

Open Session Minutes

IOWA LAW ENFORCEMENT ACADEMY COUNCIL MEETING

January 15, 2026 @ 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
Melissa Henderson, Officer, Cedar Rapids Police Department
Dave McDaniel, Sheriff, Hardin County Sheriff's Office
Daniel Jansen, Captain, West Des Moines Police Department
Sadie Weekley, Captain, Marshalltown Police Department
Kevin Schneider, Sheriff, Polk County Sheriff's Office
Aaron McClelland, Assistant Chief, Waterloo Police Department
Jana Abens, Citizen of Iowa

Members Absent: Elizabeth Quinn, Lieutenant, Story County Sheriff's Office
Ryan Ridout, DOT Director, Bureau of Investigation and Identity Protection
Vicky Long Hill, Citizen of Iowa
Charles McClintock, Senator
Eric Gjerde, Representative
Judd Lawler, Representative
Izaah Knox, Senator

Legal Counsel Present: Erin Hardisty, Assistant Iowa Attorney General

Staff Present: Brady Carney, Director, ILEA
Sherry Poole, Assistant Director, ILEA
Jack Heuton, Financial Manager, ILEA
Kristi Traynor, Legal Counsel, ILEA
Jennifer Rico, ILEA
Katy Fukuda, ILEA
Nicole Stevens, ILEA

Guests Present: Camden Burgett Alicia Burgett Jim Burgett
Michael Winter

Guests Present Online: Gus Farmer
Danny Zempel

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.

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. There was none.

The third item (#3) on the agenda was the approval to adopt ARC 963C on Reciprocity.

Kristi Traynor stated that this is the final step in regards to the reciprocity rules HF 901 that was passed the last legislative session. ILEA held public hearings but did not have any public guests join the meeting nor did they get any written comments. If the Council moves to adopt these rules today, they will go into effect February 25, 2026.

Ric Martinez entertained a motion. Diane Venenag made a motion that the Council approve the rules. Aaron McClelland seconded the motion. A group voice vote was taken. All Aye, 10-0, motion carried.

The fourth item (#4) on the agenda was the Recruit Dismissal Appeal, ILEA Case No. 25-1.

Ric Martinez stated that Erin Hardisty was present to represent the State of Iowa. Also present was Camden Burgett and his attorney, Michael Winter.

For the record, the Council all have access to the Administrative Record in this matter. That record contains the following documents:

- 1) The notice of dismissal from ILEA Basic Academy Class 322, dated 8/13/2025
- 2) Respondent's notice of appeal, dated 8/18/2025
- 3) Notice of appeal hearing, dated 9/16/2025
- 4) Respondent's Acceptance of service, filed on 12/11/2025
- 5) State's Witness & Exhibit List, including Exhibits 1-5, filed on 12/29/2025

The State moved to enter these exhibits. Mr. Winter, attorney for Camden Burgett, objected to the entering of any testimony of those parties who are not present today. Erin Hardisty, attorney for the State of Iowa, advised that "hearsay" is admissible in administrative hearings pursuant to 17A and should be allowed. The standard of evidence is relative and non-cumulative.

Ric Martinez entertained a motion. Dan Jansen made a motion to allow the testimonies into evidence of the parties that are not present here today. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye, 10-0, motion carried. Therefore, State's exhibits 1-5 are admitted into evidence.

Mr. Winter advised that his client did not file any exhibits for the hearing today.

At 9:10am, Erin Hardisty, attorney for the State of Iowa, began her opening statement. She explained the issue before the Council is whether to affirm Director Carney's decision to dismiss Camden Burgett from the Basic Academy who has filed an appeal. Ms. Hardisty provided information regarding the dismissal:

On July 30, 2025, Mr. Burgett was dismissed from the Academy by Director Carney. Over the preceding week, there had been several violations of safety rules while Mr. Burgett was engaged in firearms training. Those violations occurred on Thursday, July 24th and again on Monday, July 28th. Despite these issues being discussed with Mr. Burgett, the issues continued and the safety rule violations continued. Some additional mental health concerns became apparent and were reported to Director Carney. Director Carney tried to address these concerns with Mr. Burgett. Mr. Burgett did not indicate anything specific, but did indicate that there was something going on that he did not want to discuss. Due to all of these concerns, and pursuant to the handbook rules regarding safety and the Director's ability to dismiss recruits for safety concerns, Director Carney made the decision to dismiss. In Director Carney's dismissal letter, there was a stipulation in place, which was included in the dismissal letter. This stipulation was that Mr. Burgett would be required to get an MMPI-3 prior to reapplying to the Academy. Mr. Burgett would need to report these concerns to the professional who completed the MMPI-3. The psychologist would need to be approved by Director Carney. Ms. Hardisty stated that she will be asking that the Council affirm the dismissal and the additional requirements. Ms. Hardisty ended her opening statement at 9:12am.

