

Open Session Minutes

IOWA LAW ENFORCEMENT ACADEMY COUNCIL MEETING

October 2, 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
Nathan Fulk, Colonel, Iowa State Patrol
Vicky Long Hill, Citizen of Iowa (online)
Melissa Henderson, Officer, Cedar Rapids Police Department (online)
Dave McDaniel, Sheriff, Hardin County Sheriff's Office
Daniel Jansen, Captain, West Des Moines Police Department
Sadie Weekley, Lieutenant, Marshalltown Police Department
Aaron McClelland, Captain, Waterloo Police Department
Kevin Schneider, Sheriff, Polk County Sheriff's Office
Elizabeth Quinn, Sergeant, Story County Sheriff's Office
Ryan Ridout, DOT Director, Bureau of Investigation and Identity Protection
Jana Abens, Citizen of Iowa
Eric Gjerde, Representative (online)
Charles McClintock, Senator (online)
Judd Lawler, Representative (online)

Members Absent: Izaah Knox, Senator

Legal Counsel Present: Eric Dirth, Assistant Iowa Attorney General
Erin Hardisty, Assistant Iowa Attorney General

Staff Present: Sherry Poole, Assistant Director, ILEA
Kristi Traynor, Legal Counsel, ILEA
Jack Heuton, Financial Manager, ILEA
Donna Hallstrom, ILEA
Katy Fukuda, ILEA
Nicole Stevens, ILEA

Guests Present:	Adam Choat	William Daggett	Melissa Stephenson
	Paul Strecker	Anthony Snyder	Devin Hogue
	Kyle Howe	David Van Ryswik	Skylar Limkenmann
	Taylor Wheatley		Jacob Waymire

Guests Online: Danny Zempel Anna Hyatt Brandon Bublitz Jackie Sloss
 Gus Farmer Chris Brandes Breanna Mink Nicholas Lennie

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

Ric Martinez determined there was a quorum.

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.

Brook McPherson, new ILEA Instructor, introduced herself to the Academy Council and gave a brief overview of her experience and qualifications. Kyle Johnson, new ILEA Instructor, introduced himself to the Academy Council and gave a brief overview of his experience and qualifications.

The first item (#1) on the agenda was the disclosure of potential conflicts of interest on the Open Session agenda.

Ryan Ridout advised that he would recuse from Action Item# 7 on the Open Session Agenda. Nathan Fulk advised that he would recuse from Action Item# 9 on the Open Session Agenda. Sadie Weekley advised that she would recuse from Action Item# 4 on the Open Session Agenda.

The second item (#2) on the agenda was public comment. There were none.

The third item (#3) on the agenda was Oral Arguments on Case File 22-034.

Eric Dirth, Assistant Attorney General and Conflict Counsel for the ILEA Academy Council, gave a brief summary of the case. Mr. Dirth explained to the Council members that he has spoken to both attorneys for the parties regarding procedural matters only, due to ex parte communication rules. Academy Council members and attorneys for both parties did not have any issues or concerns regarding this communication. Mr. Dirth clarified for the record that he represents the Academy Council and Erin Hardisty represents the State of Iowa in this matter and there has been no correspondence between the two of them regarding this case, other than procedural matters. Mr. Dirth went over the five counts regarding decertification of Anthony Snyder. On February 28, 2025 a hearing was held in front of an administrative law judge and the attorney for the State was Ms. Erin Hardisty and attorney for Mr. Snyder was Mr. Skylar Limkemann. There were six witness testimonies. The hearing was recorded. On April 28, 2025 the administrative law judge issued a proposed decision. The Academy Council, on its own motion, sought further review of the proposed decision. In the order for review, the Academy Council identified that they wanted to review Count I (mandatory revocation for serious misconduct) and Count V (act of moral turpitude). Counsel for Mr. Snyder also appealed the proposed decision. Mr. Snyder's attorney, Skylar Limkemann, filed a timely appeal of all remaining issues and requested oral argument before the Council, which was granted. Prior to

oral argument, Mr. Limkemann moved to present additional evidence via oral testimony of Respondent Anthony Snyder and witness Devin Hogue due to the poor quality of the recording from the original court hearing and that the ALJ's proposed decision is missing material testimony.

Mr. Limkemann introduced himself to the Academy Council members and addressed his concerns on behalf of his client, Anthony Snyder. Mr. Limkemann stated that there is an extremely low quality audio recording from the court hearing and he believes that it is important that the Council hears directly from Anthony Snyder and Devin Hogue before making a decision in this case. Mr. Limkemann stated that there is additional evidence that needs to be presented by Devin Hogue that was not available at the time of the court hearing because it happened after the hearing.

