



## AGENDA POLICE STANDARDS ADVISORY COUNCIL

**DATE:** September 9, 2020

**TO:** Police Standards Advisory Council

**FROM:** Brenda L. Urbanek, Director

**SUBJECT:** Regular Meeting Wednesday, September 16, 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 AUGUST 19, 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



**VI. NEW BUSINESS**

- A. Waiver/Extension of One-Year Basic Certification** Attachment #1  
Timothy Anderson, Scribner Police Department
- B. Waiver of One Year Basic Certification** Attachment #2  
Jason Thompson, Burwell Police Department
- C. Requesting Extension for Statutory Requirement of Management Course**  
**Waiver of Northwestern School of Police Staff and Command** Attachment #3  
**In Lieu-of Management Training for Lt. Tyler Kroenke, NSP**  
**400-hour course to be completed by November 20, 2020**
- D. Requesting Extension for Statutory Requirement of Management Course**  
**Waiver of Northwestern School of Police Staff and Command** Attachment #4  
**In Lieu-of Management Training for Lt. Michael Maytum, NSP**  
**400-hour course to be completed by November 20, 2020**
- E. Appeal – 20-PSAC-80; Denial to Basic Training** Attachment #5  
Jason Fritz, Polk County Sheriff’s Office
- F. Waiver of Training Requirement; Title 79, Chapter 3** Attachment #6  
Chief Ken Clary, Bellevue Police Department

**VII. OTHER BUSINESS**

- A. Date, Time & Location of Next Meeting**  
October 21, 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  
August 18, 2020**

**I. CALL TO ORDER**

Chairman, Lieutenant Colonel Buck Duis called the regular monthly meeting of the Police Standards Advisory Council to order at 9:09 A.M. Legal notice of the meeting was published in the Lincoln Journal Star on Tuesday, August 4th, 2020.

Roll call of members; Lieutenant Colonel Buck Duis, Chief Deputy Greg London, Chief Jeffrey Bliemeister, Chief Timothy Larby, Sheriff Dan Osmond, and Chief Tracy Wolf. Mr. Matthew McCarthy was not present.

Others present: Brenda Urbanek, Don Arp, David Stolz, William Keeling, Jeff Roby, Scott Wagner, Kay Fielding, Sheriff Kirk Handrup, Casey Sample, Mike Kerby. Via Zoom; Sheriff Shelly Perez.

**II. APPROVAL OF JULY 15, 2020 P.S.A.C. MINUTES**

**MOTION**

Chief Bliemeister motioned to approve the July 15, 2020 minutes. Sheriff Osmond seconded the motion. Voting in favor: Lieutenant Colonel Duis, Chief Deputy Greg London, Chief Jeff Bliemeister, Chief Timothy Larby, Sheriff Osmond, and Chief Wolf. Motion carried

**III. ACADEMY REPORTS**

**A. Director – N.L.E.T.C.**

Director Urbanek reported Friday, August 14<sup>th</sup> was the Crime Commission meeting and the final step in the revocation for Clinton Bohaty, Justin Blazer, Benjamin Parks, Kyle Rappold, and Ryan Mara. They have been entered into the National Decertification Index. At the same meeting informal complaints were dismissed on: Dustin Black, Nicolas Russell, Kyle Gress, and Francisco Cortes.

In July I attended a meeting at College Park with UNK and some business leaders here in the city and we talked about how they and College Park could form an alliance and help professions.

One of the things they talked about was distance learning and I said it that would be awesome if you could come up with a certificate program for evidence collection or cyber security,



something that might benefit law enforcement. I was kind of the outlier in the room in that all the other groups were based here and the people were here and they wanted to build their people. My people are here but then they leave. I'm just really interested in what type of distance capabilities they had. It was really an interesting meeting. UNK has not had a presence in Grand Island at College Park or CCC for about 10 years so they are trying to expand their base a little bit.

July 22<sup>nd</sup> I audited the NSP classroom presentation on working with Native American victims of violence for their inspection. I also thought it was a very timely topic given our current environment.

July 23<sup>rd</sup> I conducted the inspection of the Lincoln Police Department's academy. The class I inspected was Unbiased Policing.

I do need a volunteer from the Council to assist with the Training Center's inspection the afternoon of September 16<sup>th</sup>. Let me know if you are available. It will take about two hours.

