

Open Session Minutes

IOWA LAW ENFORCEMENT ACADEMY COUNCIL MEETING

June 5, 2025 9:00am

ILEA Building, Room 201

7105 NW 70th Avenue

4640 Burma Road

Johnston, IA 50131

A meeting of the Iowa Law Enforcement Academy Council was held as a hybrid of in-person and online attendance.

Members Present: Ricardo Martinez II, Academy Council Chair
Diane Venenga, Vice Chair and Chief, North Liberty Police Department
Ryan Ridout, DOT Director, Bureau of Investigation and Identity Protection
Nathan Fulk, Colonel, Iowa State Patrol
Dave McDaniel, Sheriff, Hardin County Sheriff's Office
Kevin Schneider, Sheriff, Polk County Sheriff's Office
Daniel Jansen, Captain, West Des Moines Police Department
Sadie Weekley, Lieutenant, Marshalltown Police Department
Elizabeth Quinn, Sergeant, Story County Sheriff's Office
Jana Abens, Citizen of Iowa
Judd Lawler, Representative

Members Absent: Aaron McClelland, Captain, Waterloo Police Department
Melissa Henderson, Officer, Cedar Rapids Police Department
Vicky Long Hill, Citizen of Iowa
Charles McClintock, Senator
Izaah Knox, Senator
Eric Gjerde, Representative

Legal Counsel Present: Erin Hardisty, Assistant Iowa Attorney General

Staff Present: Brady Carney, Director, ILEA
Sherry Poole, Assistant Director, ILEA
Kristi Traynor, Legal Counsel, ILEA
Donna Hallstrom, ILEA
Jennifer Rico, ILEA
Katy Fukuda, ILEA

Guests Present:	Spencer Bohling	Melissa Bohling	Alex Leu
	Suzanne Ell	Tyler Schwartz	Emma Schwartz
	Tim Schwartz	Michael Halsey	Jack Halsey
	Dave Drew		

Guests Online:	Deryk Milks	Wyatt Oviatt	Paul Avenarius
	Keith Davis	Nicholas Vennie	Gil Proehl
	Quinn Riess	Randy Jones	Darin Vankyswyk
	A Hyatt	Jose Marquez	Mark Rehberg
	Jordan Hanson	Danny Zempel	Zachary Engstrom
	Zeth Baum	E. McCluskey	Josh Evans
	Matt Maschmann	Chad McCluskey	Paul Fitzgerald
	Carrie Folkerts	Brad Kunkel	Pocahontas Co. Sheriff's Office

Ric Martinez called the meeting to order.

Ric Martinez stated the proceedings are being recorded and reminded Council members that they are to abstain from participating in and/or voting on any action items involving a potential conflict of interest.

Ric Martinez began with the welcome and introductions of the Academy Council, ILEA staff and guests.

Ric Martinez determined there was a quorum.

The first item (#1*) on the agenda was the disclosure of potential conflicts of interest on the Open Session agenda. There were none.

The second item (#2*) on the agenda was public comment.

Dave Drew, retired Sheriff, Woodbury County Sheriff's Office and newly retired Director of the Regional Academy at Western Iowa Tech Community College Police Science program wanted to say thank you to the Academy Council and the staff at ILEA, especially Director Carney and Donna Hallstrom. Dave Drew stated that it has been an honor to work with Director Carney. Dave Drew stated that Director Carney is making a positive impact on law enforcement across the state and has made great strides to improve the training at ILEA and the Regional Academies.

The third item (#3*) on the agenda was the Petition for Waiver of Iowa Administrative Code Rule 501-2.1(5) for Suzanne Ell.

Kristi Traynor explained to the Council that this is a waiver for moral turpitude and the Council will be looking at a four part factor.

Suzanne Ell stated that back in 2018, she was hanging out with a bad group of friends. Her friends decided to commit a burglary and she went along with it. She stated that they went into a restaurant and stole money. She stated that she drove them to a nearby area and dropped them off and picked them up after they committed the burglary. She was questioned by the police and lied about knowing anything about the incident. Two weeks later, she went to the police and confessed and gave them specifics about the incident. Council members questioned her about