At 9:12am, Michael Winter, attorney for the Respondent Camden Burgett, began his opening statement. Mr. Winter advised the Academy Council that this will be the first time his client has had an opportunity to explain, in person, what really happened. Mr. Winter stated that he believes that there were several miscommunications between Mr. Burgett and ILEA staff. He did not do anything intentionally to violate any of the rules, and he would like to be able to explain what happened in his words, rather than in writing, so that the Council can hear him in person and be the one to judge his credibility. Mr. Winter asked the Council members to be patient and wait until they have heard all of the evidence before making their final decision. Mr. Winter ended his opening statement at 9:14am.

At 9:15am, Ms. Hardisty called her first witness, ILEA Instructor Matt Wood. Mr. Wood raised his right hand and was sworn in. Mr. Wood advised that he manages the Rifle program and Active Shooter program at ILEA, along with assisting with a variety of other use of force related topics. Mr. Wood stated that the first incident that took place involving Mr. Burgett was during firearms training on the range, specifically rifle training. The recruits had already completed 80-hours of firearms training up to this point and almost finished with the firearms program.

For the most part, the recruits had successfully completed the handgun and shotgun portion of the program. The safety violations that were violated were:

- I. July 24th: Walking in Front of the Recruit Line about to Load Firearms
- II. July 24th: Leaving His Assigned Rifle Unattended
- III. July 28th: Failing to Make His Rifle Clear & Safe after Signaling It Was Completed
- IV. July 28th: Taking a Rifle into a Building Against Instructions & Pointing the Weapon Toward Himself in Violation of Firearm Safety Rules

Mr. Winter objected to the testimony of Instructor Wood in regards to hearsay and what Instructor Johnson's conversation was with Mr. Burgett. Erin Hardisty advised the Council that hearsay is admissible in these types of proceedings and the Council can determine the weight it deems appropriate.

Ric Martinez entertained a motion. Melissa Henderson made a motion to allow the testimony of Instructor Wood as presented. Jana Abens seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

Erin Hardisty ended her questioning of Instructor Wood at 9:38am.
Mr. Winter began his questioning of Instructor Wood at 9:38am.

Mr. Winter asked Instructor Wood how long he had been at ILEA and if he had any previous issues with Camden Burgett during the first 13-weeks of the Basic Academy. Instructor Wood advised that he did not know of any specific issues in the past 13-weeks. Mr. Winter confirmed with Instructor Wood that during the firearms training, the weather would have been anywhere from 90-100 degrees outside. Instructor Wood agreed. Instructor Wood advised that he did not have any personal problems with Mr. Burgett and that Mr. Burgett had always been respectful to him and the other instructors. Mr. Winter asked Instructor Wood if it was possible that Recruit Bell lied about not checking Mr. Burgett's firearm. Instructor Wood stated that it was possible.

Mr. Winter ended his questioning of Instructor Wood at 9:40am.

Erin Hardisty asked Instructor Wood if no matter what the other recruit had said or done, it was still the responsibility of Mr. Burgett to make sure his weapon was clear and safe. Instructor Wood advised that it was Mr. Burgett's ultimate responsibility was to make sure the firearm was safe.

At 9:45am, Erin Hardisty called her next witness, ILEA Director Brady Carney to testify. Director Carney raised his right hand and was sworn in.

Director Carney testified that he has been the Director of ILEA for 3 years, is a certified law enforcement officer with 16 years of experience with the Des Moines Police Department in various capacities and leadership positions. Director Carney first became aware of the concerns with Burgett on July 25th when he was notified that Assistant Director Poole had alerted the Council Bluffs Police Department of the incidents from July 24th. On July 28th, Lieutenant

