

AGENDA POLICE STANDARDS ADVISORY COUNCIL



DATE: May 11, 2022
TO: Police Standards Advisory Council
FROM: Brenda L. Urbanek, Director
SUBJECT: Regular Meeting Wednesday, November 18, 2014, 9:00 A.M.
Library, Nebraska Law Enforcement Training Center, Grand Island, Nebraska

I. CALL TO ORDER

II. APPROVAL OF APRIL 20, 2022 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. Sarpy Douglas Law Enforcement Academy
- E. Crime Commission Report

IV. OLD BUSINESS

- A. LB 1241

Attachment # 1

V. NEW BUSINESS

- A. One-Year Waiver to Attend Basic
 - 1. Joseph McCormick
Superior Police Department

Attachment # 2

- 2. Jaden Nuss
Sutton Police Department

Attachment # 3



- B. In-Lieu of In-Person Management** **Attachment # 4**
1. Dave Dibelka, Metropolitan Community College Police Department
- C. Agency Head Character Affidavit Update** **Attachment # 5**
- D. Diploma Student Character Affidavit** **Attachment # 6**
- E. Suspended Status Inquiry**
1. John Carter
Dundy Co. Sheriff's Office
- F. Implementation of a Law Enforcement Academy at Mid-Plains Community College, John Carter, Presenter**
- G. Lincoln Police Department Reciprocity Curriculum Request** **Attachment # 7**
- H. Sarpy Douglas Law Enforcement Academy Curriculum Exemption Request** **Attachment # 8**
- I. Original Academy Instructor Applications** **Attachment # 9**
- General
- | | |
|-----------------|-----|
| Jeremiah Foster | NSP |
| Deb Home | NSP |
| Rob Pelster | NSP |
| Ida Stueven | NSP |
- Professional
- | | |
|---------------|--------------|
| Scott Jarecke | Lincoln P.D. |
|---------------|--------------|
- J. Renewal Academy Instructor Applications** **Attachment # 10**
- General
- | | |
|------------|-----|
| Mark Boyer | NSP |
|------------|-----|
- Legal
- | | |
|---------------|-----------|
| Nicole Hutter | NSP |
| Philip Kleine | Sarpy Co. |

I. NCO Eligible for Automatic Extension 16 Week Deadline

Barrett Boden, Johnson Co. Sheriff's Office	8/1/2022
Michael Cirrincione, Pawnee Co. Sheriff's Office	8/24/2022
Savannah Keller, Blair Police Department	8/12/2022
Austin Peck, Blair Police Department	8/12/2022
Justus Peterson, Scotts Bluff Co. Sheriff's Office	7/18/2022

J. Trainees

Cody Borgelt, Madison Co. Sheriff's Office
Michael DeCore, Hitchcock Co. Sheriff's Office

VI. OTHER BUSINESS

A. Date, Time & Location of Next Meeting

June 15, 2022, 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
APRIL 19, 2022



I. CALL TO ORDER

Chairman, Sheriff Osmond called the meeting to order at 8:59 A.M. Legal notice of the meeting was published in the Lincoln Journal Star. Roll call; Sheriff Dan Osmond, Sergeant Drew Bolzer, Lieutenant Colonel Buck Duis, Chief Mark Hogue, Assistant Chief Brian Jackson, Captain Sherie Thomas, Chief Tracy Wolf. Members not present; Mr. Matthew McCarthy and Chief Deputy Greg London.

II. APPROVAL OF MARCH 16, 2022 P.S.A.C. MINUTES

Chairman Osmond asked if there was a motion for approval of the March 16, 2022 minutes.

MOTION

Chief Wolf motioned to approve the minutes. Asst. Chief Jackson seconded the motion. Voting in favor; Sheriff Osmond, Sgt. Bolzer, Lt. Col. Duis, Chief Hogue, Asst. Chief Jackson, Capt. Thomas, Chief Wolf. Motion carried.

