

Open Session Minutes

IOWA LAW ENFORCEMENT ACADEMY COUNCIL MEETING

August 6, 2026 @ 9:00am

ILEA, Room 201

Camp Dodge

7105 NW 70th Avenue

Johnston, Iowa 50131

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

Members Present: Melissa Henderson, Academy Council Chair and Officer, Cedar Rapids Police Department
Aaron McClelland, Academy Council Vice Chair and Assistant Chief, Waterloo Police Department
Diane Venenga, Chief, North Liberty Police Department
Sadie Weekley, Captain, Marshalltown Police Department
Daniel Jansen, Captain, West Des Moines Police Department
Vicky Long Hill, Citizen of Iowa (online)
Kevin Schneider, Sheriff, Polk County Sheriff's Office
Nathan Fulk, Colonel, Iowa State Patrol
David Schrock, Citizen of Iowa
Laura Roan, Citizen of Iowa
Eric Gjerde, Representative

Members Absent: Dave McDaniel, Sheriff, Hardin County Sheriff's Office
Elizabeth Quinn, Lieutenant, Story County Sheriff's Office
Ryan Ridout, DOT Director, Bureau of Investigation and Identity Protection
Charles McClintock, Senator
Judd Lawler, Representative
Izaah Knox, Senator

Assistant Attorney General:

Erin Hardisty

Staff Present:

Brady Carney, Director, ILEA
Sherry Poole, Assistant Director, ILEA
Naimah Saadiq, Assistant Director, ILEA
Kristi Traynor, Legal Counsel, ILEA
Jennifer Rico, ILEA
Katy Fukuda, ILEA
Nicole Stevens, ILEA
Donna Hallstrom, ILEA

Guests Present:	Gustava Murtha	Luke Bader	Pat Ascheman
Guests Present Online:	Anna Hyatt	Rick Fullmer	Chad McCluskey
	Danny Zempel	Lisa DeFour	Mark Wessels
	Zeth Baum	Dan Cassady	Skylar Limkemann
	Brianna Nystrom	Nicole Keedy	Heather McElroy
	Dr. Thurman	Derek Chambers	

Melissa Henderson called the meeting to order. Melissa Henderson began with the welcome, roll call of the Academy Council, and introductions of ILEA staff and guests.

Melissa Henderson 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.

Sadie Weekley advised that she would recuse herself from Action Item #4.

Nathan Fulk advised that he would recuse himself from Action Item #10.

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

The third item (#3) on the agenda was Petition for Waiver of Iowa Administrative Code rule 501-2.1(5) for Luke Bader.

Melissa Henderson advised that the Council has received all of Mr. Bader's information regarding the circumstances for the waiver.

Kristi Traynor, ILEA Legal Counsel, advised that there are four criteria that Mr. Bader must show to the Academy Council. Those four criteria are:

1. That there would be an undue hardship if the waiver was not granted.
2. That the waiver would not prejudice the substantial legal rights of any person.
3. That the rule is waivable-which it is (moral character rule).
4. That the public health, safety and welfare can be afforded by other means.
 - *The nature and seriousness of the crime;
 - *The time elapsed since the crime was committed;
 - *The degree of rehabilitation since the crime was committed;
 - *The likelihood that the same crime will be committed again;
 - *The number of criminal convictions;
 - *Mitigating circumstances or factors that heighten risk to public safety.

Mr. Bader advised that the undue hardship would be that he has invested his educational experience specifically for law enforcement and that he would not be able to serve his community and fulfill his passion in a law enforcement capacity if the waiver was not granted.

Council discussed the circumstances of the case. They agreed that this event occurred several years ago and a lot of time has passed since and he has had no other negative incidents with law enforcement. Mr. Bader did write apology letters to all of the victims in the case. He has since

made positive changes in his life. He has served in the military and two overseas deployments. He has received his BA in Criminal Justice.

Melissa Henderson entertained a motion. Sadie Weekley made a motion to approve the petition for waiver for Luke Bader. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 10-0. Motion carried.