any further details about the incident that she had not shared with them. Ms. Ell stated “I don’t think so”. She was then asked if she was a part of the pre-planning of the incident. Ms. Ell stated that her two friends kinda told her what they were planning on doing and she told them that it was a horrible idea. She said they called her after they committed the burglary to come and pick them up. Council members asked how her friends gained access to the restaurant. Ms. Ell stated that she had the key in her possession but they took it off of her key chain. She stated that she wanted the key back after they completed the burglary. She did not stop them or report this to the police. Council members asked her if she was truthful with law enforcement when questioned. Ms. Ell stated “yeah”. There was an interview statement taken by law enforcement and in it, they questioned Ms. Ell and she told police that she did not think anyone would go into the business and take all of the money and stated that she was not involved. She was not truthful with the police investigation in the beginning. She stated that she was afraid to admit what had happened. Ell stated that she provided the key to her friends and told them exactly where the money was. She stated that she has always wanted to be in law enforcement and it's a dream job. She stated that she wanted to be a police officer even when the burglary incident happened. The hardship for her is that she would not be able to fulfill her dream. Ms. Ell had issues being up front and forthcoming with the Academy Council about her involvement in the incident. Council members had issues with her providing only the minimum information and not being forthcoming with her facts about her case. Council members did not feel that Ms. Ell was transparent. **Ric Martinez entertained a motion. Diane Venenga made a motion to deny the Petition for Waiver of Iowa Administrative Code Rule 501-2.1(5) for Suzanne Ell. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried. Waiver was denied.**

The fourth item (#4*) on the agenda was the Petition for Waiver of Iowa Administrative Code Rule 501-2.1(5) for Spencer Bohling.

Kristi Traynor explained to the Council that this is a waiver for moral turpitude and the Council will be looking at a four part factor.

Spencer Bohling explained to the Council the circumstances of his arrest for OWI 1st and Possession of Drug Paraphernalia back in 2014. He was 18-years old at the time. He was smoking marijuana at a friend's house. While driving home, he was pulled over by police. He was compliant and submitted a breath test. PBT registered all zeros on account he had not been drinking, but using marijuana. He pled guilty. He received a deferred judgement and completed all of the stipulations of his probation. In April 2018, he was arrested for OWI 2nd. He refused PBT initially but once at the jail, he submitted to the datamaster testing. He was also cited for Open Container. He pled guilty to OWI 2nd and placed on probation for one year. He completed a substance abuse evaluation and a drinking driver’s course. Mr. Bohling stated that he is a completely different person now than he was ten years ago. He has learned from his past mistakes. He took full responsibility for his actions. He is married and has a child. His wife was present at the meeting and testified on his behalf that he is a great father and husband and they rarely drink. He has not used marijuana for the past ten years. The hardship for him would be not fulfilling his dream of being a police officer and giving back to his community. His older brother is a Deputy Sheriff and currently on the drug task force. Financially it would help him

provide for his family. **Ric Martinez entertained a motion. Nathan Fulk made a motion to approve the Petition for Waiver of Iowa Administrative Code Rule 501-2.1(5) for Spencer Bohling. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried. Waiver was approved.**

The fifth item (#5*) on the agenda was the Petition for Waiver of Iowa Administrative Code Rule 501-2.1(5) and 501-10.1(5) for Tyler Schwartz.

Kristi Traynor explained to the Council that this is a waiver for moral turpitude and the Council will be looking at a four part factor.

Tyler Schwartz explained to the Academy Council the circumstances of his past charges and past appearances before the Council. Back in 2010, he was charged and pled guilty to Fraudulent Practices 3rd. He owns his own business and bought a trailer off of Craig's List, plated it as a homemade trailer to obtain a license plate for it since there was no paperwork. Later, he found out that it was stolen when police showed up to arrest him. It was expunged in 2021. In 2012, he was at Menards and purchased some items. He stated that the cashier missed ringing up one of his items and he was stopped by loss prevention for theft. He became upset at the loss prevention officer for accusing him of stealing something. He was initially charged with Theft 5th but was acquitted by a jury. He came before the Academy Council in 2013 and 2015 to ask for these to be waived. The Academy Council at that time denied his waivers due to not having enough time between the incidents. He has owned his own business for the past 15-years and has received counseling for his anger management. Mr. Schwartz admitted that the counselor gave him healthy coping skills for when he gets upset. Tyler's wife and father were present at the meeting and spoke on his behalf. They both stated that he is a great father, husband and son and that he has made positive changes in his life. Mr. Schwartz volunteers for two fire departments and EMS departments. He completed the EMR course and received his EMR certification. He takes responsibility for his past actions and wants to be of service to his community. Mr. Schwartz stated that the hardship for him would be not fulfilling his lifelong dream of serving his community. Council members agreed that Tyler has made significant changes in his life from fifteen years ago and felt that Tyler would make a good officer.

Ric Martinez entertained a motion. Elizabeth Quinn made a motion to approve the Petition for Waiver of Iowa Administrative Code Rule 501-2.1(5) and 501-10.1(5) for Tyler Schwartz. Dan Jansen seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried. Waiver was approved.

The sixth item (#6*) on the agenda was the Petition for Waiver of Iowa Administrative Code Rule 501-2.1(5) for Michael Halsey.

Kristi Traynor explained to the Council that this is a waiver for moral turpitude and the Council will be looking at a four part factor.