III. REPORTS

A. Director-N.L.E.T.C.

Director Urbanek reported that as of April 2022, the 791 bill has been in effect for four years and that to date I have received ninety-nine reports from agencies. Currently there are seven cases that are being reviewed or held pending arbitration to determine whether or not to file an informal complaint. As of last week, I had fourteen complaints out of the 99 that are still active. A number of them were processed and received voluntary surrenders. Director Urbanek walked the Council through her process when she receives a 791 complaint. Director Urbanek reported that the bill has done what it was supposed to do. Some administrators will mark the change in status form as 791 just because they are mad at the person leaving. Those tend to get cleared up quickly. Others have some serious issues that result in informal complaints. It all depends on how the administrators submit the change in status forms.



Director Urbanek reported that for the upcoming May Basic Training Session, NLETC had received ninety-three requested slots. NLETC received 50 completed and approved packets with ten of those from people returning to retake the PRET. Two withdrew before the PRET or acceptance letters so there were 48 potential students. Twenty-six people attended the April 12, 2022 PRET at NLETC. The others had completed the PRET as part of their hiring process. Nine people did not pass the PRET with four of them being returning PRET failures. We will start the 211th Basic on May 1, 2022 with 38 people

Deputy Director Stephenson and I have been discussing developing a plan for what would happen if we had 93 completed and approved packets. What the plan would be to provide training for that many.

Director Urbanek reported that in 81-1414 paragraph 6, subparagraph c, states that a Non-Certified Conditional Officer (NCO) shall meet all of the requirements for admission to the training center and shall immediately apply for admission to the next class. We had four people who failed the PRET who were NCOs, so in effect, they have not met the admission standards. What does the Council want me to tell the agencies about the status for their people? If they are on the list as an NCO and they fail the admission standards, whether it's the TABE test or the PRET test they really, according to law, can't be an NCO. The agency would be required to send in a change in status form changing the status to "trainee". Sheriff Osmond asked if that would start their 16 weeks over again. Director Urbanek said that in my opinion their 16 weeks would start over.

Director Urbanek reported that due to feedback from agencies and people using our website found it difficult to find information. We have been creating some updates to make it easier to find needed information.

Director Urbanek reported that Governor Ricketts would be at the Training Center on April 20th to sign LB 1241. There will be a contingent of State Senators and Law Enforcement Representatives joining him for the ceremony.

Director Urbanek reported that a former Red Willow Co. was convicted or plead guilty to attempting a Class 3 or 3a felony, terroristic threats, domestic assault, official misconduct and use of a firearm to commit a felony. He received a sentence of 2 years of probation and has been notified that we will be seeking a revocation of his law enforcement certificate.

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

With Deputy Director Mark Stephenson's absence, Randi Webb appeared in his place.

Randi Webb reported the following training:

- The 210th Basic class graduated on April 14, 2022 with 46 officers completing the training.
- The online Management course completed on March 25, 2022 with 10 of the 13 students successfully completing the course.
- The Firearms Instructor course that ran March 21-25, 2022 had 16 students successfully completing the course.
- The TAC Med user course that was scheduled for March 24-25, 2022 had been cancelled due to staff rescheduling. This would have been a tuition free course.
- The FLETC Firearms Instructor course that ran April 4-15, 2022 had 23 students successfully complete the course. Many of the students were from out of state.
- The Nebraska State Probation department utilized the facility from March 28-April 1, 2022 with 30 officers attending.
- The C.O.P.S. seminar was held on April 12, 2022 with 170 students attending
- The 211th Basic PRET test was held April 13, 2022 with 17 out of the 26 officers attending successfully completing it.
- A Defensive Tactics Instructor course scheduled for April 18-22, 2022 was cancelled due to lack of enrollment.
- The TAC Med Instructor course that was scheduled for April 18-22, 2022 has been rescheduled for June 2022.
- NLETC will be hosting an Intermediate Crash Investigation April 18-22, 2022 with 20 students enrolled.

Randi Webb also reported that the 2 staff instructor positions have been posted as continuously open. We had 2 applicants interview but turn down the position due to the cut they would take in salary. Also 1 applicant withdrew his application before the interviews for the same reason. There are currently no applications for either staff instructor position.

Randi Webb also reported that the Curriculum Coordinator position has been filled. The anticipated start date is August 22, 2022 due to the applicant retiring from the Grand Island Public School system at the end of the summer.

C. Nebraska State Patrol Training Academy

Captain Miller reported that they are continuing the application process for Camp 66. The start date is set for July 6, 2022.

