



AGENDA POLICE STANDARDS ADVISORY COUNCIL

DATE: November 16, 2020

TO: Police Standards Advisory Council

FROM: Brenda L. Urbanek, Director

SUBJECT: Regular Meeting Monday, November 23, 2020, 9:00 A.M.
Library, Nebraska Law Enforcement Training Center,
3600 N. Academy Road, Grand Island, Nebraska 68801

- I. CALL TO ORDER
- II. APPROVAL OF OCTOBER 21, 2020 P.S.A.C. MINUTES
- III. ACADEMY REPORTS
 - A. Director – N.L.E.T.C.
 - B. Deputy Director of Training – N.L.E.T.C.
 - C. Nebraska State Patrol
 - D. S.L.D.E.A.
- IV. CRIME COMMISSION REPORT
- V. OLD BUSINESS

No Old Business

Law Enforcement Training Center

3600 North Academy Road
Grand Island, Nebraska 68801-9200

nletc.nebraska.gov

OFFICE 308-385-6030
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VI. NEW BUSINESS

- A. **Extension of Firearms Instructor Recertification** Attachment #1
Trooper Kevin Kern, Nebraska State Patrol
- B. **Waiver of One-Year Basic Training Requirement** Attachment #2
Caleb Frede, Richardson County Sheriff's Office
- C. **Waiver of Patrol Rifle Instructor Recertification**
Officer Jay Denzin, Lincoln Police Department Attachment #3
- D. **Approval of the 2021 Lincoln Police Department's Firearms Instructor Certification Curriculum to Certify Officers with Lincoln P.D., as well as Lancaster County S.O., Lincoln Airport Authority, and UNL P.D.**
Attachment #4

Approval of the 2021 Lincoln Police Department's Firearms Instructor Recertification Curriculum to Certify Officers with Lincoln P.D., as well as Lancaster County S.O., Lincoln Airport Authority, and UNL P.D.
Attachment #5

Approval of the 2021 Lincoln Police Department's Patrol Rifle Instructor Certification Curriculum to Certify Officers with Lincoln P.D., as well as Lancaster County S.O., Lincoln Airport Authority, and UNL P.D.
Attachment #6

Approval of the 2021 Lincoln Police Department's Patrol Rifle Instructor Recertification Curriculum to Certify Officers with Lincoln P.D., as well as Lancaster County S.O., Lincoln Airport Authority, and UNL P.D.
Attachment #7

- E. **Academy Instructor Certifications** Attachment #8

General Recertification

Todd Petrick – Omaha P.D.

Professional Certification

Wendy Baumeister – Grand Island PD for NSP
Mark Hogue – Central City for NLETC
Rachel Kohlman – O'Neill PD for NLETC
Chad Seyler – Grand Island PD for NSP
Aaron Smith – NLETC
Kristen Smith – Omaha P.D.

Professional Recertification

Robert Taillon – Kearney PD for NLETC

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| F. | Safe Policing Communities | Attachment #9 |
| G. | Title 79; Work Group Progress | |
| H. | Extension of Firearms Instructor Recertification
David LaDuke, Alliance Police Department | Attachment #10 |
| I. | Nebraska State Patrol Academy Inspection 2020 | Attachment #11 |
| J. | Change-In-Status Form | Attachment #12 |

VII. OTHER BUSINESS

- A. Date, Time & Location of Next Meeting**
December 16, 2020, 9:00; Library, Nebraska Law Enforcement Training Center
3600 North Academy Road, Grand Island, Nebraska 68801

REGULAR MEETING OF THE
POLICE STANDARDS ADVISORY COUNCIL
October 21, 2020



I. CALL TO ORDER

Chairman, Lieutenant Colonel Buck Duis called the regular monthly meeting of the Police Standards Advisory Council to order at 8:59 A.M. Legal notice of the meeting was published in the Lincoln Journal Star on Tuesday, October 6th, 2020.

Roll call of members; Lieutenant Colonel Buck Duis, Chief Deputy Greg London, Chief Jeffrey Bliemeister, Chief Timothy Larby, Mr. Matthew McCarthy, Sheriff Dan Osmond, and Chief Tracy Wolf.

Others present: Brenda Urbanek, David Stolz, Jeff Roby, Andrew Ecklund, Kay Fielding, Sheriff Ladwig, Chief Clary.

