

**Open Session Minutes**  
**IOWA LAW ENFORCEMENT ACADEMY COUNCIL MEETING**  
November 10, 2022, at 10:00am  
ILEA, Room 201  
Camp Dodge  
7105 NW 70<sup>th</sup> 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: Tim Carmody, Chair and Chief, Council Bluffs Police Department  
Diane Venenga, Vice Chair and Chief, North Liberty Police Department  
Ricardo Martinez II, Public Safety Director, Chief, Nevada Police Department  
Nathan Fulk, Colonel, Iowa State Patrol  
Elizabeth Quinn, Sergeant, Story County Sheriff's Office  
Gene Beinke, Citizen Member, Clinton, Iowa  
Vicky Long Hill, Citizen  
Melissa Henderson, Officer, Cedar Rapids Police Department  
Sadie Weekley, Lieutenant, Marshalltown Police Department  
Jim Steinkuehler, Sheriff, Crawford County Sheriff's Office  
David Lorenzen, Iowa DOT Motor Vehicle Enforcement

Members Absent: Senator Chris Cournoyer, Iowa Senate, District 49  
Representative Henry Stone, Iowa House of Representatives  
Senator Kevin Kinney, Iowa Senate, District 39  
Matthew Roberts, Group Supervisor, United States Drug Enforcement Administration  
Robert M. DeWitt, Senior Supervisory Resident Agent, Federal Bureau of Investigation

Legal Counsel Present: Kristi Traynor, Assistant Iowa Attorney General  
John Lundquist, Assistant Iowa Attorney General

Staff Present: Sherry Poole, Interim Director, ILEA  
Jack Heuton, Financial Manager, ILEA  
Donna Hallstrom, ILEA  
Nicole Stevens, ILEA  
Jennifer Rico, ILEA  
Katy Fukuda, ILEA

Guests Present: Ben Scholl, Coordinator, Hawkeye Regional Academy  
Srdjan Golub, Director of Community Education, Hawkeye CC  
Megan McGhee, Community Education Assistant, Hawkeye CC  
Jeff Hembera, Captain, Cedar Rapids Police Department  
Jeff Sitzmann, Captain, Cedar Falls Police Department  
Jeff Brinkley, Chief, Mason City Police Department  
Shea McNamara, Captain, Cedar Falls Police Department  
Greg Stallman, Chief, Altoona Police Department

Tim Carmody called the meeting to order.

Tim Carmody 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.

Tim Carmody began with the welcome and introductions of the Academy Council, ILEA staff and guests.

Tim Carmody 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.

Shea McNamara, Captain, from the Cedar Falls Police Department had some comments for the Council. Captain McNamara stated that his agency has had quality officers come out of Hawkeye Regional Academy. He also instructs some classes for Hawkeye's Regional II Academy and has witnessed the training that goes on there. He stated that having Hawkeye so close has been invaluable for the agency and other surrounding agencies. He advised that Ben Scholl has been very communicative with any issues regarding cadets.

The third item (#3\*) on the agenda was the appeal review for Hawkeye Community College to hold a Level 1 Basic Academy.

AAG Kristi Traynor advised that this is an appeal and the chance for the Council to determine whether or not Hawkeye has put forth any evidence that changes their decision as a Council. Hawkeye is going to be given fifteen minutes to make an oral presentation to the Council. Should the Council have questions, they do have the ability to ask Hawkeye those questions during that time frame. Council will deliberate in Open Session and make their decision.

Tim Carmody clarified that this is not a re-representation of the entire case, it's any new information that wasn't presented previously.