D. SDLEA Law Enforcement Academy

Scott Wagner reported that the SDLEA Academy was in week 15 of training and are preparing for mid-terms and finals. We conducted 4 high risk traffic stop scenarios and currently have 23 recruits on the path to graduating on May 27, 2022. We are also preparing for the next recruit class that is set to have 24 recruits attending.

E. Crime Commission Report

IV. OLD BUSINESS

There was no old business.

V. NEW BUSINESS

A. Appointment of Hearing Officer

As per the Administrative Procedures Act as well as Title 79 Chapter 9, the Police Standards Advisory Council will appoint a pre-hearing/hearing officer to handle any pre-hearing conferences for contested revocation hearings. This can be the Chairperson of the Council or someone designated by the Council.

Sgt. Bolzer asked Mr. Stolz if it would put any undue burden on him to handle that responsibility. Mr. Stolz responded that it would not.

MOTION

Assistant Chief Jackson: I would make the motion to designate Dave Stolz as the pre-hearing/hearing officer for the 2022 calendar year. Chief Hogue seconded the motion.

Voting in favor; Sgt. Bolzer, Lt. Col. Duis, Chief Hogue, Asst. Chief Jackson, Capt. Thomas, Chief Wolf, Sheriff Osmond. Motion carried.

B. Waivers

1. One-Year Waiver to Attend Basic

- a. James Randol, Walthill Police Department

Director Urbanek stated that Mr. Randol was hired by the Walthill Police Department on July 27, 2021. January 5th we received an application for training from Walthill for Mr. Randol, on the 28th he took and passed the TABE test, February 10th a completed application packet was received. Mr. Randol is the Chief of Police for Walthill Police Department. He is a non-certified agency head which requires the Training Center staff to conduct the background investigation. This was completed by Dennis Leonard on the 25th of March 2022. I would like to give special recognition to Investigator Leonard for his diligence for his on the phone and in-person with Mr. Randol to help clear up any potential issues to make sure that all the information was reported and explained. May 1st is when the 211th Basic is set to begin, Mr. Randol's year expires July 27, 2022, the graduation is August 12th, so we are talking about approximately 2 weeks past his 1 year date. Mr. Randol's counsel would like to address the council.

Matt Wonderloh: I am here with Mr. Randol. I am also the village attorney for Walthill. The time frame the Director Urbanek laid out is generally correct. Mr. Randol tried to be as diligent as he could to submit the application timely. I think the original plan was to enroll him in the prior training session, unfortunately that didn't happen. He didn't have some of the supporting documentation like high school diploma and so forth, he had to request that, when he received the items he submitted the packet as soon as he could. We are basically a few week shy of the one year training. Speaking on behalf of the village, the village needs him, we are essentially a one officer department we do have another officer who is hired but I don't think he is going to work out, I won't get into reasons why but Mr. Randol is the one and only person that we have. He is not going to go back to Walthill to work during training once his one year is up, late July through August. His request and my request on behalf of the village is to grant a waiver so he can attend training.

Mr. Stolz: In order to get the waiver, the Council has to determine if there was an extreme hardship on the applicant from Walthill. Really it is based on the fact that he couldn't complete the mandated training due to factors beyond his control.

Sgt. Bolzer: He has a completed packet?

Director Urbanek: Yes, but it can't be officially approved without this waiver.

MOTION

Chief Wolf: I make a motion to approve the one year waiver to attend basic training for James Randol provided he does not perform law enforcement duties from his one year date of July 27, 2022 until his graduation from basic training. Capt. Thomas seconded the motion.

Voting in favor; Lt. Col. Duis, Chief Hogue, Asst. Chief Jackson, Capt. Thomas, Chief Wolf, Sheriff Osmond, Sgt. Bolzer. Motion carried.

2. In-Lieu of In-Person Management

- a. Lieutenant Alan Eberle, Nebraska State Patrol

Randi Webb: Lt. Eberle of the Nebraska State Patrol has submitted documents of management training for approval of in-lieu-of in-person training at NLETC for Management. After reviewing the documents from the LPO training attended by Lt. Eberle Deputy Director Stephenson recommends that the council approves Lt. Eberle's request.

Director Urbanek: He would still be required to take the online portion of management.