The fourth item (#4) on the agenda was the Petition for Waiver of IAC Rule 501-2.1(1) for Gustavo Murtha.

Melissa Henderson advised that the Council has received all of Mr. Murtha's information regarding the circumstances for the waiver.

Kristi Traynor, ILEA Legal Counsel, advised that there are four criteria that Mr. Murtha must show to the Academy Council. This is a citizenship waiver. Those four criteria are:

1. That there would be an undue hardship if the waiver was not granted.
2. That the waiver would not prejudice the substantial legal rights of any person.
3. That the rule is waivable-which it is (citizenship rule).
4. That the public health, safety and welfare can be afforded by other means.

Council members asked if there was any update or progress on Mr. Murtha's citizenship since receiving his information. Mr. Murtha advised that there has been no progress as of yet. Mr. Murtha believes that he should be receiving his citizenship within the next ten months. The Academy Council discussed how it would work if they granted a temporary waiver. Members had consensus that it would be better that Mr. Murtha waits until he receives his full citizenship.

Melissa Henderson entertained a motion. Diane Venenga made a motion to deny the petition for waiver for Gustavo Murtha. Nathan Fulk seconded the motion. A group voice vote was taken; 9-Aye; 1-Recuse (Weekley). Motion carried.

Council took a break at 10:02am.

Council resumed Open Session at 10:10am.

The fifth item (#5) on the agenda was the Psychological testing presentation and panel discussion.

Director Carney stated that there have been several conversations over the past couple of years about MMPI's, psychological suitability, consistency, standardized models and statewide standards versus local employment decisions. All states have different frameworks, different requirements and different processes. Director Carney turned the conversation over to licensed psychologist Dr. Heather McElroy who has experience in working with national entities, with a focus on psychological suitability examinations and different processes. Dr. McElroy stated that the MMPI-2 is a very good instrument to use, however, making the MMPI-2 required is a bit outdated. Dr. McElroy stated that there are three decisions the Council needs to make:

1. How do you define psychological suitability?
2. What is the minimum evaluation process that is required to determine that?
3. Which requirements belong in administrative rule versus Council policy and where can they remain adaptable?

Dr. McElroy advised that she believes that Iowa should establish a clear statewide minimum for psychological suitability. The minimum should be defined by job-related functional standards and a consistent evaluation process, and not by a single psychological test or test score, and certainly not by a diagnosis or any specific edition of a test. The proposed rule makes several positive changes starting with removing the permanently named instrument, centralizing orders and results through ILEA and requiring a review of prior evaluations before any second opinion is offered. Dr. McElroy stated that there should be a required public safety assessment competence of the evaluators, and permitting agencies to establish additional standards above that statewide minimum. Suitability should be defined by functionality. The question is really whether the totality of the available evidence indicates that the individual possesses the psychological characteristics and functional capacities that they need to exercise law enforcement authority safely, effectively, ethically and reliably. So that includes things like judgement, impulse control, emotion regulation, stress tolerance, integrity, dependability, adaptability, interpersonal functioning, teamwork and responsible risk assessment. In fact, many of the reasons people are found unsuitable nationwide are because of integrity, decision-making and judgement issues. She goes on to say that obtaining all information before the evaluation is critical. So giving the evaluators the background information, medical records, polygraph information and other information is critical so the evaluator can review that information before the interview. Using these instruments with documented reliability and validity for public safety applicants is very important. There are numerous tests that can be used but they must be reliable and valid. An individual interview with each candidate is a must before any final determination. There are several reasons why an individual might score really well on a test and still not be psychologically suitable, and vice versa. The statewide and agency-specific questions should be separated pretty clearly. The statewide question is, does this applicant meet Iowa's minimum psychological suitability standard to serve as a law enforcement or reserve officer? The agency question is, does the applicant also meet any additional job-related requirements associated with this particular department, assignment structure, working environment, or operational context. So, an agency may exceed the statewide minimum when its additional criteria are job-related and defensible. It should not be permitted to lower the statewide standard because of staffing shortages, personal relationships, or local hiring pressures. Agency representatives should provide the evaluator with legitimate job information and shouldn't negotiate the evaluator's professional opinion. A useful reporting structure would include two separate determinations, a statewide certification meets or does not meet and then requested, agency-specific appointment standards, meets, does not meet, suitable, unsuitable. And that separation also helps Iowa manage those lateral applicants. So a person may fail one agency's additional criteria, so they might not be suitable for one agency versus another without becoming unfit for their current position. So they would still meet Iowa's minimum suitability standards while maybe not being fit for one department versus another.

