yes.

68 **CHAIR:** The Police Standards Advisory Council shall act as a Hearing Board for
69 this appeal. Neither I nor any other Council member will be witness for
70 either side and I'm not aware of any matter which I believe will be
71 grounds for challenger side against me. Is there any member of the
72 Council that is aware of any matter which they believe will be grounds for
73 challenge for either side? Chief Graham?

74 **GRAHAM:** No.

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

76 **ROBY:** No.

77 **CHAIR:** Sheriff London?

78 **LONDON:** No.

79 **CHAIR:** Sheriff Osmond?

80 **OSMOND:** No.

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

82 **STILLE:** I will recuse myself from this hearing.

83 **CHAIR:** Sgt. Bolzer?

84 **BOLZER:** No.

85 **CHAIR:** Mr. Matthew McCarthy?

86 **McCARTHY:** No.

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

88 member of the Council?

89 **STEPHENSON:** No.

90 **CHIEF MORROW:** No.

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

92 case?

93 **STEPHENSON:** I do. I have two exhibits that I would request be accepted into evidence if I

94 could approach? I have two exhibits, both are contained in this notebook.

95 The first is the application for the Nebraska Law Enforcement Training

96 Center for Ms. Hejl and all personal identifying information has been

97 redacted. The second is the denial packet for Ms. Hejl. Both are

98 contained in here as well as some supporting documentation.

99 **CHAIR:** Chief Morrow, do you have any objection to the receipt of these exhibits?

100 **CHIEF MORROW:** I do not.

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

104 **STEPHENSON:** No.

105 **CHAIR:** Chief Morrow?

106 **CHIEF MORROW:** No.

107 **CHAIR:** Chief Morrow, as the Petitioner you may make an opening statement at
108 this time.

109 **CHIEF MORROW:** I would like to offer that, similar to the exhibits that were previously
110 entered in, we made a copy. What I believe is essentially a duplication of
111 those so every Council member could have those to review instead of
112 passing one single book around. I would offer those up for the Council to
113 have if you so choose.

114 **CHAIR:** That would be great.

115 **CHIEF MORROW:** You can look at these first and see what they are.

116 **BOCKSTADTER:** Are you wanting them marked as an exhibit?

117 **CHIEF MORROW:** If that is what is most appropriate for them to be passed to the Council
118 members, yes.

119 **BOCKSTADTER:** I think that would be appropriate. However, typically we take them up
120 when we offer exhibits. We first have opening statements.

121 **CHIEF MORROW:** Ok.

122 **BOCKSTADTER:** And then offer them as an exhibit when evidence is opened up.

123 **CHAIR:** But you can leave them here.

124 **CHIEF MORROW:** I will leave them. But you know what? I'm happy to come back up again.
125 Get some extra steps in.

126 **BOCKSTADTER:** You are welcome to reference them as part of your opening statement.

127 **CHIEF MORROW:** So I am going to plan on offering those and just for my opening statement

128 I want to express my gratitude to all of you for allowing us an opportunity

129 to be here in front of you today for us to discuss our applicant Ms.

130 Addison Hejl. We plan to highlight all that she has accomplished and her

131 growth and what we describe as her character and resiliency. Since her

132 first denial in July of 2024 Addison is now employed at Lincoln P.D. so we

133 will provide some additional information on that as we proceed. I just

134 thank you again for allowing us the opportunity.

135 **CHAIR:** Director Stephenson.

136 **STEPHENSON:** Thank you. Members of the Council, Addison Hejl gained employment

137 with the Lincoln Police Department approximately June 4, 2024 and

138 submitted an application for basic law enforcement training on September

139 5th 2025. Nebraska Administrative Code Title 79, Chapter 8, section

140 005.02A(6)(d) states, has not illegally used any dangerous drugs or

141 narcotics other than marijuana for any purpose in the last five years. On

142 page three, question two on her personal character affidavit Ms. Hejl

143 responded false to the statement; I have not used illegal drugs or

144 narcotics other than marijuana in the last five years preceding this

145 application for admission to the training center. Ms. Hejl reported taking a

146 friend's medication which she believed to be Adderall without a

147 prescription in April of 2023 on page eight of her personal character

148 affidavit. Ms. Hejl's disclosure of using a controlled substance in April of

149 2023 conflicts with the requirements under Nebraska Administrative Law

150 Title 79, Chapter 8, section 005.02(6)(d). For this reason, Ms. Hejl's
151 application for basic police certification training was denied.

152 **CHAIR:** Now's the time for further evidence that can be presented to the Council.
153 This may include written evidence, witness testimony and/or any unsworn
154 statements by yourself or any other person. We'll start with these that
155 you've brought up, we'll mark one as exhibit three?

156 **GOBEL:** No, One.

157 **BOCKSTADTER:** It would be exhibit three.

158 **GOBEL:** It would be three.

159 **CHAIR:** Do you have any other written evidence?

160 **CHIEF MORROW:** I do.

161 **CHAIR:** Go ahead.

162 **BOCKSTADTER:** Before we move on. Excuse me Mr. Chairman, can you make sure that
163 Mr. Stephenson has no objection to receipt of exhibit three and then you
164 can determine if you receive exhibit three or not.

165 **CHAIR:** Do them each separately?

166 **BOCKSTADTER:** What's that?

167 **CHAIR:** Do them separately from the additional.

168 **GOBEL:** She has more.

169 **BOCKSTADTER:** Yes. Let's do them individually.

170 **CHAIR:** Ok. Mr. Stephenson, do you have any objection to receiving exhibit
171 three?

172 **STEPHENSON:** No.

173 **CHAIR:** Exhibit three is received. Go ahead with your additional evidence.

174 **CHIEF MORROW:** So my additional evidence will be verbal as well as Ms. Hejl will be
175 providing evidence and we have three additional witnesses that will be
176 testifying at today's hearing besides what I have to offer as testimony.

177 **CHAIR:** Ok. You can proceed.

178 **CHIEF MORROW:** I know that you only have a small amount of time to review all of the
179 information that we shared with you so I want to take a moment to
180 highlight some of the information that we shared that I think is very
181 valuable in consideration of Ms. Hejl's application. So the first we have is
182 a letter that I offered on September 4th and that was for application for
183 basic law enforcement certification for Addison Hejl. The letter simply
184 reads, dear Mr. Stephenson, thank you for the opportunity to submit an
185 application for Ms. Addison Hejl for consideration of placement in our
186 January 2026 recruit academy. The Lincoln Police Department takes
187 hiring decisions seriously. We strive to recruit individuals with strong
188 character, integrity and sound judgement. Under Title 79, Chapter 8,
189 section 005.02B, the requirement for good character allows for
190 considerations noting that aggravating circumstances may constitute
191 grounds for denial but not use the word shall. We took this language into
192 account when we examined Ms. Hejl's application and background
193 investigation. We believe Ms. Hejl represents the values we want in law
194 enforcement. Her case involves a single isolated incident in April of 2023
195 when at 19 years old she took one pill, believed to be Adderall, not
196 prescribed to her while studying for finals in the library. She was
197 navigating the pressures of college and took the pill. Not to get high but
198 for its prescribed purpose. It was a single use with no prior drug use,

199 dependency or abuse found. She was transparent about her conduct
200 during every stage of the application process and has expressed genuine
201 remorse and is not engaged in any similar behavior since. Ms. Hejl was
202 hired as a part-time worker in July of 2024 at the Lincoln Police
203 Department and was assigned to the forensic identification unit and our
204 public information office. Her contributions have been significant. She
205 completed approximately 650 video, forensic video analysis cases.
206 Helping eliminate a backlog and bringing investigations up to date.
207 Directly assisting in identifying suspects across multiple jurisdictions,
208 contributing to successful investigations and case resolutions. She has
209 almost daily contact with the community members and that could be from
210 either fingerprinting or to picking up video evidence that leads to
211 investigations that our officers are conducting and developing social
212 media content (*unintelligible*) materials supporting public transparency
213 and safety. Her performance has exceeded expectations and
214 demonstrates her capability, her work ethic, in alignment with our mission
215 and values in our profession. The Lincoln Police Department is committed
216 to maintaining the highest standards of professionalism and integrity.
217 After a thorough background investigation and months of observation, I'm
218 confident in Ms. Hejl's character and her potential to serve as an
219 exceptional law enforcement officer. Her continued willingness to put
220 herself out into the public to be dissected and debated is a testament to
221 not only her character but also her resiliency and commitment to a life of
222 service. She consistently represents herself in a positive and respectful
223 manner in all interactions. I respectfully request that approval be granted

224 for Ms. Hejl to attend the January 2026 recruit academy. The timing of the
225 January 2026 class would allow three years to pass from the date of the
226 incident before she graduates and becomes a commissioned law
227 enforcement officer in the State of Nebraska for the Lincoln Police
228 Department. Thank you for your time and thoughtful consideration and
229 commitment to supporting the future of Ms. Hejl and Nebraska Law
230 Enforcement. And as you have then has already been discussed. We did
231 receive the denial and we sent a letter as part of the process for
232 reconsideration. I won't read the letter of reconsideration but you do have
233 that in your packet as well. So I want to talk just a little bit about Chapter,
234 excuse me, Title 79, Chapter 8. I want to give you a little bit of context.
235 We first submitted Ms. Hejl's hiring packet for our July 2024 academy
236 class as you are aware, we were here for a hearing on July 17, 2024 that
237 resulted in denial of a waiver. And then last month, after the hearing as
238 we indicated, we hired her as a part-time police technical worker where
239 she has since contributed meaningfully to the crime lab, assisting with a
240 backlog of video analysis cases and then also to the public information
241 office supporting our outreach through social media content. Shortly after
242 she started working at the police department, and I think I really want to
243 make sure that this is clear and understood by the Board, Ms. Hejl
244 requested to meet with me after she was working and her request at that
245 meeting with me was very simple. And it was that will you support me
246 again for another application to be hired in the academy to join the
247 Lincoln Police Department as a commissioned officer and my answer was
248 absolutely yes. So today I want to talk a little bit about why it was an

249 absolute yes. In law enforcement we are often called to navigate areas
250 that are not black and white, they're grey. We evaluate situations with the
251 facts and evidence before us, whether conducting background
252 investigation, criminal case investigation or internal inquiry investigation
253 within our organizations. We apply judgement. We weigh mitigating
254 circumstances to make the best decision we can with integrity in mind.
255 Often what distinguishes discipline from a teaching opportunity for a
256 moment that we can spend with one of those officers within your
257 departments is whether the incident represented a pattern of behavior or
258 a single issue, an isolated mistake. Our own policies, as I'm pretty
259 confident is likely true as those policies represented by those on the
260 Board, is that we reflect that philosophy, that we look for patterns of
261 behavior when addressing discipline or perhaps a onetime isolated issue
262 where we then consider mitigating circumstances and the whole
263 character of who this officer is within our organization and then we weigh
264 and judge the outcome based on that. What I've taken from my review of
265 Title 79, Chapter 8, is that it's the exact same principle. It's the exact
266 same principle carried forward that we carry within our own organizations
267 when we look at behaviors of those once hired and how we judge them
268 and mitigate our potential discipline where we allow a onetime mistake as
269 a teaching moment for them to continue to grow and for that not to have
270 to define their entire career. Ms. Hejl has taken full ownership of her
271 mistake. She's never minimized her actions or withheld the truth. At
272 nineteen years old while in college studying for finals, she made a
273 decision to take a pill offered by a friend. She did not seek out narcotics to

274 be purchased on a street corner. She's not at a party. She's not looking to
275 get high. It's not recreational use. It was an unwise decision. She has
276 since demonstrated accountability and understanding of its seriousness
277 though she took the pill for the prescribed use. What stood out throughout
278 this process is her honesty, integrity and her resilience. She has already
279 faced consequences, pretty significantly so. Her law enforcement career
280 has been delayed and she's endured public scrutiny as this has become
281 conversation in our communities. Yet through it all, she's continued to
282 pursue her goal with determination and grace. These qualities;
283 perseverance, accountability and strength of character are exactly what
284 we want in todays and the future law enforcement serving in our
285 committee, in fact, across the State of Nebraska. I want to share the
286 findings of our hiring process as well as additional information since the
287 last hearing to demonstrate her continued positive contributions and
288 personal growth. It's my belief, reinforced by her service to our
289 department, Ms. Hejl exemplifies the qualities we seek. Her initial denial
290 does not diminish my confidence in her. Rather, continuing to know and
291 understand her, further supports her persistence and commitment. I'm not
292 going to simply go over everything that we talked about at the first hearing
293 but I do want to walk through a little bit of Chapter 8 taken on what I think
294 is most relevant for what I want you to consider today and in doing so I
295 want to share with you that I spent a significant amount of time looking at
296 past appeals and outcomes. Wanting to understand previous decisions
297 on the Board and what perhaps motivated those decisions based on the
298 facts and evidence that had been provided at those hearings. In several