Gerald Wake contacted Director Carney by email and indicated he and a training sergeant would be coming to the Academy on Wednesday, July 30th to meet with Burgett and wanted to meet with Director Carney before that meeting. Additional concerns came to light later on July 28th. Director Carney requested to speak with Burgett and asked him for any explanations he had about the incidents. Burgett advised Director Carney he was having difficulty focusing and needed to improve. They talked about why the incidents were concerning and Director Carney asked what reassurance Burgett could give that the safety concerns would not happen again. Burgett's plan was to relay the safety instructions to himself out loud in order to put them into action. Director Carney attempted to determine if there were other concerns causing Burgett's lack of focus given the multiple instances of serious safety concerns that placed both himself and others at risk. Burgett paused for a long time and eventually indicated that there was, but that he didn't feel like it was an appropriate time, nor did he want to discuss it. Director Carney stated that he could offer additional resources for Mr. Burgett if he told him what he was struggling with. After meeting with the representatives from the Council Bluffs Police Department, the consensus was that Burgett should not continue to participate in the firearms program. That would also mean Burgett would not be able to complete the active shooter (ALERT) training or high-risk vehicle stops. That would mean Burgett would not be able to complete three mandatory training areas required to obtain Iowa Peace Officer Certification. The decision was made that Burgett would be dismissed from the Basic Academy Class. Lieutenant Wake also made Director Carney aware that Burgett mentioned that during his time at Basic Academy there were demons or spirits preventing him from sleeping; and that Burgett had been trying to work through other relationship issues. Because Burgett demonstrated an inability to follow simple and clear instructions; an inability to follow safety standards around firearms and live ammunition; and there were serious concerns with his psychological state and mental fitness, Director Carney added the requirement for the MMPI-3 evaluation with an interview by a psychologist selected by him or his designee that was aware of the underlying concerns. Director Carney also required that Burgett would have to obtain his Peace Officer Certification through ILEA's Level I Basic Academy given the history of concerns. After Mr. Burgett was dismissed from the Academy, another recruit from Class 322 requested to speak with Director Carney. This recruit relayed several concerning conversations and statements that had been made during the course of the training cycle by Mr. Burgett. Mr. Winter objected to this testimony on account this new information came to light after Mr. Burgett was dismissed by the Academy and the new information is not relevant. Erin Hardisty stated that she would ask a different question. Director Carney advised that when he first met with Mr. Burgett, he had not made the decision to dismiss him. He made the decision on Wednesday, July 30, 2025. Director Carney advised that he dismissed Mr. Burgett from the basic academy due to the safety violations and not being able to complete several programs that are mandatory for certification. Questioning of Director Carney ended at 10:22am.

Council took a break at 10:22am.

Council resumed Open Session at 10:32am.

Erin Hardisty advised that the State rests.

At 10:33am, Mr. Winter called Camden Burgett to testify. Camden Burgett raised his right hand and was sworn in.

Mr. Burgett stated he has been a member of the Army Reserves for three years serving as a Military Police Officer. He typically has drills 2-3 days each month. Burgett was hired by the Council Bluffs Police Department as a Police Officer in January 2025. He wanted to give back to his community and protect them for all they've given to him. Burgett passed all of the hiring requirements including an MMPI-2 and polygraph and was enrolled as a recruit in ILEA Basic Academy Class 322. Burgett testified that he received a copy of the ILEA Recruit Handbook after attending the physical fitness entrance exam and that Director Carney covers the policies contained in the Handbook on the first day of Basic Academy with recruits and gives them an opportunity to ask any questions they may have. Recruits are asked to sign an acknowledgement that they have read and understand the Handbook and that they agree to follow the rules within the Handbook. Burgett testified that he reviewed the Handbook and had plenty of time to do so. Burgett signed and returned his acknowledgement form, agreeing to follow all rules outlined therein with a date of May 4, 2025. Burgett stated that he had several instructors while attending the basic academy. Burgett stated that he completed several weeks at the basic academy successfully until week 13. Burgett agreed with the majority of Instructor Wood's testimony, however he disagreed that the line was "hot" or that recruits had begun loading their weapons when he began walking back to his firing lane. Burgett explained that he chose to walk in front of the recruit line so he wouldn't "flag" any of the recruits as he returned to his designated spot. Burgett did move to walk behind the recruit line when told to do so by Instructor Wood. When pressed, Burgett also admitted he could have pointed the gun down and walked without flagging anyone. Once they were finished with the drill, Burgett stated that Instructor Johnson told him that he would put the gun back in the truck for him. Burgett agreed that a rifle was left on the range. However, his testimony regarding that rifle was inconsistent. In his written statement, Burgett wrote "[Instructor Johnson] picked my rifle up and walked towards the truck where the Academy rifles came from and that was the last time I remember seeing my unslung rifle." During his direct exam, Burgett testified "As I bent down to pick up the rifle that had no sling, Instructor Johnson said that he would go put it back and take care of it and I watched him walk towards the Academy truck and that's the last time I had seen that rifle." Then, he suggested he saw Instructor Johnson put the rifle in the truck, which he subsequently took back. Later, he testified that Instructor Johnson walked the rifle "to the truck." When asked to clarify, Burgett finally testified that he watched Instructor Johnson walking to the truck with the rifle and assumed he had put the rifle in the truck. Burgett stated that Instructor Wood asked him how the rifle got back on the range. Burgett stated that he was about to explain to Instructor Wood how he thought it got back on the range, but Instructor Wood cut him off and had him in the front leaning rest position for two minutes while he and another instructor talked. After the two minutes, Instructor Wood asked Burgett to clarify what had happened with the rifle. Burgett told Instructor Wood that Instructor Johnson said that he would put the rifle back in the truck. Burgett stated that he apologized for leaving the rifle on the range, even though he says he did not leave it there. Another incident involved Burgett not making his rifle clear and safe on the range. Burgett walked over to Instructor Wood after he had signaled that his rifle was clear and safe to ask a question. Instructor Wood could see that Burgett's rifle was not clear and safe but actually had an empty magazine in it. Burgett admitted that he forgot to make his weapon clear