Erin Hardisty, attorney for the State, addressed the Council. She stated that generally she would resist a motion to present new evidence, however, she took no position on the motion. She stated that she did not want to "move the needle" either way, and would leave the decision up to the Academy Council to deny or approve the additional evidence.

Eric Dirth confirmed that the audio recording did capture the entire hearing.

Academy Council members discussed whether or not to allow additional evidence. Eric Dirth advised the Academy Council that either decision would not pose an issue if the case goes up for judicial review and that whatever the Council decided, would be appropriate. Council members asked Mr. Limkemann if they were planning on presenting new evidence that was not in the original hearing or was this just for clarification for the Council due to the poor audio recording. Mr. Limkemann stated that he believed the only new evidence was the resignation of Anthony Snyder since the hearing, otherwise, Mr. Snyder and Mr. Hogue would be clarifying their testimony from the audio recording. Council members asked Ms. Hardisty what, if anything, was left out of the proposed decision. Ms. Hardisty stated that when she reviewed the proposed decision, she didn't see much consideration of Chief Hogue's testimony but that was the ALJ's discretion, not hers. Council members agreed that the audio quality was poor, but they could still hear all of the testimony and evidence. Ms. Hardisty considers this case an exception due to the poor audio recording and that is why she takes no position on the additional testimony and that the decision should be made by the Council members. Mr. Limkemann stated that the proposed decision didn't reflect all witness testimony and the ALJ should have included it in their decision, and therefore, this case is an exception and additional testimony should be allowed.

Ric Martinez entertained a motion. Aaron McClelland made a motion that the witnesses get to present a 15-minute brief summary to the Council due to the unique circumstances of this case. Diane Venenga seconded the motion. A group voice vote was taken, 11-Aye; 2-Nay (Martinez/Schneider), motion carried.

Anthony Snyder addressed the Council members. He stated that he attended the ILEA Basic Academy in 2021. Mr. Snyder stated that he is a very simple guy and that the past three years of his life have been the most complicated. Mr. Snyder stated that he could think of two words

from the past three years of his life, which were betrayal and regret. Erin Hardisty objected and advised that the point of allowing Mr. Snyder to address the Council was to clarify his prior testimony. Mr. Snyder stated that he was given a hiring document that was not turned in on time and was supposed to have known, apparently, that the hiring document had to be turned in within ten days, which he failed to do. Mr. Snyder stated that there is nothing in Iowa Code that specifically states who is responsible for turning that document in, and he fell on that sword. He stated that he didn't know and he didn't ask and that was his fault. Anthony Snyder stated that he was here to ask the Academy Council for a second chance. Erin Hardisty objected to this statement and requested that statements made need to reflect the testimony and not a plea to the Council directly. Mr. Snyder stated, "Well in that case, I'm done". Chief Devin Hogue spoke next. Chief Hogue stated that he was a Lieutenant when Anthony Snyder was hired with the department before transitioning to the Chief. Chief Hogue stated that he had never dealt with these kinds of issues before and was advised to place Anthony Snyder on paid administrative leave and keep him at the agency in a civilian position for over a calendar year. Chief Hogue advised that no one in the office, including officers and civilian personnel, came to him and told him to "cut the dead weight" and fire Snyder. Chief Hogue stated that he gave Anthony Snyder the job duties that no one else wanted to do and Snyder did not complain and exceeded all expectations. In July of 2024, the department was short five officers and utilized Snyder during Ragbrai. After three years of Snyder being employed by the department, they did not receive a single complaint on Snyder. Chief Hogue stated that the process of hiring forms has been fixed since the forms require a "docusign" which gets emailed to the hiring authority and the officer themselves. Chief Hogue stated that he thinks that there was a lot of confusion in the past with prior hiring practices within departments.

Oral arguments began at this time. Assistant Attorney General Erin Hardisty began with the State's case. Ms. Hardisty stated that she represents the public's interest in this case. Ms. Hardisty stated that honesty is one of the most important qualities to have as a law enforcement officer. Public trust also looks like making sure the process is fair and making sure that we follow our rules. The State's position at hearing was that the grounds for Count I were not met, but all other counts were met under discretionary revocation. Ms. Hardisty stated that she did recommend a suspension on behalf of the State based on those other counts. In respect to Count I, Ms. Hardisty stated that she did not feel that Mr. Snyder's actions when it came to lying about his sick time qualified as serious misconduct, which would subject any officer who lied about utilizing their sick time to a mandatory revocation, and that is why she did not argue it. Ms. Hardisty stated that could be handled at the agency level. Mr. Snyder did enter a guilty plea to Non-Felonious Misconduct in Office which was in regards to the hiring paperwork and if the information was falsified. Ms. Hardisty stated that the last page of the hiring form had the officer's signature part, and not the PT scores. Nor were the pages numbered. Ms. Hardisty stated that there is not any question as to if Mr. Snyder can or cannot be disciplined. He has admitted to his conduct and he attested to false facts. The question is the sanction and the grounds. Ms. Hardisty believes that the grounds for Count I were not met, however, there were certain findings of fact that do count for moral turpitude if the Council is going to make those findings.