II. APPROVAL OF SEPTEMBER 16, 2020 P.S.A.C. MINUTES

MOTION

Chief Bliemeister motioned to approve. Mr. McCarthy seconded. Voting in favor; Lieutenant Colonel Duis, Chief Deputy London, Chief Jeffrey Bliemeister, Chief Timothy Larby, Mr. Matthew McCarthy, Sheriff Dan Osmond, and Chief Tracy Wolf. Motion carried.

III. ACADEMY REPORTS

A. Director – N.L.E.T.C.

Director Urbanek reported one basic student tested positive for Covid two weeks ago and due to his health status, he withdrew from training. He will return in January providing he can get a clean bill of health.

Last week we had Management training and two students left that class after they were notified from home that they had been exposed; one of them I have not heard back from and the other tested positive and was sick so we notified the other members of the class. As a state office building, I am not allowed to mandate masks, if we can social distance, it's not a big deal but in the classroom with 30 people it is hard to do that so at the start of the class I encouraged them to



wear masks. We had 27 people end up going home after being in a classroom with someone who is now sick.

I attended the NSA/POAN Conference and presented there. One of the things I addressed was home school diplomas, which has become more and more of an issue and I think we will be bringing this body in the near future for direction and guidance on. Historically a homeschool, according to the Department of Education, is not an accredited high school therefore we have required somebody who has a homeschool diploma to go through and get a GED certificate because rule and regulation says, high school diploma or GED. Home schooling is becoming more and more prevalent and I think in the next 5 years we are going to see a lot more home school diplomas so we are going to need some direction on that.

Thank you Chief Wolf for bringing to our attention some issues we had with the job postings on our website. We are now located on the Crime Commission's host site, their server. When we migrated, our postings from 2006 transferred. The IT staff at the Crime Commission and Steve Gobel from the Training Center worked to clean it up. It is now alphabetized, has closing dates and anything that has been listed for a year has been archived.

We will be adding a form to our website for perspective law enforcement agencies to use when they are hiring certified officers. (Brenda passed out the form) A common theme I have heard in the last year is I'm getting the change in status forms, their marked 791, or not 791, but then when that officer goes to another agency and applies, the new agency is maybe not as forthcoming with information. We have come up with a simple form to put on the website to send to the perspective employing agency that says this individual is being conditionally offered a job as a law enforcement officer with my agency. That is the trigger to compel the old agency to give you the information. The conditional offer has to have been made. That does not preclude an agency from early on calling the former employer and asking what they can tell you. The thing is, they just don't have to tell you anything at that point. I know a couple of chiefs have indicated to me that it seems kind of late in the process to be reaching out to a former law enforcement agency; it is but that is the way the law is written. But it doesn't stop you from reaching out before that to see if you should go further with this person. It is outlined in Nebraska Statute §81-1456; within authority to release information appreciate your prompt attention and return of this form to me. Please note the applicant cannot be employed by my agency until I have reviewed all previous law enforcement employment records and there are check boxes to which is applicable and who you should contact to make arrangements. Now because these are personnel files, most attorneys will tell you not to send those out but to make the individual come view them.

I will put this form in there and it will be included in your background investigation because we have received the background verification forms that have been appropriately marked. I have contacted all previous law enforcement agencies, I've reviewed all personnel files and then I hear about later, well they got hired and they never contacted me. It's just another check in the system to make sure agencies are doing what they are supposed to be doing when they hire certified officers.

I also surveyed IADLEST and received back 24 responses. Of those 13 conduct an exam such as the comprehensive exam. 11 currently do not but 2 of those 11 are and a couple were interested to see how our process went because they would like to do it but don't know how.

This exam could be accomplished without a Rule and Regulation change. Title 79, Chapter 5 states the following standards must be met and that includes testing and in the testing section in 005.01A paragraph 3 defines comprehensive exam as a test that is comprehensive in nature and requires the student to recall knowledge and or perform tasks that were previously learned and upon which the student was previously tested or required to demonstrate proficiency. This exam covers job tasks which are required to be covered during the course of basic instruction. It's not new material. They have to be taught in the basic academy to begin with. In terms of the testing itself section 005.01F allows for students who fail to achieve a passing score of 70% on the first attempt get a retake. Failing to score a minimum 70% results in the student being separated from training on the second attempt. The past academies were not always required to conduct any type of comprehensive type of testing whether it be practical or written. If an agency academy conducted comprehensive written or practical exam, it was notated on their annual inspection. If they didn't do it, their academies were still approved as being certified academies.

