

# NEBRASKA

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COMMISSION ON LAW ENFORCEMENT  
AND CRIMINAL JUSTICE

## AGENDA

POLICE STANDARDS ADVISORY COUNCIL

**DATE:** July 10, 2024

**TO:** Police Standards Advisory Council

**FROM:** Mark Stephenson, Director

**SUBJECT:** Meeting Wednesday, July 17, 2024, 9:00 A.M.  
Library, Nebraska Law Enforcement Training Center  
3600 North Academy Road, Grand Island, Nebraska 68803

**I. CALL TO ORDER**

**II. APPROVAL OF JUNE 26, 2024 P.S.A.C. MINUTES**

**III. REPORTS**

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

**IV. OLD BUSINESS**

**V. NEW BUSINESS**

- A. Academy Instructor Applications** Attachment 1

Legal Original-Voting Item

Paul Payne-NE State Patrol

- B. On-Line Management Mandatory Training-Discussion Item**

- C. Extension of the 1-Year Requirement for Supervision-Voting Item**

Jordan Legband-Seward County Sheriff's Office

Attachment 2

Mark Stephenson, Director  
Law Enforcement Training Center

3600 North Academy Road

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Grand Island, Nebraska 68803

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**D. NCO's Eligible for Automatic Extension-Voting Item**

<u>Name</u>	<u>Agency</u>	<u>16 week deadline</u>
Walter Durston	Cass Co. SO	11/25/2024
Rhegan Jensen	Grand Island PD	10/21/2024
Emma Liske	Grand Island PD	10/21/2024
Ethan Brock	Johnson Co. SO	11/4/2024
Garrett Pedersen	Kimball Co. SO	10/9/2024
Devon Stethem	Lincoln Co. SO	11/5/2024
Austin Gubbels	Madison Co. SO	10/14/2024
Tucker Meyer	Sidney PD	10/7/2024
Amanda Peterson	Valley Co. SO	10/7/2024

**E. Hiring Bonus Grant Approvals-Voting Item**

Juan Aguilar-South Sioux City PD  
Dillon Carmichael-Holdrege PD  
Hunter James-Franklin Co. SO  
Matthew Milby-Nance Co. SO  
Kayleah Rierson-UNL PD  
Madelein Woolard-UNL PD

**V. OTHER BUSINESS**

**A. Informational Items**

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

<u>Name</u>	<u>Agency</u>
Aaron Peterson	Colfax Co. SO
Tyson Wren	David City PD
Nohemi Hurtado-Vigil	Dawson Co. SO
Cameron Petzoldt	Grand Island PD
Gisel Romero Lazaro	Grand Island PD
Jonah Gress	Kearney PD
Samuel Steffen	Kearney PD
Ethan Kastens	Lancaster Co. SO
Brandon Livingston	Lancaster Co. SO
Jaime Lopez	Lancaster Co. SO
Gage Zeigler	Lancaster Co. SO
Chase Adams	Lincoln PD
Sebastian Arrubla	Lincoln PD
Caleb Bader	Lincoln PD
Jillian Boysen	Lincoln PD
Steven Casarez	Lincoln PD
Nicholas Chrastil	Lincoln PD
Ethan Davis	Lincoln PD
David Fox	Lincoln PD
Jordan Gomez-Lopez	Lincoln PD
Brian Gonzalez-Picon	Lincoln PD

Spencer Kirk	Lincoln PD
Jeremiah McDowell	Lincoln PD
Gavin Peterson	Lincoln PD
Andrew Rothe	Lincoln PD
Wade Saddler	Lincoln PD
Kaitlyn Wiersma	Lincoln PD
Shawn Woods	Lincoln PD
Joshua Woolfington	Lincoln PD
Justin Beard	NSP
Kelsee Colgrove	NSP
Daniela Cuevas	NSP
Jamie Garrison	NSP
Tyson Guzman	NSP
Ryan Hilliard	NSP
Zachariah Johnson	NSP
Deacon Kastens	NSP
Jordan Orduno	NSP
Isaac Scharff	NSP
Matthew Walker	NSP
Jared Weber	NSP
Faith Armstrong	Omaha PD
Krystal Bartlett	Omaha PD
Michael Bogart	Omaha PD
Timothy Bosn	Omaha PD
Laurence Brands	Omaha PD
Alisha Chhetri	Omaha PD
Eric Degener	Omaha PD
Angelo Delsenno	Omaha PD
Alex DeSantiago-Mathews	Omaha PD
Sarah Fili	Omaha PD
Anthony Freeman	Omaha PD
Gabriel Gaskill	Omaha PD
Joel Gonzalez	Omaha PD
Fernanda Gonzalez Del Toral	Omaha PD
Bradley Graham	Omaha PD
Javon Hall	Omaha PD
Hsa Htoo	Omaha PD
Isabelle Klaassen	Omaha PD
Amber Laubert	Omaha PD
Jacob Lee	Omaha PD
Andrew Lerette	Omaha PD
Martin Morrison	Omaha PD
Andralynne Piittmann	Omaha PD
Erica Rivera-Briceno	Omaha PD
George Rodriguez	Omaha PD
Michael Rosiere	Omaha PD
Samantha Segura-Veliz	Omaha PD
Matthew Sepich	Omaha PD
Dominique Smith	Omaha PD
Baylee Strachan	Omaha PD

Brian Thorson	Omaha PD
Lance White	Omaha PD
Calleen Zohner	Omaha PD
Jonathan Spangler	Superior PD

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

<u>Name</u>	<u>Agency</u>
Tucker Meyer	Sidney P.D.
Michael Stone	Sidney P.D.

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

August 21, 2024, 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  
June 26, 2024

I. CALL TO ORDER

Chairman, Sgt. Drew Bolzer called the meeting to order at 9:00 A.M. Legal notice of the meeting was published in the Lincoln Journal Star on June 19, 2024. Roll call; Sgt. Drew Bolzer, Lt. Col. Buck Duis, Chief Paul Graham, Chief Deputy Greg London, Sheriff Dan Osmond, Chief Steve Reeves, Asst. Chief Jason Stille. Mr. Matt McCarthy and Deputy Chief Sherie Thomas were absent.

II. APPROVAL OF MAY 15, 2024 P.S.A.C. MINUTES

Sgt. Bolzer asked if there was a motion to approve the May 15, 2024 minutes.

MOTION

Sheriff Osmond: I'll make a motion that we approve the minutes from May 15th. Chief Graham seconded the motion.