Mr. Limkemann presented next. Mr. Limkemann advised that his client, Anthony Snyder, is asking the Council to reverse and modify certain findings of fact that are not supported by preponderance of the evidence. The sick time is not the issue as it came down to a disagreement between Snyder and his Chief at the time, it was a policy issue, and not grounds for decertification. Mr. Limkemann stated that as to Count I, serious misconduct, there is no statutory basis in the record for this count. Mr. Snyder's actions do not constitute serious misconduct and his client agrees with the ALJ on that point. Mr. Limkemann disputed that the proposed decision has the incorrect information regarding the hiring forms and the date that Anthony Snyder was hired. The report of hire form shows his hire date as October 30, 2020. City Council minutes show that he was hired on September 20, 2020. The form was not turned into ILEA until October 30, 2020. Mr. Limkemann advised that the proposed decision is not only contrary to the stipulations, but contrary to the evidence of the records in the case. The proposed decision does not include testimony from Tom Steinborn, who stated that Anthony Snyder was told by Eric Wood that they did not need to pass the PT test at that time, only when testing to get into the Basic Academy. Mr. Limkemann stated that Tom Steinborn testified that he had Anthony Snyder sign the last page of the hiring document and did not have the other pages present at the time. This testimony was not included in the proposed decision by the ALJ. Anthony Snyder did pass his PT test to get into ILEA. Mr. Limkemann stated that there was a lot of confusion about the hiring forms due to the fact that the agency did not have an acting Chief of Police at the time and the City Administrator was the one who had to complete the forms. Mr. Limkemann stated that there was no evidence in the record that Anthony Snyder knew that he needed a passing score to be hired, only that he had to pass the PT test to attend ILEA. Mr. Limkemann stated that one of the items in the proposed decision that his client wants modified is the part on page 8 that the ALJ states that Mr. Snyder denies any wrongdoing with regard to this incident. Mr. Limkemann stated that is false and his client, Anthony Snyder, has never denied any wrongdoing and has always admitted that he was wrong. The question is what did he know and when. Mr. Limkemann stated that his client knew that he needed to pass the PT test, however, his client was only aware that he had to pass it to attend the Basic Academy. He was not aware that he had to pass it to be hired. Anthony Snyder has completed the FBI LEEDA course and has done everything he possibly could do to rehabilitate himself. Mr. Limkemann stated that he agrees that this case warrants a suspension but does not agree with the sanctions and the Academy Council needs to take into consideration: nature of the conduct stems from a single, isolated incident and he won't repeat the behavior; there's no threat to public safety; the criminal case has been expunged and he was suspended already for an entire year from law enforcement. Mr. Limkemann stated that decertification should be for the most egregious cases where the officer's conduct cannot be rehabilitated. Mr. Limkemann requested that this case be settled at this time. There was no interest from the State to settle the case at this time.

Ric Martinez entertained a motion. Diane Venenga made a motion that the Council go into Closed Session for the purpose of discussing the decision to be rendered in a contested case conducted according to the provisions of chapter 17A, pursuant to Iowa Code section 21.5(1)(f). Dan Jansen seconded the motion. An individual voice vote was taken. Kevin Schneider-Aye; Dave McDaniel-Aye; Elizabeth Quinn-Aye; Aaron McClelland-Aye; Nathan Fulk-Aye; Ric Martinez-Aye; Diane Venenga-Aye; Dan Jansen-Aye; Sadie Weekley-Aye; Jana Abens-Aye; Ryan Ridout-Aye; Vicky Long-Hill-Aye; Melissa Henderson-Aye, 13-0, motion carried.

Council went into Closed Session at 10:35am to deliberate the case.
Council resumed Open Session at 11:19am.

Ric Martinez entertained a motion. Jana Abens made a motion requesting conflict counsel, Eric Dirth, to write an opinion consistent with what the Academy Council discussed in Closed Session. Dan Jansen seconded the motion. A group voice vote was taken. All Aye, 13-0, motion carried.

Ric Martinez advised that they would pause Action Item #4 in order to discuss other action items first.