A concern that was raised in an earlier council meeting was that this type of exam might encourage academies to teach to the exam. In many instances teaching to the exam means a review of the actual test questions, thus ensuring the students score well on the exam. All of the academies have been provided with a list of the tasks that would be on the exam but none of the academies know the actual questions. Academies quite frankly should place an extra emphasis on the tasks on the exam as these tasks have been identified statewide as the most critical for an officer to be able to demonstrate knowledge in. In order to ensure that all academies have had an opportunity to take the exam without any consequence a gradual implementation period is proposed. Once approved by the Council, the exam would be administered without consequence by me to each academy at the conclusion at their academy. This would be done throughout the year of 2021. It is important that the exam be administered prior to any FTO training to reflect academy instruction only and not any on-the-job knowledge they may have gotten.

An analysis of the student's exam results is being provided to the academy directors for their review that includes an individual breakdown of each job task and how the class and individual scored to identify areas they were not sufficient. A 70% passing score would not be required until 2022. Thank you for your consideration of the implementation of this exam statewide. I would be happy to answer any questions.

Chief Bliemeister asked Director Urbanek, you stated NSP did not participate in taking this exam and the average score was 77%. How many failed out of all of those that did take the exam?

Director Urbanek stated she didn't have the number but a rough guess would be less than 10 failures. None of them retook the test because we were just collecting data at that point.

B. Deputy Director of Training – N.L.E.T.C.

Deputy Director Keeling reported the 206th Basic was in the 8th week. They started with 48 students and now have 42. We've had two voluntary withdrawals early on then three academic separations. The last separation was due to Covid. Every attempt was made to keep him caught up, in fact we did several Zoom classes for him to take while he was at home but he just missed too much including several of the critical skills that he would have had to come back to. As a result of this student testing positive we also sent six other students who had reasonably close contact with him, including his roommate, for testing and all of them came back negative. We continue to do everything we can to reduce exposure to the classes.

Basic class this week is being taught outside for Emergency Vehicle Operations and High Risk Vehicle Stops and inside for Defensive Tactics and Domestic Violence. They will be getting six hours of survival technics and tactics toward the end of the week.

Management Course was completed last week for 2020. October 28th and 29th we will host 4 2-hour Implicit Biased classes presented by the University of Nebraska at Kearney Police Department here at the Training Center one will be in the morning and one in the afternoon of each of those days. They are free classes and were posted on the NLETC Website.

Intermediate Crash Investigation Course will take place November 2 – 6, 2020.
Firearms Instructor Recertification scheduled November 3&4
Patrol Rifle Instructor Recertification November 5th

C. Nebraska State Patrol

Lieutenant Ecklund reported Camp 63 was currently in week 15 of 22. This morning they started off with 20 recruits; which they have been at since week 5; however one come in about an hour ago and resigned so they are sitting at 19.

Over the last month they have done a lot of practical scenarios with critical skills.

Week 11 we finished Defensive Tactics
Week 12 was Emergency Vehicle Operations
Week 13 was Building Searches and Active Killer
Week 14 was Basic First Responder and Tac Med

This week the camp is doing basic and advanced patrolling all week with practical scenarios today and Friday.

NSP has sent out their Implicit Bias training to the agency with a due date of December 1st so we are tracking that to make sure all the sworn officers are completing that.

D. S.L.D.E.A.

Scott Wagner reported SLDEA graduated 13 recruits last Friday. They started with 15; one withdrew and the other had a medical injury. The medical injury is currently attending NLETC Basic.

This will be our 4th recruit class; we hope to start our 5th and 6th in 2021. We have a request on the agenda for next year's classes.

IV. CRIME COMMISSION REPORT

Director Urbanek stated Mr. Arp was unable to attend today. Friday was the Crime Commission meeting; however we were one member short of a quorum so action could not be taken.

Last Thursday at the judiciary committee a number of law enforcement representatives testified during the legislative hearing. There is another one scheduled for tomorrow. I believe last week's testimony was eye opening to legislative representatives and may raise some future issues in what they perceive to be wrongs in our profession.

I do want to mention that the Crime Commission, as part of the Code Agency, is very limited in what it can and can't do without approval from policy and research, so if people are looking at the Training Center and the Crime Commission to take a lead on this, that is not in all likely hood going to be allowed to happen.

Mr. Stolz stated members of the Council can go and testify. Training Center staffers are not allowed.