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

III. REPORTS

A. Director's Report

Director Mark Stephenson reported on the following:

- Kristine Sabata is the compliance coordinator and has been completing desk and field audits for compliance. 19 field audits have been conducted across the state. Positive feedback has been given on the process.
- There is a total of 17 completed applications for the 218<sup>th</sup> Basic. Applications will be accepted until July 26<sup>th</sup>. The 218<sup>th</sup> Basic will start August 26, 2024.
- There has been an increase in the number of 791 and de-certification investigations. 13 cases have been referred to the Attorney General's office for review. 3 cases are awaiting criminal dispositions. 4 pending



dismissals to be approved by the Crime Commission and currently about 13 are under investigation.

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

Deputy Director Gene Boner reported on the following:

- The 217<sup>th</sup> Basic class started May 29<sup>th</sup> with 50 students enrolled. Currently 42 enrolled. 5 were separated for academic failure, 2 removed by their agency, and 1 voluntary withdrawal.
- Patrol Rifle Instructor-19 students enrolled.
- Basic Jail Training-29 students enrolled.
- Supervision is scheduled for July 9-11 with 55 enrolled.

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

Sgt. Nick Plate reported on the following:

- 13 recruits graduated on June 14, 2024.
- Camp 70 is scheduled to begin with 11 recruits on July 8, 2024.

## **D. Crime Commission Report**

Executive Director Bryan Tuma reported on the following:

- The Lt. Governor is convening a number of meetings across the State of Nebraska with different law enforcement agencies. Director Tuma will be attending as many as his schedule allows. The purpose is to reach out to law enforcement and request information on issues or concerns that law enforcement agencies are facing. The State Treasurer will be attending the meetings to gain an understanding on how property tax revisions or proposals will affect law enforcement. A meeting has already been held in Schuyler. Meetings are scheduled for Lexington and Kearney. More may be scheduled.
- Misconduct cases: Sara Bockstadter was appointed as a Special Assistant Attorney General to assist with the backlog of cases.
- Director Tuma thanked Sgt. Bolzer and Lancaster County Sheriff Terry Wagner for their participation in a meeting with the Lt. Governor and his Chief of Staff and others from the budget office. The purpose of the meeting was to discuss the proposal to increase the number of instructors at NLETC. It has been proposed to increase the number of instructors from 7 to 14.
- If the Council has any suggestions for new legislation that process will start in July. Feel free to share anything with Executive Director Tuma.

- LB 631(Community Work Release and Reentry Centers Act) came out in the last session. Parole is no longer a separate entity in State government. It has been merged with the Department of Corrections. Executive Director Tuma encouraged the Council to read the bill.
- LB 876 (Newborn Safe Haven Law)-Requires a staffed law enforcement agency or fire department to be a reception point for those wanting to give up their newborn baby. Executive Director Tuma met with Health and Human Services to offer his assistance in reaching out to law enforcement agencies to help determine staffing requirements for the bill.
- Grants: State Crisis Intervention Program-This was a piece of Federal legislation. The original intent of the grant was to target red flag laws in states. Funds were being distributed without much Federal guidance. It's going to target mental health crisis intervention. The Crime Commission was tasked with creating a strategic plan and developing an advisory board. There will be a survey distributed to law enforcement agencies. The goal is get the State of Nebraska ready to receive those federal grants. 1.8 million dollars is already available to use. There will be 900,000 dollars per year over a 5 year period that will be available.
- The Governor is going to visit NLETC on August 23<sup>rd</sup>.
- Cody Thomas with the NE State Patrol is going to do a presentation at the annual IACP conference. He is putting together a recruitment presentation. He is disbursing a survey to the graduates of the last 5 NSP camps. Mr. Thomas asked if there could be something similar sent to NLETC graduates. Director Stephenson said he would send out that information on a Director's Update email.

Sgt. Bolzer stated that he had met with the agencies and the Lt. Governor regarding staffing levels and is very optimistic in the direction those meetings have been going.

#### **IV. Old Business**

##### **A. Academy Staffing / Class Size**

Director Mark Stephenson referenced the report distributed by Executive Director Tuma. There was discussion on starting a basic session with 55 enrolled and when the skills portion of the training began in week 5 the number would be reduced to 50. If no one had left training before week 5, the 5 extra people would be deferred to the next basic session. Director Stephenson recommended approval of proposal #3 in the report that would give authorization to hire 3 additional full time instructors that would allow the enrollment for a basic class to increase to 60 students. Director Stephenson has been comparing NLETC to what other states are doing regarding basic training. Those were discussed. The proposals are for temporary relief to enhance the program delivery. NLETC has not had any increase in staff but they have gone from 2 8-week basics to now 3

15 week basics, and also supervision, management, and instructor level courses. The staff also coordinates any outside training brought to NLETC.

Sgt. Bolzer stated that one of his concerns was that the short term solutions would not end up being the final solution.

Director Stephenson discussed the hiring process and the time it takes to get a new instructor hired and teaching classes.

Asst. Chief Stille asked what opportunities the staff had to attend classes in their subject areas to stay informed on new procedures. Director Stephenson that the instructors are State Special Deputies that are required to complete the same continuing education hours as other officers. Currently they have limited opportunities with all of their other duties and with juggling comp time and family time, but they do get the training needed to stay up-to-date with their duties.

Sheriff Osmond asked Director Stephenson what his recommendation was. Director Stephenson said he recommended staying at 50 students until more instructors were hired.

Sgt. Bolzer asked if the 5 extra people would be a strain on resources for the first 5 weeks of training. Director Stephenson responded that it is not a strain as they would start skills training with 50 students so the agencies of the 5 extra students would be taking the chance that someone would be withdrawn during the first 5 weeks in order to let their officer to complete the full 15 weeks. Director Stephenson has concern for the extra 5. If they are bumped to the next basic, will the agencies continue working with them so they can retain what they learned during the first 5 weeks of training as even during the skills portion of training, they will need to be able to recall what was taught in the classroom during the first 5 weeks.

Chief Deputy London asked about what happens if a student is injured during basic training. Do they come back for the next basic? Director Stephenson responded with the recycling process for the student. The injury would determine what they would need to come back for.

Executive Director Tuma will get clarity on the budget for the short-term proposal #3.

Sheriff Osborn asked that if it takes so long to get instructors to where they are teaching courses how does short-term proposal 3 benefit NLETC. Director Stephenson responded that while they are working to prepare for the classroom they would be available to help with scenarios that would cut down the number of outside guest scenario instructors and to assist the main instructor.



Chief Deputy London asked if Director Stephenson was optimistic that he could fill those 3 instructor positions. Director Stephenson responded that he could fill the positions and they would be viable instructors by January 1<sup>st</sup>. In the meantime they would be utilized with scenarios and assisting the lead instructors.

Sgt. Bolzer asked Mr. Stolz if the Council had the authority to make a recommendation to add instructors to the academy. Mr. Stolz responded that statutorily the Council is charged with running and overseeing the academy.