299 incidences waivers were approved even when applicants had Class 1
300 Misdemeanors that had not been expunged. In other cases, denials were
301 upheld where the behavior presented a high level of risk, contact
302 jeopardized the safety of others or involved repeated or deliberate
303 violations, such as misuse of prescription medication for recreational
304 purposes or illicit street drug use. These examples are just not what we
305 are talking about today. In Ms. Hejl's case the circumstances are quite
306 unique. Again, she was nineteen years old. This was a onetime use,
307 accepting a pill believed to be Adderall, not for recreational use, not taken
308 to get high, not suggesting a pattern of behavior or a substance abuse
309 issue, rather, it was an error in judgement and not equivalent to patterns
310 of high risk behaviors that I found in cases that I reviewed that were
311 denied. This is why, I think, that when we walk through the procedures set
312 out in Title 79 that it is so critical to understand each one of the elements.
313 The Title specifically provides you with the authority to grant waivers
314 when mitigating factors and the totality of the applicant's character
315 demonstrate that an otherwise is qualified to serve. It is necessary when
316 setting these rules that we use this authority that's been granted to us
317 because it ensures that the law shows the guidance is applied with
318 fairness, consistency and integrity even in unique circumstances. I want
319 to acknowledge the gravity of decisions made by this Council. I know that
320 you have hard cases that are brought in front of you. I also recognize that
321 there is a concern of my ability and broader implications and precedents
322 in these matters when decisions are rendered. What I want to make clear
323 is this; at the end of the day the ultimate liability for hiring rests on the

324 chief's shoulders, the sheriff's shoulders, the person that is making that
325 unknown decision. Every police chief or sheriff who stands before you
326 requesting a waiver assumes that responsibility as I do today. There is an
327 inherent risk with every hire whether or not (*unintelligible*) is involved. I
328 can't ask questions sitting here but I would tell you that I had a question of
329 all of those numbers that we see increasing on decertifications, of
330 whether they were a simple straight hire or they required a waiver. And I
331 say that because there's always inherent risk. So whether it was a waiver
332 or not or someone that had checked all of the boxes, we hire human
333 beings that sometimes don't meet the full expectations when we have
334 them on board. So when we bring someone forward with evidence such
335 as we have today to show that we truly believe that they do hit all of those
336 marks it's something that you should consider. I don't know, based on the
337 data that's been shared that providing a waiver in this case or perhaps in
338 some of the others results in you having a decertification down the road. I
339 don't know that those two marry. But I would be curious to see what that
340 data looks like or if perhaps somebody so dedicated to a profession in law
341 enforcement who owns and recognizes their mistakes and has never
342 made those mistakes again and continues to grow is exactly the person
343 we want representing law enforcement. So anyway, we except that
344 responsibility and I wouldn't be here today if I didn't believe and have
345 confidence in our background investigation that what we found was that
346 Ms. Hejl's character shines. And it's truly necessary that we choose to
347 bring forward candidates like this because it demonstrates our
348 commitment, not only to build a strong departments but also to honoring

those laws, processes, procedures that give us the ability to make these decisions rather than just picking up on one piece and ignoring that there's a full Title that, that is for us to utilize. It's never easy to overcome a violation of good character, I recognize that, but it is possible and when an applicant demonstrates accountability, growth and resilience and when thorough processes confirm their integrity and suitability it's not only possible but necessary to allow them to serve. It's necessary because doing so reaffirms are collective commitment to the very laws, codes, regulations, procedures that govern this process. Title 79 gives you the authority to consider mitigating circumstances and good reason. To apply that discretion here is to demonstrate that we don't simply recite a section but we uphold its intent to balance accountability with fairness and to recognize the potential in the individuals who have made prior mistakes. In granting a waiver under these circumstances the Council reinforces confidence in both process and in our profession. Ensuring that our processes are not only rigorous to maintain high standards required of our profession but also that we are doing so justly and fairly. So when we look at the section specific to qualifications for entry and that is what Director Stephenson had discussed there's a whole lot more that we can look at. The size, the bench as I call it, so under basic certification training the minimum qualifications for entry, 005.01A to 005.01S lists all of those minimums. And Ms. Hejl meets all of those minimum requirements except for 1G that says that the applicant possesses good character as determined by a thorough background investigation. That means you have to look at section 005.02 and that's the good character section.

374 Besides the previously noted requirements, this is what it says in here; a
375 person of good moral character, is a person of good moral character they
376 meet these elements, 005.02A1 to A6. In A6 it says, does not have a
377 history of substance use to include; so when we walk through these, they
378 are all listed here, 6a, has not illegally sold, produced, cultivated or
379 transported for sale marijuana or any other controlled substance; b, Ms.
380 Hejl has not used marijuana for any purpose in the last two years, she
381 has never used marijuana, c, Ms. Hejl has not used marijuana or other
382 controlled substance while employed as an officer; d, is where we have
383 the use, that is the triggering event for us to be here for a waiver. In fact,
384 Ms. Hejl did, in April of 2023, used one pill, believed to be Adderall not
385 prescribed to her. So then we have to move to section 005.02B. And
386 that's what highlights for us the language that gives us the ability to
387 recognize, consider and take positive action on mitigating factors. It also
388 notes the language is not concrete for consideration. It says this; a record
389 manifesting a history of one or more of the aggravating circumstances
390 may, may constitute a finding that the applicant does not possess good
391 character, it may constitute a basis for denial. These factors will be
392 considered in conjunction with mitigating and/or extenuating
393 circumstances as set out in section 005.03. The section again does not
394 say shall. It very clearly says may. As we know in the work we that we do
395 as law enforcement officers is those two words are different. Shall is very
396 clear and provides no alternative. When we use the word may it allows us
397 to use discretion. And the Title provides us some of what that discretion
398 could look like and that's 005.03, mitigating and extenuating

399 circumstances relevant to good character. So 3A recognizes there's no
400 exact formula to determine whether an applicant possesses good
401 character and states the Council believes the mitigating factors should be
402 considered. And that's what we ask here today is that you do that. It also
403 notes that the list from A through J is not exhaustive so when we look
404 through those, they're on page 39, applicant's age at the time of the
405 conduct, she was nineteen; recent of the conduct, we are now just under
406 2 ½ years from April 2023; C provides the reliability of the information;
407 Ms. Hejl was forthcoming regarding the conflict on her application and
408 throughout the background investigations we have no reason to believe
409 that she has been untruthful. In fact, she's has been (*unintelligible*) as
410 part of our ongoing hiring processes to allow her to have a seat in one of
411 our academies. D, the seriousness of the contact. We recognize that
412 taking an Adderall not prescribed is serious, there's no question. We are
413 not minimizing the conduct today, nor is it our intent, nor was it our intent
414 to minimize at the last hearing. We just intend to state the facts including
415 the mitigating facts surrounding the circumstances. E is the cumulative
416 effect of the conduct. Factors underlying the conduct in April of '23, Ms.
417 Hejl was a student at Wayne State College with finals approaching. She
418 was in a library studying. Struggling to stay focused. She was offered a
419 pill by a friend and took the pill which she believed to be Adderall, she
420 took that pill for the purpose it was prescribed for said medication, which
421 is a controlled substance if prescribed, if it had been prescribed to her.
422 Not to get, she did not take it to get high. Soon after taking the pill she
423 realized that she did not like the way the pill made her feel. She

424 understood it was a bad decision and she did not repeat the conduct and
425 we have no evidence to suggest that she has ever done so again. F talks
426 about the cumulative effect of the conduct or information. So this one is
427 interesting, the cumulative effect of the conduct is that she continued to
428 be a successful student at Wayne State after April 2023. She didn't allow
429 one bad decision to define her. She didn't misuse a controlled substance
430 or any other drug again. It remained a single bad decision. She
431 completed her final year at Wayne, graduating in three years with a
432 commendable GPA of 3.79, all while committing to extra curriculars,
433 volunteering and work. The effect now also includes a substantial amount
434 of growth from graduation until today. Despite how uncomfortable this
435 process continues to be, she still presents herself. She continues to take
436 ownership of her actions. I would tell you that after my thirty years had I
437 took this current job with eyes wide open. Knowing that I would be
438 judged. Knowing that I would be criticized. Knowing that I would be topics
439 of conversation in the media and in other realms, I took it and I
440 understood it. At 21 years old, I don't think I would do that. Who I am
441 today is because of growth and opportunity that has been provided to me
442 throughout the course of my career and I sit next to a 21 year old who I
443 admire because she's doing what sometimes I don't want to do thirty
444 years into my career. It takes immense courage for her to be here. I
445 would argue her willingness to come forward again suggests she has
446 continued to grow as a person, her character and her commitment to law
447 enforcement, not many would do the same. G is the evidence of
448 rehabilitation. It is admittedly difficult in this case to articulate what

449 rehabilitation means in the context of a onetime use. No treatment
450 program is going to take her on a onetime use. Someone who is not
451 displaying a pattern of abuse and dependence. Speaking from the
452 perspective of our jurisdiction, I would tell you that it was also highly
453 unlikely that Ms. Hejl would have ever been arrested under those facts or
454 circumstances. Simply because we all know that we believe that the pill
455 was an Adderall and that's what's been maintained and that is what she's
456 has passed on a polygraph and at the end of the day we don't that
457 because she didn't have it in her possession for long so I don't know if
458 that we would have a blood test or made that case 2 ½ years down the
459 road. It is highly unlikely that she would have ever been arrested or even
460 prosecuted. Those again are usually reserved for cases involving
461 repeated use, abuse or distribution and not a single event. In fact some of
462 these cases, the onetime use such as this is addressed, is addressed
463 through education with officer discretion and applied in the same way.
464 And it's forwarded to the prosecutor as to whether they want to make a
465 determination to actually file on the citation that our officers bring forward
466 to their office. Arguably Ms. Hejl has already endured a more significant
467 consequence than she would have faced if she'd been charged criminally.
468 While it's difficult for us to except (*unintelligible*) the importance of
469 perspective and fairness as we apply the same (*unintelligible*) good
470 character. We also have to consider the broader reality and that's the use
471 of prescription medication among college students in today's world
472 doesn't excuse the decision. Doesn't make it right but it does provide
473 important context for us because the next question becomes whether a

474 single isolated use absent any pattern of abuse or intent to misuse should
475 truly carry the weight of a five year (*unintelligible*) patient or even three
476 years if aligned with the current statute of limitations. And again I would
477 share with you that three years would pass in our academy before she
478 becomes a commissioned officer for the State of Nebraska. Chapter,
479 excuse me, Title 79, Chapter 8 explicitly allows for waivers in such
480 circumstances particularly where the character of the applicant is aligned
481 with what we seek in law enforcement. Integrity, perseverance, the ability
482 to learn from mistakes in an era where applicant pools are limited and
483 departments are in direct competition for qualified candidates seeking,
484 perhaps from other departments to want good lateral candidates. It really
485 is necessary that we start to except and we assess character and honesty
486 and utilize these waivers provided in the Title when appropriate to do so.
487 Ms. Hejl's positive social contributions are so many. I won't take time to
488 list them all out because I know that she's going to do that but I do again
489 want to focus that, focus attention that we hired as a PTW in July of 2024.
490 She was assigned to the forensic ID unit and our PIO office. Since she
491 was hired a big evidence backlog has been cleared and is now up to
492 date. She's worked on 650 cases and assisted in several hundred others
493 and that she is looking at opportunities to have her first turn on the stand
494 testifying in a case that she worked. She's been a significant part of
495 holding others accountable in our community as well as other jurisdictions
496 across the state. She has identified suspects locally who are involved in
497 criminal activities in other states. Providing closure for the victims that we
498 all swore to serve. We do have some character witnesses that came here