I did reach out to the Omaha Police Department for their Inspection. They are not sure if they will be conducting another class this year.

We cancelled two courses; the September Crash Reconstruction class due to low enrollment and the Gauge Instructor course due to vendor issues.

As of this meeting we have received 60 - 791 complaints on officers. I am not truly convinced that is accurate. Some information doesn't trigger a 791.

Lieutenant Colonel Duis questioned if there were any issues marked as potential 791's but were not. Director Urbanek stated probably 1/3 of them have been dismissed.

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

Deputy Director Keeling stated the 205<sup>th</sup> had one failure on the comprehensive practical exam last week. That student has since retaken the exam and passed. There were no failures on the Comprehensive written exam Monday morning with no failures. All the students who were initially unsuccessful with completing the physical tasks at the beginning of basic have now completed the required tasks.

The class completed an active shooter training yesterday at the Hastings Regional Center. Today and tomorrow they are completing a Radar/Lidar Certification. Friday will be the Graduation ceremony at 11:00 AM. As always, members have an open invitation if they have an interest in attending.

The 206<sup>th</sup> Basic will begin August 31<sup>st</sup>. It appears this class will begin at the maximum enrollment of 50. We plan to monitor and screen students as we have been.

We currently have a Supervision course going on with 35 that will finish tomorrow.

Firearms and Patrol Rifle Recertification is scheduled for today and tomorrow. There is another one of these scheduled September 1<sup>st</sup> and 2<sup>nd</sup>.

Reactivation/Recertification is scheduled for September 8<sup>th</sup> and finish on October 2<sup>nd</sup>.

A new Firearms Instructor Course will be held September 14– 18 and a new Patrol Rifle Course the 21<sup>st</sup> – 25<sup>th</sup>.

We will try to stream graduation live on our Facebook page Friday.

### **C. Nebraska State Patrol**

Captain Roby stated Camp 63 was in week 7 with 20 students. We started with 24. Since the last meeting we have been busy with carrier motor vehicle law, basic first aid, law enforcement mentally ill, effective communications and the Native American culture class which we taught over Web Ex with remote teaching.

The Use of Force law class we had the administration of criminal law, we started our motor vehicle coursework we just finished a week long firearms and handgun and rifle about a week and a half, we just did a media relations last week or yesterday and right now we are doing rules of evidence.

For in services we offered Dessert Snow with a class of mid twenty's. We then hosted an Interdiction for the Protection of Children course which went over well so we may bring that one back. Nebraska State Patrol also put on their Supervision course and we are currently holding our part B class for Level One Carrier Inspectors.

Starting September 8<sup>th</sup> we will hold the Northwestern Command School, with 26-27 enrolled.

### **D. S.L.D.E.A.**

Currently we are in week 17 of 23. Currently we are here at the NLETC doing EVOC and our outside test outs today.

For the remaining 6 weeks we have Accident Investigation, DUI, Standardized Field Sobriety, Radar, that type we also have the active killer, practical. We also have 6 additional days of practical skills testing and development that is added on to the midterm comp practical final where they have their next 4 weeks. We started with 15 recruits, we are down to 13. We had one resignation and one injury. I think the remaining 13 should be good to go. The Bellevue P.D. injury will be recycling with N.L.E.T.C. in August. Graduation is scheduled for October 2<sup>nd</sup>

2021 I will be putting in a request for 2 academy classes. January 4<sup>th</sup> and July 2<sup>nd</sup>.

#### **IV. CRIME COMMISSION REPORT**

Mr. Arp stated we will discuss 924 later but I want to highlight one thing about it. A penalty provision has been added to it Racial Profiling data, so if the Commission determines your data is not complete or for the whole period, I can withhold any and all funding from federal or state grand sources or any support we give you. We have about 12 departments that are not complete in their data reporting and we're going to start withholding funding from all of them. I will communicate with those departments to let them know to be forewarned that this penalty provision did not really get discussed on the floor at all, they just focused on the training part.