Dr. Thurman, Dr. Keedy, and Dr. Ascherman are present for the panel discussion. Dr. Ascherman began by saying that there are three tests in the MMPI family and there are additional tests like

PAI, MPQ, NWAL, and more. Dr. Ascherman stated that the MMPI is the gold standard test in this arena. When he does forensic evaluations for injured workers, the MMPI-2, particularly its validity scales, are highly valued. The difference between the MMPI-2 and the MMPI-3 is that they use entirely different test construction methods. The MMPI-2 uses what is called an empirical keying. Essentially, they want to compare Group A and Group B. It's very hard to cheat this test. The MMPI-3, by comparison, cleaned up this test and therefore you have a lot of scale overlap. Some items show up on one scale and some items show up on a different scale and there's some distortion that has to do with, essentially, distress. Dr. Ascherman's opinion is that the MMPI-3 is not as good at teasing out people who are incentivized to manipulate the test and his preference is to use the MMPI-2. Dr. Ascherman strongly agrees that an interview has to be done. The test should not be used without an interview. Just because someone has a good test, does not mean that they are a good candidate. The candidate can admit to a polygrapher that they smoked marijuana fifty times in high school and then tell me they haven't smoked any. The fact that he smoked marijuana fifty times is not as much of the concern as them lying about it. Dr. Ascherman stated that the background information, the polygraph information, and any investigative information should always be shared with the psychologist before the evaluation interview.

Dr. Keedy agreed with Dr. Ascherman's and Dr. McElroy's opinion that the interview is paramount in their evaluation of the candidate. She stated that using the MMPI is a way to ensure that she does not miss anything during the interview and it gives her a way to expand the interview, and the background information that the department gives her beforehand, gives her additional information to ask about. She does not rely on the MMPI as her way of making a determination of suitability so from that perspective, for her, using the MMPI-2 or MMPI-3 is less crucial. She uses the MMPI-3 for MFPRSI and the MMPI-2 for all others and she can see a pattern either way.

Dr. Thurman agreed with all of the psychologists that an interview is absolutely imperative. She advised that she uses the MPQ, the PAI and other tests. Using any and all background information provided by the department is extremely useful and should be made available to the psychologist before the interview. She has had several officers fail because they neglect to tell her something, or they tell her something and don't tell the police department. She actually prefers to use the MMPI-3 PCIR along with an interview. All psychologists agreed that moving forward, no matter which test is used, do not require the interpretive report be submitted. Continue to require just the score report, as a minimum.

Director Carney advised that with the new rules, it is ILEA's plan to have an approved list of providers that agencies can select from. These providers would have to show professional experience and training with police officers and meet specific criteria to be eligible.

Dr. McElroy had some issues with second opinions. She stated when you start allowing second opinions, you open up a can of worms. If you have a list of providers that you trust and that you have vetted you should trust in their opinion. There has to be standards in place so that everyone is following that standard of practice. If psychologists are doing things differently, then you will definitely get different opinions because they are not following the same process. The

psychologists agreed that if a second opinion is requested, it should only be granted if the agency requests the second opinion, not the candidate. The candidate is not the "client". The agency is the "client" and the testing/evaluation is for the agency, not the candidate. If a second opinion is approved, then the new psychologist should be required to have all of the information from the first evaluation. Director Carney talked about suitability for officers that are already certified in the state of Iowa, but have had a break in service of more than 180 days. Current processes require a new, suitable MMPI to be done and what would that process look like in the future with the new rules. Is it a different test? All of the psychologists felt that it should be the same requirements and same processes and that officers should have to have an evaluation. The other circumstance is when a current officer is employed with one agency, and then goes to another agency without a break in service, and the new agency requires a new MMPI and that MMPI comes back unsuitable; what happens then? The psychologists agreed that this situation is a little more confusing. It would be the agency's decision if that officer has a fitness for duty issue and decides to keep them on. Dr. Ascherman advised that you could possibly resolve this issue with informed consent from the candidate.