Chief Reeves asked how many who fail return to the academy. Director Stephenson responded that LB 51 changed those numbers. Before LB 51 the agencies could still work their employees as officers until they returned to the academy. Now since they are not allowed to work independently until they are certified, agencies are letting a lot of those failures go and move to the next applicant.

The Council discussed the different scenarios with having the basic start with 55 students. Director Stephenson reiterated that it would be the agency who would be taking the gamble that their student would not be bumped to the next academy at the start of the skills training, and they would be responsible for making sure their officers are working to retain the information they had in the first 5 weeks.

#### MOTION

**Sheriff Osmond: I make a motion that for Basic 218 and 219 we allow up to the 55 students and if at the 5 week cutoff, it is not below 50 at that point, then those students will roll over to the next basic. And that would mean that starting in the 220<sup>th</sup>, if you still have roll-overs, you would lower your count to whatever that needs to be to make 50. Chief Deputy London seconded the motion.**

#### DISCUSSION

**Asst. Chief Stille stated he was dismayed at that option but would support it if those agencies that are affected by the motion are in agreement. Sgt. Bolzer stated that there were still some options available and Chief Deputy London stated that Sheriff Osmond would have additional motions.**

**Voting in favor: Chief Graham, Chief Deputy London, Sheriff Osmond, Chief Reeves, Asst. Chief Stille, Sgt. Bolzer. Voting against: Lt. Col. Duis. Motion approved.**

#### MOTION

Sheriff Osmond: I also make a motion that we make a recommendation has a Council for proposal #3 in the short-term strategies that were provided to us. That is for the 3 additional FTE's to help support the increase in students that we are seeing. Chief Deputy London seconded the motion.

#### DISCUSSION

Sgt. Bolzer asked for clarification of the last sentence of proposal #3 and whether the reference to the NE State Patrol would be left in the proposal. Sheriff Osmond said he would leave the reference to the State Patrol in the proposal as it might help with the budgetary issues. Lt. Col. Duis stated that the State Patrol has helped and would continue to help as much as possible.

#### AMENDED MOTION

Sheriff Osmond: I'm going to amend my motion to strike the last sentence of proposal #3. So it would just be the first two sentences, so it doesn't involve the State Patrol. Chief Deputy London seconded the motion.

For clarification purposes: Short-Term Strategy proposal 3 reads, "The Crime Commission is seeking authorization for three additional FTE that would allow NLETC to hire three additional staff instructors immediately. Doing so would facilitate efforts to increase training session enrollment to 60 students."

#### DISCUSSION

Lt. Col. Duis asked if the 3 additional instructors were approved to be hired if that would come out of the 7 that NLETC ultimately is looking to hire. Director Stephenson confirmed that.

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

Sgt. Bolzer asked if there were any other motions.

#### MOTION

Sheriff Osmond: I'll make one more motion that we recommend long-term strategy proposal #1 to increase the instructors to 14 positions. Chief Deputy London seconded the motion.

#### DISCUSSION

Sgt. Bolzer asked if that was the one that referred to the number of students. Sheriff Osmond clarified the number to meet or exceed 250 students annually.

Sgt. Bolzer asked Director Stephenson if NLETC gets their 14 instructors is there any discussion on how that will be coordinated over the year. Director Stephenson stated that there is a schedule mapped out.

For clarification purposes: Long-Term Strategy proposal #1 reads, "The Crime Commission in seeking approval and funding for seven FTE that would allow NLETC to hire additional staff instructors. This would increase the staff instructor cadre to 14 positions. The following outcomes could be achieved:

- Implement modifications to the basic certification training schedule staggering the start dates for two parallel training sessions.
- Increase student enrollment capacity to meet or exceed 250 students annually.
- Implement regional law enforcement training opportunities to support specialized training initiatives or annual continuing education requirements.
- Reduce the burden on local law enforcement agencies who historically provide voluntary instructors to supplement the NLETC staff instructor cadre.
- Maximize the potential programming and training opportunities available with the expansion of the NLETC complex.

Voting if favor: Sheriff Osmond, Chief Reeves, Asst. Chief Stille, Sgt. Bolzer, Lt. Col. Duis, Chief Graham, Chief Deputy London. Motion approved.

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

## **B. TABE Scoring**

Director Mark Stephenson distributed and summarized the "Comparison of Current TABE Scores to Newly Updated/Increased Score Numbers to Determine 11<sup>th</sup> Grade Equivalency per Title 79, Chapter 8, Section 006 handout to the Council members. The current scoring numbers show an overall 79% passing rate. The updated scoring numbers would have had an overall 41% passing rate. The data was gathered from 2022 to current. Director Stephenson clarified that he would have to check OPD and Lincoln P.D.'s numbers as the handout showed identical numbers for both agencies.

Sheriff Osmond asked what the statute specifically says. Mr. Stolz responded that 81-1410 says, "The Council shall adopt and propagate rules and regulations governing the minimum admission requirements for all training academies. Until the rules and regulations become effective the initial requirements exiting on July 13, 2000 pertaining to the training center shall be applicable. For all training academies except the Nebraska State Patrol." The existing statute at the time said, "The applicant is a high school graduate or possesses a GED and is able to read, write, and understand the English language at the 11<sup>th</sup> grade level." In 2005

Chapter 8 became effective which incorporated the read, write, and understand at an 11<sup>th</sup> grade level and it referenced the TABE test. In the March 2024 approved changes to Chapter 8, the reference to the TABE test was removed.

Sheriff Osmond asked whether the possession of a high school diploma would meet the standard. Mr. Stolz responded that the current rule and regulation contains the word “and” instead of “or”, so the additional test is required unless Chapter 8 was amended. Chapter 8 refers to a test approved by the Council to determine the 11<sup>th</sup> grade level.

After much discussion about whether to adopt the new numbers or come up with a different test and when to implement the change, Sgt. Bolzer asked if there was a motion.

### MOTION

**Chief Deputy London: I’ll make a motion that we table this issue. Sheriff Osmond seconded the motion.**

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

After the motion was approved a sub-committee was created to discuss the issue. Lt. Col. Duis, Mr. McCarthy, Asst. Chief Stille and Deputy Chief Thomas were named to the committee. If anyone named couldn’t participate, Sgt. Bolzer would serve on the committee.

## **V. New Business**

### **A. Academy Instructor Requests**

#### **1. Legal Renewal**

Amy Jacobsen-Omaha Police Department

After review by the NLETC staff, Deputy Director Boner recommends approval of the Legal academy instructor application as presented in the agenda.

### MOTION

**Chief Deputy London: I’ll make a motion to approve the Legal Renewal Instructor Application for Amy Jacobsen of the Omaha Police Department Academy for the subject areas that are marked approved on the instructor application provided in the agenda packet. Chief Graham seconded the motion.**

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

2. Legal Original

Eric Fabian-Omaha Police Department

After review by the NLETC staff, Deputy Director Boner recommends approval of the Legal academy instructor application as presented in the agenda.