499 for her today so I am only going to touch on just a couple of them who are
500 not here today to make sure that they're written into the record and for
501 you to have additional time to review those. But I do want to close this
502 case out by saying that as you continue down in Chapter 8, our
503 background investigation confirmed that Ms. Hejl was honest in her
504 disclosure of the facts surrounding the violation. No admissions or
505 misrepresentations were revealed, that's J. And further in 005.04B a
506 background investigation from Mayde McGuire is here and she will be
507 testifying on our backgrounds and the thoroughness of those and this
508 section B1 requires a thorough background investigation it provides what
509 will be included. I do want to point out that these sections slightly
510 contradict the earlier sections on character as in 005.04B1(n) it says
511 evidence of a history of drug or alcohol dependence or abuse. The
512 language used in this section is distinctly different than used in the good
513 character section. Our investigation did not reveal either, other than the
514 one time single use. I'm going to read to you a letter of recommendation
515 for Ms. Hejl that comes from officer Fatima Ayala of the Lincoln Police
516 Department. During my time on light duty, I was assigned to the ID unit,
517 where I have had the opportunity to work alongside Addie Hejl for
518 approximately six months. From the beginning, I was genuinely
519 impressed by her performance. Before learning her background I had
520 assumed she was a long-standing member of the ID unit due to her
521 exceptional knowledge, skillset, and professionalism. Addie possesses
522 outstanding investigative abilities, particularly in the realm of online
523 research. Her ability to analyze limited information, often just a brief note

on an IR or ACI and quickly identify suspects is unparalleled. In fact, her investigative skills surpass those of any officer I have worked with. She has introduced me to new techniques and approaches that even my Field Training Officers did not know to teach me during the FTO program. Beyond her technical skills, Addie brings a calm and empathetic presence to high stress situations. I have personally witnessed her de-escalate highly emotional individuals with patience, kindness, and professionalism, often in the midst of tasks such as receiving video evidence collecting for cases with prior officers. While I understand that Addie had made a mistake in the past, I firmly believe that a single error should not overshadow her capabilities or commitment. Growth and accountability are essential in this line of work, and Addie has demonstrated both. She is a thoughtful, intelligent, and dedicated individual who clearly has a passion for public service. Addie is not only ready for the next step, she is uniquely qualified for it. She has more practical knowledge and relevant experience than many others currently applying for the same position. I believe she deserves the opportunity to join the training program, become a sworn officer, and continue serving her community in a greater capacity. No one enters this field perfect, but it's how we learn, adapt, and contribute that defines us. At times we are allowed to use officer discretion in unique circumstances to ensure that the most appropriate response is taken given the totality of the circumstances. This is one of those unique circumstances. Addie did not lie or try to hide what she did. She was honest and forthcoming with the situation and knew what she did was wrong. Addie Hejl has proven her value in the ID unit and

549 deserves a chance to be an officer. Erika Thomas was not available to
550 come today. She is our Public Information Office manager and works with
551 Addie. Dear members of the Police Standards Advisory Council, it is my
552 privilege to recommend Addison Hejl for consideration of a waiver by the
553 Police Standards Advisory Council. Addison has proven herself to be an
554 exceptional member of the Lincoln Police Department. I am confident she
555 will excel as a commissioned police officer. I first wrote in support of
556 Addison's waiver in November 2024, after she had been with LPD for only
557 four months. Now, with nearly fourteen months of service, I can affirm
558 with even greater certainty that Addison embodies the character and
559 commitment to service we seek in a Lincoln police officer. Since joining
560 LPD in July 2024, Addison has supported both the PIO and ID unit. As
561 the department's PIO manager, I have personally seen the impact of her
562 work elevating our social media presence through thoughtful messaging
563 that resonates with the community. She anticipates needs, develops
564 content with minimal oversight and executes them with polish and
565 professionalism. Addison consistently demonstrates integrity and
566 initiative. She is receptive to feedback, eager to learn and motivated to
567 grow, qualities that reflect the mission and values of the Lincoln Police
568 Department and will serve her well in a law enforcement career. I am
569 proud to reaffirm my support for Addison's application. Having witnessed
570 her development and contributions firsthand, I strongly recommend the
571 Council grant Addison Hejl a waiver so she may continue pursuing her
572 career as a Nebraska law enforcement officer. She has the skills and
573 dedication that will make her an excellent police officer as a strong

574 representative of both LPD and the profession. I'm going to read one
575 more. Then I'm also going to note for you as you're browsing your packet,
576 you have on the backside three letters of reference. These letters of
577 reference, I know Captain McGuire will mention these, are part of our
578 background hiring process and a comment from the program regarding
579 illegal use, so they follow the same pattern that they talk about, we're
580 asking questions regarding honesty, reliability, temperament,
581 interpersonal skills, work ethics, self-discipline, assertiveness, empathy
582 and compassion. All of these references highlight several of those things
583 and I think they are very important for you to also look at as you are
584 rendering your decision. The final letter that I want to read comes from
585 another forensic analyst in the ID unit and that is Becky Keller. To whom it
586 may concern: I am writing this letter in support of Addison Hejl's
587 professional goal to become a police officer. My name is Becky Keller and
588 I currently work at the Lincoln Police Department as a Forensic Video
589 Technician. My unit, the Forensic Identification Unit, is a small unit that is
590 composed of an analyst, a technician, that's Becky, and the addition of
591 Addison back in July of 2024. In the last year, Addison and I have worked
592 very closely together, both in our forensic computer lab and in the
593 community. I have been able to get to know her professionally and
594 personally and I want to speak to both. Professionally, Addison has been
595 an amazing asset to our team. We often have interns and light duty
596 officers working in our unit temporarily and I've seen a variety of work
597 styles from these individuals. I can confidently say Addison would be
598 placed at the top of my list in regards to her work ethics and motivation.

599 Addison is a hard worker; she arrives on time and jumps into her
600 workload eager to do her part. Addison keeps our unit up to date day by
601 day, whereas before it could have been months before an officer would
602 get their request completed. Addison prioritizes her workload first and
603 consistently volunteers herself in other ways on top of her work. Her
604 primary responsibility is taking requests from officers and investigators to
605 view video, investigate clues from the video, follow through with the new
606 leads she creates, posts cases to Crime Stoppers, investigate Crime
607 Stopper tips, and anything else she can do to help clear the case. The
608 cases that Addison receives are cases that, last resort, get sent our way
609 because the investigator, the investigation the officer has completed has
610 not lead to information that would help solve it; and that's where Addison
611 steps in. Addison is knowledgeable and when she doesn't have the
612 knowledge she is self-seeking. A good example of this that impressed me
613 was when she was working a case with a semi-truck as the suspect
614 vehicle and she taught herself, and myself as well, that you can look up
615 the DOT numbers seen on the side of the truck online. When Addison
616 began I helped train her on the LPD computer system and she very
617 quickly picked up on how to utilize it for investigations with minimal
618 assistance. She has even shown me new ways to use our system. She
619 isn't afraid of diving in and doing anything she can to make sure she
620 investigates every avenue possible. Addison is skilled in social media
621 platforms and regularly uses Facebook, Instagram, TikTok, and any other
622 social media platforms she can to find suspects or even associates of a
623 suspect that can lead them to us. She has a strong "leave no stone

untuned” mentality in her investigations, a necessary mentality supportive of victims and supportive of justice. I’ve consistently been impressed with her and how thorough she is. When Addison arrived in our unit in July of 2024, we had approximately 250 cases backlogged and with her help that has decreased. She has independently continued to ensure there is no backlog as of her one year employment with LPD she worked 639 cases on her own. Personally, Addison is an extremely likable person. She is friendly and outgoing and can talk to anybody she crosses paths with. Addison has joined me numerous times in the community in my role, which is going out to meet business owners, victims, residents, etc. to gather video evidence. She is always so kind and genuine in her interactions with others. She is someone that is easy to be around and keeps the energy in the room positive. During our time together I’ve heard many stories from Addison’s personal life and my overall belief is that Addison is a good human all-around, someone I want on my side. She is honest, responsible, respectful and authentic. The way she talks about her family and friends, the way she makes moral judgements in her life, holds herself accountable, kind and considerate of other people is admirable. Addison values her family and friends and spends a lot of time with them. She has a fun musical gig which we have talked about, playing the accordion at shows around Nebraska. She is outdoorsy and loves to hunt and be in nature. And now she’s working on her next life goal and that’s to further her career. I am aware and understand why Addison is asking for this waiver. She has been accountable and honest about her actions with not only herself but with

649 others. I am writing this letter in support of those making this decision to
650 join me in my belief that Addison holds the qualities that would make an
651 excellent police officer, one that any law enforcement agency would be
652 proud of and lucky to have on their police force.

653 **CHAIR:** I believe you said it was A6(d) but in any event, the rules and regs as it
654 applies to the drug and the five year prohibition. How does the Lincoln
655 Police Department balance that and would you be concerned at that point
656 if this appeal was granted that you would have a different hiring standard
657 at that point?

658 **CHIEF MORROW:** I don't. Much like I already discussed is that we look at the whole person
659 when we're hiring. We look for patterns. We look for signs of abuse. We
660 look at honesty. We look at integrity. Through a very thorough
661 background process that includes meeting with our background
662 investigators which includes a polygraph. It includes an appointment with
663 our psychiatrist to go through all of these components. I don't think it
664 creates a thing. The only thing it creates for me is if I get another Addie
665 Hejl. The answer is yes. But she's the only applicant that I've had that I
666 continue to pursue a waiver because she checks all of these boxes. I've
667 told several no. And this is the first time you've seen me and I've been in
668 this position now for 2 and 1/2 years. We hire quite a few people. We do
669 two academies a year. What I will tell you is that I don't have concerns
670 because we're going to look at each individual as a whole individual and
671 what they bring to us and then we'll make a determination on whether we
672 want to bring them forward for a waiver. Potentially there's another
673 person down the road down the road that we bring forward but it my time

674 she's been the only one and it's because she's the only one that I felt we
675 could show without hesitancy or question that she is a person of strong
676 moral character who does not give me any pause that there is a pattern
677 or concern. She is within our wall. She becomes a different person much
678 like we just talked about. With all of these hearings that we're having on
679 decertifications. Because she's been with us for over a year now and she
680 exemplifies everything that we believe she would in our background
681 investigation. But to your question, we tell people no all the time if they
682 come to us with drug use because we don't believe, based on the
683 circumstances and the facts that they provide within their character and
684 who they are that we can bring them forward for a waiver. So we tell them
685 to wait. And some of them we tell them to wait and then we still have
686 concerns because we look at the totality of a person. I feel pretty
687 confidently that that's what Chapter 8 allows you to do as a Council as
688 well. Just as it allows me to do this as the Chief in the hiring process. We
689 were blessed.

690 **CHAIR:** Any other questions for the Chief?

691 **LONDON:** Chief, I do have one question if you don't mind. There was a letter you
692 wrote to Director Stephenson on September 4th. You said, the timing of
693 the January 2026 class will allow three years to pass from the date of the
694 incident before she graduates and becomes a commissioned law
695 enforcement officer. Do you know what day you guys graduate?

696 **CHIEF MORROW:** It will, I don't know the date right off the top of my head but it will be mid-
697 June.

698 **LONDON:** Ok. Thank you. That's all I had.

699 **CHIEF MORROW:** Captain McGuire might have that date for you when she testifies.

700 **LONDON:** Close enough.

701 **CHAIR:** Any other questions? You have additional witnesses to call. Who will be

702 next?

703 **CHIEF MORROW:** Ms. Hejl.

704 **CHAIR:** Ok. If you don't mind. Can we have a five minute break? And then we'll

705 reconvene.

706 **Break from 1015 to 1022**

707 **CHAIR:** Ok. The time is 10:22 and we'll reconvene the appeal hearing for Addison

708 Hejl. Chief Morrow, have you concluded your testimony?

709 **CHIEF MORROW:** I have.

710 **CHAIR:** Director Stephenson, do you have any questions of Chief Morrow?

711 **STEPHENSON:** No.

712 **CHAIR:** Chief Morrow, your next witness will be Ms. Hejl?

713 **CHIEF:** Yes.