The fifth item (#5) on the agenda was Taylor Wheatley's council appearance. Taylor Wheatley advised that he made a mistake and is ready to move on with his career. He completed all of the necessary stipulations of his settlement agreement. He stated that his relationship with his fellow co-workers is good and he is back to working patrol under new leadership. There were no further questions from the Council and no actions needed.

The sixth item (#6) on the agenda was Adam Choat's council appearance. Adam Choat stated that he completed all of the stipulations of his settlement agreement and is currently the Police Chief at the Pleasantville PD. Adam stated that he takes full responsibility for his mistakes and found the training courses that he completed were very beneficial. Adam stated that he wants to rebuild his reputation and does not want this to define his career in law enforcement. There were no further questions from the Council and no actions needed.

The seventh item (#7) on the agenda was the reinstatement review for Paul Strecker. Paul stated that he was terminated from the DOT for altering a report. He stated that he was going through a dark time in his personal life and took full ownership of his actions. Paul completed all of the stipulations in his settlement agreement. He stated that he works out, volunteers at church and loves to bake to relieve stress. Paul stated that all of the classes he was assigned were very beneficial for him and recommended all officers take them.

Ric Martinez entertained a motion. Sadie Weekley made a motion that the Council grant the request to fully reinstate the law enforcement certification for Paul Strecker as the reason for the suspension no longer exists and it is in the public interest to reinstate the certification. Aaron McClelland seconded the motion. 12-Aye; 1-Recuse (Ridout), motion carried.

The eighth item (#8) on the agenda was the petition for extension of Iowa Administrative Code Rule 501-3.1(3) for Melissa Stephenson. Melissa stated that she was previously with Denison PD but left that agency in August 2025 and now Pocahontas PD wants to hire her and send her to the January 2026 Basic Academy. She is past her one-year time frame to get certified and is requesting an extension of time. Melissa stated that she worked for Denison for almost a year but did not pass the physical fitness test in order to attend the ILEA Basic during that time frame. The Council can only grant a 180-day extension which would not cover her to become certified in April 2026. Melissa Stephenson made the decision to withdraw her waiver.

The ninth item (#9) on the agenda was the petition for waiver of Iowa Administrative Code Rule 501-4.2(1)(a) for Jacob Waymire. Jacob was certified as a law enforcement officer on 12/02/2022. He would like to become an ILEA SFST Instructor prior to reaching his three years of certified experience. Waymire was certified as a Drug Recognition Expert in 2024. Waymire believes that his instructor status would help effectively teach new officers how to conduct SFST's which would have a direct impact on public health, safety and welfare in the state of Iowa.

Ric Martinez entertained a motion. Kevin Schneider made a motion that the Council grant the waiver for rule 4.2(1)(a) as the rule imposes an undue hardship on Jacob Waymire in that he would have to wait another year to attend the course which would negatively affect the state of Iowa; the waiver will not prejudice the substantial legal rights of any person; the rule is waivable; and the public health, safety, and welfare can be afforded by other means, specifically Jacob Waymire will still have to successfully complete the SFST instructor course in order to secure his instructor approval. The waiver should be granted through 12/2/2025. The waiver is conditional upon Jacob Waymire serving with an ILEA-approved SFST instructor when utilizing his instructor approval for the duration of the waiver; and not taking the seat of another participant already meeting the three year experience requirement. Dave McDaniel seconded the motion. A group voice vote was taken. 11-Aye; 2-Nay (Martinez/McClelland), motion carried.

Council took a break at 12:05pm.

Council resumed Open Session at 12:10pm.

The Academy Council went back to Action Item #4 which were oral arguments on Case File 23-017.

Eric Dirth, Assistant Attorney General and Conflict Counsel for the ILEA Academy Council, gave a brief summary of the case. Mr. Dirth explained to the Council members that he has spoken to both attorneys for the parties regarding procedural matters only, due to ex parte communication rules. Academy Council members and attorneys for both parties did not have any issues or concerns regarding this communication. Mr. Dirth clarified for the record that he represents the Academy Council and Erin Hardisty represents the State of Iowa in this matter and there has been no correspondence between the two of them regarding this case, other than procedural matters. The Academy Council has the full record and transcripts from the hearing. Eric went over the three counts: Count I - serious misconduct; Count II - good cause; and Count III - act of moral turpitude. The ALJ found the State failed to meet its burden as to Counts I and III but met its burden in proving Count II. The ALJ sanctioned Howe with a three-year suspension beginning from the date of his resignation, April 23, 2023. The Academy Council moved to review this matter. Counsel for Mr. Howe also filed an appeal. There was one preliminary matter that needed to be addressed. Eric Dirth stated that he received an email on October 1, 2025, requesting that the stipulated testimony of ILEA Staff Nicole Stevens be added to the case file. This late request was submitted by Kyle Howe's attorney, Skylar Limkemann, in an effort to submit additional evidence into the record. This is an untimely motion. Motions to submit new evidence are supposed to be submitted within 14-days from the date of the appeal.