The sixth item (#6) on the agenda was the Cognitive Test update.

Director Carney stated that ILEA has been looking towards flexibility to find a modern, written test to meet the cognitive requirements statewide. Currently everyone in the state of Iowa uses the Post Officer Selection Test through Stanard and Associates. It comes down to two options; either we build our own individual tests for Iowa, which we just don't have the bandwidth to do that. So we are looking at other entities that have a test that other people use. ILEA has talked with different entities, looked at different tests and programs and talked with other states. We now have a workable product and process with the National Testing Network. ILEA has spoken to other states that are currently using this product and it has been successful. We want something that's modern, we want it applicable to law enforcement, we want it validated by research, we want it legally defensible, and we want it to be accessible to all applicants. A central platform can help lift some of the testing burden and pre-employment work for the agencies. The National Testing Network has their own proctors, and they allow for testing centers, to include ILEA to serve as one of them. The applicant can go to the website, sign up for a testing time, take the test and then come back to the agency with their score. Agencies can still host and provide the testing as well. Each individual agency can pay a fee to become a subscriber through NTN. The director stated that he did not want to promote or implement something that then turns around and forces every agency to pay an individual fee. Director Carney proposed that we open it up as a statewide testing process, ILEA is the posting entity and would have a standing posting where all applicants can register, build a quick profile and have the ability to take that test with a proctor, whether that's through an NTN proctor, an ILEA proctor, or the agency's own testing site. ILEA would then be the central intake. The test is done in a virtual format and is very applicable. It is continually updated and amended so it is relevant and it's backed by research and legally defensible. The test has three components to it. It has a Human Relations section where it focuses on judgement, law enforcement, public relations and teamwork. The second component is a Report Writing and the third component is a multiple-choice Reading test. You do not need prior law enforcement experience to pass this test. You have to pass each section individually, and then you have a cumulative score. ILEA

can use the recommended cut off scores from NTN, or we can adopt our own cutoff score for each segment. The scores are uploaded to the central intake agency (ILEA) immediately so we can see their scores. A passing test score is good for one year. If the candidate fails a test, they must wait 90-days to test again. Council members liked this idea and would like ILEA to get more information and see a demo test if possible.

The seventh item (#7) on the agenda was the review and discussion of the Administrative Rules Public Hearings and Proposed Amendments to drafted Administrative Rules, Chapters 1-14 (EO 10 Re-Write).

Kristi Traynor stated that they held the public meetings for Chapters 1-14. Nobody appeared or made any comments on any of the chapters. In reviewing all of the rules, there are a couple of items that need changing. The next step in the rules rewrite is to file the notices of intended action. In this section, the Council is technically looking at suggested changes and seeing whether or not the Council wants to move forward with the rules as they're written, or whether the Council wants to make some changes. Kristi read through all of the LSA changes and proposed amendments in Chapters 1-14. Council had consensus with the changes and amendments.

The eighth item (#8) on the agenda was the Notices of Intended Action, 501-Chapters 1-14. Melissa Henderson entertained a motion. Sadie Weekley made a motion that the Council approve the Notices of Intended Action for Chapters 1-10 with the inclusion of the Chapters as presented to Council. Weekley further moved that the Council approve the Notices of Intended Action for Chapters 11-14, which rescinds those Chapters. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

The ninth item (#9) on the agenda was the discussion of Basic Course Attendance & IAC Rule 501-9.1(1) and 501-13.2(1).