**MOTION**

**Chief Graham: I'll make a motion to approve the Legal Original Instructor Applications for Eric Fabian of the Omaha Police Department Academy for the subject areas that are marked approved on the instructor application provided in the agenda packet. Sheriff Osmond seconded the motion.**

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

3. Professional Original

Scott Warner-Omaha Police Department

After review by the NLETC staff, Deputy Director Boner recommends approval of the Professional Original academy instructor application as presented in the agenda.

**MOTION**

**Sheriff Osmond: I'll make a motion to approve the Professional Original Instructor Application for Scott Warner of the Omaha Police Department for the subject areas that are marked approved on the instructor application provided in the agenda packet. Chief Deputy London seconded the motion.**

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

4. Professional Renewal

Matthew Workman-NE State Patrol  
Ruteena Alcantara-Omaha Police Department  
Kenneth Fox-Omaha Police Department  
Matthew Kelly-Omaha Police Department  
Paul Milone-Omaha Police Department

After review by the NLETC staff, Deputy Director Boner recommends approval for the Professional Renewal academy instructor applications as presented in the agenda.

### MOTION

**Chief Deputy London: I'll make a motion to approve the Professional Renewal Instructor Applications for the five people listed on the agenda in the subject areas that are marked approved on the instructor applications provided in the agenda packet. Chief Graham seconded the motion.**

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

#### **B. Extension of 1-year Requirement to Attend Supervision**

##### **1. Brian Fernau-Dakota County Sheriff's Office**

Director Mark Stephenson reported that Brian Fernau has requested an extension of his 1-year requirement to complete Supervision. He was promoted to Sergeant in August 2023. Due to prior vacation plans Director Stephenson recommends granting the extension.

### MOTION

**Chief Graham: I make a motion to approve the extension 1-year requirement to attend the Supervision for Brian Fernau of the Dakota County Sheriff's Office. Asst. Chief Stille seconded the motion.**

### AMENDED MOTION

**Chief Graham: To attend the next Supervision class. Asst. Chief Stille seconded the motion.**

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

##### **2. Drew Roalkvan-Scottsbluff Police Department**

Director Mark Stephenson reported that the Scottsbluff Police Department is requesting an extension for his Supervision training. He will be unavailable for the July Supervision course due to personal issues. Director Stephenson recommends granting the extension.

### MOTION

**Chief Deputy London: I'll make a motion giving an extension to Drew Roalkvan of the Scottsbluff PD and that he will attend the next Supervision class. Sheriff Osmond seconded the motion.**

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

**C. Extension of the 1-year Requirement to Attend Management**

**1. James Hetzler-Oakland Police Department**

Director Mark Stephenson reported that Chief Hetzler needs to complete the online portion of Management training. Chief Hetzler is enrolled in the July 2024 Online Management course but will not complete the course before his 1 year is up. Director Stephenson recommends granting the extension.

**MOTION**

**Sheriff Osmond: I'll make a motion that we grant the extension of the 1-year requirement to attend Management for James Hetzler provided he attends the next available online Management course. Chief Graham seconded the motion.**

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

**2. Jose Ruiz-Kimball Police Department**

Director Mark Stephenson reported that Chief Ruiz needs to complete the online portion of Management training. Chief Ruiz is enrolled in the July 2024 Online Management course but will not complete the course before his 1 year is up. Director Stephenson recommends granting the extension.

**MOTION**

**Chief Graham: I'll make a motion for the 1-year requirement to attend Management for the online course at the next available class for Jose Ruiz of Kimball Police Department. Sheriff Osmond seconded the motion.**

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

**3. Phillip Ricker and Tyler Stricker-Omaha Police Department**

Director Mark Stephenson reported that both Phillip Ricker and Tyler Stricker were granted waivers of the in-person Management course but are needing extensions for the on-line portion of the course. Phillip Ricker is enrolled in the July 2024 online course and Tyler Stricker will be enrolled into a future course. Director Stephenson recommends granting the extension.

### MOTION

**Chief Deputy London: I'll make a motion that we give an extension to Phillip Ricker and Tyler Stricker from the Omaha Police Department for their 1-year requirement to attend Management, the online portion. Chief Graham seconded the motion.**

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

#### **D. Revocation-Voluntary Surrender**

Wayne Wallage-LR-243-23

Mr. Stolz entered the Consent to Revocation of Law Enforcement Certificate and Waiver of Notice of Hearing for Wayne Wallage as Exhibit 1. Sgt. Bolzer accepted the exhibit and entered it in the record.

Mr. Stolz gave the factual summary of the details leading up to the revocation. Mr. Stolz asked that the Council accept the relinquishment and recommended that Mr. Wallage's Law Enforcement and Supervision certificates be revoked for violation of his statutory duties and his code of ethics per Nebraska Revised Statute 81-1403(6)(c).

### MOTION

**Chief Deputy London: Based upon the fact that the respondent has signed a Consent to Revocation of Law Enforcement Certificate and waiver of notice and hearing and has voluntarily surrendered his Nebraska Law Enforcement Certificate and Supervision Certificate, I make a motion that the Council accept the surrender of Wayne Wallage's Nebraska Law Enforcement Certificate and Supervision certificate based on the recommendation outlined by Counsel David Stolz. 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: Lt. Col. Duis, Chief Graham, Chief Deputy London, Sheriff Osmond, Chief Reeves, Asst. Chief Stille, Sgt. Bolzer. Motion approved.**



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

Clayton Malcom-Beatrice Police Department  
Michael Klee-Columbus Police Department

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

**MOTION**

**Sheriff Osmond: I'll make a motion that we grant the extension for the NCO's listed on the agenda. Clayton Malcom and Michael Klee. Chief Graham seconded the motion.**

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

**F. Hiring Bonus Grant Approvals**

Mason Trvs-Cheyenne County Sheriff's Office  
Austin Forman-Colfax County Sheriff's Office  
Justin Hespern-Colfax County Sheriff's Office  
Seth Kolm-Madison County Sheriff's Office  
Joshua Briley-Nebraska City Police Department

Jessica Wagoner reported that the individuals listed under item F applied for the hiring bonus grant. They were vetted by NLETC support staff through our database and have met all the requirements to receive the bonus. I would recommend that the Council approve the applications for the individuals listed under item F.

**MOTION**

**Chief Deputy London: So moved. Sheriff Osmond seconded the motion.**

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

**The Council took a break from 10:53-11:01 a.m.**

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

2           Addison Hejl-Lincoln Police Department

3   **CHAIR:**     The matter now comes before the Police Standards Advisory Council is the Lincoln  
4           Police Department on behalf of its applicant, Addison Hejl v. the Nebraska Law  
5           Enforcement Training Center, Case Number 24 PSAC 101.