Michael Halsey stated that he started the ILEA Basic Academy on January 6, 2025. He was in week ten of the Academy when he received a call from his Chief to pack up his belongings and head back to the Iowa Falls Police Department. This was on March 6, 2025. He returned to

Iowa Falls and had a meeting with his Chief. He stated that they spoke about two incidents. One incident that happened the past year with his ex-girlfriend and one incident that happened during his time at the Academy. After week two of the Academy, a survey goes out to all recruits. Michael Halsey received a couple of complaints about being a bully to other recruits in the Academy. Michael Halsey denies these allegations. Director Carney and Assistant Director Poole met with Halsey to discuss these allegations. Director Carney advised that if the behavior continues and he receives more complaints, there would be a phone call to his Chief. Michael Halsey states that he contacted his Chief that night, after speaking with Director Carney. A week later, his Captain called him and yelled at him about these allegations. When Michael Halsey was the Officer of the Day during the Academy, he stood up in front of his class and apologized if his behavior offended anyone or if anyone misconstrued his intentions. Halsey went on to say that he has tattoos all over his arms, he has a resting face of someone who doesn't look approachable and is a big guy. He stated that his message was well received by his fellow classmates. The complaint from inside his department was from other officers that stated that Halsey did not stop to talk to them and proceeded to squeal his tires when he left. This was reported to him as being discourteous acts toward city employees. He was told by his Chief that he should have stopped for five minutes to speak with the other officers. Halsey disagreed. Halsey stated that he did not speed out of the lot. He stated that he has a very old truck and it is loud with an old muffler. The other incident happened in 2024 with his ex-girlfriend. She was hired on with Eldora PD. They broke up back in 2021. They were having a conversation at her place and talked about him visiting his dog. He came back the next day to visit his dog, but she did not answer her apartment door. He called her 31 times in 40 minutes. He proceeded to throw 9mm live rounds at her window along with a pack of chewing tobacco. Halsey stated that he made an absolutely horrible judgement call and will hang his head on that forever. Halsey stated his behavior was deemed criminal, if not criminal, and he was lucky that nothing came from that. He stated that he made amends with her and they have moved on. His command team advised that they did not know about this incident. Halsey stated that he told them about the incident when he was in the hiring process. Halsey stated that he was terminated from his position and to this day, does not have full faith and understanding as to why. He stated that he reached out to Chief Leu at Pocahontas Police Department and they met and had a long conversation regarding all of the allegations. Chief Leu advised that one of his other recruits that was in the Academy at the same time with Halsey, told him that Halsey did a great job and he could learn so much from him. Chief Leu wants to hire Halsey and put him through the Academy again. Halsey's brother, Jack was present and spoke on his behalf. Jack stated that his brother is a big dude and looks intimidating, but he is one of the most caring people he knows. Jack stated that his brother gives rides to people when they are broken down. Jack stated that his brother's ex-girlfriend still hangs out with their family on occasion. Jack stated that his brother has made some mistakes but never in a threatening manner. Halsey has been in the National Guard for ten years. Chief Leu stated that Michael and him have had several conversations regarding the circumstances of Halsey's departure from the Basic Academy and Iowa Falls PD. Chief Leu agreed that Halsey is a very direct guy. Halsey can come off for being direct and can sometimes not use the best verbiage. Chief Leu stated that he believes in Halsey and asked the Council to give him a second chance. Council asked Halsey how it looks to others that he threw 9mm live rounds at her window. Halsey stated that because of the nature of his relationship with his ex-girlfriend, it was not perceived by her as threatening. Council asked Halsey about the