#### **V. OLD BUSINESS**

##### **A. Discussion on Licensing Exam**

Since the last meeting I sent out a survey to the members of IADLEST (International Association of Directors of Law Enforcement Standards and Training) to figure out how many other states use some sort of licensing and certifying type of exam. The verbiage is a little different between states, some of them refer to it as a certification exam, some call it a licensing exam, some a final exam, comprehensive exam. At the end of the day, you have completed the academy and became an officer. I sent out 50 requests for information and 24 provided responses. It was a fairly even split. 13 conduct this type of test after the student completes the academy but before the state issues the certification to the individual as an officer. Of the 11 responses who do not do this type of testing; 2 are implementing it in the near future, 1 conducts the comprehensive test at the conclusion of each of the 3 phases of their academy. So their academy is broken into thirds, when you finish the first third you take a comprehensive test, the second, and so forth.

One state has the POST board approve the final exam for each academy. One state does not conduct this type of test but also does not certify an individual until he or she has successfully completed the state's mandatory FTO program.

A copy of the job tasks was handed out. This list of all of the critical tasks identified and the methodology and how it came about. On the right hand side of the document you see a column that indicates a C, P or both. The consultant met with Casey and I before we developed the test and we determined it's a cognitive only test question or is there a performance component to it or is there a performance only component to it. And so the first two or almost three pages are the cognitive and performance combined and then at the bottom of the third page is the performance only tasks and it goes over to the next page as well. So anything after performance only task is not on this cognitive test, it's just not tested. Our thought process with that was when it comes to unloading various guns, if you have completed the firearms program for your agency, you have met that task. We couldn't come up with a way to write good questions that would address that performance based type of a test. So that is basically the new information that I have gathered from our last meeting and just to review the implementation process. Once the Council approves it I want each academy to have the opportunity to take the exam and then the data from that exam will be provided to that academy director for review for their purposes to do what they

want. Then hopefully we can establish a 70% passing score but we would not require that until sometime in 2021.

I would be happy to entertain any questions.

It will be part of Rule and Regulation, Chapter 5, Testing and if we identify this as a comprehensive test, there would be no need for a rule change. If we changed it to licensing, we would have to define licensing. Part of the discussion at last month's meeting to be a certified academy by this body is supposed to conduct comprehensive testing and historically that has not always happened. Given the individual agency academy's latitude, we could put it under a comprehensive test to certify the academy thus granting certification to those individuals graduating from each academy.

I would anticipate action in maybe the October meeting because that's when we will be doing curriculum issues. The average score on this last comprehensive exam for the 205<sup>th</sup> was 82%. The average of their unit exams was about 87% to 88%.

## **VI. NEW BUSINESS**

### **A. Academy Instructor Certifications**

#### **General Original**

Mariana Ward – Nebraska State Patrol

Deputy Director Keeling stated she would be teaching investigative procedures, specifically fingerprinting in both the State Patrol's Academy and NLETC's Academy. She has a master's Degree in Criminalistics, is highly qualified and would recommend her for approval.

#### **MOTION**

Chief Bliemeister motioned to approve the General Original for Mariana Ward. Chief Larby seconded the motion. Voting in favor; Chief Deputy London, Chief Bliemeister, Chief Larby, Sheriff Osmond, Chief Wolf, and Lieutenant Colonel Duis. Motion Carried.

#### **Legal Recertification**

David Babcock – Nebraska State Patrol

Deputy Director Keeling stated David Babcock was asking to teach Criminal Elements and Juvenile Justice and was a long time attorney that had been employed with the State Patrol for many years. He is highly qualified to teach these classes and would recommend approval on his recertification.

## MOTION

Chief Bliemeister; I would make a motion to approve the legal recertification for David Babcock. Sheriff Osmond seconded the motion. Voting in favor; Chief Bliemeister, Chief Larby, Sheriff Osmond, Chief Wolf, Lieutenant Colonel Duis, and Chief Deputy London. Motion Carried.

**B. Waiver/Extension of One-Year Certification**  
Tyler Henneman, Thurston County Sheriff's Office

Sheriff Perez joined the meeting via Zoon

Chairman Duis stated the Council had Sheriff Perez's letter regarding the matter and asked if she would like to add anything in regarding to the matter.

Sheriff Perez stated nothing other than her letter explained why they needed to get him into the academy earlier and she was hoping Mr. Henneman could get approved to attend and graduate after his starting date.

Director Urbanek stated he had met all of the admission requirements and was enrolled in the August class with an asterisk awaiting the decision today. Graduation will be December 17<sup>th</sup>, which will be roughly a month after his hired date.