6   **CHAIR:**     I will now call the meeting to order at 11:01 a.m. and I will note the following  
7           Council member are present: Myself, Sgt. Drew Bolzer of the Lancaster County  
8           Sheriff's Office, Lt. Col. Buck Duis with the Nebraska State Patrol, Chief Paul  
9           Graham of the Aurora Police Department, Chief Deputy Greg London with Sarpy  
10          County Sheriff's Office, Sheriff Dan Osmond with the Custer County Sheriff's  
11          Office, and Chief Steve Reeves with the North Platte Police Department.

12   **CHAIR:**     The Council is here pursuant to its authority as stated in Nebraska Revised Statute  
13          §81-1403, its related statutes and Title 79 of the Nebraska Administrative Code.

14   **CHAIR:**     I will now note that the petitioner, Chief Michon Morrow is present along with the  
15          petitioner's applicant Addison Hejl.

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

17   **CHIEF:**     No... sorry, no sir.

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

19   **HEJL:**       No sir.

20   **CHAIR:**     Chief Morrow, since Lincoln Police Department has appealed the director's  
21          decision, I will direct the rest of the proceedings to you. However, since Ms. Hejl...  
22          The Nebraska Law Enforcement Training Center's Director Mark Stephenson is  
23          present and will present the case on behalf of the Nebraska Law Enforcement  
24          Training Center.

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

26 **DIRECTOR:** No sir.

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

28 **CHIEF:** No sir.

29 **DIRECTOR:** No sir.

30 **CHAIR:** It should be noted for the record that they are, they understand the authority to  
31 hear this type of case. Under Title 79 of the Nebraska Administrative Code,  
32 Chapter 8, specifies the requirements that must be met by an applicant in order to  
33 be eligible for the Nebraska Law Enforcement Training, certification course.  
34 Pursuant to Title 79, Chapter 8, section 008.01, upon request of an applicant or  
35 agency, the Council will conduct a hearing in order to determine whether the  
36 applicant meets the minimum qualification for admission into a certification course.  
37 The burden during the appeal hearing is on the applicant to demonstrate by clear  
38 and convincing evidence that she meets admission qualifications.

39 **CHAIR:** Per Title 79, Chapter 13, section 004.02G, the issues of this appeal will be limited  
40 to those raised in the request for review and consideration as provided in section  
41 004.02C and the director's written decision in response. The decision of the  
42 Council is final.

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

44 **CHAIR:** You have the right to be heard, either in person or by counsel who you have hired  
45 at your own expense.

46 **CHAIR:** You also have the right to notice; that this is to receive a statement from the State,  
47 the Nebraska Law Enforcement Training Center, detailing or justifying its actions in  
48 this matter.

49 **CHAIR:** Do you understand these rights?

50 **CHIEF:** Yes.

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

53 **CHIEF:** Yes sir.

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

56 **CHIEF:** No sir.

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

60 **CHIEF:** Yes sir.

61 **CHAIR:** The Police Standards Advisory Council shall act as the Hearing Board for this  
62 appeal. Neither I, nor any other Council member, will be witness for either side and  
63 I am not aware of any matter which I believe will be grounds for challenge by either  
64 side against me or the other members. As it pertains to your appeal of the  
65 director's decision to your applicant's entrance into the basic officer certification  
66 course, I have, actually have had some personal information conveyed to me, nor  
67 do I have any personal knowledge of this case. I state that by, as you are aware,  
68 Lincoln Police Department and the Lancaster County Sheriff's Office share a  
69 building and the Lancaster County Sheriff's Office and Lincoln Police Department,  
70 we work fairly close together. One of the employees of the personnel department  
71 or division with the Lincoln Police Department came to me and asked what their  
72 legal authorities or abilities were to do in this case and I presented the facts of the  
73 matter with really not getting any personal information. That make sense? I gave  
74 them directions on how the appeals process works and what to expect and who to  
75 contact to initiate that appeal.

76 **CHAIR:** Does any Council member have any personal of the petitioner's appeal for  
77 entrance int the basic officer certification course?  
78 **CHAIR:** Lt. Col. Buck Duis?  
79 **DUIS:** No.  
80 **CHAIR:** Chief Paul Graham?  
81 **GRAHAM:** No.  
82 **CHAIR:** Chief Deputy Greg London?  
83 **LONDON:** No.  
84 **CHAIR:** Sheriff Dan Osmond?  
85 **OSMOND:** No.  
86 **CHAIR:** Chief Steve Reeves?  
87 **REEVES:** No.  
88 **CHAIR:** Asst. Chief Jason Stille?  
89 **STILLE:** I am recusing myself from the discussion and vote.  
90 **CHAIR:** And you are aware that that would recuse yourself from any executive session as  
91 well?  
92 **STILLE:** Correct.  
93 **CHAIR:** Moving on. Does either side have any further questions or challenge for cause  
94 against any member of the Council?  
95 **DIRECTOR:** No sir.  
96 **CHIEF:** No sir.  
97 **CHAIR:** At this time, for the official record, Asst. Chief Jason Stille from the Lincoln Police  
98 Department will be excused for the record.  
99 **CHAIR:** Director Stephenson, do you have any procedural documents for this case and if  
100 so, please present them to the Council.

101 **DIRECTOR:** Yes Mr. Chair. I do have 2 exhibits I would like to be accepted into evidence. Both  
102 are going to be contained in the same binder. I would like you to keep in mind  
103 when I present these exhibits, if I could come forward? The Lincoln Police  
104 Department's application is a little bit different than the full NLETC packets that we  
105 normally have but the exhibits are marked here. The first exhibit contains  
106 documentation from the Nebraska Law Enforcement Training Center. All personal  
107 identifying information has been redacted. The first is a personal change in status  
108 form dated 7/18/2024 showing that Hejl was hired as a trainee, the law  
109 enforcement application for training for agencies academies which was received  
110 June 6<sup>th</sup> of 2024, and then a personal character affidavit made June 4<sup>th</sup> 2024 and  
111 received June 6<sup>th</sup>. The second exhibit is the denial packet. A copy of the denial  
112 letter dated June 10<sup>th</sup> 2024, a letter for reconsideration dated June 10<sup>th</sup> 2024, a  
113 letter denying that reconsideration dated June 10<sup>th</sup> 2024, and then an email where  
114 the Lincoln Police Department provided their intent to appeal the decision to the  
115 Police Standards Advisory Council dated June 11<sup>th</sup> of 2024.

116 **CHAIR:** Does either the petitioner or counsel have any objections to the receipt of these  
117 exhibits?

118 **CHIEF:** No sir.

119 **CHAIR:** All right. Let the record reflect that Exhibits 1 through 2 have received into record.