MOTION

Assistant Chief Jackson: I would make a motion to approve Lt. Eberle of the Nebraska State Patrol, based on the recommendation of the NLETC staff, a waiver in lieu of management contingent with him taking the online portion of the training. Chief Hogue seconded the motion.

Voting in favor; Chief Hogue, Asst. Chief Jackson, Capt. Thomas, Chief Wolf, Sheriff Osmond, Sgt. Bolzer. Abstained; Lt. Col. Duis. Motion carried.

3. One-Year Waiver Management Requirement

- a. Lieutenant Allen Straub and Lieutenant Neal Bonacci, Omaha Police Department

Director Urbanek reported that Lt. Straub and Lt. Bonacci were enrolled in the on-line management course that fell on the same week that Omaha P.D. was conducting their in-person management course.

Mr. Stolz reported that he left them enrolled in the on-line course to see if they would be able to complete the course and if they did not complete it they would need this waiver.

Director Urbanek recommended granting the waiver request.

MOTION

Assistant Chief Jackson: I would make the motion to approve the waiver of the one-year requirement for Management for Lt. Allen Straub and Lt. Neal Bonacci of the Omaha Police Department contingent on their attendance of the online portion of the management course in 2022. Chief Hogue seconded the motion.

Voting in favor; Asst. Chief Jackson, Chief Wolf, Sheriff Osmond, Sgt. Bolzer, Lt. Col. Duis, Chief Hogue. Abstained; Capt. Thomas. Motion carried.

- b. Division Chief Kimberly Church, Insurance Fraud Prevention Division

Director Urbanek reported that there are several agencies within the State who have law enforcement officers who have State Special Deputy credentials but they are not considered "law enforcement" agencies. The agency was not aware of the requirement for the individual officer to attend management training.

Division Chief Kimberly Church was promoted in March of 2021 and is asking for a waiver of the one-year requirement.

MOTION

Assistant Chief Jackson: I make a motion to approve the one year waiver of management requirement of Kimberly Church pending her successful completion of management training in 2022. Chief Hogue seconded the motion.

Voting in favor; Capt. Thomas, Chief Wolf, Sheriff Osmond, Sgt. Bolzer, Lt. Col. Duis, Chief Hogue, Asst. Chief Jackson. Motion carried.

C. Supervision-Request to Approve Curriculum

Director Urbanek reported that the Nebraska State Patrol submitted their curriculum for their own Supervision course and it meets what the training that is offered by NLETC. The State Patrol would like to conduct their own course instead of trying to fit their new supervisors, and those wanting to be supervisors, into the course that NLETC is only offering once a year. This has been approved by the council in the past and Director Urbanek recommends approval for 2022.

MOTION

Chief Wolf: I would make a motion to approve the 2022 Supervision class for the Nebraska State Patrol. Capt. Thomas seconded the motion.

Voting in favor; Chief Wolf, Sheriff Osborn, Sgt. Bolzer, Chief Hogue, Asst. Chief Jackson, Capt. Thomas. Abstained; Lt. Col. Duis. Motion carried.

D. NCO Eligible for Automatic Extension

1. Brittany White, Colfax Co. SO, 6/1/2022
2. Minh Trinh, South Sioux City PD, 5/17/22

3. Britteny Ruh, Beatrice PD, 7/8/22

Director Urbanek reported that Brittany White, Colfax Co. Sheriff's Office, Minh Trinh, South Sioux City Police Department and Britteny Ruh, Beatrice Police Department are all eligible for the automatic 16 week extension that is granted by the council. They have met all of the requirements for basic training except that their appointment date as an NCO will exceed 16 weeks before they are certified. By law the council shall grant the extension of another 16 weeks. They have all done what they needed to do to receive the automatic extension.

MOTION

Assistant Chief Jackson: I make a motion for the NCO automatic extension for Brittany White, Colfax Co. Sheriff's Office, Minh Trinh, South Sioux City Police Department and Britteny Ruh of the Beatrice Police Department. Capt. Thomas seconded the motion.