Chief Bliemeister recapped what Director Urbanek stated, if you are not making contact with members of the judiciary, they have tremendous influence and there is a stated agenda and that stated agenda is a lot different than what it was like today, whether that is qualified immunity, whether that is the regulation of less than lethal options, whether it is vetting processes; polygraphs, psych's, and whether or not agencies will be able to allow officers to operate prior to certification.

V. OLD BUSINESS

A. Comprehensive Licensing Exam

Director Urbanek stated in July I brought a request for a licensing or comprehensive exam to this body. I think the verbiage is interchangeable in that. This is an action item to require all law enforcement certification academies use the proposed validated comprehensive written exam for basic certification academies. The purpose of the exam is to ensure everyone who has completed their academy training meets the statewide minimum level of knowledge in the most critical required job tasks.

From a historical summary, just to recapture the issue. The current job task analysis identifies, what I would call uber critical. The most critical job tasks that an officer, regardless of the size of the agency or their location in the state must demonstrate knowledge in. There were 113 of those originally identified; from that list the consultant and I vetted the list to remove any demonstration type job tasks.

In early 2019 all academies were invited to submit questions which would be used only on the comprehensive exam. The questions were written at an application level, which is a higher form of learning so as an example, Miranda is one of the job tasks. You could have a question that says; what case is it that provides the constitutional protection of right to counsel. That is Miranda. That is a lower level of learning because it is simply memorization. These questions are then validated by administrative testing and format. The first step in the validation was to give it to civilians. If the civilians got the question right, it probably wasn't a very discriminating question. After it was vetted through at that point it was then broken into three different sections covering roughly 300 questions. Through multiple offerings of this we were collecting data on how many people did well on the questions.

Each of the questions were broken into three different categories for the degree of difficulty on the exam. The overall average score after testing SLDEA, Lincoln and the Training Center for over a year was 77%. One of the things the consultant looks at is whether the top students finish in the top on this exam.

Chief Bliemeister stated his initial impression is that he is in favor of it, however you are asking for a two-step process; one in 2021 and one in 2022 and I would ask that we reevaluate this at the end of 2021 after it's administered with no consequence at least no consequence based upon NLETC, there could be individual consequences. So my recommendation is that we move forward in 2021 and then reevaluate and pass.

Chief Larby in addition to the practical at the end or in place of?

Director Urbanek stated currently at the Training Center they have the practical and the written comprehensive exam and they have been using this version of the written comprehensive exam since the 203rd Basic. It is not an additional step for the Training Center or SLDEA. They have been doing both; SLDEA since their inception.

Mr. McCarthy stated if we did this, either with Chief Bliemeister's suggestions or in 2021, would it be still voluntary for the various academies in 2021 or would it be mandated?

Director Urbanek stated at the Sheriff's Association Conference last week I presented on this and explained it. The common questions were, is it going to cost, and is it an extra step.

Mr. Wagner stated we are based on what NLETC does so we are separate from what other agency academies do. We take a state exam and this is the one set in place so there is no opposition in that respect.

Director Urbanek stated if we removed all consequence from the Training Center, we go back a step because we have had a comprehensive exam in effect for a number of years, we have been using this exam for over a year with a consequence.

Captain Roby discussed the licensing exam with the New Mexico State Police Training Academy while there for an event and asked them quite a few questions about it because they actually have a POST Academy that sets their curriculum for a certain amount of their curriculum and the way their academy works is they actually add extra practical's and stuff similar to the NSP Academy right now. They do the POST Academy Curriculum and then they also have a comprehensive test based on the curriculum and then they have other classes that they put into their academy. So the question I asked them was, when do they take their accreditation test based on the POST curriculum and he said it is mandated towards the end of the training and in his opinion it would be better if they could determine when they took that test and that is my question to you is, would there be a mandate on when that test would be taken if agencies wanted to work through those job tasks if they thought they were going to be on that test or that have been identified on that tested would an academy be able to then take that comprehensive test and then come back and keep progressing through their training cycle. There might be several reasons why you might like that in your academy, theirs was, it was they got to a point they thought they had covered everything.

Director Urbanek stated in New Mexico their POST provides the State Police with their curriculum that they have to cover?

Captain Roby stated that was correct.

Director Urbanek stated and then they can cover on top of that. The only thing ours requires is the job task be covered so if I understand that then in New Mexico they would have everybody with the same curriculum and then they build on top of it, where in Nebraska is everybody has the same job tasks, but the agency fashions and then whatever else they want, so it's just a little different. I could easily see at the end of the basic curriculum, take this test then you can go on and add your other stuff. I don't know if there is a clear delineation in how we do that with agency specific academies. That would be my only question. You spend the first three weeks covering the 69 job tasks and they pass it so they are state certified, but they are really not certified because even though those are the most critical, the other tasks need to be covered.