120 **CHAIR:** Does either side wish to address any further preliminary matters? Mr. Stephenson?

121 **DIRECTOR:** No.

122 **CHAIR:** Chief Morrow?

123 **CHIEF:** No.

124 **CHAIR:** Chief Morrow, as the petitioner, you may make an opening statement at this time.

125 **CHIEF:** Thank you. First, good morning. I appreciate the opportunity to be here in front of  
126 all of you as I apologize for my voice, it's just coming back to me in the last few  
127 days. I'm here today standing on behalf of the Lincoln Police Department, our  
128 Educational Personnel Unit, ... (unintelligible)... and our candidate who we have  
129 provided an offer to enroll in our academy. She has a disqualifier that you have  
130 been given notice of through the denials and the packet. I want to just touch on that  
131 a little bit. I realize that you have that for discussion. Just to give you a summary,  
132 and then I also want to share some additional information, so you have an  
133 assurance of who Ms. Hejl is, and why we want her to be a part of the Lincoln  
134 Police Department. So the disqualifier, in April of 2023 Ms. Hejl was in college and  
135 was in the library studying late. She did not seek out. She did not go to purchase. A  
136 friend offered an Adderall pill for her to take and she made a choice at that period  
137 in time, wanting to stay up and study for finals and remain focused, she took that  
138 pill. What we found our investigation is that it is accurate that it is one time. That  
139 this is not a serious or a pattern that we found would challenge her ethics or  
140 character to be able to be a part of law enforcement in the State of Nebraska,  
141 specifically Chapter 8 other than this one that we are asking for. Ms. Hejl indicated  
142 that she knew a little after that it was a bad choice. She didn't like the way it made  
143 her feel and understood that wouldn't be a decision that she would make a second  
144 time. Our background investigation is very robust at the Lincoln Police Department  
145 and through that background investigation to references that we have, really  
146 exemplify who she is. After moving her forward they did put them through both a  
147 polygraph and psych. All of those came back in favor. We have followed up and  
148 believe that she has been honest with us and we don't question the integrity from  
149 her admitting to the violation and we appreciate that she brought it forward for our

150 consideration and again I have some additional information that I would also to  
151 offer to you for review. Before reviewing that I want to share just a little bit about  
152 Addison because I want you to understand why we are sure and why we're really  
153 excited to have her as part of our organization. Just for a little bit of background.  
154 Again, you will go through this and what she has prepared. She is also ready to  
155 answer any questions, so I don't want to go into too much of this in case she's  
156 going to touch on it. But just a little bit about her. Speaking of her college, she  
157 graduated her four year college in three years, and she graduated cum laude.  
158 While she was at Wayne State she was on student senate. Her first year she was  
159 a...(unintelligible)...representative. The second year, she was a senator for the  
160 school of education and behavioral science. In her third year, again, graduating a  
161 year early, she was president of the student senate. She also then she decided to  
162 engage in, Wayne State has a lot of activities that she engages in. Specifically on  
163 the heritage side. She has been the Miss Czech-Slovak queen. Moving all the way  
164 up to US...(unintelligible)...and currently is on the Nebraska Czech-Slovak Queen  
165 pageant committee, volunteering her time in that capacity to develop the next  
166 generation of students in those roles. Addison also plays the accordion and  
167 volunteers her time to play the accordion in nursing homes. On the fine arts side,  
168 she is well decorated when it comes to the accolades in her time in speech  
169 competitions, play production competitions, and...(unintelligible)...interpretation  
170 and dramatic interpretation competitions. All of that has furthered her, to at this  
171 point, where she was a speech captain on her college on her college speech team  
172 and now is a certified speech judge and a certified play production judge. Her  
173 academic honors went on and on. She was on the Dean's List every year of  
174 college. She was involved in numerous...(unintelligible)...societies. Phi Alpha



175 Theta, that's history, Gamma Theta Upsilon, which is geography, Alpha Lambda  
176 Delta, which is for freshman year, Pi Kappa Delta, which is in collegiate forensics.  
177 So that is a little bit here, I also want to touch on, I am going to present to you a lot  
178 of references, character references on her. Before I submit these for evidence I  
179 want to just touch on a couple of them. When I reviewed them it spoke to me and I  
180 feel it is imperative that you engage the conversation for consideration who we  
181 want staffing in our law enforcement agencies. Who are the next generation  
182 officers serving the community and becoming the leaders in our organizations. And  
183 these in particular speak to that. The first one comes from... (unintelligible)...who is  
184 from Wayne State. He was her advisor for three years. So on honesty, on question  
185 number four, how would you describe the applicant in terms of their honesty,  
186 trustworthiness. He talks about Ms. Hejl being extremely honest and trustworthy.  
187 Elected by her peers to be President of the Student Senate and responsible for  
188 administering a six figure budget while she was in college. How would you describe  
189 the applicant's reliability? Reliable to an absolute fault. Talked about her punctual,  
190 always arriving early and was here today and arrived early as well. About her, how  
191 did they, under assertiveness, how do they normally handle conflict? And we know  
192 that is something that our officers do every single day when they are out working  
193 with. He described her as calm in any situation. You know, what I already went  
194 over that she is experienced in speech and debate and that she tries to understand  
195 everyone's point of view and in the end will follow procedures and we believe she  
196 will make good decisions. That's the one I wanted to highlight. The next one I  
197 wanted to highlight...

198 **CHAIR:** I'm not trying to interrupt Chief, but you will have a chance to enter these as  
199 exhibits.

200 **CHIEF:** I will.

201 **CHAIR:** This is just your opening statement for now.

202 **CHIEF:** I want to make sure that when you get these, cause there's ten of them, that you  
203 really read it. Because I want the decision to be made on her as a whole person  
204 and not one bad decision.

205 **CHAIR:** Mr. Stephenson do you wish to make an opening statement?

206 **DIRECTOR:** I do, thank you. Members of the Council, Addison Hejl gained employment with the  
207 Lincoln Police Department of July 18, 2024. Upon application for basic law  
208 enforcement training at the Lincoln Police Department Academy, a review of Ms.  
209 Hejl's application was completed. A review of her personal character affidavit, page  
210 3 found, Ms. Hejl disclosed use of illegal drugs or narcotics other than marijuana in  
211 the five years preceding this application. On page 14 Ms. Hejl disclosed taking a  
212 friends Adderall or unknown pill in April of 2023. Nebraska Rule and Regulation  
213 Title 79, Chapter 8, section 004, requires applicants requesting admission into  
214 certification or other mandated training programs at a training academy must meet  
215 the qualifications specified below. Section 005.02(A)(6)(d) states has not illegally  
216 used any dangerous drugs or narcotics other than marijuana for any purpose in the  
217 last 5 years. The disclosures made by Ms. Hejl were in direct contradiction to the  
218 Nebraska Rule and Regulations automatically disqualifying Ms. Hejl from basic law  
219 enforcement training. Members of the Council, as part of my duties to ensure  
220 individuals who apply law enforcement certification in the State of Nebraska meet  
221 all statutory requirements as well as rules and regulations necessary for admission  
222 and subsequent certification, I denied Ms. Hejl's application for admission into  
223 basic law enforcement training.