allegations of specific comments that were made while he was in the Academy. Halsey advised that those specific words were said, but not by him. Halsey stated that he gave Director Carney the name of the recruit who said the comments. Halsey stated that everyone was just sitting around joking and getting to know each other. Halsey explained that if he had offended anyone or hurt someone's feelings, he asked his fellow classmates to come directly to him so they could work it out. Halsey stated that the ILEA surveys should not be anonymous because if there are complaints/allegations against someone, that person cannot defend themselves appropriately. Council had questions regarding an EMS scenario Halsey was involved with while at ILEA. Halsey stated that the role players and recruits were going in and out of real life and the scenarios. Halsey turned his back to one of the role players and the role player corrected him by telling him to never turn his back on someone you don't know. Halsey stated that he had his hands resting on his chest and said "yes sir". Halsey stated that this role player interpreted his behavior as negative. Halsey denies that he was disrespectful in any way and had no issue with the role player correcting him. There was another incident involving Halsey from a previous employer in regards to dealing with customers. Halsey explained the situation and stated that the customer was not happy with the bill and became angry. Halsey stated that he tried verbally diffusing the situation but the customer continued to argue. Halsey stated that he left and started walking back to the shop and called his brother to come and pick him up. Council members brought up a comment that was made by one of Halsey's former employers of an automotive shop saying "Halsey was kept in the back shop work area because Halsey did not interact well with customers". Halsey stated that the investigation leading up to his termination from the Iowa Falls Police Department was handled completely wrong. Halsey stated that his boss at the automotive shop was misrepresented in those statements. Halsey stated that everyone's statements during the investigation were misrepresented, even his. Halsey stated he called his former boss and asked him what he told investigators at that time. Halsey stated that his former boss's words were "Halsey works in the back and his job is not to deal with customers" and that it wasn't because he had to be kept away from them. Halsey stated that he runs the shop now and deals with customers everyday now. Halsey stated that all we have in this world is our word and he stands by his. He stated that he has made mistakes in the past and will continue to make mistakes but learns from them. Council members asked Halsey if he takes any accountability for the alleged complaints while at the Academy. Halsey stated that he has no issues owning up and taking accountability for his actions, however, it is not applicable in these situations because he did not do any of the things that were alleged. Halsey stated that he could not have done anything differently in those situations. Halsey stated the only thing he felt he could do is stand up in front of his class and apologize if he had offended anyone since he did not know who made the complaints. Halsey stated that he got put in a really bad position and he didn't get the opportunity when he was interviewed by his former department. He stated that this meeting is his only opportunity to tell his side of the story. He stated that some of the events did take place but were misconstrued. Halsey stated that if he was not granted the waiver he was going to switch over to active Army full time. Halsey stated that he comes off as an aggressive individual and it was phenomenally worse than what it is now. He prides himself on his outlook on life now and his temperament. Halsey stated that he is very blunt and may not always be tactful with his words in certain situations and that can rub people the wrong way sometimes. Halsey stated that he prides himself on stoicism.

Council took a break at 10:45am.

Council resumed Open Session at 10:55am.

Council members had issues with the totality of all of the incidents, not just one. Council members had concerns with Halsey's lack of accountability. Ric Martinez asked Director Carney to explain the circumstances around the complaints against Mr. Halsey. Director Carney stated at the end of Week 2 of the Basic Academy, they push out a general survey to all recruits. Mr. Halsey's name came up regarding his inappropriate language and comments. ILEA staff also voiced their concerns of Mr. Halsey's persona whether it's indifference, arrogance or stoicism, and not being engaging in all interactions. Director Carney and Assistant Director Poole had a conversation with Mr. Halsey immediately to make him aware that these concerns were out there and how it relates to his personal interactions during the Academy. Director Carney stated that they had a really good conversation and advised Mr. Halsey of the general perception of his behavior and that Halsey was in control of changing that perception moving forward. Director Carney said that Halsey checked in with him a couple of weeks later to ask about his progress. Director Carney advised Halsey that he had made progress but there was continued work to be done. **Ric Martinez entertained a motion. Nathan Fulk made a motion that the Council deny the Petition for Waiver of Iowa Administrative Code Rule 501-2.1(5) for Michael Halsey. Elizabeth Quinn seconded the motion. An individual voice vote was taken. Jana Abens-Aye; Dan Jansen-Aye; Dave McDaniel-Aye; Nathan Fulk-Aye; Diane Venenga-Aye; Ric Martinez-Aye; Sadie Weekley-Aye; Kevin Schneider-Aye; Elizabeth Quinn-Aye; Ryan Ridout-Aye. All Aye; 10-0, motion carried. Waiver was denied.**

The seventh item (#7*) on the agenda was the Petition for Waiver of Iowa Administrative Code Rule 501-4.1(5)(b) for Deryk Milks.

Kristi Traynor explained to the Council that this is a waiver for an instructor renewal and the Council will be looking at a four part factor.

Deryk Milks told the Council that he has been a rifle and firearms instructor since 2017. Both of these certifications expired back on 12/31/2023. He was enrolled in a renewal course in November. His wife went into labor early with their daughter. Their daughter was born with a heart defect and were told that she may need surgery. During this time, his wife suffered from post-partum depression and he was unable to attend the November renewal course on account it was six hours away in Sioux City. He could not leave his sick daughter and wife during this time. The hardship for Milks would be that he would have to attend a full recertification course and be away from his family for two weeks. He and his wife have two special needs children and his wife works as a full time EMT. Milks considers this a medical hardship on his family. The hardship for the agency would be financial and being short staffed.