Chief Bliemeister questioned what Captain Roby's thought was if this were to be administered today and this comprehensive exam

Captain Roby stated that was a good question because we would really have to examine what those job tasks were that were going to be tested over and see where they were covered in the class and the cycles in which they were done. He would not be in favor of changing the training

cycle to be able to do that in the front side and then know because a lot of those are going to be caught up in the practical week-long trainings and they essentially go in a flow. We start it and kind of build in a modular type training session so when we get to the end, we have a proficient officer. So I still don't know, we'd have to really take a look at them, if that would even be feasible for our type of academy. But I know it was a concern in New Mexico when I brought it up because they thought they could probably get it taken care of earlier than their graduation or right before their graduation date. So I just wanted it to be thrown out there in this discussion just for a talking point basically. So on our academy, I can't give you a good reason. I would have to study on what those job tasks are and where they would fall in. Right now just taking a quick look at them I think we would probably have to do it at the end because that's where I think our officers are proficient from the modular type training that we do it. That would also keep us from trying to train just towards the testing part of this comprehensive test.

Chief Larby stated, if I understand correctly the Training Center has been doing this since the 203rd Basic and you would like to have everybody else do the same thing?

Director Urbanek stated this version of the test, there has been a written comprehensive test for at least 10 years.

Chief Larby stated, but that is basically what we are deciding whether we are making everybody else do the same thing.

Director Urbanek responded yes.

Chief Deputy London stated he wasn't opposed to it, it's like other policies and procedures at our sheriff's office, we throw them out there, and later if we have to tweak them, we do, but eventually we usually move forward with something. I'm not too concerned about going forward with this.

Chief Bliemeister stated lets mandate it for a year prior to the beginning of 2003 for some of these because I really want to see if this impacts a structural disadvantage, has an impact, because in all factors in education it does and in the standardized testing process, and that is another concern that I have is that it is going to limit the diversification of our agencies. We have first-hand experience with that because of what is happening. Because our standard is 75% versus 70%.

Mr. McCarthy agreed it was a good idea but stated Captain Roby already said that he would probably already have to do it at the end of their training cycle otherwise it would be a training nightmare to restructure their academy. But theoretically let's say NSP does all this amazing work and reschedules their academy and take it in week eight and somebody passes but does not meet the criteria that the Patrol needs for them to graduate the Patrol Academy. Would they be able to go to Lexington Police Department and say they passed the licensing exam and say they

are a cop, not a Trooper, but can be a Law Enforcement Officer anywhere in the state of Nebraska?

Director Urbanek stated that was an excellent question.

Mr. Stolz stated the problem would be if it occurred that early, I would say the answer is no because they wouldn't have completed all the course work.

Chief Deputy London stated they wouldn't be a certified officer coming out of the academy either.

MOTION

Chief Bliemeister; I'll make a motion to mandate the comprehensive examination developed through the job task analysis for all Nebraska academies beginning January 1, 2021 for those that have not had a consequence, for those that haven't had a consequence previously then this continues to be a study period or an evaluation period for Nebraska Law Enforcement Training Center and SLDEA, which have their standards remain intact. Chief Deputy London so it covers all the academies? Chief Bliemeister, there is no consequence to LPD, OPD and NSP. Chief Larby but there is for the Training Center and SLDEA.

Director Urbanek thought it was a very reasonable approach to this. I will continue to collect data from all the academies and come back towards the end of next year and provide the impact and we can also track the data to make sure there is no despaired impact on diversification of the students. It's very doable.

Chief Deputy London seconded the motion.

Mr. McCarthy asked Captain Roby how many camps they would have in 2021. Captain Roby stated they would have one in the end of June and one in the middle of December.

Voting in favor; Chief Deputy London, Mr. McCarthy, Sheriff Osmond, Chief Bliemeister, Chief Wolf. Voting against; Chief Larby, Lieutenant Colonel Duis. Motion carried.

VI. NEW BUSINESS

A. State Curriculum Proposal, 2021

Deputy Director Keeling stated you will find 3 documents in attachment #1, a letter to the Council, a 2021 curriculum update overview and the curriculum itself. I think you will find the proposal itself non-confrontational. We made minor changes to a couple classes in hours. 18 job tasks were removed. Toward the end two tasks were moved from haz-mat one to patrol and one to patrol procedures. If you move over to the curriculum update overview, you will note there are quite a few objective changes, primarily language changes just to bring the language into what is currently being taught.