Voting in favor; Sheriff Osmond, Sgt. Bolzer, Lt. Col. Duis, Chief Hogue, Asst. Chief Jackson, Capt. Thomas, Chief Wolf. Motion carried

E. Trainees

Lane Cacek, Kearney Police Department
Jacob Charvat, Omaha Police Department
Jacob Closner, Nemaha Co. Sheriff's Office
Douglas Diaz Flores, Omaha Police Department
Brayden Enlow, Scotts Bluff Co. Sheriff's Office
Sheena Glover, Omaha Police Department
James Grasmick, Omaha Police Department
Thomas Grayson, Omaha Police Department
Ryan Hatcher, Omaha Police Department
Savannah Keller, Blair Police Department
Tristan Kirch, Scotts Bluff Co. Sheriff's Office
Richard Kirsch, Keya Paha Co. Sheriff's Office
Robert Larsen, Kearney Police Department
Hunter Lee, Nebraska Game & Parks Commission
Matthew Leidel, Omaha Police Department
Joseph Leitz, Kimball Police Department
Nathan Lokamas, Omaha Police Department
Logan Luft, Grand Island Police Department
Jared Lyons, Omaha Police Department
Jacob Marshall, UNO Police Department
Jessica Martinez, Grand Island Police Department
Koby Quintana, Holdrege Police Department
Amanda Scott, Hastings Police Department
Vuong Vo, UNL Police Department

Rex Wheeler, Plattsmouth Police Department
Zachary Wynn, Omaha Police Department
Carter Zlab, Omaha Police Department

Director Urbanek reported that the people listed above have been hired as trainees indicating that they have no law enforcement powers. This is just to go on record as a public notification. No motion or action was taken by the council.

F. Revocation of Law Enforcement Certification-Voluntary Surrender
Dianne Nichols, LR-176-19

Mr. Stolz offered Exhibit #1, the Consent to Revocation of Law Enforcement Certificate and Waiver of Notice and Hearing signed by Dianne Nichols and offered it into evidence and asked that it be received.

Chairman Osmond received Exhibit #1 into evidence.

Mr. Stolz gave a factual basis regarding the respondent's actions which lead to an informal complaint being filed against her and asked that the Council accept her relinquishment and recommend to the Crime Commission that the respondent's Law Enforcement Officer Certificate and Supervisor Certificate be revoked based upon violation of the officer's oath of office, code of ethics and her statutory duties per Neb. Rev. Stat. §81-1403(6)(c) and Title 79 NAC, Chapter 9, §003.04, respectively.

Sgt. Bolzer asked if her voluntary surrender would cause her name to be posted to the list of revoked officer.

Mr. Stolz replied that according to Title 79 Chapter 9, her voluntary surrender equates to a revocation.

MOTION

Assistant Chief Jackson: I make a motion that the council accepts the voluntary surrender of the Law Enforcement Certificate and Supervisor Certificate of Dianne Nichols for violations of the Oath of Office, Code of Ethics and the statutory duties as outlined by the legal advisor of the Police Standards Advisory Counsel David Stolz. Sgt. Bolzer seconded the motion.

Voting in favor; Sgt. Bolzer, Lt. Col. Duis, Chief Hogue, Asst. Chief Jackson, Capt. Thomas, Chief Wolf, Sheriff Osmond. Motion carried.

G. Continuing Education Audit

Director Urbanek reported that NLETC conducts random audits of law enforcement agencies for continuing education based on the size of the agency. For the agencies

selected she requests the training records for 3 officers. All agencies were in compliance for 2021 except for the Lyons Police Department. In January Lyons P.D. reported that off of their officers were in compliance but they couldn't provide documentation for one of their part time officers. A new chief was hired in February 2022 after the reporting period so he inherited the problem. The officer worked for another agency full time but did not provide Lyons P.D. with any training records. Chairman Osmond asked if the new chief could have cleared up the problem by obtaining the documentation of the training and sending it to NLETC. Director Urbanek responded that he could have, if the other agency would provide the information.

Director Urbanek asked for steps that she could take with an agency if they are not in compliance and what, if any, penalty is assigned, and if the penalty goes to the officer or the agency.

MOTION

Sergeant Bolzer: I am going to make a motion to have Director Urbanek audit the agency that he or she was employed with to make sure the training hours for 2021 are in fact what they say they are. Capt. Thomas seconded the motion.

Voting in favor; Lt. Col. Duis, Chief Hogue, Asst. Chief Jackson, Capt. Thomas, Chief Wolf, Sgt. Bolzer. Voting against; Sheriff Osmond. Motion carried.