Council members stressed that this is a very specific situation due to family medical issues and Milks had never let his certifications expire in the past. Council members stated that this incident is different than just forgetting to attend a renewal course. He had a family medical hardship that prevented him from leaving his family. **Ric Martinez entertained a motion. Nathan Fulk made a motion to approve the Petition for Waiver of Iowa Administrative Code Rule 501-4.1(5)(b) for Deryk Milks for 180-days. Ryan Ridout seconded the motion. An individual voice vote was taken. Jana Abens-Aye; Dan Jansen-Aye; Dave McDaniel-Aye; Nathan Fulk-Aye; Diane Venenga-Aye; Ric Martinez-Nay; Sadie Weekley-Nay; Kevin Schneider-Aye; Elizabeth Quinn-Aye; Ryan Ridout-Aye; 8-Aye; 2-Nay, motion carried. Waiver was approved.**

The eighth item (#8*) on the agenda was the Petition for Waiver of Iowa Administrative Code Rule 501-4.1(5)(b) for Paul Avenarius.

Kristi Traynor explained to the Council that this is a waiver for an instructor renewal and the Council will be looking at a four part factor.

Paul Avenarius stated that his rifle instructor certification expired back on 12/31/2024. He has been an officer since 2007 and a firearms instructor since 2011 and a rifle instructor since 2015. He stated that he was supposed to attend a renewal course back in November 2024 but his agency conducted an internal investigation on him and put him on administrative leave which led up to them terminating him before he could attend the course. He was unemployed from November 2024 until he was hired by Dyersville PD in April 2025. Council members asked how many renewal courses were available in 2024. Director Carney advised that there were eight renewal opportunities prior to Mr. Avenarius's separation date in 2024. Council members discussed how this waiver was different from the previous one they just discussed in that there was no hardship preventing him from attending the other seven courses in 2024.

Ric Martinez entertained a motion. Jana Abens made a motion that the Council deny the Petition for Waiver of Iowa Administrative Code Rule 501-4.1(5)(b) for Paul Avenarius. Elizabeth Quinn seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried. Waiver was denied.

The ninth item (#9*) on the agenda was the Petition for Waiver of Iowa Administrative Code Rule 501-3.8(7) for Wyatt Oviatt and review of his CTE application.

Kristi Traynor explained to the Council that this is a waiver of the rule requiring an officer serve for 12-months before participating in the Certification Through Examination process. The same four part factors apply here.

Wyatt Oviatt addressed the Council and explained his situation. He is a certified officer from Arizona. He also has several years of military experience. He began the CTE process back in May 2023 with the Shelby County Sheriff's Office. He passed all of the CTE written exams but was unable to attend the CTE course week due to him and his family moving to Omaha as a result of their son's significant medical needs. Oviatt did not feel comfortable attending CTE course week knowing that he would not be able to continue working for Shelby County. Oviatt

stated that he didn't think that was the right thing to do and not fair to Shelby County. Oviatt was then barred from serving in law enforcement for one year for failing to become certified within 12-months. He has now been hired by the Council Bluffs Police Department and would like to pursue the CTE process once again. Mr. Oviatt indicated that it would be a hardship to attend a full basic academy when he has three children at home, one of whom requires specialized care. Council members discussed and agreed that Mr. Oviatt's situation is specific to a family medical hardship and commended him for being honest and up front with Shelby County about having to move before making them pay for him to attend the week-long course. **Ric Martinez entertained a motion. Ryan Ridout made a motion that the Council approve the Petition for Waiver of Iowa Administrative Code Rule 501-3.8(7) for one year for Wyatt Oviatt. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried and approved. Ric Martinez entertained a motion. Nathan Fulk made a motion that the Council approve Wyatt Oviatt's CTE application. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried. Waiver was approved.**

The tenth item (#10*) on the agenda was the approval of the Consent Agenda as presented. **Ric Martinez entertained a motion. Sadie Weekley made a motion that the Council approve the Consent Agenda as presented. Jana Abens seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried**

The eleventh item (#11*) on the agenda was the review of the Screening Committee Consent Agenda.

Waivers:	Charles Allen	Brad Ditzler	Jose Marquez	Whitney Fisher
	Matthew Dahl	Zoie Lecy	Robert Nguyen	Derek Accola
	Victor Jimenez	Rylund Mahler	Blake Kahoe	Kelly Griffith

CTE Applications:	Cori Feneis	Justin Phillips	Aaron Houk
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Ric Martinez entertained a motion. Diane Venenga made a motion that the Council approve the Screening Committee Consent Agenda. Nathan Fulk seconded the motion. A group voice vote was taken. 9-Aye; 1-Recuse (Schneider), motion carried.

Council took a lunch break at 11:45am.
Council resumed Open Session at 12:20pm.

The twelfth item (#12*) on the agenda was the review of the Screening Committee authority and guidance for waivers.