There are two new objectives on page one in juvenile issues, and page two there are six new objectives; four are for preparation for survival and two for defensive tactics.

High Risk Vehicle Stops was moved from a four-hour online class to a four-hour lecture class to include hands-on training and demonstration. We moved two hours of critical training and we added that to match what was already being taught, which resulted in a net addition of two hours, we also looked at human trafficking, which was a four-hour lecture class. We moved that to two hours on-line classes put on through the Attorney General's Office, I have audited that myself, it covers the topic very well. That is a net of minus two so the bottom line is the difference between 2020 and 2021 is a net 0 change in total hours. It stays at 626 for both years. I would ask that you consider that for approval.

MOTION

Chief Wolf motioned for approval. Sheriff Osmond seconded. Voting in favor; Lieutenant Colonel Duis, Chief Deputy London, Chief Larby, Mr. McCarthy, Sheriff Osmond, Chief Bliemeister, and Chief Wolf. Motion carried.

B. Projected Enrollments, 2021

Director Urbanek stated according to Title 79, Chapter 6 each year I am to provide to you a list of admission priorities for your approval. The Council allocates the academy seats on a percentage basis and how many are non-law and how many are hired by an agency. PSAC directed that 50 students was the maximum number. The five most recent classes began with an average of 48 students. The current class had 57 approved packets with only 48 applicants beginning in the 203rd Basic. I hear it whether I am in Scotts Bluff, Omaha, Falls City, South Sioux City "We can't find applicants." Even though I have close to 80 requests for the next class. That tells me that the demand for the people is there but I'm only seeing 55-60 actual completed packets, leaving a gap in actual hiring. I don't want to open up the door to non-law applicants for two reasons. I don't have the staff to do proper background investigations.

I would make the following suggestion, if there are any unfilled agency seats, those seats could be allotted to non-law students as long as the number doesn't exceed 10 percent of the class. We could do it, but I'm here to tell you until we get additional resources to conduct a thorough background investigation that don't involve taking instructors off of revocation investigations, we probably won't be accepting any packets. The thing with a non-law is when they send in the packet, the processing money is due and non-refundable and I don't like to take the money if I am pretty sure they are not going to get in.

MOTION

Sheriff Osmond made the motion then that if there are any unfilled agency seats those seats could be allotted to non-law students as long as they don't exceed 10 percent of the reservations. Chief Bliemeister seconded. Voting in favor; Mr. McCarthy, Sheriff Osmond, Chief

Bliemeister, Chief Wolf, Lieutenant Colonel Duis, Chief Deputy London, and Chief Larby.
Motion carried.

C. Lincoln Police Department Basic Academy Inspection, 2020

Director Urbanek stated the only thing that came to my attention during this inspection of LPD's academy is while they have listed all the job tasks in the appropriate class they haven't assigned particular objectives to each task and it's kind of like following the bread crumbs. Here are the job tasks, here is the class, here is the objective, and here are the test questions so you can ensure those tasks are being taught, measured, and evaluated. I talked with Sergeant Witzel about it and they have done a really good job implementing what I would call the most recent job tasks into their most recent lesson plans, it's just the next step. I don't have any concerns that this won't be accomplished and I would recommend approval of the LPD academy for 2020.

MOTION

Chief Deputy London motioned that we accept Director Urbanek's recommendation. Mr. McCarthy seconded the motion. Voting in favor; Sheriff Osmond, Chief Bliemeister abstained, Chief Wolf, Lieutenant Colonel Duis, Chief Deputy London, Chief Larby, and Mr. McCarthy. Motion Carried.

D. NLETC Basic Academy Inspection, 2020

Director Urbanek recommended all staff instructors complete Instructor Development as soon as possible. Many times an instructor will take a power point and put some instructor notes on it, where instead there should be administrative pages of the course goal, course tasks, course objectives and content. Then the PowerPoint is an addendum, so to speak, a student aide, so a more consistent format so everybody is doing it the same way and then make sure the graded practical exam is conducted in accordance with the policy and procedure which outlines how they should go through that. There were no glaring issues and I would recommend approval of the academy for 2020.

MOTION

Chief Deputy London motioned that the Nebraska Law Enforcement Training Academy for 2020 be recertified and that we accept Director Urbanek's recommendations for the 2021 inspection. Sheriff Osmond seconded the motion. Voting in favor; Chief Bliemeister, Chief Wolf, is this for 2020 or 2021. He responded 2021.