H. Council's Requirements for Implementation of LB1241

1. Interlocal agreement agencies.

Director Urbanek reported that LB1241 changes a number of things and has an emergency clause that says as soon as the Governor signs it, it goes into effect.

The bill defines a training academy as: The Training Center or another council-approved law enforcement training facility which offers certification training that meets or exceeds the certification training curriculum of the training center and is operated and maintained by a law enforcement agency or by multiple law enforcement agencies pursuant to the Interlocal Cooperation Act. Director Urbanek believes the purpose of this line in the bill is to allow SDLEA or other similar academies to be considered independent from the Training Center much like Lincoln and Omaha.

The current rule and regulation in Chapter 16 establishes two types of academies. Agency academies only training their own agency employees and academies training students that are not employed by the academy agency.

Mr. Stolz wanted it on record that you would have to retool Chapter 16 to show SDLEA and similar academies were academies training their own employees.

Asst. Chief Jackson asked if SDLEA was currently following NLETC's curriculum. Mr. Wagner responded that they were but they also added on to it. Director Urbanek wanted clarification that with LB 1241 SDLEA could submit their own curriculum and not have to use NLETC's curriculum as long as they were covering the council approved job tasks.

Chairman Osmond asked if this needed to be addressed through Rules and Regulations. Mr. Stolz responded that would be the clearest way to do it. That would set a clear record and standard.

No action was taken by the Council

2. Continuing Education requirements for retiring officers.

Director Urbanek reported that LB1241 allows that no CE's are required for the year an officer retires as long as he retires in good standing. Previously if you worked at all in the calendar year, you were required to complete the continuing education requirement.

3. Reciprocity

a. Physical Test

LB1241 requires the council to establish a physical test for Reciprocity. Director Urbanek reported on the differences between the PRET test and the Physical Tasks test that is based on the current job task analysis. Director Urbanek reported that the PRET test is based on gender and age and is a test of your physical fitness to participate in the rigors of basic training, while the Physical Task test includes what the officer is going to have to physically do as a law enforcement officer. Which was established by the job task analysis.

LB1241 provides that the Training Center will offer the test monthly. The Council discussed options if someone failed a component of the Physical Task test. They would have the option to retake the component that they failed. It was also asked if the applicants would have to come to NLETC for the Physical Task test or could that be duplicated at the agency. The components of the PRET test are all demonstrated by video on the website.

Some Council members voiced the opinion that the PRET test should be a viable option for the physical test.

MOTION

Assistant Chief Jackson: I make a motion that reciprocity physical testing shall be demonstrated by the Physical Task testing as demonstrated by the current NE Basic curriculum requirements or successful completion of the approved PRET test. Chief Hogue seconded the motion.

Discussion after the motion

Chairman Osmond commented that he personally doesn't like the PRET test as there are other tests out there to determine a person's physical fitness that are better than the PRET but in the interim it is a good motion until we can figure out what the standard should be.

Director Urbanek reiterated the differences between the two tests.

Voting in favor: Asst. Chief Jackson, Capt. Thomas, Chief Wolf, Sheriff Osmond, Sgt. Bolzer, Lt. Col. Duis, Chief Hogue. Motion approved.

- b. Certificate or diploma of a Council-approved equivalent curriculum.

Director Urbanek reported that we have a curriculum comparison document. She questioned how NLETC is going to assure that and what training can she consider to do comparison.

Asst. Chief Jackson stated that it wouldn't be fair to just consider their basic curriculum as the means of approval of an equivalent curriculum. The curriculum someone had years ago wouldn't come close to the current curriculum.

After much discussion it was decided that Director Urbanek could use all training that the applicant could document. Whether it was basic training, specialized courses and/or in-service.

MOTION

Assistant Chief Jackson: I make a motion that in order to obtain reciprocity curriculum acceptance the applicant has to show equivalency to the Nebraska Law Enforcement Training Center's basic course through prior law enforcement certification and/or to include other additional training obtained by the applicant for consideration. Sgt. Bolzer seconded the motion.

Voting in favor: Chief Hogue, Asst. Chief Jackson, Capt. Thomas, Chief Wolf, Sheriff Osmond, Sgt. Bolzer, Lt. Col. Duis. Motion approved.

c. Council-approved written test.