224 **CHAIR:** Now is the time for further evidence that can be presented to the Council.

225 **CHIEF:** Sorry for that.

226 **CHAIR:** No, you're ok. This may include written evidence, witness testimony and or  
227 unsworn statements by yourself or Ms. Hejl.

228 **CHAIR:** Chief Morrow do you have any written evidence for us to consider on behalf of your  
229 agency or Ms. Hejl?

230 **CHIEF:** I do. For times sake I won't repeat myself. I appreciate you cutting me off. I will  
231 submit what I already read and further I want to read the last piece that I wanted to  
232 share. So I have, again, ten references that we will be submitting as evidence.  
233 These come from our background investigation and the last one that I want to  
234 highlight for you because this will be a lot for you to review, comes from a second  
235 Wayne State, comes from Austin... (unintelligible)... and this is on interpersonal  
236 skills. We talk about the next generation... (unintelligible)... law enforcement  
237 agencies. Describe how to be a team player and they indicated that she was a  
238 natural leader that pushed her team to be the most successful possible.  
239 Additionally, she was always the person who showed up to school having  
240 worked... (unintelligible)... So with that I would like to offer these as exhibits.

241 **STOLZ:** Chief are they all one?

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

243 **STOLZ:** Are they all one?

244 **CHIEF:** These are stapled and this one is not. It's a two page.

245 **STOLZ:** Would you have any objection if we just list them as Exhibit 3?

246 **CHIEF:** No. That is fine.

247 **CHAIR:** Any objections to taking this as Exhibit 3?

248 **DIRECTOR:** No.

249 **CHAIR:** We accept this as Exhibit 3. It's been accepted.

250 **CHAIR:** Chief Morrow, do you have any additional evidence or testimony to offer?

251 **CHIEF:** I don't have any that I want to offer but I just offer that Ms. Hejl is here as a  
252 witness.

253 **CHAIR:** Would you like her to make her statement at this time?

254 **CHIEF:** Are you prepared to hear her?

255 **CHAIR:** I am. I just need their name, where they're from and the statements by them can  
256 be by witness testimony and can be in the form of question and answer. The  
257 respondent will be given an opportunity to cross examine the witness and the  
258 Council will be given the opportunity to ask questions of the witness. Makes  
259 sense? Understand?

260 **CHAIR:** Give me your name.

261 **HEJL:** Addison Hejl.

262 **CHAIR:** And your statement.

263 **HEJL:** Good morning everyone. First of all I would like to thank you for your consideration  
264 of this matter. Just the opportunity to appear is very much appreciated. I grew up in  
265 a law enforcement family with my father serving for more than 30 years. So I have  
266 the utmost respect for officers and for everyone who serves in this field. I truly  
267 believe that I would make a great addition to the Lincoln Police Department and  
268 hope that my one regrettable mistake does not hinder me from pursuing my  
269 passion. It's no secret why I'm here today but I think it's extremely difficult to get to  
270 know someone and to be able to truly judge their character solely by what you read  
271 off of a piece of paper. I am hoping by me speaking today I am able to show you  
272 guys who I, Addison Hejl, truly am as a person. I'm a recent graduate of Wayne  
273 State College where I earned my bachelor's degree in social sciences. During my  
274 time in Wayne I was inducted into six honor societies. Was either a member or

275 held leadership positions in several clubs and organizations. Was a captain on the  
276 speech team and was also the student body president. I accomplished this while  
277 working four jobs my last year of school. Two in Wayne, one in Pender and one  
278 back home in Lincoln. The stress of classwork on top of jobs on top of extra  
279 curriculars on top of life became extremely overwhelming in April of 2023. The  
280 reason I'm speaking to you all today. It was the week before finals at Wayne and I  
281 was in the library with a friend where we were working on our final  
282 paper...(unintelligible)...However, that was just one of many tasks that I needed to  
283 accomplish. It was about 10 pm and the library closed at 1 and I had planned on  
284 staying there until the end just like I had every other night that week. But  
285 exhaustion was beginning to take over my body and I was using every ounce of  
286 motivation that I had. Two friends of mine spotted us tucked away and decided to  
287 join us. There the four of us were sharing our mutual complaints of classwork and  
288 studying and I was expressing the frustration I had due to lack of motivation. One  
289 of the girls who had joined us reached into her backpack and pulled out a zip lock  
290 bag that had a couple of pills in it. She told me that it was Adderall and it would  
291 help me focus. At the time I just knew that Adderall was a prescription for ADHD  
292 but nothing else about the pill. In the moment, in a moment of desperation I took  
293 the pill. I realized quickly that the consequences of it heavily outweighed the  
294 benefits and is still one of my biggest regrets. It does not reflect my true character  
295 as I have never been one to easily fold into peer pressure. I made it through both  
296 high school and college without once experimenting with marijuana which is  
297 something not a lot of people my age can say. That is more reflective of who I am  
298 as an individual. Some of these morals help guide their life. In the year to follow I  
299 regained a much lost faith and rejoined the Catholic church. Surrounding myself

300 with individual that I greatly look up to for their morals and ethics. People I strive to  
301 be like. I truly believe, I am a truly different individual now then I was a year and  
302 some odd change ago. It would be an honor to serve on the Lincoln Police  
303 Department and I truly believe that this is my life's calling. I hope I'm not judged by  
304 the mistakes of my past but rather who I am in the present and who I pray to be in  
305 the future. Thank you.

306 **CHAIR:** Does the Council have any questions?

307 **LONDON:** I'm sorry. When did that happen?

308 **HEJL:** April of 2023.

309 **LONDON:** Ok. Thank you.

310 **STOLZ:** Mr. Chair, I have a question.

311 **CHAIR:** Yes sir.

312 **STOLZ:** When did you decide you wanted to become a law enforcement officer?

313 **HEJL:** I had originally gone to school to be a teacher and my major for the first two years  
314 was social sciences education so I was going to be a high school history and  
315 government teacher and then just through subbing and with classroom experience  
316 I realized that wasn't for me and so I changed my major the week before my last  
317 year and then I was trying to think of what I wanted to do in law enforcement. It  
318 was always kind of something that's been in the back of mind, but I had also  
319 always wanted to be a teacher, so I just decided to pursue that at first. And then it  
320 was just kind of an aha moment because there was a law enforcement career fair  
321 at Wayne, and I had talked with the Chief of Police at Seward, and I had a really  
322 good conversation with him. I was like, why haven't I always been pursuing this.  
323 So, I suppose it's always been in my mind but I officially decided I wanted to  
324 pursue it in September of 2023.