Director Urbanek it was the recommendation to be corrected for 2021?

Chief Deputy London, correct.

Voting in favor; Chief Wolf, Yes, Lieutenant Colonel Duis, Yes, Chief Deputy London, Yes, Chief Larby, Yes, Mr. McCarthy, Yes, Sheriff Osmond, Yes. Motion Carried.

E. Academy Instructor Certifications

General Original

Jason Bauer – NSP

Deputy Director Keeling stated he had not been through a 40-hour Instructor Development course but recommended approval of his application.

MOTION

Mr. McCarthy motioned to approve the certification of Jason Bauer for the requested areas. Chief Bliemeister seconded the motion. Voting in favor; Chief Wolf, Lieutenant Colonel Duis abstained, Chief Deputy London, Chief Larby, Mr. McCarty, Sheriff Osmond, and Chief Bliemeister. Motion Carried.

Professional Certification

Jason Prante - NSP

Christopher Ray – Omaha Police Department

Deputy Director Keeling stated these were new Professional Certifications for two individuals who completed Instructor Development and asked that the Council consider approving them.

MOTION

Sheriff Osmond motioned that we approve Professional Certification for Jason Prante and Christopher Ray. Chief Bliemeister seconded the motion. Voting in favor; Lieutenant Colonel Duis abstained, Chief Deputy London, Chief Larby, Mr. McCarty, Sheriff Osmond, Chief Bliemeister, and Chief Wolf. Motion Carried.

Professional Recertification

Elizabeth Abramson – Omaha Police Department

Tarvis Banks – Lincoln Police Department

Andrew BenSalah – Omaha Police Department

Leigh Culver – Omaha Police Department

Jake Dilsaver – Lincoln Police Department

Kenneth Fox – Omaha Police Department

Jonathan Gorden – Omaha Police Department

Kent “Tony” Kavan - NSP

Matthew Kelly – Omaha Police Department

Dennis Leonard - NLETC

Nicholas Prescott – Omaha Police Department

Mitchell Robinson – Omaha Police Department

Deputy Director Keeling stated these were Professional Recertifications and I would ask that you consider approving all twelve of them.

MOTION

Chief Larby motioned that we accept the recommendation for the subjects read into the record. Chief Wolf seconded the motion. Voting in favor; Chief Deputy London, Chief Larby, Mr. McCarthy, Sheriff Osmond, and Chief Wolf. Chief Bliemeister and Lieutenant Colonel Duis abstained. Motion Carried.

F. Waiver Management Requirement
Stacey Lewton, NE Game & Parks Commission

Director Urbanek stated Stacey Lewton was promoted to Supervisor on September 2, 2019. Supervisor for the CO's is similar to the Management level Lieutenant for most agencies. We did not receive the Change in Status for that promotion until September 23rd of this year. He attended the onsite Management course last week and will be required to complete the online portion of Management. An email in Attachment #6 from Jeff Clauson, Assistant Administrator, explains that they forgot to send in the Change in Status form.

MOTION

Chief Bliemeister motioned to approve the request for the one-year extension to easily complete the online portion for Dave Stoltz's Class for Stacey Lewton. Mr. McCarthy seconded the motion. Voting in favor; Chief Larby, Mr. McCarthy, Sheriff Osmond, Chief Bliemeister, Chief Wolf, Lieutenant Colonel Duis, and Chief Deputy London. Motion Carried.

G. SLDEA Seat Request, 2021

Director Wagner stated SLDEA was proposing to teach two academy classes in calendar year 2021 with class sizes of 24 recruits (dependent upon the backgrounds). Currently we have been approved for 16. I believe we can handle 24. My rationale behind that is currently and in the near future La Vista Police Department has been the housing agency for the academy, the community room, which Director Urbanek has been to, we can have that allotted so we have actually have 24 separate tables allowing each recruit to have a separate table, we would have social distancing, comfortable both the audio/video equipment would suffice for lectures.

In respect to the ranges, both Bellevue Police Department and Sarpy County Sheriff's Office have ranges and I have already scheduled dates through the whole year of 2021. Those ranges are definitely able to satisfy 24 in addition to having enough instructors to safety, effectively, and efficiently get 24 recruits through in the allotted time.