Director Urbanek reported that the previously used written test for Reciprocity was not Nebraska specific but contained general law enforcement knowledge. The students would come out to NLETC for 4 weeks of training that included Nebraska specific issues. Since the applicants are no longer required to attend any training at NLETC per LB1241, the hiring agencies should have Nebraska specific issues as part of their training of reciprocity applicants and those issues should be covered with the new council approved written test. In the interim we can use the Basic Training comprehensive written test until the council develops a new reciprocity written test. LB1241 also requires a study guide to be created for the written test. The time frame to create and validate a new test would probably be about a year.

MOTION

Assistant Chief Jackson: I make a motion that the Reciprocity written test shall consist of the successfully completing the current basic comprehensive final test provided by the Nebraska Law Enforcement Training Center. Sgt. Bolzer seconded the motion.

Voting in favor: Capt. Thomas, Chief Wolf, Sheriff Osmond, Sgt. Bolzer, Lt. Col. Duis, Chief Hogue, Asst. Chief Jackson. Motion approved.

The other reciprocity changes that were reported include that Reciprocity officers were now considered an NCO (non-certified conditional officer) so that they can work for the agencies after the 80 hour training. The previous bill had the provision that reciprocity officers couldn't work at an agency until they had completed certification.

NLETC will conduct both written and physical tests for Reciprocity on a monthly basis.

4. Attraction and Retention

Director Urbanek read the section of LB1241 dealing with the retention incentive: The council shall accept applications for retention incentive payments from individual law enforcement officers in Nebraska. To be eligible for a tier 1 retention incentive payment, a law enforcement officer must complete 12 months of full-time employment as a law enforcement officer after July 1,

2022. Tier 2 must complete 3 full years of full-time employment and Tier 3 the officer must complete five years of full-time employment. The question is timing. Will the council consider applications after July 1, 2022 for people who have already been working for 12 months or does the clock start on July 1st and the first payments wouldn't be paid until July 1, 2023?

For an agency that employs 75 or fewer officers, the payment amounts are set at 1500.00 for tier 1, 2500.00 for tier 2 and 3000.00 for tier 3. Officers employed by an agency that employs more than 75 employees are only eligible for a tier 1 payment of 750.00.

MOTION

Sergeant Bolzer: I make a motion that we do not accept applications for the retention incentive payments until July 1, 2023. Lt. Col. Duis seconded the motion.

Discussion after the motion

There was more discussion from multiple council members to clarify the timing. Sgt. Hogue also asked if the money wasn't used would it be gone? Executive Director Arp replied that the money would roll over to the next fiscal year. Capt. Thomas and other council members wanted to change the motion but Chairman Osmond said that there was a motion and a second on the floor and the council needed to vote. If the motion was voted down someone could make a new motion.

Voting in favor: Sheriff Osmond, Sgt. Bolzer, Asst. Chief Jackson. Voting against: Chief Wolf, Lt. Col. Duis, Chief Hogue, Capt. Thomas. Motion was not approved.

MOTION

Captain Thomas: I move that the Council starts to accept applications for the retention incentive payments after July 1, 2022. Chief Hogue seconded the motion.

Discussion after the motion

Council members were still wanting clarification on the timing and whether someone who had worked 5 years could apply for all 3 incentive payments. After more discussion, Chairman Osmond said the Council needed to take more time to work out the details and asked Capt. Thomas if she wanted to withdraw her motion. Capt. Thomas withdrew the motion. No further action was taken.

5. Hiring bonuses.

LB-1241 also includes a hiring bonus grant that agencies can apply for and have paid by the PSAC. After much discussion on the details of when and how the payments would be made it was decided that no action needed to be taken at this time as there would be time to work out the details in the future. The amount of money left for the hiring bonus grants would be determined by how much money was paid out for the retention incentives. The remaining money would be available for the hiring bonus grants. No action was taken by the council at this time.

VI. OTHER BUSINESS

A. Date, Time & Location of Next Meeting

May 18, 2022, 9:00 A.M., Library, Nebraska Law Enforcement Training Center, 3600 North Academy Road, Grand Island, Nebraska 68801

Hearing no further business, Chairman Osmond adjourned the meeting at 12:30 p.m.

Respectfully submitted,



Steven Gobel, Office Specialist