**Ben Scholl (Hawkeye Regional Academy Coordinator):** Mr. Scholl thanked the Council for their time and reconsideration of the information. Hawkeye would like to re-clarify some benefits, if the program was allowed to take place. Not only the benefits to the departments, but also to the recruits. Ben stated that he believes that they need to look at what has changed in law enforcement over the years. Ben advised that the Central Academy and the Regional Academy were created around the same time (1967). If we look at the way it has always been done, it's a really dangerous place to sit and we look at this as an opportunity to maximize training to the departments, it's going to save them money. This would allow the departments to interact directly without having to drive across the state. If the department feels that Hawkeye is not meeting their needs, they can choose another option. As law enforcement trainers and educators, we need to maximize the opportunities. There are some studies being done that have found that there is a need for collaboration in the academic world and police training. We need to be using the best adult learning principles and sharing that knowledge to create better outcomes. Back in 1967, we did not have the internet. There have been a lot of changes that we need to look at. This allows us to meet the needs of our partners very quickly. The ability to gain feedback immediately is very important. In the past couple of years, Hawkeye has been able to invest in future technology, like the VR system. Hawkeye is fully invested to meet this need. So as a Regional academy, Hawkeye has been continuously evaluating and improving education for all law enforcement. We gain feedback from every class. We have seen higher retention rates. Classes are capped at twenty, and that is a huge opportunity for recruits

to receive more one-on-one instruction and ask questions. Hawkeye has break-out sessions within their classes which allows students to really apply what they have learned. This helps them understand the information better. Allowing Hawkeye to host a Level 1 Basic would alleviate some of the strain of class sizes from ILEA. It would allow better collaboration between ILEA and Hawkeye. Hawkeye appreciates all of the support they have received from ILEA in regards to their Level 2 academy. They feel that this partnership would only grow and get better if they were allowed to host a Level 1 academy. As a Regional Academy, Hawkeye has gained a lot of knowledge in the last fifty years. We have so many high-quality instructors and believe that we need to give them that growth as well and take this to a new level. Ben believes that there needs to be some flexibility here. There are a lot of candidates that are being missed. They still have the opportunity to bond with each other even if they are not housed with each other. We are getting officers that we didn't get 15-20 years ago. We need to be open to the family concept. We have to be able to adapt when we can. We are doing a disservice to the recruitment efforts of departments and not recognizing the changing complexity of the workforce. Hawkeye handed out a letter for the Council to review. Hawkeye believes that this could be a very strong partnership which could expand the relationship between Hawkeye, ILEA and the departments. A lot of departments have entrusted Hawkeye with the training of their officers and Hawkeye would only hope that the Council would give them the opportunity to host a Level 1. Ben stated that Hawkeye's Level II Academy reaches recruits from all over the state, not just their region.

**Srdjan Golub (Director of Community Education and Workforce Solutions at Hawkeye Community College):** Mr. Golub stated that he had some questions regarding Iowa Administrative Code Rule as it pertains to being approved to host a Level 1 Basic academy. He stated that the Code says that they have to have an onsite inspection, which they did have. They made the written request/application and it met all the standards needed. The approval/disapproval was furnished in writing. What basis in the Iowa Code was the denial based on? We do not know how to proceed since it looks like we have met all the requirements. Ben stated that he is very passionate about law enforcement and wants to see everyone succeed. Mr. Golub stressed that having another Level 1 Academy would be a positive thing for everyone across the state. It provides another option for departments. There are generational differences today that there weren't in the past. Many recruits want to be at home with their families.

Tim Carmody stated that if recruits are already pushing back the fact that they have to go away for training, that's a concern because once they are trained, they will work shift work, holidays and weekends. And they will be away from their families. They are going to have to adapt to those schedules. Nathan Fulk advised that looking at the "need", the research shows that Iowa does not "need" another Level 1 right now. Nobody has ever been turned away from ILEA because of numbers. The needs assessment that was done did not show that there was a need. The Academy Council has to look at the entire state and Iowa's model of training for law enforcement. Hawkeye only has to look out for Hawkeye. The Council appreciates the partnership between ILEA and Hawkeye. Vicky Long-Hill wanted to highlight the fact that the Council has to do what is best for the entire state of Iowa. Hawkeye's training would be focused on the region. Vicky stated that she would like to see Hawkeye assist with filling the gaps that ILEA has regarding specialty schools and classes like that. This is the first step to decentralization in the state of Iowa if the Council approves Hawkeye to host a Level 1 Basic Academy. Gene Beinke stated that he looked at the numbers and found that there are about 373 officers being trained each year. The state can train up to 429 officers each year and so the need is not there. Agencies are down officers across the state. Based on the number of people applying across the state, whether it be at ILEA or Regionals, there is not a need to open another Level 1 Academy at this time. The Council will continue to look at the data and as the numbers change, they will look at the need at that time.