714 **CHAIR:** Ms. Hejl, will you raise your right hand, do you swear that the testimony

715 you're about to make at this hearing, shall be the truth, the whole truth

716 and nothing but the truth?

717 **HEJL:** Yes.

718 **CHAIR:** Go ahead.

719 **HEJL:** Good morning everyone. First I would like to start off by thanking you for

720 your kind consideration to this. I know that you guys have put in the time

721 and discussion about my future career in law enforcement and I really do

722 appreciate it and the thoroughness and kindness and thought that you put

723 into each of the applicant's waivers. I completely understand and respect

724 that you just want to put the best people in the field and I hope that with
725 my testimony along with Chief Morrow's and everyone else here today I
726 hope that we can convince you that I'm one of those people. So just to
727 briefly go over the incident again because I know at this point it's kind of
728 beating a dead horse but, in April of 2023 I was in the library with one of
729 my friends and we were studying and writing final papers. I was a social
730 science major at the time, social science education is what I wanted to
731 do. I wanted to go into teaching at the time and so all the history classes,
732 it's a lot of writing, and a lot of paper (*unintelligible*) and we were just kind
733 of sharing a similar struggle because we had the same major, and so we
734 were just kind of staking it out together and we were in a private study
735 room area and two of our other friends we both knew from the speech
736 team, they came in because the table can seat four and we made eye
737 contact with them so they came over and joined us and we were doing
738 the same, just kind of complaining about finals and studying and
739 everything like that. This was during the week before finals. And one of
740 my friends, who was on the speech team, offered me a pill that I believed
741 to be Adderall. Again, I can't confirm or deny if that's actually what it was
742 because it was in a little ziplock baggie. I also, at the time, thought that it
743 was prescribed to her and then I found out actually months after the fact
744 that that was not prescribed to her and she had gotten it from someone
745 who had it prescribed to them so again, I can't verify whether or not it was
746 an Adderall or not but at the time that's what I believed it was. And I, at
747 the time, had absolutely no idea that there were any sort of potential legal
748 consequences for taking someone else's prescription medication and I

749 know hindsight is 20/20 but I was a naïve nineteen year old who had no
750 idea, that's not trying to excuse what I did or minimize the situation
751 because that's not the case at all but had I known that the legalities
752 behind what I was doing and the actual severity I absolutely never would
753 have done it. That's not the kind of person I am. Anyone who knows me
754 on a personal level would say that I'm a rule follower and you know, kind
755 of a goody two shoes. I have the moral cautious like no other. The tiniest
756 things can get me and had I known that what I was doing was wrong at
757 the time and would affect my future career in law enforcement I absolutely
758 never would have done it and I don't know how to properly express my
759 regret for what I've done other than to I guess, to say what I'm saying
760 now. I was curious so I crunched the numbers to figure out how along
761 ago, what percentage of my life has passed since April of 2023. So I did
762 the math. I double checked it online because it's been awhile since I've
763 taken a math class, but since the incident where I've taken the Adderall
764 that was roughly 11% of my life ago. And that seems crazy to me
765 because that seems like that's a lifetime ago because of the person I've
766 transformed into since the incident. So I just kind of want to touch base on
767 what I've been doing in that last 11% of my life because I'm significantly
768 prouder of that short time span, what I've accomplished then the previous
769 89%. So I'm just going to kind of touch on what I've been doing in that
770 11% of my life. Starting with April of 2023 and going to the present. So
771 starting with my senior year of college. In my senior year at Wayne State,
772 on top of being a full time student I was also working four jobs
773 simultaneously. One of these jobs I was a peer tutor, an academic peer

774 tutor in the library. Tutoring other college students in the areas of history,
775 government, geography, psychology, and education courses. That was
776 the first of my jobs. The second one was, I was a tour guide for the
777 college. Giving tours to high school students, transfer students, whoever I
778 may lead. Showing them around the college. The third of these jobs I was
779 the head one act coach at Pender High School, which is about 30
780 minutes away from Wayne. This was my first time ever of being a head
781 coach for anything and it was a very big learning experience but that job
782 had me out the door from, basically from August to December I was out
783 the door almost every day at 5:45 in the morning until 8:00 in the morning
784 when school would start for them. I would drive back, eat breakfast and
785 then go to my 9:00 classes every day and I would be stuck in classes and
786 with the extra curriculars almost every day. So that's my third job as a
787 high school one act coach. And the fourth job I had was a weekend and
788 break job back in Lincoln at just a little mini golf place. That was the job I
789 had in high school and so whenever I was home for a weekends or on
790 Christmas break I would go work there. So, I was working a lot of the
791 times. A minimum of five but up to seven a lot of the time, days of the
792 week on top of, like I said, being a full time student. In terms of my
793 volunteer experience, my volunteer activities my senior year of college,
794 I've wrote these down so I didn't forget anything, first week of classes I
795 helped freshmen move into their dorm rooms and also a lot of these were
796 on behalf of different clubs and organizations that I was involved in on
797 campus. So, I helped freshmen move into their dorm rooms. For my
798 history honor society that I was a part of, we were in charge of upkeeping

799 the maintenance of an old one room schoolhouse just outside of campus
800 that the community would use for pioneer day for elementary school
801 students and a variety of different community engagement events. We
802 would go out there twice a month and you know, clean, dust whatever it
803 may be. I organized a fund raiser for Project Pink, for Project Pink during
804 breast cancer awareness month in which we raised over five hundred
805 dollars that all went directly to the cause. I helped organize a fundraiser of
806 different feminine hygiene products for the Haven House in Wayne. And
807 also with the Haven House in Wayne I also helped organize and
808 participated in a purse and coat drive. All of the proceeds also went to the
809 Haven House in Wayne. We made baby blankets for hospitals on behalf
810 of one of the clubs that I was involved in for low income mothers. And
811 throughout the entire second semester I was also an assistant and
812 volunteer high school speech and debate coach at West Point Senior
813 High School. One of my friends was, this was his first year teaching and
814 coaching and he needed some assistance. So I drove to West Point
815 which is approximately forty, forty five minutes away from Wayne. I was
816 driving there multiple days a week during the Spring semester to help
817 coach his high school speech team. And probably the biggest, I don't
818 even consider it a volunteer activity, but the biggest organization that I
819 was a part of on campus was, I was the student body president my senior
820 year. It was a position that I was voted on by a, by my peers and by the
821 students at Wayne State College and that had a variety of different roles
822 and tasks, just a bunch of different things that I was required to do. But
823 just briefly touching on some of them. I was in charge of a 550,000 dollar

824 budget that would be allocated out to different clubs and organizations on
825 campus and for projects or whatever it may be. Also, regularly met with
826 other student leaders and higher ups within the college and the Nebraska
827 State College system as well. There were many responsibilities doing
828 that. It was basically an unpaid full-time job. It took almost every second
829 of my day that wasn't spent doing something else. And on top of student
830 seminars I was also involved in six different honor societies including the
831 freshmen honor society, geography, history, social sciences, inter-
832 collegiate forensics and the president's honor society. And many of these
833 I had an active leadership role within. And in terms of my overall
834 academics from Wayne State College, like Chief Morrow said, I
835 graduated with a 3.79 GPA. I graduated with honors, cum laude. And
836 every year I was on the Dean's list every semester. I was able to
837 graduate with a four year degree in three years. I was originally going
838 through social sciences education and then the week before my senior
839 year I decided I didn't want to teach anymore and so I switched my major
840 to social sciences. Of the forty nine classes I took at Wayne State College
841 for college credit I received an A in forty three of those. Never once was I
842 below a B so I only had six career B's in my time at college. So that takes
843 me through my entire time at Wayne State College and brings us up to
844 July of 2024 when I started working at the Lincoln Police Department on
845 the Forensics Identification Unit. Since working there I've now worked, as
846 of yesterday, I've worked more than 650 cases individually. A little bit of
847 what I do. So officers will send us in our unit requests to do work and we
848 will go over and analyze surveillance footage from different businesses,

849 homes, whatever it may be. And we use all of the investigative tools that
850 we have available to us including NCJIS, (*unintelligible*), social media,
851 whatever it may be. And once we've exhausted all of those resources and
852 come up empty handed we post those on the link at Lancaster County
853 Crime Stoppers page and as someone who will testify a little bit later, who
854 I work with, Jerry Minary, he always says; we work anything from a stolen
855 cheeseburger up to a homicide in our officer. And so I've gotten to work
856 on a wide range of cases which has given me a ton of experience that is
857 all going to be very helpful, I think, in my career as a law enforcement
858 officer. On top of working in the office I also assist our forensic video
859 technician Becky Keller. She wrote a letter that Chief Morrow read off. But
860 I assist her out in the community on different video calls. We go out to
861 businesses and homes who don't know how to work their security system
862 and we will extract and export the video for them and then we'll go back
863 to our office where we will then work on. And I've met a lot of interesting
864 people doing that. I've gotten a lot of really great opportunities working
865 with all different types of people and I really enjoy doing that, going out
866 and engaging with the community. That's one of the favorite parts of what
867 I do here. And then, like Chief Morrow said earlier, I also assist our Public
868 Information Officer in creating social media content, community
869 engagement content, recruiting content, whatever it may be for social
870 media. I don't have numbers for those but I would guess in the hundreds
871 for posts that I've made to go on to Facebook and Twitter. And in my time
872 I've worked primarily on cases for our department obviously but also
873 worked on cases for Lancaster County Sheriff's Department, the

874 University of Nebraska Lincoln Police Department and I've been in
875 contact several times with different Nebraska State Patrol troopers and
876 deputies from different counties requesting their body cams because
877 maybe we don't have anything on them in our system but I saw that such
878 and such county gave them a ticket this summer and so we'll talk to them
879 and everyone has been really great to work with so far. And upon request
880 of the fingerprinting department, because they're a little bit overworked
881 right now, when requested I'll go and fingerprint civilians for, who are
882 applying for a variety of different licenses, permits whatever it may be.
883 And everything in here that I've done has given me so much experience
884 that I think will really help me as a law enforcement officer. You know,
885 including getting acquainted, you know, getting to know and how to work
886 Lincoln Police Department's internal home page as well as NCJIS and I
887 have a much better understanding of the legal system now and getting
888 acquainted with other officers and members in the office, you know, when
889 it comes to pulling security footage, whatever it may be, I've learned so
890 much here that it's great experience in general but to that I think would
891 most definitely apply to me being a law enforcement officer. In terms of
892 volunteering in the time since I graduated college there are three main
893 aspects of my life that are all very important to me that I volunteer
894 significantly with. The first one of these was briefly mentioned before. But
895 the nerdiest thing about me is I play the accordion in a polka band. My
896 Czech heritage is very important to me. I think it's very important to know
897 where you came from and the roots of your ancestors. That's something
898 that I'm extremely passionate about and celebrating those cultures I think

899 is very important and so I volunteer my time regularly going around to
900 different nursing homes in predominately in Czech communities so like
901 Wilber, Clarkson, Dwight, David City, Seward. I go around to different
902 nursing homes in those areas and I play my accordion for the residents
903 both in group settings and one on one. I've been requested back multiple
904 times because people enjoy it. It's very nostalgic for the residents there.
905 You know, their younger days and their families and their heritage. And
906 the other part of my Czech heritage in which I volunteer in is, I used to be
907 involved in Czech Queen Pageants and I hate the word pageant because
908 it's not the kind of person I am, but that is what it is. I was in, from 2019-
909 2021 I was Miss Nebraska Czech-Slovak Queen and then from 21 to 22
910 on the National pageant court I was second runner up where I competed
911 at events. Everyone across the nation and in a one year time span I
912 travelled over 30,000 miles. All by car. Going around to different festivals
913 and events nationwide celebrating Czech heritage serving as a cultural
914 ambassador and now that my time with that is up I volunteer my time, it's
915 a year round voluntary position, I'm one of four people on the pageant
916 committee for the Miss Nebraska Czech-Slovak Queen pageant. And in
917 this I did communicate with young women age 16 to 25 who are wanting
918 to spread awareness to their heritage and who are celebrated and so it's
919 a year round thing where I am always in communication with them,
920 supporting them, whatever it may be. There's several duties within that
921 but, Czech heritage and heritage in general is very important to me so if
922 that resonates with any of you, and I hope it does. If it doesn't I hope you
923 are able to get in touch with your ancestry whatever it may be because I

924 think it's very important. The second important aspect of my life is
925 hunting. I've been a hunter for my entire life. And also my entire life I've
926 been a member of the Nebraska Bow Hunter's Association in which I also
927 volunteer in a variety of different aspects. Over the years my parents
928 have served on the boards in many different positions and so I've always
929 been voluntold but as the years go on more so a volunteer role in several
930 different aspects of that. Anything from picking up litter on the highway
931 outside of Halsey National Forest to sending membership mail and
932 newsletters, to organizing events, setting up 3d target ranges, selling
933 raffle tickets, whatever it may be. I kind of put myself in a very
934 volunteerish role and I'm hoping in the next few years I'm able to get an
935 actual leadership role in that but I want some more experience under my
936 belt. Lots of hunting and then going on to the third is speech and one act
937 which I kind of mentioned earlier. Ever since I graduated high school I've
938 been volunteering as an assistant one act and speech coach for Malcom
939 High School, West Point/Beemer High School, and starting this year I'm
940 involved in Friend High School for both one act and speech. Those have
941 been a variety of different engagement levels. Some I go a few times a
942 semester but others I'm there almost on a daily basis volunteering my
943 time because I think that public speaking is a very important skill for
944 young people to have. I feel like in the age of, in the digital age that skill is
945 kind of going away and so I want to be there as a positive role model in
946 these different aspects of young people's lives to continue to grow and
947 become a better person. In so that's how the last 11% of my life has
948 looked like. I know nobody really likes to go up and close about

949 themselves in front of a group of people. I'm certainly one of those people
950 but I really do appreciate all of the time and consideration into this once
951 again. So if you have any questions I'd be happy to answer. Thank you.