Skylar Limkemann went over the three counts that the Academy Council cited in their petition to decertify. Mr. Limkemann stated that the petition to decertify did not say what the case was about. Mr. Limkemann stated that he filed a motion to compel with the court, which was granted by the court. He received documents around November 8, 2024. Mr. Limkemann stated that there was a proposed settlement agreement that was presented to the Council at its December 2024 meeting. The Council denied the settlement agreement. Mr. Limkemann stated that there were several issues with discovery requests up to this point. This case had multiple attorneys from the Attorney General's office assigned throughout the entire process. Ms. Stevens was deposed on a different case and Mr. Limkemann wanted to submit her deposition in the Kyle Howe case now. Mr. Limkemann stated that the testimony of Ms. Stevens was mostly on procedural issues and processes within ILEA in accordance to how investigations were conducted. Mr. Limkemann stated that there are several due process and legal issues regarding this case and how it was handled. Mr. Limkemann stated that he and Assistant Attorney General Erin Hardisty had been having discussions regarding admitting this testimony but cannot recall when those conversations were discussed. AAG Hardisty stated that she agreed with Mr. Limkemann that this new evidence would be contemplated and would be admitted once they had a chance to review it and there was a motion made. AAG Hardisty stated that she is unaware of why that motion was never submitted by Mr. Limkemann before now. Council members discussed the fact that the motion should have been made at least two weeks before now and even though both attorneys have been having conversations about submitting the new evidence, they failed to make a motion in a timely manner per Iowa Administrative Code. Ms. Hardisty stated that Mr. Limkemann never asked her to review anything while the record was still open and so she did not think the new evidence was being submitted. Mr. Limkemann stated that he disagrees with Ms. Hardisty's recollection of their prior discussions.

Ric Martinez entertained a motion. Ryan Ridout made a motion to deny the request to submit additional evidence into the record. Jana Abens seconded the motion. A group voice vote was taken. 11-Aye; 2-Recuse (Weekley/McDaniel), motion carried.

Framework for oral arguments were discussed between counsel. It was agreed that each attorney would get fifteen minutes for oral arguments and a five minute rebuttal.

Mr. Limkemann presented an oral argument first. Mr. Limkemann stated that he and his client, Kyle Howe, appealed the ALJ's proposed decision in regard to Count II and all adverse findings and conclusions, as well as the sanction of a three-year suspension. Under Iowa law, there are several grounds that a police officer can be terminated for. The City of Toledo did not have a civil service commission or a union at the time of Howe's departure which means that a police officer was an at will employee and could be terminated for no reason at all. The only protection these officers have is the Peace Officer Bill of Rights. Mr. Limkemann advised that they have to look at Iowa Code Section 80F.1(1) and the definitions of:

b. "Complaint" means a formal written allegation signed by the complainant or a signed written statement by an officer receiving an oral complaint stating the complainant's allegation.

c. "Formal administrative investigation" means an investigative process ordered by a commanding officer of an agency or commander's designee during which the questioning of an

officer is intended to gather evidence to determine the merit of a complaint which may be the basis for seeking removal, discharge, or suspension, or other disciplinary action against the officer.