Director Carney advised that this is in regards to Jailer 40-hour training and Public Safety Telecommunicators 40-hour training. The existing rules state that jailers and telecommunicators must complete their 40-hour training within one-year of their hire date. What the rules do not state is what happens if they do not complete the training within that one year time period and how should the Academy handle that. Council members discussed several options on handling this in the future.

Melissa Henderson entertained a motion. Dan Jansen made a motion that the Council direct ILEA to allow late registrants entry into the basic training course for jailers or public safety telecommunicators when a registrant is outside of their required training time frame as set by the Council's rules, but that the registrant be directed that a Council waiver will be required before their completion certificate can be awarded. Dan Jansen further moved the Council to amend its Notice of Intended Action for Chapter 9 to include rule 9.2(4) which states: "Failure to complete training. Should a jail administrator or jailer fail to complete all training within the time period or

any extensions allowed, that person will not be eligible for employment and will not serve as a jail administrator or jailer in the state of Iowa for a period of not less than 12 months. The period of ineligibility begins on the date the person last worked as a jail administrator or jailer.”

Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried. (it should be noted that Kevin Schneider was not present for this vote)

The tenth item (#10) on the agenda was Petition for Waiver of IAC Rules 501-3.5 & 501-3.6 for WIT/ILEA/DPS Academy Curriculum.

Kristi Traynor summarized the waiver requests from WIT/DPS/ILEA regarding specific curriculum to be taught at the Level I and Level II Academies:

3.6(2) Patrol Procedures

d. Gangs

3.6(4) Life skills

e. Iowa law enforcement emergency care provider (minimum of 32 hours of classroom)

3.6(8) Foundations of American policing

a. Cultural competency

c. Unbiased policing (minimum of 2 hours)

The waiver standards are the same as before:

1. That there would be an undue hardship if the waiver was not granted.
2. That the waiver would not prejudice the substantial legal rights of any person.
3. That the rule is waivable-which it is.
4. That the public health, safety and welfare can be afforded by other means.

Director Carney advised that ILEA/DPS/WIT have changed their curriculum to ensure they are in compliance with recent state laws. However, our rules, due to the rules moratorium, do not have the ability to change at this time. The current topics that are presently in the rules are in direct conflict with recent state laws. The request with this waiver is to move to the “amended” curriculum to ensure all three Academies are in compliance with state laws. If the waiver is approved, then all curriculum will be standardized.

After House File 856 was passed in 2025, the Iowa Law Enforcement Academy reached out to the Iowa Attorney General's Office for guidance about instruction in Level I & Level II Academies given the new legislation. The Law Enforcement Academy was advised that providing instruction specifically on Race Relations and Unbiased policing violated the law. The Law Enforcement Academy was further advised that Cultural Competency likely violated the law as well. The advice surrounding the cultural competency course also raised questions about instructions surrounding Hate Crimes. Effective July 1, 2026, House File 2711 removed the Iowa Code section from the Iowa Code, which required the Academy to provide instruction on gang-affected youth. Additionally, the Council's proposed rule revisions plan to move from the

current Iowa law enforcement emergency care provider first aid curriculum to the traditional tactical medical curriculum.

Given that change, DPS/WIT/ILEA desire to move to the new curriculum for incoming recruits ahead of the effective dates of the proposed rules. The Academy proposed instructing the following courses in place of the required courses: Security Threat Groups; Community Relations; Community Partnerships; Observation, Perception & Decision Making; Fair Policing; & Tactical Medicine (without the time requirements).

Eric Gjerde requested an official, written opinion from the Attorney General on the Hate Crimes section. Council members agreed with this request.

Melissa Henderson entertained a motion. Sadie Weekley made a motion to approve the petition for waiver for WIT/ILEA/DPS. Dan Jansen seconded the motion. A group voice vote was taken; 9-Aye; 1-Recuse (Fulk). Motion carried.