952 **CHAIR:** Director Stephenson, do you have any questions of this witness?

953 **STEPHENSON:** No sir.

954 **CHAIR:** Any member of the Council? Chief Morrow, you can call your next
955 witness.

956 **CHIEF MORROW:** Ok, then Mayde McGuire and Investigator Matt Franken.

957 **CHAIR:** Whose first? Who's going to go first?

958 **MCGUIRE:** I'll go first.

959 **CHAIR:** Will you move that mike over a little bit between the two of you now? Can
960 you state your name for the record?

961 **MCGUIRE:** Yes. Mayde McGuire.

962 **CHAIR:** Can you raise your right hand?

963 **MCGUIRE:** Yes.

964 **CHAIR:** Do you swear that the testimony you are about to make at this hearing
965 shall be the truth, the whole truth and nothing but the truth?

966 **MCGUIRE:** Yes.

967 **CHAIR:** Go ahead.

968 **MCGUIRE:** Hello everyone. Again my name is Mayde McGuire. I've been on the
969 Lincoln Police Department for 27 years. The last 10 years as a captain,
970 the last 3 years in charge of the education and personnel unit of which we
971 do recruiting background checks. So I just wanted to run you through our
972 background check for LPD and share with you what we ask. So our
973 application hiring process is made up of four general areas. Essentially

974 the on-line application, we take applications year round. We do hold two
975 academies but we are always bringing in applications. So when those
976 applications come in our recruiting officer reviews the answers. We ask;
977 have you had a DUI in the last five years. We ask about marijuana two
978 years. The narcotics five years. Misdemeanors, felonies, (*unintelligible*),
979 its basic information. So he reviews those and then he will let people
980 know, you're not qualified due to a misdemeanor or felony or something
981 like that. So if they pass that piece then they go to an assessment center
982 for essentially two days where they do the TABE test or they review that
983 they've passed the TABE. And then we do the PRET, PRET exam. And
984 then they do a panel interview. The panel interview consists of two to
985 three LPD employees where they ask a series of questions. Essentially
986 just getting to know the person. What they've done. What experience they
987 bring. What potential do they have and do we see them as successful as
988 officers. So after they, well the high scorers, you score thirty points on
989 that (*unintelligible*), there's an overall assessment of five, so one to five.
990 Top points are thirty points and five points and Addie had 27.5 and 4.5 on
991 the interview assessment because they felt she had good character, good
992 motivation. Anyway her work ethic is, was there, her academics, clearly
993 she communicate and was intelligent. So she was moved through. After
994 that piece then we do a phone interview. And the phone interview is
995 several questions. Maybe a hundred questions. It asks everything from,
996 any crime you can imagine, in your entire life and we don't go back ten
997 years, five years whatever, we ask in your entire lifetime if you ever stole
998 anything. In your entire lifetime have you ever committed any crimes that

999 you weren't caught or what are you most ashamed of that you've done in
1000 the past. We ask a series of questions. We ask if they lie or if they omitted
1001 things several times throughout this process. So once the background
1002 investigator gives us a summary of their report then we'll assess it and
1003 we'll decide, do they have good work history, yes they have a good work
1004 history. If they don't we assess that. It's usually how many, what they
1005 answer on these questions that we'll make a determination. After the
1006 background then they're given a conditional offer and then that's where
1007 they're sent to a medical, psychologist and they get a polygraph. If they
1008 complete all of those then we reassess the person then offer them to the
1009 chief for approval for hire. Now where this comes in, I started in the
1010 education and personnel unit September of 2022. In around the summer
1011 of 2023, Assistant Chief Jackson had notified me that there was a
1012 proposal that was going to go to the Governor to change the timeframes.
1013 So one year marijuana, three years all other drugs. And he suggested
1014 that we look for candidates that may potentially we would want to get a
1015 waiver for. So from that time we would assess if they answered yes to the
1016 marijuana or narcotic question, if it was just a one time, we would call and
1017 ask them for more details. More often than not, well I did it two times or
1018 three times. So it always led to more usage if they said they just used one
1019 time. The few that we did have that was just one time, we would move
1020 them through just to see what else came up in their background and what
1021 else they've done. So it wasn't until March of 2024 that Addison Hejl
1022 came to us. And it was, and she had, I believe first came, I remember my
1023 staff had said they had a meet the recruiter event and they said, we have

1024 the person. We have that candidate. And then, because they met Addie
1025 Hejl and they said super sharp, outgoing, (*unintelligible*), this is the one.
1026 Because it was. We would have one time, what we thought was one time
1027 users, it always led to two or they had something else in their background
1028 that was, they got fired from too many jobs or they didn't work at all and
1029 they were average students and not doing great and they were out
1030 partying and doing drugs to get high. So there was always another
1031 component to other applicants that we had looked for to ask for a waiver.
1032 This applicant, it's like by far exceeds most of the applications that we get
1033 today. I think that's all. Do I have anything else? I'll let Investigator. In
1034 regards to the proposal to change the timeframes, I was looking at the
1035 Nebraska Examiner, so that it went to the Governor, the Governor had
1036 denied it and there's an article, I don't know if Director Tuma has seen
1037 this. But, Brian Tuma, the head of the Nebraska Crime Commission,
1038 Brian Jackson the Assistant Lincoln Police Chief and chairs the Police
1039 Standards Advisory Council said, statistics weren't being kept ones the
1040 Governor asked for so what statistics of people not being allowed
1041 entrance because of drugs? And they said it would be impossible to know
1042 how many potential recruits don't apply once they learn of Nebraska's
1043 standards. Jackson compared it to trying to determine how many crimes
1044 police prevented today. That's part of the problem said Tuma, a former
1045 Superintendent of the Nebraska State Patrol. Extenuating circumstances.
1046 One option in Nebraska Tuma said would be to retain the current
1047 standards but consider extenuating circumstances as it is allowed in State

1048 rules. In case of a recruit of otherwise good character had violated drug
1049 use standards. I'll let Investigator Matt Franken talk about the polygraph.

1050 **CHAIR:** Sir, can you state your name for the record?

1051 **FRANKEN:** Matthew Franken.

1052 **CHAIR:** Do you swear that the testimony you are about to make at this hearing
1053 shall be the truth, the whole truth and nothing but the truth?

1054 **FRANKEN:** I do.

1055 **CHAIR:** Go ahead.

1056 **FRANKEN:** My name is Matthew Franken. I am currently employed with the Lincoln
1057 Police Department. I was employed originally with the Lincoln Police
1058 Department in May of 1997 when I graduated from the academy. I'm
1059 currently assigned to the Criminal Investigations Unit. My unit is
1060 responsible for the investigation of murder, robbery and serious violent
1061 crimes. In 2007 the department sent me to polygraph school. I took
1062 polygraph originally at Coronado Island which is a little island off the coast
1063 of San Diego California. I trained additionally in Texas, California and
1064 Florida for advanced training in polygraph. I still carry a full case load with
1065 team three just like the other investigators but I also do polygraphs for the
1066 Educational and Personnel Unit. I have cases that have case clearances
1067 in local, state and federal court and local jurisdictions throughout the
1068 southeast part of Nebraska. I have two different polygraph licenses in the
1069 State of Nebraska. I'm licensed as a public examiner so I do polygraphs
1070 for my department. I'm also licensed as a private examiner. I do private
1071 exams for agencies throughout southeast Nebraska. Because my hobby
1072 is work. I availed myself to you guys, mainly at the request of my police

1073 department to answer any questions you might have about the polygraph
1074 process with the Lincoln Police Department or Ms. Hejl. I will tell you that I
1075 reviewed all available information and the information regarding Ms. Hejl's
1076 polygraph. She has taken in the past, two different polygraphs and both
1077 the *(unintelligible)* scoring and the algorithm scores she has passed on
1078 both accounts. Both *(unintelligible)* scoring algorithms. Just as an aside I'll
1079 say if you guys decide to grant this waiver, Ms. Hejl will be serving
1080 alongside me and other members of my department, as I still serve, I still
1081 serve warrants. I still do the things I need to do to catch bad guys at the
1082 Lincoln Police Department and after hearing everything I've heard today I
1083 want to let you know, if you're wondering, that I would have no problem at
1084 all serving beside Ms. Hejl. I will say that since doing polygraphs since
1085 2007 I've seen a variety of people come through. I've seen people who
1086 make what I consider to be a mistake or an error in judgement and I've
1087 also seen what I would consider a pattern of behavior. I would be a good
1088 predictor of deviant behavior. What I see here in this case is a simple
1089 error in judgement and not a pattern of behavior that suggests deviant
1090 behavior that would preclude her serving in law enforcement. Do you
1091 have any questions at all for me regarding the polygraph process and the
1092 background investigation?

1093 **CHAIR:** Director Stephenson, do you have any questions of either of these two
1094 witnesses?

1095 **STEPHENSON:** No sir.

1096 **CHAIR:** Any member of the Council? Thank you. Who wants to go first?

1097 **MINARY:** I will.

1098 **CHAIR:** Will you state your name for the record?

1099 **MINARY:** Jared Minary.

1100 **CHAIR:** Do you swear that the testimony you are about to make at this hearing

1101 shall be the truth, the whole truth and nothing but the truth?

1102 **MINARY:** Yes I do.

1103 **CHAIR:** Thank you. Go ahead.

1104 **MINARY:** Not to bore you but I feel like telling you who I am and what I do for the

1105 Police Department is kind of important so I'll kind of give you an overview

1106 of how I came to be where I am today. I've been with the Lincoln Police

1107 Department for twenty five years. I originally was hired as a Lincoln Police

1108 officer. I served from 2000 to 2008. In 2008 I also was selected to be on

1109 our crime scene unit. I was later certified through the IAI in 2013, 2011

1110 excuse me and in 2013 I became a forensic video technician. So my day

1111 job is working in the video field and that may be pulling video from

1112 residential or business locations. It may be doing work with that video

1113 which may include looking for suspect in video, creating timeline types of

1114 pieces, maybe doing comparison work. Just last year I certified as a

1115 forensic video analyst. There are thirty five of those in the country and fifty

1116 six in the world. I am proud of it. Sometimes I feel a little understaffed

1117 even for that certification but I'm very proud to have that accomplishment.