and safe. Instructor Wood told Burgett at that time to make his rifle clear and safe. Burgett gave Instructor Wood the name of another recruit who had conducted the safety check on Burgett's rifle. Instructor Wood questioned the other recruit and that recruit told Instructor Wood that he, in fact, did not inspect Burgett's rifle. Burgett admitted that he failed to make his rifle clear and safe in this instance as he was so focused on his qualification question for Instructor Wood that he simply did not perform his safety check despite being told to unload his rifle, perform the verification, and raise his supporting arm to signal his rifle was clear and safe. Burgett did dispute Instructor Wood's testimony about his peer's verification. Burgett testified that his peer admitted to Instructor Wood that he had verified Burgett's rifle was clear and safe and apologized. Instructor Wood had testified that the recruits took a break and were instructed they could stay outside with their clear and safe rifles, slung or ground their rifles at the 50-yard line if they planned to enter the classroom or restroom. Burgett entered the classroom with his rifle and Instructor Wood observed him with his rifle on the table, pointing the muzzle toward his own legs. Instructor Wood also heard other recruits telling Burgett to take his rifle outside. At that point, Instructor Wood told Burgett to return his rifle to the 50-yard line. Burgett disputes Instructor Wood's recollection and testified that recruits were specifically instructed not to ground their rifles at the 50-yard line and further testified that Instructor Johnson gave him permission to place his rifle on the table while he used the facilities. Burgett did admit that the muzzle of his rifle was pointed toward himself as he did not want to flag anyone else and there were multiple other individuals in the classroom. Burgett also admitted that no other recruit had their rifles inside the classroom and that he was the only one. Burgett stated that he met with Director Carney to go over the violations and how Burgett needed to be more focused. Burgett advised that after that conversation, he felt that he was good and the situation was taken care of. Burgett testified that he did not have any outside issues or anything that was weighing on his mind while at the academy. Burgett stated that he was shocked when Director Carney dismissed him from the basic academy and didn't feel that any further explanation was needed. Burgett stated that he was unjustly dismissed. Burgett stated that he believed that the heat and weather was getting to Instructor Wood while out on the range that week and Instructor Wood made a bad choice by letting his emotions get to him. Burgett stated that him walking in front of the line and taking his rifle into the classroom were taken way out of proportion.

Mr. Winter ended his questioning of Instructor Wood at 11:00am.

Erin Hardisty cross examined Camden Burgett at 11:00am. Erin Hardisty confirmed with Burgett that he read and understood the recruit handbook and signed off on it. Erin Hardisty asked Burgett to explain what "clear and safe" meant in regards to firearms, the lane, and the range. Burgett testified that the last time he saw the ILEA rifle was when he saw Instructor Johnson walking towards the academy truck to put it away. Burgett testified that when he approached Instructor Wood to ask him a question, that there was still a magazine in his rifle and that it was clearly a violation. Burgett agreed that he had signaled that his rifle was clear and safe even though it was not. Burgett stated that it was his responsibility ultimately to make sure his rifle was clear and safe. Burgett testified that the recruits that day were told to not ground their weapons. Burgett stated that recruits were not told they could not take their weapons into the classroom. Burgett testified that no other recruit had their rifle in the classroom other than himself. Burgett testified that recruits were given strict instructions to never point a firearm at

anything or anyone unless you intend to shoot. Burgett testified that he did point the muzzle of his rifle at himself while in the classroom. Burgett agreed that his actions did present safety concerns.

Ms. Hardisty ended her questioning of Camden Burgett at 11:24am.

Mr. Winter cross examined Camden Burgett at 11:24am.

Mr. Winter asked Burgett about speaking with the Council Bluff Police Department's chaplain. Burgett testified that he often spoke with the chaplain. Ms. Hardisty objected to this line of questioning. Council members discussed whether or not to allow the testimony regarding the Chaplain. Aaron McClelland asked if the conversations with the chaplain had anything to do with Burgett's time while at the academy. Mr. Burgett testified that his conversations with the chaplain were based on the allegations that Burgett was not sleeping well while at the academy due to demonic attacks.