The eleventh item (#11) on the agenda was the updated FY2027 ILEA Fee Schedule. Director Carney advised that there is a new course added to the specialty school list. This course is called Vehicle Extraction & Weapon Retention Course. It is an 8-hour course for \$175 dollars.

Melissa Henderson entertained a motion. Diane Venenga made a motion to approve the updated FY2027 ILEA Fee Schedule. Aaron McClelland seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried. (it should be noted that Kevin Schneider was not present for this vote)

Council took a lunch break at 12:00pm.
Council resumed Open Session at 12:15pm.

The twelfth item (#12) on the agenda was ILEA Reports.

The Director advised that ILEA currently has 70 recruits and that they are in week 14. Graduation is scheduled for Friday, August 21st. This will be held at Valley Church in West Des Moines. Vicky Long-Hill stated that she would represent the Council at the 11am ceremony. Dan Jansen advised that he would represent Council at the 2pm ceremony. The job task analysis for the Basic Academy Curriculum is underway. Online invoicing and electronic payments should be ready around September and/or October. ILEA has expanded the agency training credits for Basic Academy curriculum. They are getting ready to pour the cement on the drive track. DOM doIT is going to require multifactor identification for Acadis soon.

The thirteenth item (#13) on the agenda was the review of the Screening Committee Consent agenda.

Waivers/Extensions: Howard Roper/Mitchell Nicholas/Brett Preston
Kristopher Mayer ****Daniel Calzadillas****

CTE Applications: Travis Terwey/Terry Roberts/Joseph Oswalt/Adam Turk/Eric Hauser
Joseph Unser/Joseph McCullough

Melissa Henderson entertained a motion. Sadie Weekley made a motion to approve the Screening Committee Consent Agenda. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 10-0. Motion carried. (it should be noted that the waiver for Daniel Calzadillas was denied).

The fourteenth item (#14) on the agenda was the approval of the June 4, 2026 Open Session Council Minutes.

Melissa Henderson entertained a motion. Dan Jansen made a motion to approve the June 4, 2026 Open Session minutes. Kevin Schneider seconded the motion. A group voice vote was taken. All Aye; 10-0, motion carried.

The fifteenth item (#15) on the agenda was the review of the Consent Agenda.

- a. Academy Instructor Applications (18)
- b. Academy Curriculum Applications (1)
 - *WIT
- c. Reserve Officer Weapons Applications (12)
- d. Jail Instructor Applications (6)
 - Amy Garreans/Reed Kiious/Josh Wildman/Makayla Nemmers
 - Renewals: Delbert Longley/Matthew Sandvick
- e. Telecommunicator Instructor Applications (2)
 - John Fechter
 - Spencer Bezoni
- f. Residency Requests (5)
 - Jesse Vander Woude (Sioux City PD)
 - Dale Lussier (Sioux City PD)
 - Yaogah Obouibo Liberto Akakpo (Davenport PD)
 - Jessica Baulisch (Council Bluffs PD)
 - Marquez Strickland (Burlington PD)

Melissa Henderson entertained a motion. Diane Venenga made a motion to approve the Consent Agenda as presented. Vicky Long-Hill seconded the motion. A group voice vote was taken. All Aye, 10-0; motion carried.

Council took a break at 2:17pm.

Council resumed Open Session at 2:30pm.

The sixteenth item (#16) on the agenda was to move into Closed Session pursuant to Iowa Code sections 21.5(1)“a”, “d”, and “f”.

Melissa Henderson entertained a motion. Aaron McClelland 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). Nathan Fulk seconded the motion. An individual voice vote

was taken. Vicky Long Hill-Aye; Dave Schrock-Aye; Laura Roan-Aye; Diane Venenga-Aye; Dan Jansen-Aye; Melissa Henderson-Aye; Aaron McClelland-Aye; Sadie Weekley-Aye; Kevin Schneider-Aye; Nathan Fulk-Aye. All Aye, 10-0. Motion carried.

Council went into Closed Session at 2:32pm.

Council resumed Open Session at 4:13pm.