1118 Since 2009 I've been on the Lincoln/Lancaster County Crimestoppers

1119 Board. In 2020 I became the representative of the Crimestoppers USA

1120 program. I am a regional director for region nine which includes Kansas,

1121 Nebraska, Missouri, and Oklahoma so I help any of those Crimestoppers

1122 agencies with their programs and any questions they may have. I'm on

1123 the board obviously so I'm a voting member and I usually attend every
1124 conference I can every year to help other programs grow and to become
1125 successful. I will say that Crimestoppers has become incredibly important
1126 to me. I never thought I would be an advocate for Crimestoppers until I
1127 got into law enforcement and saw the benefit of it. My video work initially
1128 started simply as getting images of people out to Crimestoppers. It
1129 created our Crimestoppers program and the method it is now. We started
1130 the program putting cases online. I was involved in a lawsuit regarding
1131 this and had to testify in a case where someone was falsely posted to our
1132 Crimestoppers page. Crimestoppers means a lot to me. I protect that
1133 program as much as I can. And anyone that I would put in charge of
1134 doing anything with our Crimestoppers program has to have my respect
1135 and also I would have to appreciate the fact that they can do things
1136 responsibly and ethically especially when they're are posting stuff publicly
1137 to the public. I also lead the Retail Coalition for Lincoln which involves all
1138 the loss prevention members for all of our big box stores and for some of
1139 the smaller stores. We meet monthly with investigators, loss prevention,
1140 city and county attorneys and again, this is something I didn't intend to be
1141 involved in but over the years has become very important to me. In
1142 keeping that information flowing between us and our local loss prevention
1143 members. All that being said, Addison was given to our program in July of
1144 2024. When I had started this video journey it became a tidal wave and in
1145 2018 it became too much for one person to do. We hired Becky who you
1146 heard the letter from her earlier. In 2020 with the riot situation we had and
1147 with an increase in some of the homicide case work I was asked to do

1148 I've moved off pretty much anything misdemeanor and those aren't
1149 getting done by myself and now with Becky that is even growing as well
1150 and she is unable to get a lot of our misdemeanors done. And it wouldn't
1151 be getting done if it wasn't for the help of either interns, injured officers or
1152 in this case, once we got Addie. I've seen a lot of people go through our
1153 doors as interns. I've seen a lot of injured officers go through our doors
1154 and I would say that Addie is probably one of the most impressive people
1155 I've seen doing the work that we're doing in our office. And that includes
1156 many of our certified law enforcement officers who know our systems.
1157 Obviously with examining videos she will sit all day and watch videos
1158 looking for a bad guy and finding the best images of their face, their car,
1159 and she will not stop. She is a bloodhound. She will track down anything
1160 she can on that vehicle. She will look through NCJIS. She will look
1161 through our system. Anything that she can do to help us find that suspect.
1162 She spends hours going through body cam because we have the ability in
1163 our office to actually see other officer's body cams and be able to review.
1164 She will say, hey we got this suspect on this case, hey look at that, he
1165 was arrested three days later. He's even wearing the same outfit. She's
1166 made this, these cases multiple times by doing this. I will say that I've
1167 been doing this obviously since 2008 and it has impressed me with some
1168 of the things that she's done. I have learned from Addie. With this, one of
1169 the key things I do in video forensics is I do a lot of comparison work.
1170 And that made me, that I am identifying somebody based on their vehicle
1171 or based on the clothing they wear at the time of the crime. And in a
1172 comparison what you're doing is you're taking an image of a suspect from

1173 the crime and comparing that to a known image of when they're arrested
1174 or like a vehicle and you are creating in a sense a composite that it would
1175 show, here's the similarities between these and making assumptions on a
1176 tattoo based on compression. Addie is extremely good at this. And she
1177 was never even asked to do this but I've seen some of the things she's
1178 done in some of her cases when we identified an individual and she's
1179 able to pinpoint specific tattoos and show them very appropriately in
1180 documents that I think would be very successful in court in helping with a
1181 prosecution. As I said, Crimestoppers is important to me. She is one of
1182 the few that will make public posts on our Crimestoppers page. We like to
1183 have a lighthearted sense of the title to get people's attention and
1184 sometimes those are joking and it is very easy in a joke to go too far and
1185 that is what the original Crimestoppers lawsuit was. So as you can see
1186 I'm not just going to hand that to anybody. I monitor what they post and I
1187 have seen many times where Addie has even corrected other people on
1188 their post on, a, maybe we shouldn't post that word because it isn't
1189 appropriate, as a matter of fact it just happened just yesterday. And she
1190 had to remind me in that sense, maybe we shouldn't use that word on this
1191 case. And I greatly respect her desire to protect that program and her
1192 ability to use the ethics that she has been taught within our public
1193 postings. Obviously with going out and collecting video from residences
1194 and businesses I won't waste your time. Obviously you've heard several
1195 testimonies on that. I can say I've personally witnessed her do this
1196 multiple times and some of them have been hostile and she has been
1197 very good at attempting to de-escalate and dealing with maybe some

1198 people that aren't in their right mindset even when we show up to court
1199 with video on a case. As I said, the Retail Coalition, when we work on
1200 those cases, every month I try to pull stuff together that is stuff that the
1201 police department is investigating. Cases we're seeing lots of people that
1202 are seen multiple times through video shoplifting at our local stores and
1203 we try to get some intelligence on them that we can pass on to our local
1204 loss prevention. We also bring those cases to our city and county
1205 attorneys because with changes in laws we are not able to prosecute like
1206 we used to be and by bringing them up in this meeting we are actually
1207 able to work with them to highlight people who are problems for our loss
1208 prevention which has helped quell some the frustration that they've been
1209 receiving by not getting as many arrests as they used to. And so part of
1210 what I've had Addie do lately is she has been pulling so many of the
1211 misdemeanor cases, she's helping me isolate individuals that would be
1212 good to be discussed at our meetings. So much so that I will sometimes
1213 send her stuff and say, hey can you put this in a power point for me. She
1214 has been building the power point for the meetings for the last several
1215 months now. And in most cases I want to be at the meetings but on one
1216 specific case I wasn't able to because I was at a conference and I had
1217 enough trust in her that I allowed her to lead that meeting and I was told
1218 that it was a very good meeting. So I don't have any lack of judgement on
1219 her that she is capable of doing this job as just a street cop. I wrote down
1220 some words that I would definitely say I think are valuable for her as a
1221 person. She's very dedicated. She is very professional. She, in my
1222 opinion, from everything I've seen is an ethical decision maker. She has

1223 attention to detail unlike some of the street officers I know. Her attention
1224 to detail is even better. She is an incredibly fast learner. We can show her
1225 one thing and it becomes a balloon. She will learn it quickly, put it into
1226 practice and the next time you talk to her she's gone far beyond what
1227 you've told her how to do previously. She's definitely a problem solver.
1228 I've never seen her have anything other than a positive attitude even with
1229 dealing in this situation that I'm sure for me even going this type of thing
1230 would be very frustrating, she's had nothing but a positive attitude. I've
1231 taught classes for crime scene processing, video forensics and search
1232 and seizure. I get to see all of our recruits. I am still far more impressed
1233 with her than with many of the recruits I've had to deal with in some of
1234 these situations and I will say there have been two other people that were
1235 from my loss prevention group that I recommended to be officers. Officer
1236 Clevenger and Officer Mathewson. I was proud of them to move into the
1237 law enforcement field and I hope to be able to be proud of Addie doing
1238 the same thing. Just on a personal level, we have a lot of discussion in
1239 our lab, in our down time here and there and she comes from a law
1240 enforcement family and she has a lot of respect for her father. It's very
1241 clear that she loves him and she told me a story once and I want to kind
1242 of explain the story because it's important as to her character. Her father,
1243 they would do frog leg cookouts and her father wanted to go catch frogs. I
1244 don't understand it, I've never done anything like it. Never eaten a frog leg
1245 in my life. And she told me how her dad told her to get in the water and to
1246 do whatever it is you do to catch a frog with a flashlight and hoard them in
1247 and when she gets out of the pond she was covered in leeches. And

1248 being a crime scene tech and seeing some pretty gross stuff, I was still
1249 grossed out by that. A few months later she said, Jared you are never
1250 going to believe what I did last night. And she says, I got back in that
1251 same pond to get frogs. I would have never climbed in that pond. Even all
1252 the disgusting things I've seen in my life and she did it because that was
1253 an important event for her and her father and even though it was
1254 disgusting she did and I don't have any question that she can't deal with
1255 the disgusting things that a law enforcement officer deals with. After that
1256 even for sure. So I will say it's very clear to me that she would make an
1257 excellent officer and as a, she's the same age as my son. And as
1258 someone that kind of feels like a work dad to her I would love nothing
1259 more than to torpedo this and keep her in my lab but as a proud work
1260 father I would love to see her go on and become an excellent officer so
1261 that I can be even more proud of her as she moves through this career.

1262 **CHAIR:** Mr. Stephenson, any questions to this witness?

1263 **STEPHENSON:** No.

1264 **CHAIR:** Any questions from the Council members? Ma'am will you state your
1265 name for the record?

1266 **SIMS:** Erin Sims.

1267 **CHAIR:** Will you raise your right hand? Do you swear that the testimony that
1268 you're about to make at this hearing should be the truth, the whole truth
1269 and nothing but truth?

1270 **SIMS:** I do.

1271 **CHAIR:** Go ahead.

1272 **SIMS:** I'll make this quick. I am the forensic lab manager at the Lincoln Police
1273 Department. I've worked there for forty five years. I was originally hired as
1274 an officer. I have twenty seven years commissioned. I was a sergeant for
1275 seventeen of those. So I have dealt with disciplinary matters on the law
1276 enforcement side. I also, my retirement job is the forensic lab manager so
1277 that's a civilian job now. And while I was an officer I, my focus, I did enjoy
1278 being in a cruiser but I liked the investigative part of it better so I focused
1279 on different types of evidence. I was on the Crime Scene Unit as a
1280 supervisor for many years. I am a certified crime scene investigator, a
1281 certified blood stain pattern analyst, and to top Jared, I'm one of sixty four
1282 worldwide blood stain pattern analyst. I'm very particular about reports.
1283 I'm very particular about, anything that has to do with evidence that it's
1284 done properly. So ethics is a big deal for me. Just accuracy in reports.
1285 Everything that, I have eight employees and occasional interns and light
1286 duty officers that come in so every report that they write, every chart that
1287 they make for a fingerprint comparison, all the composites that they
1288 create, all the videos create I read those. I critique them. I drive them
1289 crazy anytime they switch two numbers in a case number or give a name
1290 spelled wrong or anything I shoot them all back to them. Nothing goes
1291 into our case file that doesn't go past me. I can tell you when Addie first
1292 started I was very impressed. She caught on faster than any of the injured
1293 officers that we had come through our office. She had never worked with
1294 Photo Shop before. You would show her something once and she is off to
1295 the races with it. Her investigative skill has also impressed me as far as
1296 some of the officers, and I hate to bad mouth them but she really has a

1297 passion and a drive and she really focuses on each independent case.
1298 During maybe the first couple of months or so, she's been there now for
1299 fourteen months, I would catch a misspelling or a transposed of numbers
1300 or a date of birth or anything like that and I'd shoot it right back to her. I
1301 can tell you that she worked very hard and I haven't sent one back to her
1302 in a very long time. And as a matter of fact, a report that I just recently
1303 authored on a case, I had her look at so she could find my errors and she
1304 did. She did a really good job as far as finding some commas I missed
1305 and apostrophes and stuff like that. So I trust her working on all the cases
1306 that she's worked. She's just done a fabulous job and I'm going to miss
1307 her. I really hope that she is an officer. She has the same sort of drive
1308 that I had many years ago when I was young. So I kind of see a little bit of
1309 her in me. She's just been a fabulous employee. Part time worker. She
1310 has no benefits. She's never called in sick. She's never been late. She
1311 has worked past the time, she's flexed her time, she is just very
1312 impressive in her work ethic. We're going to miss her. We're going to
1313 need to hire. We work about sixteen hundred cases a year so the six
1314 hundred and fifty plus that she has done, she's right up there with my
1315 other employees and she's working part time. She does a great job, she's
1316 just been a really good addition to our unit. That's all I have to say.

1317 **CHAIR:** Mr. Stephenson?

1318 **STEPHENSON:** No sir.

1319 **CHAIR:** Any members of the Council have a question? Chief Morrow, any
1320 additional witnesses?

1321 **CHIEF MORROW:** No sir.