Ric Martinez entertained a motion. Nathan Fulk made a motion to allow the testimony of Camden Burgett in regards to his conversations with the chaplain. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

Burgett stated that he met with the Council Bluff Police Department's chaplain on several occasions because Burgett is a man of faith. Burgett stated that at no time while meeting with the chaplain, did they ever talk about demons attacking him. Burgett stated that he never spoke of demons to Director Carney nor anyone else.

Mr. Winter ended his questioning at 11:28am. Ms. Hardisty stated that she did not have any further questions.

Council members questioned Mr. Burgett about his firearms training previously in the military. Burgett stated that he had several hours of firearms training while in the military for three years. Burgett testified that the rules on the range for the military and ILEA are very similar and strict. Burgett stated that Director Carney, Instructor Wood, Instructor Johnson, Recruit Bell and the Sgt. from Council Bluffs were all untruthful with the facts of what happened.

At 12:05pm, Erin Hardisty presented the State's closing argument.

At 12:10pm, Mr. Winter presented his closing argument.

Ric Martinez advised that this matter is now submitted. Council will move into Closed Session shortly to deliberate. A written decision will be drafted and issued to the parties when approved by the Council. Given the Council's current meeting scheduled, a decision will come out within the next 90-days. If either party disagrees with the Council's decision, they may appeal it. The information of the appeal will be included in the decision.

Council took a break at 12:15pm.

Council resumed Open Session at 12:35pm

The fifth item (#5) on the agenda was to move into Closed Session.

Ric Martinez entertained a motion. Diane Venenga made a motion that the Council go into closed session for the purpose of discussing whether to initiate licensee disciplinary investigations or proceedings and 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)(d) and (f). Melissa Henderson seconded the motion. An individual voice vote was taken. Dave McDaniel-Aye; Kevin Schneider-Aye; Nathan Fulk-Aye; Ric Martinez-Aye; Diane Venenga-Aye; Melissa Henderson-Aye; Aaron McClelland-Aye; Sadie Weekley-Aye; Jana Abens-Aye; Dan Jansen-Aye; 10-Aye, motion carried.

Council went into Closed Session at 12:35pm.
Council resumed Open Session at 1:46pm.

The sixth item (#6) on the agenda was to vote on items discussed in Closed Session.

Recruit Dismissal Appeal (ILEA 25-1)

Ric Martinez entertained a motion. Dan Jansen made a motion that legal counsel draft a decision in case number 25-1 consistent with the Council's discussion. Melissa Henderson seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

Review of Voluntary Surrenders

25-059: Ric Martinez entertained a motion. Aaron McClelland made a motion that the Council accept the waiver of hearing and voluntary surrender in case number 25-059 and issue an order permanently revoking the certification with no possibility of reinstatement. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

Review of Settlement Agreements

24-041: Ric Martinez entertained a motion. Dave McDaniel 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. Jana Abens seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

25-035: Ric Martinez entertained a motion. Aaron McClelland made a motion that the Council accept the agreement submitted by the parties and issue an order imposing the agreed upon sanction. Sadie Weekley seconded the motion. A group voice vote was taken. 9-Aye; 1-Recuse (Schneider), motion carried.

Review of Investigative Reports

25-046: Ric Martinez entertained a motion. Melissa Henderson made a motion that the Council administratively close this case. Dan Jansen seconded the motion. A group voice vote was taken. 9-Aye; 1-Recuse (Venenga), motion carried.

25-058: Ric Martinez entertained a motion. Melissa Henderson made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(1)(f); (2)(b), and (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, 10-0, motion carried.

25-060: 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(1)(f); 6.2(2)(b), 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, 10-0, motion carried.

25-062: Ric Martinez entertained a motion. Aaron McClelland 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 the alleged violation was an isolated incident and 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. Dave McDaniel seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

The seventh item (#7) on the agenda was future agenda items. Melissa Henderson requested statistics on the POST test using a calculator since last year. ILEA staff will bring those statistics to the February meeting.

The eighth item (#8) on the agenda was future Council meetings. The next Council meeting is scheduled for Thursday, February 5, 2026.

The ninth item (#9) on the agenda was adjournment. Ric Martinez entertained a motion. Diane Venenga made a motion to adjourn the meeting. Aaron McClelland seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

Meeting adjourned at 2:00pm.



Ricardo Martinez II, Chair
Iowa Law Enforcement Academy Council



Date