325 **STOLZ:** Ok. Thank you.

326 **CHAIR:** At the time you took the Adderall were you aware that it was an automatic  
327 disqualifier for a career...

328 **HEJL:** No.

329 **CHAIR:** ...which you had committed to in September?

330 **HEJL:** No.

331 **CHAIR:** Any other questions from the Council?

332 **CHAIR:** Mr. Stolz?

333 **STOLZ:** No sir.

334 **CHAIR:** Chief Morrow, do you have any additional evidence or testimony to offer?

335 **CHIEF:** I do not. I appreciate you asking.

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

337 **DIRECTOR:** I do not. I'll reserve my closing argument.

338 **CHAIR:** Chief Morrow, do you have any additional, anything additional to offer in light of the  
339 Training Center's evidence?

340 **CHIEF:** No sir.

341 **CHAIR:** Chief Morrow, you have made, you can make your closing arguments at this time.

342 **CHIEF:** Again I just want to restate that it was clear in our investigation, our hiring  
343 investigation, that this was not a pattern. It was a one time. She wasn't seeking out,  
344 looking to purchase a narcotic. It was offered to her in a moment of bad choice she  
345 made the decision, immediately regretting that and we understood from the  
346 background investigation that it was a moment of weakness, but her character  
347 speaks very highly that she has integrity. We believe again, with proof from the  
348 polygraph, that it was a one-time deal, and we are really excited to be here and to

349                    have the opportunity to be presenting for you, for a waiver because we think that  
350                    she is going to be an excellent addition to our force.

351    **CHAIR:**            Director Stephenson, you may make your closing arguments at this time.

352    **DIRECTOR:** Thank you sir. Ms. Hejl disclosed that she had taken, what she thought was an  
353                    Adderall during the week before finals in college in the past two years. This is an  
354                    automatic failure to meet those standards under Title 79, Chapter 8 of the  
355                    Nebraska Rule and Regulations. This denial is being presented to you based on  
356                    the facts presented in this hearing.

357    **CHAIR:**            Are there any questions from the Council?

358    **CHAIR:**            Is there a motion to go into Executive Session?

359    **GRAHAM:**        I would move that the Council go into Executive Session base on the prevention of  
360                    needless injury to the reputation of Addison Hejl and for the purpose of Executive  
361                    Session we will allow the following to remain in the room; all Council members...

362    **CHAIR:**            With the exception of Chief Stille.

363    **GRAHAM:**        ...with the exception of Asst. Chief Jason Stille, and Council secretary and legal  
364                    advisor Dave Stolz.

365    **CHAIR:**            Second?

366    **OSMOND:**        I'll second it.

367    **CHAIR:**            Please call the role.

368    **SECRETARY:** Sheriff Osmond?

369    **OSMOND:**        Yes.

370    **SECRETARY:** Chief Reeves?

371    **REEVES:**        Yes.

372    **SECRETARY:** Sgt. Bolzer?

373    **CHAIR:**            Yes.



374 **SECRETARY:**Lt. Col. Duis?  
375 **DUIS:** Yes.  
376 **SECRETARY:**Chief Graham?  
377 **GRAHAM:** Yes.  
378 **SECRETARY:**Chief Deputy London?  
379 **LONDON:** Yes.  
380 **SECRETARY:**Motion approved. We're in Executive Session at 11:28.  
381 **CHAIR:** At this time I would remind those present in Executive Session that they must  
382 restrict their discussion in closed session to the issues currently before the Council.  
383 We are now in Executive Session. The time is 11:28.  
384 **CHAIR:** The meeting of the Police Standards Advisory Council will come to order. Is there a  
385 motion to come out of Executive Session?  
386 **GRAHAM:** I make a motion to come out of Executive Session.  
387 **CHAIR:** A second?  
388 **OSMOND:** I'll second it.  
389 **CHAIR:** Call the role.  
390 **SECRETARY:**Chief Reeves?  
391 **REEVES:** Yes.  
392 **SECRETARY:**Asst Chief, oops sorry, skip that one. Sgt. Bolzer?  
393 **CHAIR:** Yes.  
394 **SECRETARY:**Lt. Col. Duis?  
395 **DUIS:** Yes.  
396 **SECRETARY:**Chief Graham?  
397 **GRAHAM:** Yes.  
398 **SECRETARY:**Chief Deputy London?

399 **LONDON:** Yes.

400 **SECRETARY:** Sheriff Osmond?

401 **OSMOND:** Yes.

402 **CHAIR:** All parties present when the Council went into Executive Session are again  
403 present. The time is 11:50 a.m. Is there a motion?

404 **LONDON:** I'll make a motion to uphold Director Stephenson's denial of application based on  
405 the recency of the drug usage.

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

407 **DUIS:** I'll second.

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

409 **SECRETARY:** Sgt. Bolzer?

410 **CHAIR:** Yes.

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

412 **DUIS:** Yes.

413 **SECRETARY:** Chief Graham?

414 **GRAHAM:** Yes.

415 **SECRETARY:** Chief Deputy London?

416 **LONDON:** Yes.

417 **SECRETARY:** Sheriff Osmond?

418 **OSMOND:** No.

419 **SECRETARY:** Chief Reeves?

420 **REEVES:** Yes.

421 **SECRETARY:** Motion approved.

422 **CHAIR:** Chief Morrow, as you've heard, the Council has upheld the director's decision and  
423 denied your request for admission into the basic law enforcement officer

424 certification course. The Council will prepare findings, findings of fact and  
425 conclusions of law pertaining to today's hearing and the Council decision. Where  
426 do you want the findings sent?

427 **CHIEF:** To me.

428 **CHAIR:** To you. Do you want those findings to be sent by US mail or by email?

429 **CHIEF:** Email is fine.

430 **CHAIR:** According to Title 79 of the Nebraska Administrative Code, Chapter 8, section  
431 008.02, the Council will render a decision and reduce it's decision in written, in  
432 writing within 90 days of the hearing, unless extended by order of the presiding  
433 officer.

434 **CHAIR:** Is there anything else from either side that needs to be addressed?

435 **CHIEF:** No sir.

436 **DIRECTOR:** No sir.

437 **CHAIR:** This hearing is concluded. The time is 11:52 a.m.

**VI. OTHER BUSINESS**

**A. Informational Items**

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

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

July 17, 2024, 9:00 A.M., Library, Nebraska Law Enforcement Training Center, 3600 North Academy Road, Grand Island, Nebraska 68801.

Hearing no further business, Chairman Bolzer adjourned the meeting at 11:53 a.m.

Respectfully submitted,



Steven Gobel, Secretary to the Police Standards Advisory Council