## MOTION

Chief Bliemeister, I'll make a motion to approve the request from Sheriff Perez for Deputy Tyler Henneman with the stipulation that he can't act in a law enforcement capacity between the dates of November 18, 2020 and his graduation from the academy on December 17<sup>th</sup> of 2020. Sheriff Osmond seconded the motion. Voting in favor; Chief Larby, Sheriff Osmond, Chief Wolf, Lieutenant Colonel Duis, Chief Deputy London, Chief Bliemeister.

**C. Sarpy County Firearms Instructor In-Lieu-Of**

Director Urbanek stated as provided in Title 79, Chapter 11, an individual could apply for in-lieu-of Nebraska certification as a Firearms Instructor if they attended a couple courses listed in the regulation, to include the FBI, FLETC and the NRA. Currently we are experiencing a bit of a backlog to our Firearms Instructor Courses. The one scheduled for this spring was cancelled so it has been rescheduled with the class size limited to 20. He is still doing two a year. What tends to happen for agencies is you start out as a deputy doing the firearms instructor, then get promoted, and some of those things start to fall away. Our rosters of agencies include all of the certified firearms instructors, patrol rifle instructors and driving instructors. When we have to start making a priority list of who gets to come to the instructor course we look at how many other instructors they have in their agency according to our records. Understanding there are assignments and things that they really don't do that much of anymore but there is somebody



who could go out and conduct a qualification for them when we have agencies who don't have any firearms instructors because their person just left and he was qualified in seven different agencies in the area. So we're trying to address the needs of statewide firearms, because this is one of the mandates, so that's why the in-lieu-of request is available, is to recognize if you went to a FLETC Firearms Instructor course, you probably went to a pretty good course, if you went to the FBI course, different than ours, but still, quality course. In this particular request, Sarpy County had an individual who requested that we grant his request for a National Rifle Association Law Enforcement Division Handgun Shotgun Instructor Certification in-lieu-of attending Sarpy County's Firearms Instructor Course and the reason he can't attend it is because we said Sarpy had too many firearms instructors right now, so were not going to give them priority to bump someone who didn't have it.

Instructor Kerby stated a comparison had been made and it truly was an apples to apples comparison. Green apples versus red apples but it certainly meets or exceeds what we teach here at NLETC for basic instructor certification.

Director Urbanek stated the only issue Mark Stephenson and I have certifying someone as a Nebraska certified Firearms Instructor with a different Curriculum in three years when the person comes back to recertify, do they come here to renew under our criteria, in something they were never certified in this curriculum. So our thought process was, in three years when this expires, if he hasn't been able to get in, and we're working to get him into the Nebraska course if we can, he'll have to get into the NRA's recertification because they were the founding certification body in the first place. Because there were three differences that we could come up with. In the NRA school they don't shoot our state qualification or our state requirements. There was nothing on weapons maintenance and then for our basic handgun instructor certification there is a 12-hour apprenticeship, which he doesn't have to do. Other than that Mark Stephenson has check marks by everything and it looked fairly good.

Mr. Kerby stated on the 12-hour apprenticeship, the way Chapter 11 reads, if that agency is associated with another training academy, which Sarpy County is, then he can certainly do his 12 hours of apprenticeship with SDLEA and that would met that requirement.

Chief Larby questioned if there was a provision in the book to recertify through the NRA or would he have to come through the NLETC and be a quick study?

Mr. Stolz stated there was a provision where he could recertify through another in the regulation. Just like it would be for the initial certification in section 006.03B.

Lieutenant Colonel Duis questioned if we approve this in-lieu-of and he would need to come back for a recertification through Nebraska, would he be going through a recertification or would we be requiring him to go through an original certification?

Mr. Stolz stated if the Council approved the in-lieu-of, you would be issuing him a Nebraska Firearms Certification. It's not going to say "conditional" so if he wants to recertify, he can come through a Nebraska recertification course and Chief Larby is right he might be a little bit

short on it but he could probably pick up on it pretty quick. But the one thing he doesn't do is go through an apprenticeship. That is the one difference.

Members stated that they could mandate that he do it and have him either go through SDLEA or NLETC.