1322 **CHAIR:** Can you two swap out with Ms. Hejl and maybe move that microphone
1323 back over between you. Closer to the Chief. Chief Morrow, do you have
1324 any additional evidence or testimony?

1325 **CHIEF MORROW:** I don't, other than I would like to point out, because I forgot to point it out,
1326 first on the back of the packet that I provided there are also three
1327 commendations that I attached in there with Addison's permission as that
1328 comes from her personnel files. It is work that she has done that has
1329 been highlighted and she received recognition for.

1330 **CHAIR:** Director Stephenson, do you have additional evidence or testimony?

1331 **STEPHENSON:** I'll reserve for my closing.

1332 **CHAIR:** Chief Morrow, if you have nothing additional at this time you can make
1333 your closing argument.

1334 **CHIEF MORROW:** I just want to thank everyone for allowing us an opportunity to be here in
1335 front of you today. To have a discussion. This discussion is very much
1336 about Ms. Addison Hejl but the larger part is the discussion of what we
1337 want the future of law enforcement and how we can potentially better
1338 utilize the resources that we have available to us in Title 79, Chapter 8
1339 and being inclusive of all the aspects of that Chapter. Of course the things
1340 that are concerning to us that we then have to evaluate character and if
1341 we consider the mitigating and extenuating circumstances. Those were
1342 set forth in that chapter for a reason and ignoring them I think does a
1343 disservice not only just to the consideration of applicants in this Council
1344 but overall for us as law enforcement because we use discretion every
1345 day in the work that we do and to give respect when we're wrong and
1346 codes and policies and procedures I think that we have to view them in

1347 totality and make the right decisions. And again to the question that you
1348 asked me Chief Reeves, these are conversations we have to have every
1349 day on behalf of our organizations and law enforcement. And law
1350 enforcement means a lot to me. I shared with you that I also grew up in
1351 law enforcement and I'm passionate about it. In making sure that we
1352 continue to build law enforcement up to maybe what it was in the glory
1353 days. With the nobility, the respect, the relationships within our
1354 community to correct wrongs. And every day we have an opportunity to
1355 do that. And it is never black and white it is always in the grey that we
1356 work when we are making judgements and evaluating facts and
1357 circumstances. In this scenario we do that through this Chapter as
1358 evaluating character and the person as a whole and not on a singular
1359 incident. I think all of us can reflect that and recognize that there's
1360 probably moments in our lives that could have defined us and perhaps
1361 somebody else stood beside you as they did me in my career and
1362 supported me and took me along. And I think that when we take on a
1363 leadership role that's exactly what we're taught to do is finding the next
1364 generation, supporting, building, mentoring, developing them to sit in
1365 these seats when we all retire and to carry on the nobility of this
1366 profession because we won't all be here forever. And I can sit here in
1367 front of you and confidently say that (*unintelligible*) that who she is as a
1368 twenty one year old compared to who I was as a twenty one year old and
1369 I continue to stand by her and believe that she has met all of the elements
1370 to say that she is of good sound character and strong integrity. Has the
1371 work ethic that perhaps a lot of individuals that we see coming through

1372 our ranks and this is an opportunity to make a decision to, not just for the
1373 Lincoln Police Department but for perhaps one that will continue a
1374 conversation here of potential changes that could be made in the future
1375 within Chapter 8 to further benefit us as we continue to want to regrow
1376 our ranks. Again, thank you for the opportunity to be here.

1377 **CHAIR:** Ms. Hejl, do you wish to make a closing argument on your behalf?

1378 **HEJL:** No. I just wanted to thank all of you guys. I appreciate it.

1379 **CHAIR:** Director Stephenson, you may make your closing argument at this time.

1380 **STEPHENSON:** Thank you. Members of the Council, as part of my duties is to ensure the
1381 individuals who apply for law enforcement certification training in the
1382 State of Nebraska meet all statutory requirements, as well as rules and
1383 regulations necessary for admission and subsequent certification. Due to
1384 the previously mentioned administrative rule and regulations, I have no
1385 discretion in the matter and denied Ms. Hejl's application for basic
1386 certification. This denial is being presented to you based upon the facts
1387 presented in this hearing. Thank you.

1388 **CHAIR:** Any further questions from the Council? If not, I'd entertain a motion to go
1389 into executive session.

1390 **LONDON:** I move that the Council go into executive session based on the prevention
1391 of needless injury to the reputation of Addison Hejl. For the purpose of
1392 executive session we will allow the following to remain in the room; all
1393 Council members and our legal advisor Sara Bockstadter.

1394 **REEVES:** You need to excuse Jason.

1395 **BOCKSTADTER:** It needs to be part of the motion.

1396 **LONDON:** And that Jason Stille recuse himself from executive session.

1397 **GRAHAM:** Second.

1398 **CHAIR:** Any discussion? Hearing none let's vote.

1399 **GOBEL:** Sheriff London?

1400 **LONDON:** Yes.

1401 **GOBEL:** Mr. McCarthy?

1402 **MCCARTHY:** Yes.

1403 **GOBEL:** Sheriff Osmond?

1404 **OSMOND:** Yes.

1405 **GOBEL:** Chief Reeves?

1406 **CHAIR:** Yes.

1407 **GOBEL:** Lt. Col. Roby?

1408 **ROBY:** Yes.

1409 **GOBEL:** Sgt. Bolzer?

1410 **BOLZER:** Yes.

1411 **GOBEL:** Chief Graham?

1412 **GRAHAM:** Yes.

1413 **GOBEL:** Motion approved. We're in executive session at 11:21 a.m.

1414 **CHAIR:** At this time I would remind those present in executive session that they

1415 must restrict their discussion in closed session to the issues currently

1416 before the Council.

1417 **BOCKSTADTER:** And let the record that Chief Stille is not present and has recused himself.

1418 **CHAIR:** The time is 11:21 a.m. and we are in executive session and Deputy Chief

1419 Stille has recused himself and is not present during our executive

1420 session.

1421 **CHAIR:** The meeting of the Police Standards Advisory Council will come to order.
1422 Is there a motion to come out of executive session?
1423 **MCCARTHY:** I'll make that motion.
1424 **GRAHAM:** Second.
1425 **CHAIR:** Any discussion? Hearing none, let's vote to come out of executive
1426 session.
1427 **GOBEL:** Mr. McCarthy?
1428 **MCCARTHY:** Yes.
1429 **GOBEL:** Sheriff Osmond?
1430 **OSMOND:** Yes.
1431 **GOBEL:** Chief Reeves?
1432 **CHAIR:** Yes.
1433 **GOBEL:** Lt. Col. Roby?
1434 **ROBY:** Yes.
1435 **GOBEL:** Sgt. Bolzer?
1436 **BOLZER:** Yes.
1437 **GOBEL:** Chief Graham?
1438 **GRAHAM:** Yes.
1439 **GOBEL:** Sheriff London?
1440 **LONDON:** Yes.
1441 **GOBEL:** Motion approved. We are out of executive session at 11:39 a.m.
1442 **CHAIR:** All parties present when the Council went into executive session are
1443 again present. Is there a motion?

1444 **OSMOND:** Yes. I'll make a motion that we reverse Director Stephenson's denial of
1445 application to law enforcement academy based upon the mitigating and
1446 extenuating circumstances that we heard today.

1447 **BOLZER:** I'll second.

1448 **CHAIR:** Any discussion on the motion? Hearing none, let's vote.

1449 **GOBEL:** Sheriff Osmond?

1450 **OSMOND:** Yes.

1451 **GOBEL:** Chief Reeves?

1452 **CHAIR:** Yes.

1453 **GOBEL:** Lt. Col. Roby?

1454 **ROBY:** Yes.

1455 **GOBEL:** Sgt. Bolzer?

1456 **BOLZER:** Yes.

1457 **GOBEL:** Chief Graham?

1458 **GRAHAM:** Yes.

1459 **GOBEL:** Sheriff London?

1460 **LONDON:** Yes.

1461 **GOBEL:** Mr. McCarthy?

1462 **MCCARTHY:** Yes.

1463 **GOBEL:** Motion approved.

1464 **CHAIR:** Chief Morrow, as you've heard, the Council has granted your appeal. The
1465 Council will prepare written findings of fact and conclusions of law
1466 pertaining to today's hearing and the Council decision. According to Title
1467 79, of the Nebraska Administrative Code, Chapter 8, section 008.02, the
1468 Council will render a decision and reduce it's decision in writing within

1469 ninety days of the hearing unless extended by order of the presiding
1470 officer. Where do you want those findings sent.
1471 **CHIEF MORROW:** I'll take those findings please. Email will work.
1472 **CHAIR:** Ok. Findings sent to you by email. Is there anything else from either side
1473 that needs to be addressed?
1474 **CHIEF MORROW:** No.
1475 **STEPHENSON:** No.
1476 **CHAIR:** This hearing is concluded. The time is 11:41 a.m. Ms. Hejl, good luck with
1477 your law enforcement career.

B. Revocation: Voluntary Surrender

1. Nicholas Chrastil: LR-310-25

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 Nicholas Chrastil. Mr. Hendricks reported that Mr. Chrastil did not put the date on his Consent to Revocation form. Investigator Gary Reed contacted him by phone to see if he would wish to have another form sent to him. He indicated to Mr. Reed that we could just fill in the date for him but we have not done so. Investigator Gary Reed testified that Mr. Chrastil was contacted by phone and given the opportunity to have a new form sent to him. Mr. Chrastil declined and was given the option to have us fill in the month and the date. Mr. Chrastil agreed that that was fine. 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. Chrastil's Law Enforcement Officer certificate be revoked based upon 81-1403(6)(b), serious misconduct on the basis of fabrication of evidence and 81-1403(6)(c), a violation of statutory duties and a law enforcement officer's code of ethics.

MOTION

Sheriff London: Based upon the fact 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 except the surrender of Nicholas Chrastil'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. Sheriff Osmond seconded the motion.

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

2. Jake Dilsaver: LR-314-25

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 Jake Dilsaver. 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. Dilsaver's Law Enforcement Officer certificate, Management and Supervision certificates be revoked based upon 81-1403(6)(c), a violation of his oath of office, statutory duties and his law enforcement officer's code of ethics.

MOTION

Chief Graham: Based upon the fact 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 except the surrender of Jake Dilsaver's Nebraska Law Enforcement certificate, Management 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. Mr. McCarthy seconded the motion.

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

3. Cameron Milander: LR-290-24

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 Cameron Milander. 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. Milander's Law Enforcement Officer certificate be revoked based upon 81-1403(6)(c), a violation of his oath of office, statutory duties and his law enforcement officer's code of ethics.

MOTION

Chief Graham: Based upon the fact 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 except the surrender of Cameron Milander'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. Sheriff Osmond seconded the motion.

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

4. Bruce Neal: LR-295-24

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 Bruce Neal. 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. Neal's Law Enforcement Officer certificate be revoked based upon 81-1403(6)(b), serious misconduct and 81-1403(6)(c), a violation of his law enforcement officer's code of ethics.

MOTION

Sheriff London: Based upon the fact 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 except the surrender of Bruce Neal'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. Chief Graham seconded the motion.

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

1 **C. Revocation Hearing**

2 Humberto Herrera: LR-222-21

3 **CHAIR:** This revocation hearing before the Police Standards Advisory Council in
4 the matter of State of Nebraska v. Humberto Herrera, Case No. LR-222-
5 21 is called to order. The date is September 17, 2025 and the time is
6 12:03 p.m.

7 **CHAIR:** I will note the following Council members are present; myself, Chief Steve
8 Reeves, Sgt. Drew Bolzer, Chief Paul Graham, Sheriff Greg London, Mr.
9 Matthew McCarthy, Sheriff Dan Osmond, Lt. Col. Jeff Roby, Asst. Chief
10 Stille. I will note that the following Council members are not present;
11 Deputy Chief Sherie Thomas with the Omaha Police Department.

12 **CHAIR:** I will note that there is a quorum of the Council present, so this hearing
13 may proceed. Attorney Sara Bockstadter is here as legal advisor to the
14 Council. The Council will hear this matter pursuant to Nebraska Revised
15 Statute 81-1403 and Title 79 of the Nebraska Administrative Code,
16 Chapter 9, Revocation of Law Enforcement Officers Certification.