Our lead EVOC Instructor, Officer Josh McNeil from the La Vista Police Department has said that with the number of other adjunct instructors he could provide, he would be able to come to Grand island and utilize the track which we have already scheduled to come out two times, and

in that allotted time we can get 24 effectively and efficiently through for this training. All of the other venues that we have that would pertain to the practical side of things and/or classroom possibly Standardized Field Sobriety, those type of things we usually go offsite to. Bellevue Fire, Bennington Fire, Papillion Fire and some other offsite locations for the CQVS aspect of training definitely would suffice for the 24 recruits and again with the assistance from the five agencies and the adjunct instructors they will provide that they have already promised we could definitely have quality training. In addition Douglas County Sheriff's Office has committed a full-time TDY to me that started in April this last year to start this last academy class. Deputy Mike Smith has been assigned to the academy full time. He is a qualified instructor for 1/3 of what the academy taught. So knowing that I have him full time definitely gives me much more confidence to know we can get that 24 number for us. Lastly and I do have some support here also, I can't answer for the agencies other than what they have told me, but we do have representation here today. All 5 agencies have been outstanding since the academy has started and they know that with the request of additional, above and beyond the 16, that I am going to need additional support and they have given that to me also. I also have the utmost confidence that they will be able to do that for me. With that I am open to any questions.

Chairman Duis asked if both needed to be approved; two basics for 2021 and the increase in cadets.

Director Urbanek stated both needed to be approved because ultimately the Council was the authority granting them the ability.

Director Urbanek questioned if they were going to be bringing any cars to Grand Island when they were going to be driving. Last year they used the Training Center's cars and paid the fee, now they are going to increase the number of people they're bringing out and cars are a constant budget battle for the Training Center and then if different agency's make requests to get people into our academy, that probably wouldn't work.

Chief Clary of Bellevue Police Department passed out a chart and explained the current problem the City of Bellevue had stating they were allotted 100 personnel and were currently 16 percent under staffed but were working toward fixing that problem but it was not a quick fix. They had lost 15 sworn positions over the last year. Thanks to the utilization of both academies they had been able to stop the bleed but it was going to take some dramatic effort over the next 20 months, according to the chart, to catch up. Looking at the chart, the yellow line at the top was the number of people they were actually paying, the red line below that were the number of actual certified officers working on their own, so you can see they dip towards the end of this year and the beginning of next year and have a need to put 8 bodies in the local academy not only this academy but the next academy and likely the one after that. The gold bars below are those academies. The blue bars above are the ones in the FTO process. Just to give you an idea of the timeline and the progression it would take to get us not only to our current status of 100 but also we believe the recent annexation of around 18,000 citizens we added no officers, we are doing a deep dive into how many officers are needed within our department. I believe there will be growth and it will take an effort. Hearing what Director Urbanek said earlier, we know we can't

put those extra bodies in NLETC. It's only through the efforts of SDLEA that we can get this done. We would appreciate your support for this effort.

MOTION

Chief Bliemeister motioned to approve the request to increase the class size for SDLEA from 16 to 24 and to address the unknown that got raised from one class to two classes for 2021. Citing Chapter 16, 006.09; Council certification of training academies shall be for the calendar year. So they can, you are certifying their academy, if they want to run two, three, you are certifying them. Number of students that you are sending out there. Chief Bliemeister stated I will draw a portion of that motion to when they increase the size of the academy class from 16 to 24 and there is no restriction. I just want to throw out from the outside looking in, and from an administrative perspective, I've said this before, it is impressive of the leadership from your agencies who come together and communicate and be involved in this partnership. It is no easy task and I am sure you are all aware of that. Chief Larby seconded the motion. Voting in favor; Mr. McCarthy, Sheriff Osmond, Chief Wolf, Chief Bliemeister, Lieutenant Colonel Duis, Chief Larby and Chief Deputy London abstained. Motion Carried.

VII. OTHER BUSINESS

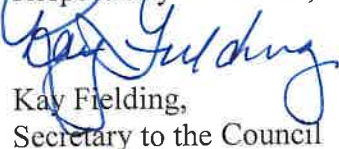
A. Date, Time & Location of Next Meeting

November 18, 2020, 9:00; Library, Nebraska Law Enforcement Training Center
3600 North Academy Road, Grand Island, Nebraska 68801

Director Urbanek asked members if they would like to change the meeting date so it would not interfere with the holiday or other occasions. Members agreed to change the date of the meeting to Monday, November 23rd.

Hearing no further business the meeting adjourned at 10:39 A.M.

Respectfully submitted,


Kay Fielding,
Secretary to the Council