Mr. Limkemann advised that if there was no formal administrative investigation, there can be no discipline of that officer. Mr. Limkemann advised the ALJ wrote in their ruling that the argument was there, it didn't have authority because it had no appellant opinion on the issue because it is common sense by application of the statute. Mr. Limkemann stated that in code section 80B.13A(2)(c) it states: 2. The council shall revoke the certification of a law enforcement officer or reserve peace officer upon a finding that the law enforcement officer or reserve peace officer has done any of the following: c. Left, voluntarily quit, or been laid off when disciplinary investigation or action was imminent or pending which could have resulted in the law enforcement officer being discharged or the reserve peace officer being removed for serious misconduct, if the council determines that the officer engaged in serious misconduct. Mr. Limkemann stated that the mandatory and discretionary counts rely on what happens at the employing agency. The Academy Council must rely on the investigative materials sent to them by the employing agency. ILEA does not have investigators that go out and conduct interviews and investigations. Mr. Limkemann stated that Jon Thomas was hired to do an independent investigation due to the agency being sued. Jon Thomas did not complete his investigation until July 11, 2023. He writes in his report that there was just cause. Mr. Limkemann stated that it was a moot issue due to the fact that Howe had already resigned. Mr. Limkemann stated that there was no complaint and therefore the agency had no legal authority to do an administrative investigation. Mr. Limkemann stated that with reliance on the employing agency's policies, it's irrelevant as to what an agency puts in their policies. If an officer violates their agency policy, that doesn't give the Academy Council the right to decertify them. Mr. Limkemann stated that Jon Thomas' report does not include any code rules for anything that was alleged and the Council cannot rely on it. Mr. Limkemann then stated from page 16 of the proposed decision the following: "Removing any issue of improper force being used, the only things left in this case are Respondent's attitude, words and judgement used during the incidents, his poor documentation of the incidents, and the choices he made that led to the need to use physical contact to gain compliance of his arrestees". Mr. Limkemann stated that is not grounds to decertify somebody. Police work sometimes looks bad and if we were going off what looks bad, we would have a lot of officers out of jobs and certifications in the state of Iowa. That is not the law and it is subjective. There are no administrative code rules that state an officer cannot swear while on duty. Mr. Limkemann advised that Howe had no field training at the agency and the agency didn't teach him how to be a supervisor. Mr. Limkemann stated that Howe's employee evaluations were phenomenal. Commissioner Bayens gave him an award. His agency failed him. Mr. Limkemann stated that there is no sanction or violation appropriate for this case. Mr. Howe completed the de-escalation training that was recommended in the previous settlement by the Academy Council. He did this training on his own and paid for the course with his own money. Howe has been working at the state boys home. This case had a public outcry based on criminal defense attorneys and it got out there in the media and the city basically did this to cover themselves by bringing in Jon Thomas and their city attorney to conduct the investigation. Mr. Limkemann stated that they totally botched the whole thing. Mr. Limkemann stated that the three-year suspension is egregious and excessive in this case. There was no crime committed.

Assistant Attorney Erin Hardisty, on behalf of the State, presented her oral argument. Ms. Hardisty stated that she represents the citizens and anybody who watches the videos can see that there is something wrong here but that in itself is not enough to warrant discipline and that is why the case is being presented. Ms. Hardisty did not ask for Council review nor did she appeal the proposed decision. Ms. Hardisty stated that she does not see these cases as winning or losing but it is her job to present the evidence in the case to the judge and let the judge decide. Ms. Hardisty stated that she did request an amendment to the petition on Count I - serious misconduct (excessive force). Ms. Hardisty did not believe that the state could prove excessive force with the evidence provided. However, she did feel that there were other things in the evidence that were reviewed that could qualify as serious misconduct, such as, wilful or intentional misstatement of facts. Ms. Hardisty stated that she felt that the "good cause" charge was their strongest count. There are three categories of what can be considered good cause. Policies and procedures are in place so that the officers know what the standards are for their department. If an officer violates enough of the department's policies and procedures, or significantly multiple times, it does put the officer on notice that violating those can get you terminated. Ms. Hardisty stated if an agency messes up something in their administrative process, the Academy Council still has every right to review the officer's file because the Council has statutory authority and the Council can regulate the certified officers which is stated in 80B. The Academy Council's rules are always focused on acts and the conduct of officers, not the employing agency. The employing agency does have some responsibility to train, teach and supervise, but it is the officer's responsibility to conduct themselves professionally. Officer Howe should have known better in a lot of these situations. On Count II, the use of force comes in, and although it was found to not violate federal standards, Howe did violate the department's policies and procedures. Other professionals in the field felt that Howe's actions were not acceptable which falls under the "good cause" category. Ms. Hardisty stated in regards to Count III, moral turpitude, she believes that ALJ's are misinterpreting the rule and relying on just part of the definition of baseness and vileness. Ms. Hardisty stated that the whole definition has to be considered. Acts of dishonesty can be considered moral turpitude. Ms. Hardisty feels that Judge Timmins' findings are important. She was there to hear and see the witnesses and their testimony. Ms. Hardisty stated that she did not appeal Judge Timmins' findings because she believes that the judge saw and heard the evidence and she weighed it accordingly.

Mr. Limkemann stated that he understands that law enforcement incidents can get a lot of public attention, but that it is not relevant in these proceedings at all. It's not in the code or the standard. What you are looking at are 6-8 incidents that occurred over a period of two years. There's no record that the agency ever counseled Howe on his use of force or violating policy, so how would he have known he was doing something wrong. Mr. Limkemann stated that there is no policy about de-escalation in the Council's administrative rules. Each case should be reviewed by the Council on its own merits and not compared to other cases. Mr. Limkemann stated that "moral turpitude" is being used as the "catch all" just like the charge of interference with official acts. Moral Turpitude is very specific and it states exactly what qualifies. There are specific administrative code rules with regard to honesty, dishonesty and falsifying things. None of those apply and moral turpitude cannot be used as a catch-all. There's not a conviction and no crime here. Mr. Limkemann stated that ILEA has had this habit here lately of continuing these

cases, knowing that they're civil litigations or they're not final actions. Mr. Linkemann stated that his client is asking for a dismissal of this case.