**Tim Carmody entertained a motion. Gene Beinke made a motion that Council affirm its prior decision and deny Hawkeye Community College's appeal of its application for approval as a Level 1 Regional Law Enforcement Training Facility. I further move that the Chair be authorized to issue a written decision consistent with the Council's discussion. Jim Steinkuehler seconded the motion. An individual voice vote was taken. Vicky Long-Hill-Aye; Sadie Weekley-Nay; Ric Martinez-Aye; Melissa Henderson-Nay; Tim Carmody-Aye; Diane Venenga-Nay; Nathan Fulk-Aye; Dave Lorenzen-Aye; Gene Beinke-Aye; Elizabeth Quinn-Aye and Jim Steinkuehler-Aye. Motion carried 8-Aye; 3-Nay.**

The fourth item (#4\*) on the agenda was the discussion of Chapter 4 (3-year vs. 18-month rule change for instructors).

The Rules Committee met and wanted to make a rule change to allow officers who have been certified for 18-months be able to become ILEA Instructors. The current rule states that they have to be certified for no less than 3-years. When this was presented to the ARC Committee, they pushed back and wanted ILEA to do some research on what other states around the country are doing and the trend of the Council. It was found that most states around the country make their officers be certified for at least 3-5 years. ILEA would be the only state that would grant instructor certification with only 18-months experience.

**Tim Carmody entertained a motion. Diane Venenga made a motion to withdraw their original request of allowing officers with 18-months certified experience to become certified instructors and keep the current rule of 3-years. Nathan Fulk seconded the motion. A group voice vote was taken. All-Aye 11-0. Motion carried.**

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

**Tim Carmody entertained a motion. Jim Steinkuehler made a motion that Council go into closed session for the purpose of discussing closed session minutes, to discuss strategy with counsel in matters that are presently in litigation or where litigation is imminent, 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)(a), (d), and (f). Melissa Henderson seconded the motion. An individual voice vote was taken. Sadie Weekley-Aye; Ric Martinez-Aye; Tim Carmody-Aye; Melissa Henderson-Aye; Diane Venenga-Aye; Vicky Long-Hill-Aye; Dave Lorenzen-Aye; Gene Beinke-Aye; Elizabeth Quinn-Aye; Nathan Fulk-Aye and Jim Steinkuehler-Aye. Motion carried. 11-0.**

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

- a) Approval of May 13, 2022 Closed Session Council Minutes
- b) Approval of August 4, 2022 Closed Session Council Minutes
- c) Approval of September 1, 2022 Closed Session Council Minutes

**Tim Carmody entertained a motion. Diane Venenga made a motion to approve the Closed Session minutes from May 13, 2022; August 4, 2022 and September 1, 2022. Nathan Fulk seconded the motion. A group voice vote was taken. All Aye 10-0. Motion carried.**

#### **Administratively Closed Files**

**20-017:** Tim Carmody entertained a motion. Elizabeth Quinn made a motion to administratively close this case. Gene Beinke seconded the motion. A group voice vote was taken. All-Aye 10-0

**21-022:** Tim Carmody entertained a motion. Diane Venenga made a motion to administratively close this case. Melissa Henderson seconded the motion. A group voice vote was taken. All-Aye 10-0

**22-021:** Tim Carmody entertained a motion. Dave Lorenzen made a motion to return this case to the investigator to gather further information and submit it to the Council for further consideration. Sadie Weekley seconded the motion. A group voice vote was taken. All-Aye 10-0

**22-035:** Tim Carmody entertained a motion. Melissa Henderson made a motion to administratively close this case. Nathan Fulk seconded the motion. A group voice vote was taken. 8-Aye, 2 Recuse (Venenga and Weekley)