### **MOTION**

Chief Bliemeister motioned to approve the National Rifle Association in-lieu-of Handgun Firearms Instructor Course for Justin Wissink of the Sarpy County Sheriff's Office with the exception that he has to complete the 12-hour apprenticeship before he can be acting as a certified Nebraska instructor and if he completes this he just has to complete the Nebraska Firearms Recertification course three-years from the date of the NRA qualification. Chief Larby seconded the motion. Voting in favor; Sheriff Osmond, Chief Wolf, Lieutenant Colonel Duis, Chief Bliemeister, Chief Larby. Chief Deputy London abstained.

#### **D. 2019 Continuing Education Audit - Report**

Director Urbanek stated last month I indicated there was one agency I would be making a face-to-face visit with. The day after the Council meeting, I heard from that agency and their mail had been kept since March when their facility closed, it was a community college. After they got through all their mail I got all the information needed. So all the agencies we sent an audit to for 2019 are in compliance and we have the 3-ring binder of information if you would be interested in seeing it. No action was required.

#### **E. Timothy Pinkerton LR-162-19 Revocation**

Mr. Stolz offered Exhibit #1, Consent to Revocation of Law Enforcement Certificate and Waiver of Notice and Hearing signed by Timothy Pinkerton. It was offered into evidence and asked to be received.

Chairman Duis received Exhibit #1 into evidence.

Mr. Stolz gave the factual basis asking that the Council accept the relinquishment and recommended that the Council revoke the respondent's law enforcement certification based upon Title 79 of the Nebraska Administrative Code, Chapter 9, Section 013, which allows an officer to voluntarily surrender after the informal complaint has been made. As we go through the form you will notice it is an order he acknowledged that he is the current holder of a Nebraska Law Enforcement Certificate issued to him on December 6, 2007. He acknowledged that written complaint was made against him to the Executive Director on or about January 10, 2019, he has reviewed it, is familiar with the contents of the informal complaint surrounding the allegations. He acknowledged that the complaints made against him arose out of facts and circumstances that occurred while he was a certified officer in the state of Nebraska and he is aware of his rights under the statutes for the rules and regulations of the Commission and rather than resist the complaint and be represented by Counsel to have a full administrative evidentiary hearing before

this body and before the Commission and to appeal before the Nebraska Courts but rather than to do all that, resist, contest or dispute the complaint filed against him he wishes to voluntarily surrender his law enforcement certificate and that by signing this document, he freely and voluntarily consents to the revocation of his Nebraska Law Enforcement Certificate by this body and by the Nebraska Commission on Law Enforcement and Criminal Justice and he freely and voluntarily waives his right to notice, appearance, hearing prior to such revocation.

Based on the foregoing, I would ask that this body accept his relinquishment and recommend to the Commission that the Respondent's law enforcement certificate be revoked based upon the statutory grounds of neglect of duty, on the basis of misdemeanor convictions of a rational conditional to his fitness to serve as a law enforcement officer in violation of his oath of office and his code of ethics.

### 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 certificate. I make a motion that the Council accept the surrender of Timothy Pinkerton's Nebraska Law Enforcement Certificate as evidence of neglect of duty, code of ethics. Said revocation to be effective upon review and acceptance of the surrender by the Nebraska Commission on Law Enforcement and Criminal Justice. Sheriff Osmond seconded the motion. Voting in favor: Chief Wolf, Lieutenant Colonel Duis, Chief Deputy London, Chief Bliemeister, Chief Larby, and Sheriff Osmond. Not present; Mr. McCarthy Motion carried

#### **F. LB 924 Passage**

Director Urbanek stated LB 924 passed and was signed into law last week with the emergency clause making it effective immediately; meaning it has to be done this year. There are a couple of components that people need to be aware of. It needs to be at least 2 hours of anti-biased and implicit biased training designed to minimize apparent or actual racial profiling.

Emails were sent to all agencies last Friday that this two-hour training went into effect immediately for this this year.

This year for the Training Center, each officer will need 22 hours of training, having run this by agency Counsel, the way it is worded is, twenty hours and two hours. So when agency's report their continuing education, when they check the box, they are indicating that their officer s have had twenty two hours and two of those hours have been on this particular topic.

Next year when I do my audit, I may do the audit a bit differently and just try to audit the officers to ensure somewhere on their list of training is this type of training.