Ric Martinez entertained a motion. Diane Venenga made a motion that the Council go into Closed Session for the purpose of discussing the decision to be rendered in a contested case conducted according to the provisions of chapter 17A, pursuant to Iowa Code section 21.5(1)(f). Ryan Ridout seconded the motion. An individual voice vote was taken. Kevin Schneider-Aye; Dave McDaniel-Recuse; Elizabeth Quinn-Aye; Aaron McClelland-Aye; Nathan Fulk-Aye; Ric Martinez-Aye; Diane Venenga-Aye; Dan Jansen-Aye; Sadie Weekley-Recuse; Jana Abens-Aye; Ryan Ridout-Aye; Vicky Long-Hill-Aye; Melissa Henderson-Aye, 11-Aye; 2-Recuse (Weekley/McDaniel), motion carried.

Council went into Closed Session at 1:35pm.
Council resumed Open Session at 2:05pm.

Ric Martinez entertained a motion. Jana Abens made a motion that conflict counsel, AAG Eic Dirth, will draft an opinion consistent with the Council's decision that was discussed in Closed Session and move forward on the grounds that counsel so stated. Aaron McClelland seconded the motion. A group voice vote was taken. 11-Aye; 2-Recuse (Weekley/McDaniel), motion carried.

The tenth item (#10) on the agenda was the approval of the Open Session Council minutes from August 7, 2025 and September 4, 2025. Ric Martinez entertained a motion. Diane Venenga made a motion to approve the minutes from both meetings. Dave McDaniel seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

The eleventh item (#11) on the agenda was the approval of the Consent Agenda as presented. Ric Martinez entertained a motion. Sadie Weekley made a motion to approve the Consent agenda as presented. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

The twelve item (#12) on the agenda was the approval of the Screening Committee Consent Agenda. Ric Martinez entertained a motion. Diane Venenga made a motion to approve the Screening Committee Consent Agenda as presented. Sadie Weekley seconded the motion. A group voice vote was taken, 12-Aye; 1-Recuse (Schneider), motion carried.

The thirteenth item (#13) on the agenda was the discussion of the Reciprocity Rules Public Hearing and Adoption of Notice of Intended Action.

Kristi Traynor summarized for the Council the rules for reciprocity for the military and veterans that the Council has seen before. There was one sentence added to the regulatory analysis. There was a public hearing on September 24, 2025 with one person in attendance. The meeting was open for an hour. The commenter was concerned that it was more burdensome for officers that are certified from another state to become certified in Iowa if they have been out of law enforcement for more than one year then it is for someone from the military or in federal law

enforcement. Ms. Traynor advised that this is not something that can be fixed at this moment, but could be updated during the rules rewrite. Rule 501-3.4 was updated to make sure ILEA is aligning eligibility requirements under 80B.11(H). The new update states the following: Approval may be granted when at least 20 credit hours dedicated to police science or criminal justice coursework in which a grade no lower than C- is reflected on the submitted transcript from which a degree is awarded within 3 years of applying or when approved by council after consideration of a reciprocity application. If the Academy Council approves the notice of intended action, it will be published in the Iowa Administrative Bulletin on October 29, 2025 and there would be two additional, public meetings which would be held on November 25, 2025 at 9am (for 30 minutes) and at 1pm (for 30 minutes).

Ric Martinez entertained a motion. Dan Jansen made a motion to approve the notice of intended action. Ryan Ridout seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

The fourteenth item (#14) on the agenda was ILEA Reports.

Sherry Poole stated that there are currently 72 recruits in the ILEA Basic Academy and they are in Week 5. Sherry stated that Director Carney is currently in Kosovo. Telecom and Jail School dates are almost set for 2026. ILEA is increasing these schools all around the state. ILEA is continuing to revamp and update course curriculums on a regular basis. ILEA instructors have been busy doing these updates and have been doing a great job.

The fifteenth item (#15) on the agenda was to move into Closed Session. Ric 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. Ryan Ridout-Aye; Kevin Schneider-Aye; Dave McDaniel-Aye; Elizabeth Quinn-Aye; Nathan Fulk-Aye; Ric Martinez-Aye; Diane Venenga-Aye; Sadie Weekley-Aye; Dan Jansen-Aye; Jana Abens-Aye; Melissa Henderson-Aye; Vicky Long-Hill-Aye; Aaron McClelland-Aye, 13-Aye, motion carried.