#### **Proposed Settlement Agreements**

**14-001R/22ILEA0029:** Tim Carmody entertained a motion. Sadie Weekley made a motion to accept the agreement submitted by the parties, and that the Council issue an order permanently revoking the certification with no possibility of reinstatement. Diane Venenga seconded the motion. A group voice vote was taken. 9-Aye, 1 Recuse (Steinkuehler)

**21-010/22ILEA0013:** Tim Carmody entertained a motion. Melissa Henderson made a motion to accept the agreement submitted by the parties, and that the Council issue an order permanently revoking the certification with no possibility of reinstatement. Jim Steinkuehler seconded the motion. A group voice vote was taken. All Aye 10-0

#### **Decertification Files**

**20-001:** Tim Carmody entertained a motion. Sadie Weekley made a motion that the Council find probable cause to establish a violation and order this case set for hearing. Gene Beinke seconded the motion. All Aye 10-0

**20-018:** Tim Carmody entertained a motion. Gene Beinke made a motion that the Council find probable cause to establish a violation and order this case set for hearing. Dave Lorenzen seconded the motion. 7-Aye; 3 Recuse (Weekley, Fulk and Henderson)

**21-002:** Tim Carmody entertained a motion. Diane Venenga made a motion that the Council find probable cause to establish a violation and order this case set for hearing. Melissa Henderson seconded the motion. All Aye 10-0

**21-014:** Tim Carmody entertained a motion. Nathan Fulk made a motion that Council find that the evidence gathered in the investigation does not prove a violation, and that the Council therefore lacks probable cause to proceed with this matter. Elizabeth Quinn seconded the motion. All Aye 10-0

**21-015:** Tim Carmody entertained a motion. Jim Steinkuehler made a motion that the Council find probable cause to establish a violation and order this case set for hearing. Elizabeth Quinn seconded the motion. All Aye 10-0

**22-004:** Tim Carmody entertained a motion. Gene Beinke made a motion that Council find that the evidence gathered in the investigation does not prove a violation, and that the Council therefore lacks probable cause to proceed with this matter. Jim Steinkuehler seconded the motion. 9-Aye; 1-Recuse (Venenga)

**22-012:** Tim Carmody entertained a motion. Melissa Henderson made a motion that the Council find probable cause to establish a violation and order this case set for hearing. Jim Steinkuehler seconded the motion. 8-Aye; 2-Recuse (Weekley/Quinn)

**22-022:** Tim Carmody entertained a motion. Dave Lorenzen made a motion that the Council find probable cause to establish a violation and order this case set for hearing. Diane Venenga seconded the motion. 9-Aye; 1-Recuse (Weekley)

**22-037:** Tim Carmody entertained a motion. Gene Beinke made a motion that the Council find probable cause to establish a violation and order this case set for hearing. Nathan Fulk seconded the motion. 9-Aye; 1-Recuse (Quinn)

**Review Agency Case Inquiry**

19-020: No new information was presented and therefore, this case remains closed. No action taken.

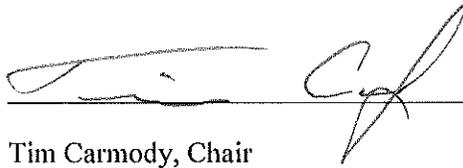
**Review of Student Appeal Written Decision**

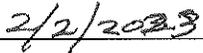
22-002: Tim Carmody entertained a motion. Melissa Henderson made a motion that the Council move forward with the order that was written. Gene Beinke seconded the motion. 9-Aye, 1-Recuse (Venenga)

The seventh item (#7\*) on the agenda was future agenda items. There were none

The eighth item (#8\*) on the agenda was future Council Meetings.  
December 1, 2022 at 9:00am

Melissa Henderson made a motion to adjourn the meeting at 1:05pm.

  
\_\_\_\_\_  
Tim Carmody, Chair  
Iowa Law Enforcement Academy Council

  
\_\_\_\_\_  
Date