Agencies need to remember there is a difference between true internet training, which Chief Hudson from North Platte and I had a discussion about hours and stated that his officer already had 10 hours of internet training so I explained to him the difference of internet training, which

is, as he described it as click and follow, not live, asynchronous, that is internet training. Webinars and sitting in on Zoom training, remote training, live you're just not face-to-face. So I said he could take it on the internet because he just has to take two hours of training. When it comes down to everybody trying to figure their hours out, it's kind of a maze only two hours can be click and follow, ten of them has to be live, either face-to-face or webinar, Zooms and then two more of it has to be anti-biased implicit biased and that can be in any fashion.

A penalty phase was added to this bill if you don't report your policy or submit it to the Commission they will withhold your federal money.

Chief Wolf asked if LB 924 information could be put on the Training Center's website. Director Urbanek stated it would be done.

No action was taken.

**G. Operating Instruction 50-30; Selection Standards for Recipients of the Outstanding Performance Awards**

Mr. Keeling stated Operating Instruction 50-30 was a housekeeping item. The Training Center no longer had a physical fitness award to present and was asking the Council to remove all of section (c) also section (d) was brought to my attention yesterday The OUTSTANDING ACADEMIC AWARD, there is a line in there that says, "and the comprehensive vocabulary/spelling examination score." We don't do a comprehensive vocabulary/spelling anymore. So I would ask the Council to consider removing those two items off this O.I.

**MOTION**

Chief Bliemeister motioned to approve the legislative edits provided in attachment 3 for the selection standards for recipients of the outstanding performance awards and to add legislative line out of the "comprehensive vocabulary/spelling examination score" so it would actually be, and (c). Sheriff Larby seconded the motion. Voting in favor; Lieutenant Colonel Duis, Chief Deputy London, Chief Bliemeister, Chief Larby, Sheriff Osmond, and Chief Wolf. Motion carried.

**H. Appeal of Admission Standards; Sheriff Kirk Handrup for Kyle Redman, Hamilton County Sheriff's Office**

Sheriff Handrup thanked the Council for letting him come and speak today. He stated he was not appealing the admission standards and wanted to know if there was anything he could say today that would change the Council's mind. He had wrote a six-page presentation but if it wouldn't change the Council's mind, he didn't want to waste their time.

Lieutenant Colonel Duis asked him to give the Council some background.

Sheriff Handrup stated his young man, a 22 year old, passed all the background checks, 18 questions about the background. He came to the PRET test two weeks ago and failed, so he will not be allowed as a candidate into the 206<sup>th</sup> Basic Training Session.

Needed 18" on the vertical jump, he jumped 14 1/2"  
Needed 26 pushups he did 4  
Needed to do 300 meter sprint in 62 seconds, he did it in 61 seconds  
Needed to do 35 sit-ups in a minute he did 31  
Needed to do run a mile and a half in 13.8 and he made it in just under 18 minutes

Lieutenant Colonel Duis asked Sheriff Handrup if he was asking the Council to waive the PRET for Deputy Redman.

Sheriff Handrup questioned if this was the first time the test was taken before basic.

Director Urbanek stated no. In November 2013 this Council passed the PRET as part of the Basic Curriculum and it went into effect in April of 2014. Since that time we have had 1104 total people take it, 1033 pass it. Out of the 1104, 961 are males and 143 are females, which is 80% males and 12% females. There is a 9% failure rate for both male and females. When we first started doing this we were doing the PRET the first two days of basic and if they didn't pass they could do the PRET again but if they didn't pass, they would go home. As we started experiencing a backlog after the second day we had empty seats. So that's when we started to do the testing on the front end in advance so we knew we could start with the maximum capacity of 50. That's when we started two weeks prior to the academy. It has been at least 4 or 5 years.

Sheriff Handrup asked if the applicant could come back and test again in December.

Director Urbanek stated he could. His admission packet was good. He would just need to do the entire PRET.

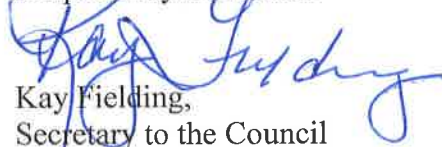
No action was taken on the item.

## **VII. OTHER BUSINESS**

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

Hearing no further business the meeting ended at 10:33 A.M.

Respectfully submitted.

  
Kay Fielding,  
Secretary to the Council