(it should be noted that Kevin Schneider left the meeting)

The seventeenth item (#17) was to vote on items discussed in the Closed Session.

Review of the June 4, 2026 Closed Session Council Minutes

Melissa Henderson entertained a motion. Dan Jansen made a motion to approve the June 4, 2026 Closed Session Council minutes. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

Review of Voluntary Surrender Files

26-025 and 26-026

Melissa Henderson entertained a motion. Diane Venenga made a motion that the Council accept the waivers of hearing and voluntary surrender in these cases and issue orders permanently revoking the certifications with no possibility of reinstatement. Dan Jansen seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

Review of Settlement Agreement Files

23-009: Melissa Henderson 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. Aaron McClelland seconded the motion. A group voice vote was taken. 8-Aye; 1-Recuse (Long-Hill), motion carried.

25-040: Melissa Henderson 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. All Aye; 9-0, motion carried.

25-053: Melissa Henderson 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. 8-Aye; 1-Recuse (Fulk). Motion carried.

25-061: Melissa Henderson 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. Aaron McClelland seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

25-063: Melissa Henderson entertained a motion. Diane Venenga 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. All Aye; 9-0, motion carried.

26-003: Melissa Henderson 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. Nathan Fulk seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

26-011: Melissa Henderson 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. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

26-018: Melissa Henderson entertained a motion. Laura Roan made a motion that the Council accept the agreement submitted by the parties and issue an order imposing the agreed upon sanction. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

26-019: Melissa Henderson 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. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye; 8-Aye; 1-Recuse (Long-Hill), motion carried.

26-004/26ILEA0006: Melissa Henderson 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. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

Review of Revision of Settlement Agreement

25-055: Melissa Henderson entertained a motion. Aaron McClelland made a motion that the Council accept the modification to the Council's February 5, 2026 order and issue the agreed upon order. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

Review of Investigative Files

25-028: Melissa Henderson entertained a motion. Nathan Fulk made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(2)(a), and (2)(e)(4) and order the Academy to proceed with the case. Diane Venenga seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

25-066: Melissa Henderson entertained a motion. Sadie Weekley made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(2)(e)(4) and order the Academy to proceed with the case. Vicky Long-Hill seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

26-016: Melissa Henderson entertained a motion. Nathan Fulk made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(2)(a), (2)(c), and (2)(e)(3) and order the Academy to proceed with the case. Dan Jansen seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

26-017: Melissa Henderson entertained a motion. Sadie Weekley made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(2)(b) and order the Academy to proceed with the case. Aaron McClelland seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

26-022: Melissa Henderson entertained a motion. Dan Jansen made a motion that the Council administratively close this case. Nathan Fulk seconded the motion. A group voice vote was taken. 7-Aye; 2 Recuse (Schrock/Venenga), motion carried.

26-024: Melissa Henderson entertained a motion. Aaron McClelland made a motion that the Council administratively close this case. Dan Jansen seconded the motion. A group voice vote was taken. A group voice vote was taken. All Aye; 9-0, motion carried.

26-027: Melissa Henderson entertained a motion. Diane Venenga made a motion that the Council find probable cause of a violation of 501 IAC rules 6.2(2)(a), (2)(c), and (2)(e)(3) and order the Academy to proceed with the case. Sadie Weekley seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

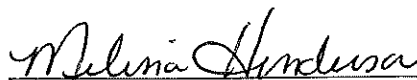
The eighteenth item (#18) on the agenda was future agenda items.
Council would like to discuss more about the cognitive and psychological testing options.

The nineteenth item (#19) on the agenda was future Council meetings. The next Council meeting will be on October 1, 2026.

The twentieth item (#20) on the agenda was adjournment.

Melissa Henderson entertained a motion. Dan Jansen made a motion to adjourn the meeting. Aaron McClelland seconded the motion. A group voice vote was taken. All Aye; 9-0, motion carried.

The meeting adjourned at 4:22pm.


Melissa Henderson, Chair
Iowa Law Enforcement Academy Council

10-5-2026
Date