Kristi Traynor discussed the authority of the Academy Council per Iowa Code 80B.11(1)(f) which states: Minimum standards of physical, educational, and moral fitness which shall govern the recruitment, selection, and appointment of law enforcement officers. This is where the Academy Council's authority starts. The moral fitness standard is in the Iowa Administrative Code 501-2.1(5). Anyone who is selected as a law enforcement officer must be of good moral character. Kristi Traynor discussed with the Council members what the definition of "moral turpitude" means per code: "Moral turpitude" is defined as an act of baseness, vileness, or

depravity in the private and social duties which a person owes to another person or to society in general, contrary to the accepted and customary rule of right and duty between person and person. Moral turpitude is conduct that is contrary to justice, honesty or good morals. The rule goes on to list sixteen specific acts that pertain to moral turpitude. The Academy Council's authority starts with the Iowa Code and then looks at Iowa Administrative Rules. This is the hierarchy. Ms. Traynor went on to talk about the authority of the Screening Committee. The Screening Committee was established in June 2023 with the following authority: *Instructor Waivers; Extension Requests; CTE Applications and Moral Turpitude Waivers (single incident; serious misdemeanor or below; incident that is 5 years or older). The questions before the Academy Council are: Does the Academy Council want to keep the Screening Committee in place, reaffirm the Screening Committee's authority, or expand its authority? The Council members wanted to have a discussion first before voting. Elizabeth Quinn asked if there was a way that the Council Chair could be given authority to approve the Screening Committee's recommendation regarding waivers instead of having those waivers wait until the full Council meeting to be approved. Elizabeth Quinn stated that making these waivers wait for the next Council meeting puts a burden on the agency. Kristi advised per IAC Rule 501—16.1(17A,80B) Definitions: For purposes of this chapter, the following definitions apply: "Council" means the Iowa law enforcement academy council. **"Waiver" means action by the Iowa law enforcement academy council which suspends in whole or in part the requirements or provisions of a rule as applied to an identified person on the basis of the particular circumstances of that person.**

So the rules give the Council as a "whole" the authority to grant or deny waivers. Elizabeth Quinn stated that if the Academy Council is going to continue to see everything when it comes to past charges, she feels that there needs to be additional meetings. The Academy Council agreed that they are seeing more waivers than in past years. Council members did not want to list specific crimes or actions regarding what waivers they choose to see. Members also agreed that sometimes the crime itself is not the issue, but the behavior during the crime. Ric Martinez asked if anyone online would like to comment on this discussion. There were no comments from the public. Council members decided to hold a Council meeting every first Thursday of every month starting in July. The months of January, March, May, July, September and November will be held online to review waivers/extensions to allow agencies a chance to submit waivers/extensions every month if needed. The Screening Committee will be discontinued. Deadlines for submitting waivers/extensions will remain to be ten days before the meeting date.

The thirteenth item (#13*) on the agenda was the discussion of academy attendance on conditional admittance.

Director Carney does not recommend giving conditional admittance to recruits moving forward. Council members agreed that conditional offers of admittance should not be approved solely by the Council Chair. They stated that now that they are meeting every month, there should be no reason for conditional academy attendance.

Council took a break at 1:33pm.
Council resumed Open Session at 1:45pm

The fourteenth item (#14*) on the agenda was the discussion of authority for MMPI procedures.

Kristi Traynor reviewed the Iowa Code 80B.11(1)(g) regarding MMPI's. The law specifically directs the Council to write rules pertaining to MMPI procedures. The Iowa Administrative Code Rule 501-2.2 states: In no case shall any person be selected or appointed as a law enforcement officer unless that person has performed satisfactorily in preemployment cognitive or psychological tests, or both, prescribed by the Iowa Law Enforcement Academy. Elizabeth Quinn noted that the wording in Iowa Code 80B.11(1)(g) reads to say "The rules shall include but are not limited to providing a battery of psychological tests to determine cognitive skills, personality characteristics, or suitability of an applicant for a law enforcement career". Elizabeth Quinn questioned how agencies read and interpret the "OR" part of the law. Kristi Traynor advised that if the applicant does not meet any of the three criteria, they cannot be hired. There are additional administrative rules that delineate how the MMPI works. First, the applicant must take the MMPI 2.2(2)(a). Second, the MMPI will be interpreted by an approved Academy doctor 2.2(2)(b). Third, the results will be forwarded to the requesting agency 2.2(3)(a). The administration of the POST test and the MMPI-2 shall be in accordance with directions of the Iowa Law Enforcement Academy 2.2(3)(c). Tests are valid for a specific period. The Iowa Law Enforcement Academy evaluations of the MMPI-2 may only be used for 12 months to comply with these testing rules 2.2(8)(a). At its discretion, the employing agency may elect to require an applicant to retake any Iowa Law Enforcement Academy required psychological test as well as any other tests that it may deem necessary in its selection process 2.2(8)(c). Kristi stated that all doctors who conduct the MMPI-2 and also doctors who conduct the evaluations, must complete a form for the Iowa Law Enforcement Academy which states the specific findings so that is perfectly clear what the psychological doctor is saying. The applicant is either:

- **suitable for law enforcement
- **not suitable for law enforcement
- **that further evaluation is required
- **the applicant must see a different doctor to be evaluated
- **the test was invalid and the applicant must take another test

These specific steps will advise ILEA staff exactly what the doctor is saying so staff do not have to interpret test results. Council agreed that this form is consistent with the code and the rules written for MMPI's. There is a different form that ILEA uses specific to the MMPI-3. The MMPI-3 form does not have the referral section on its form because it is already mandatory for an evaluation to take place with the applicant. The other question before the Council was how they interpret 2.2(8)(c) to read. Do applicants who get a non-suitable outcome on their MMPI get to take another test with a different doctor? Kristi advised that looking at 2.2(3)(c) it states that the administration of the POST test and the MMPI-2 shall be in accordance with directions of the Iowa Law Enforcement Academy. That means that ILEA can request that all agencies, who utilize an outside agency, not ILEA, to administer the MMPI-2, must give ILEA notice of who they are using. Applicants can take more than one MMPI but if they receive an "unsuitable" MMPI previously, that information must be forwarded to the subsequent doctor for review. ILEA must receive a "suitable" MMPI for the applicant to move forward.

The fifteenth item (#15*) on the agenda was the approval of the April 3, 2025 Open Session Council minutes. **Ric Martinez entertained a motion. Dave McDaniel made a motion to approve the April 3, 2025 Open Session Council minutes. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.**

The sixteenth item (#16*) on the agenda was ILEA Reports.

Director Carney advised the Council members that ILEA has updated new reports of hire forms (appointment/elected) for Chiefs and Sheriffs and those are active and in Acadis now. The legislative session is over and ILEA is waiting for the new budget to be signed. There was fifteen million dollars appropriated to the "Rebuild Iowa Infrastructure Fund" to get started on phase one of the driving facility on Camp Dodge. Phase one would consist of a parking lot; an access road; and an 800 x 1200 foot skills pad. There have been several conversations between ILEA, the National Guard, DOT and DPS around the planning of this new driving facility. DOT has agreed to put their staff (engineers/designers/project managers) on this project. The Director will provide a digital, initial design that DOT is working on and send it out to the Academy Council members when it is ready.

House File 901 removes the "in this state" language as it applies to a 2-year or 4-year Criminal Justice/Police Science degree for the eligibility to attend a Level II Academy. So if someone has one of these degrees from out of state, they would qualify to attend a Level II Academy. In this same bill, there is language also pertaining to Military Police with four years of service (and have been in service within 3-years of the application) they could apply for the ILEA reciprocity program. This new language also applies to Federal Law Enforcement Officers. There is language in the bill that states if the Academy Council does not approve them for the reciprocity program, the Council can approve them to attend a Level II Academy.

There have been several updates on ILEA's online training courses and in-service training.

Donna reached out to Stanard & Associates for updates regarding the POST exam and the use of calculators. For the month of May 2025, the math passage rates went from 72% up to 78%.

Director Carney spent a couple of days at the International Association of Directors for Standards and Training conference. There were several conversations pertaining to curriculum, updated training, and making sure training is relevant. There were many segments this time focusing on standards which were good. There were 44 states and 6 international academies present at the conference.

Director Carney talked about the National Decertification Index and how it is a great tool for agencies to use when hiring officers, especially out of state officers.

Donna Hallstrom advised that four out of five of the Regional Academies are currently in session. Cedar Rapids has thirteen on their roster and Indian Hills has six.

Council took a break at 2:55pm.
Council resumed Open Session at 3:00pm

**** (It should be noted that Kevin Schneider left the meeting at this time)**

The seventeenth item (#17*) on the agenda was to move into Closed Session.

Ric Martinez entertained a motion. Sadie Weekley made a motion that the Council go into closed session for the purpose of discussing closed session minutes, whether to initiate licensee disciplinary investigations or proceedings, to discuss the decisions to be rendered in a contested case conducted according to the provisions of chapter 17A, pursuant to Iowa Code sections 21.5(1)(a), (d), and (f). Diane Venenga seconded the motion. An individual voice vote was taken. Dave McDaniel-Aye; Ric Martinez-Aye; Dan Jansen-Aye; Jana Abens-Aye; Sadie Weekley-Aye; Elizabeth Quinn-Aye; Diane Venenga-Aye; Nathan Fulk-Aye; Ryan Ridout-Aye. 9-0, motion carried.

Council went into Closed session at 3:00pm.
Council resumed Open Session at 4:00pm.

The eighteenth item (#18*) on the agenda was to vote on items discussed in the Closed Session.