17 **CHAIR:** In this case, the complainant has filed a formal revocation complaint
18 against Humberto Herrera, the respondent officer. The allegations for
19 revocation are contained in the complaint filed by the State of Nebraska
20 on or about July 21, 2025. No answer has been filed by the respondent
21 officer. Special Assistant Attorney General, Jonathan Hendricks appears
22 on behalf of the State. Mr. Herrera is not present and there is not counsel
23 representing him.

24 **CHAIR:** The Police Standards Advisory Council shall act as the Hearing Board for
25 this appeal. Neither I, nor any other Council member, will be a witness for

26 either side and I am not aware of any matter which I believe may be
27 grounds for challenge against me or any other Council member. Does
28 any Council member have any personal knowledge of this case? Sgt.
29 Bolzer?
30 **BOLZER:** No.
31 **CHAIR:** Chief Graham?
32 **GRAHAM:** No.
33 **CHAIR:** Sheriff London?
34 **LONDON:** No.
35 **CHAIR:** Mr. Matthew McCarthy?
36 **McCARTHY:** No.
37 **CHAIR:** Sheriff Osmond?
38 **OSMOND:** No.
39 **CHAIR:** Lt. Col. Roby?
40 **ROBY:** No.
41 **CHAIR:** Asst. Chief Stille?
42 **STILLE:** No.
43 **CHAIR:** Nor do I. Mr. Hendricks, you may proceed with your case. Do you have
44 any exhibits you wish to offer at the time?
45 **HENDRICKS:** I do. May I approach?
46 **CHAIR:** Yes.
47 **HENDRICKS:** I have five exhibits. Exhibit number one is a copy of the complaint that
48 was filed in this case. It contains sub-exhibits 1A through 1H which were
49 part of the original complaint. Exhibit two is a letter dated July 22nd of
50 2025 which advised Mr. Herrera of today's hearing. Exhibit three is a

51 service return showing that Mr. Herrera was served with the complaint
52 and the notice of hearing on August 26th of 2025. Exhibit four is police
53 reports from the underlying incident by the Omaha Police Department
54 involving Mr. Herrera and his eventual charge. And Exhibit five is an
55 investigator report from Dennis Leonard regarding his investigation into
56 this matter. I offer those five exhibits.

57 **CHAIR:** Let the record reflect that Exhibits one through five have been received
58 and are entered into the record. Mr. Hendrics, does the State have any
59 witnesses to testify?

60 **HENDRICKS:** No.

61 **CHAIR:** Does the State have any further evidence?

62 **HENDRICKS:** No.

63 **CHAIR:** Does the State rest?

64 **HENDRICKS:** The State rests.

65 **CHAIR:** Any member of the Council have a question?

66 **HENDRICKS:** I can summarize the case.

67 **CHAIR:** Go ahead.

68 **HENDRICKS:** Mr. Herrera became a law enforcement officer in December of 2015. He
69 signed a law enforcement officer code of ethics at that time. He was
70 employed at the Omaha Police Department from July 2015 to October of
71 2021. What's contained in the exhibits is; on June 12, 2021, Mr. Herrera
72 was operating a motor vehicle in Omaha Nebraska and in doing so, he
73 struck two parked cars. A resident nearby called 911 and reported seeing
74 a Hispanic male get out of the driver's seat directly after the accident.
75 That witness would later go on to identify Mr. Herrera from a photograph

as the person driving the vehicle. Law enforcement arrived on scene and made contact with Mr. Herrera and a female. Mr. Herrera stated that the female was driving at the time of the accident. The female did not make any statements. Law enforcement observed both Mr. Herrera and the female to appear intoxicated and the smell of alcohol. Mr. Herrera and the female then left the area before law enforcement processed the crash. Mr. Herrera's duty belt and firearms were found unsecured in the vehicle. An investigation then took place. It was conducted by the Omaha Police Department which is exhibit four. They were attempting to determine which of the two were the driver. A vehicle inspection revealed that the seat position was an appropriate seat position for someone of Mr. Herrera's size which was 5' 10". They found that it would be very difficult for the female involved, who was 5' tall to reach the pedal. They also looked at seat weight data. The passenger seat of the vehicle was consistent with the female's weight. The vehicle reported as a small adult between 97 and 160 pounds. The female weighed 115 pounds. The driver's seat was consistent with Mr. Herrera's body, which was recorded by the vehicle as an adult, 160 pounds and up. Mr. Herrera's weighed 195. An internal affairs investigation ensued which is summarized in Exhibit five in the investigator's report. During that investigation a surveillance video from minutes before the crash, 8 blocks from the crash site, was retrieved showing Mr. Herrera and the female walking to the vehicle and Mr. Herrera getting into the driver's seat and driving away. During the internal affairs investigation Mr. Herrera was interviewed and stated that he was very intoxicated on the night in question and could not

101 remember anything. When presented evidence showing that he was the
102 driver, he stated he had a gut feeling he was driving but had to believe it
103 was the girlfriend because she had told him. When asked point blank who
104 was driving Mr. Herrera stated, my girlfriend. Mr. Herrera later requested
105 a second interview where he stated that his girlfriend lied to him about
106 being the driver during the accident but that he had no recollection of the
107 event. At the conclusion of the internal affairs investigation it was
108 determined that several violations were sustained against Mr. Herrera
109 including conduct unbecoming of an officer, criminal law violations, failure
110 to cooperate with police personnel, intoxication, mishandling department
111 equipment and violation of the department's policy. Mr. Herrera was
112 dismissed from his employment at the Omaha Police Department. On
113 August 27, 2021 Mr. Herrera was charged in Douglas County District
114 Court with false reporting, leaving the scene of an accident, reckless
115 driving, and colliding with a fixed object. Those court records are provided
116 in Exhibit 1F. Mr. Herrera eventually entered a plea of no contest and was
117 found guilty of reckless driving, a Class 3 Misdemeanor. Pursuant to a
118 plea agreement, he was sentenced to a \$400.00 fine and six months'
119 probation. Overall the State would argue that the evidence shows Mr.
120 Herrera was intoxicated on June 12, 2021, crashed into two parked cars,
121 lied about who the driver was while at the scene, left before a full
122 investigation could be completed and then when later confronted about
123 his dishonesty, took the position that he could not remember anything and
124 that his girlfriend lied to him about being the driver. At this time I would
125 ask the Police Standards Advisory Council to recommend that Mr.

126 Herrera's law enforcement certification be revoked pursuant to, by clear
127 and convincing evidence under 18, 81, excuse me, under 81-1403 (6)(c),
128 a violation of Mr. Herrera's law enforcement code of ethics and oath of
129 office and statutory duties for his dishonesty in the investigation.

130 **CHAIR:** Any Council member wish to make a motion on the matter?

131 **LONDON:** So moved. Unless, Sara, do we have to go to executive session? So
132 moved.

133 **BOCKSTADTER:** You have to state what the motion is.

134 **LONDON:** Jon just said it.

135 **BOCKSTADTER:** Can you reiterate it though?

136 **LONDON:** Oh my God, I don't know if I can. Jon, can you help me out here?

137 **HENDRICKS:** Sure. I'm asking the Council to recommend the revocation of his law
138 enforcement officer certificate based under 81-1406 (c), sorry, 81-1403
139 (6)(c), a violation of the officer's code of ethics, law enforcement officer's
140 oath of office, excuse me, oath of office, law enforcement officer code of
141 ethics or his statutory duties.

142 **LONDON:** So moved. Jon, thank you.

143 **BOLZER:** Second.

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

145 **GOBEL:** Chief Graham?

146 **GRAHAM:** Yes.

147 **GOBEL:** Sheriff London?

148 **LONDON:** Yes.

149 **GOBEL:** Mr. McCarthy?

150 **McCARTHY:** Yes.

151 **GOBEL:** Sheriff Osmond?

152 **OSMOND:** Yes.

153 **GOBEL:** Chief Reeves?

154 **REEVES:** Yes.

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

156 **ROBY:** Yes.

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

158 **STILLE:** Yes.

159 **GOBEL:** Sgt. Bolzer?

160 **BOLZER:** Yes.

161 **GOBEL:** Motion approved.

162 **CHAIR:** A motion to revoke the respondent's law enforcement certificate has been

163 sustained and will now be forwarded along with the findings of fact and

164 conclusions to the Nebraska Commission on Law Enforcement and

165 Criminal Justice for final action at a subsequent public hearing. The date

166 is contingent upon the preparation of the findings and their review and

167 approval by this body. I would anticipate the Crime Commission will

168 review this at its next quarterly meeting in Lincoln on October 17, 2025.

169 Notice of the Crime Commission hearing will be provided to the parties.

170 **CHAIR:** Is there anything else Mr. Hendricks that needs to be addressed?

171 **HENDRICKS:** No. May I be excused?

172 **CHAIR:** Yes. This hearing is concluded at 12:14 p.m.

D. Waiver of Supervision In Lieu OF NLETC Supervision

1. Jason Drager: Lincoln Police Department
2. Alex Salcedo: Lincoln Police Department

Director Mark Stephenson reported that Sergeants Drager and Salcedo completed the IACP Front Line Supervision course along with supplemental course training to meet the core requirements set out by the State of Nebraska in December of 2024. Director Stephenson recommended that the Council approve the request to accept the training for Sergeants Drager and Salcedo

MOTION

Chief Graham: So moved. Sheriff Osmond seconded the motion.

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

E. Academy Instructor Requests

1. Legal Original
Katie Jadowski: Omaha Police Department
Ryan Wiesen: Omaha Police Department

After review by the NLETC staff, Deputy Director Gene Boner recommended that the Council approve the legal original academy instructor applications for both Katie Jadowski and Ryan Wiesen of the Omaha Police Department.

MOTION

Mr. McCarthy: I will make the motion to approve the Legal Original Instructor applications for Katie Jadowski and Ryan Wiesen of the Omaha Police Department. Asst. Chief Stille seconded the motion.

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

2. Professional Original
Julia Sandman: Lincoln Police Department
Amanda Cooley: Omaha Police Department

After review by the NLETC staff, Deputy Director Gene Boner recommended that the Council approve the professional original academy instructor applications for

both Julia Sandman of the Lincoln Police Department and Amanda Cooley of the Omaha Police Department.

MOTION

Mr. McCarthy: I'll make the motion to approve the Professional Original Instructor applications for Julia Sandman and Amanda Cooley as recommended by Deputy Director Boner. Lt. Col. Roby seconded the motion.

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

3. Professional Renewal

Joseph Nickerson: Omaha Police Department

Marlene Reider: Omaha Police Department

Miranda Vaughan: Omaha Police Department

After review by the NLETC staff, Deputy Director Gene Boner recommended that the Council approve the renewal applications for Joseph Nickerson, Marlene Reider, and Miranda Vaughan of the Omaha Police Department.

MOTION

Sheriff London: So moved. Chief Graham seconded the motion.

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

F. Hiring Bonus Grant Approvals

<u>Name</u>	<u>Agency</u>
Connor Larson	Cass Co SO
Zackery Adams	Falls City PD
Trevor Kvasnicka	Fillmore Co SO
Taylor Murphy	Fillmore Co SO
Dylan Sackschewsky	Lancaster Co SO
Andy Manzo	Lexington PD
Devon Stethem	Lincoln Co SO
Bryce Olsen	Lyons PD
William Barnes	Nebraska City PD
Nathan Miles	Nebraska City PD
Brett Greenfield	NE Game & Parks
Benjamin Keller	NE Game & Parks
Justin Pritchard	Polk Co SO

Shyvonne Tyndall
Sarah Young
Brennan Manley

Thurston Co SO
Valentine PD
Webster Co SO

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

MOTION

Sheriff Osmond: I will make a motion to approve the Hiring Bonus Grants for those listed on the agenda as presented by Mark Stephenson. Mr. McCarthy seconded the motion.

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

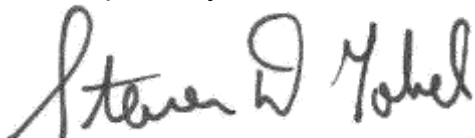
Chief Reeves asked if there were any public comments. There were none. Due to a change in legislation it will be required to offer time for public comments at each PSAC meeting instead of quarterly.

B. Date, Time & Location of Next Meeting

October 15, 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 12:20 p.m.

Respectfully submitted,



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