Council went into Closed Session at 2:20pm.

Council resumed Open Session at 3.26pm.

The sixteenth item (#16) on the agenda was to vote on items discussed in the Closed Session.

Approval of the August 7th and the September 4th, 2025 Closed Session Council Minutes.

Ric Martinez entertained a motion. Diane Venenga made a motion that the Council approve the August 7th and September 4th, 2025 Closed Session Council Minutes. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

Review of Proposed Decision on 25ILEA0009 / 24-005

Ric Martinez entertained a motion. Diane Venenga made a motion that the Council grant the Respondent's request for review and set a briefing schedule. Nathan Fulk seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

******(AAG Hardisty and ILEA Staff Donna Hallstrom recused themselves from this case.

Review of Voluntary Surrender File 25-049

Ric Martinez entertained a motion. Melissa Henderson made a motion that the Council accept the waiver of hearing and voluntary surrender in case number 25-049 and issue an order permanently revoking the certification with no possibility of reinstatement. Jana Abens seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

Review of Settlement Agreement Files

25ILEA0004/23-022: Ric Martinez entertained a motion. Aaron McClelland 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. Ryan Ridout seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

25-020: 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. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

25-038: 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. 12-Aye; 1-Recuse (McClelland), motion carried.

Review of Waiver Order 25-050

Ric Martinez entertained a motion. Sadie Weekley made a motion that the Council find probable cause that the alternative means for ensuring the public health, safety, and welfare are adequately protected has been demonstrated to be insufficient and order the Academy to proceed with a case to modify the waiver such that the waiver is conditioned upon Petitioner receiving a suitable for law enforcement outcome on a MMPI evaluation from Dr. Tatman or another approved psychologist that has access to all psychological evaluations and materials. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

Review of Investigative Files

25-012: Ric Martinez entertained a motion. Dan Jansen made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(2)(b) and (2)(e)(5) and order the Academy to proceed with the case. Ryan Ridout seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

25-013: Ric Martinez entertained a motion. Ryan Ridout made a motion 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. Elizabeth Quinn seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

25-018: Ric Martinez entertained a motion. Nathan Fulk made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(1)(f); 6.2(2)(b) and (2)(c) and order the Academy to proceed with the case. Diane Venenga seconded the motion. A group voice vote was taken. 11-Aye; 2-Recuse (Jansen/Ridout), motion carried.

25-021: Ric Martinez entertained a motion. Ryan Ridout made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(1)(f); 6.2(2)(b) and (2)(e)(4) and order the Academy to proceed with the case. Aaron McClelland seconded the motion. A group voice vote was taken. 12-Aye; 1-Recuse (Fulk), motion carried.

25-027: Ric Martinez entertained a motion. Sadie Weekley made a motion 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. Kevin Schneider seconded the motion. A group voice vote was taken. 12-Aye; 1-Recuse (Henderson), motion carried.

25-036: Ric Martinez entertained a motion. Elizabeth Quinn made a motion that the Council administratively close this case. Ryan Ridout seconded the motion. A group voice vote was taken. 12-Aye; 1-Recuse (McDaniel), motion carried.

25-039: Ric Martinez entertained a motion. Diane Venenga made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(2)(b), (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. 12-Aye; 1-Recuse (Quinn), motion carried.

25-042: Ric Martinez entertained a motion. Aaron McClelland made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(1)(a) and (1)(b); and 6.2(2)(e)(4) and order the Academy to proceed with the case. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

25-044: Ric Martinez entertained a motion. Dan Jansen made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(1)(e); 6.2(2)(a); (2)(c), (2)(e)(2), and (2)(e)(4) and order the Academy to proceed with the case. Dave McDaniel seconded the motion. A group voice vote was taken. 12-Aye; 1-Recuse (Venenga), motion carried.

The seventeenth item (#17) on the agenda was the election of Academy Council Chair and Vice Chair. Kevin Schneider made a motion to nominate Ric Martinez as Chair and Diane Venenga as Vice Chair from October 2025 thru October 2026. Dave McDaniel seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.

The eighteenth item (#18) on the agenda was future agenda items. Ric Martinez made a recommendation that the Council discuss the process of public hearings/oral arguments. Nathan Fulk brought up having a discussion at December's meeting regarding moral turpitude waivers.

The nineteenth item (#19) on the agenda was future Council meetings. The next Academy Council meeting is on Thursday, December 4, 2025.

The twentieth item (#20) on the agenda was adjournment. Ric Martinez entertained a motion. Aaron McClelland made a motion to adjourn the meeting at 3:40pm. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 13-0, motion carried.



Ricardo Martinez II, Chair
Iowa Law Enforcement Academy Council



Date