April 3, 2025 Closed Session Council Minutes

Ric Martinez entertained a motion. Elizabeth Quinn made a motion that the Council approve the April 3, 2025 Closed Session Council Minutes. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye, 9-0, motion carried.

Review of Proposed Decision

25ILEA0003/23-036: Ric Martinez entertained a motion. Jana Abens made a motion that the Council not initiate review of the proposed decision in case number 25ILEA0003, and allow the proposed decision to become the final decision of the Council unless an appeal is taken by one of the parties within the time allowed by rule. If an appeal is timely filed, Council will issue an appropriate briefing schedule. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried. (AAG Erin Hardisty recused herself from this case)

Review of Final Decision

25ILEA0007/23-049: Ric Martinez entertained a motion. Diane Venenga made a motion that the Council approve the final decision as drafted in case number 25ILEA0007 and that the decision be signed and issued to the parties. Ryan Ridout seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried. (AAG Erin Hardisty recused herself from this case)

Review of Voluntary Surrenders

22-027; 24-011; 25-001; 25-022

Ric Martinez entertained a motion. Diane Venenga made a motion that the Council accept the waivers of hearing and voluntary surrenders in case numbers 22-027; 24-011; 25-001; 25-022 and issue orders permanently revoking the certifications with no possibility of reinstatement. Dave McDaniel seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

Review of Settlement Agreements

24-065: Ric Martinez entertained a motion. Dan Jansen made a motion that the Council accept the agreement submitted by the parties and issue an order imposing the agreed upon sanction. Ryan Ridout seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

25-008: Ric Martinez entertained a motion. Sadie Weekley made a motion that the Council accept the agreement submitted by the parties and issue an order imposing the agreed upon sanction. Jana Abens seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

25-010: Ric Martinez entertained a motion. Nathan Fulk made a motion that the Council accept the agreement submitted by the parties and issue an order imposing the agreed upon sanction. Dan Jansen seconded the motion. A group voice vote was taken. 8-Aye; 1-Recuse (Ridout), motion carried.

25ILEA0006/23-046: Ric Martinez entertained a motion. Dan Jansen made a motion that the Council accept the agreement submitted by the parties and issue an order permanently revoking the certification with no possibility of reinstatement. Dave McDaniel seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

25ILEA0011/21-001: Ric Martinez entertained a motion. Diane Venenga made a motion that the Council accept the agreement submitted by the parties and issue an order permanently revoking the certification with no possibility of reinstatement. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

Review of Investigative Reports

24-006: Ric Martinez entertained a motion. Elizabeth Quinn made a motion that the Council find probable cause of a violation of 501 IAC rule 6.2(2)(a), 6.2(2)(c), and (2)(e)(4) and order the Academy to proceed with the case. Jana Abens seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

24-009: Ric Martinez entertained a motion. Nathan Fulk made a motion that the Council administratively close this case. Dan Jansen seconded the motion. A group voice vote was taken. 8-Aye, 1-Recuse (McDaniel), motion carried.

24-064: Ric Martinez entertained a motion. Nathan Fulk made a motion that after consideration of the additional information provided, the investigation now indicates that a violation of 501 Iowa Administrative Code chapter 6 is not substantiated, and that the prior finding of probable cause is withdrawn as the Council now lacks probable cause to proceed with this matter. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

25-009 (this case number was amended and updated to case number 25-032): Ric Martinez entertained a motion. Diane Venenga made a motion that the Council find probable cause of a violation of 501 IAC rule 6.2(2)(b) and (2)(e)(4) and order the Academy to proceed with the case. Ryan Ridout seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

25-014: Ric Martinez entertained a motion. Nathan Fulk made a motion that the Council administratively close this case. Jana Abens seconded the motion. A group voice vote was taken. 8-Aye, 1-Recuse (Weekley), motion carried.

25-017: Ric Martinez entertained a motion. Diane Venenga made a motion that the Council find that, although the documents gathered in the course of the investigation may constitute a technical violation of the administrative rules; the evidence before the Council indicates that adequate steps have been taken to remedy the violation and to ensure that incidents of a similar nature do not occur in the future. The Council will not pursue formal disciplinary action in this matter. Dan Jansen seconded the motion. A group voice vote was taken. 8-Aye, 1-Recuse (Weekley), motion carried.

The nineteenth item (#19*) on the agenda was future agenda items. There were none.


The twentieth item (#20*) on the agenda was future Council meetings.

July 3, 2025 @ 9:00am (ONLINE ONLY)

August 7, 2025 @ 9:00am (ILEA and ONLINE)

The twenty-first item (#21*) on the agenda was adjournment of the meeting.

Ric Martinez entertained a motion. Elizabeth Quinn made a motion to adjourn the meeting at 4:07pm. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.


Ricardo Martinez II, Chair
Iowa Law Enforcement Academy Council


Date