

**LAW ENFORCEMENT STANDARDS BOARD (LESB)
EXECUTIVE COMMITTEE (EC) MEETING**

MINUTES – AUGUST 11, 2020

ATTENDANCE:

LESB EC MEMBERS

Anthony Burrell
Chris Domagalski
Scott Parks
Anna Ruzinski
Tina Virgil
Michelle Viste

ABSENT MEMBERS:

STAFF

Stacy Lenz
Katie Maule
Jerry Mullen
Thessa Phillips
Frank Sullivan
Dana Vike
Steve Wagner

Guests: Colleen McCabe, Tim Weir

1. **Call the Meeting to Order** – Chris Domagalski called the meeting to order at 10:02 a.m.
2. **Introductions**
3. **Proof of Posting of Meeting Notices**
The meeting notice publication procedures were followed in compliance with Wis. Stat. §19.84.
4. **Academy Online Learning Discussion with Wisconsin Technical College System (WTCS) Provost and Vice President, Colleen McCabe**
 - Colleen McCabe presented the Executive Committee with information on the kinds of online instruction that are available to possibly introduce into the academies.
 - Blended instruction is where portions of the course are delivered in an online format and the rest is delivered in person where hands-on learning is required.
 - Blended synchronistic instruction involves parts of the academy to be instructed online by an instructor to the students in real time. An online class time would be scheduled where the students would be able to learn and discuss the material with each other as though they were in the classroom together.
 - Blended asynchronistic instruction is where the instructor uploads the lecture and course material online and then the students can access it on their own schedule. If students were to be able to complete the online portion of the academy in an asynchronistic manner, there may be an increase in candidates who enroll due to the flexibility to complete the lessons around their schedules.
 - Synchronistic and asynchronistic instruction can require participation through discussion boards, which allows for the instructor to monitor each student's involvement in the course.
 - Ms. McCabe also presented the Executive Committee with data to show the high success rate of blended courses amongst students within the WTCS.
 - Ms. McCabe concludes her presentation by asking the LESB for the flexibility to allow institutions to meet the needs of their students and local departments that they are serving by considering the introduction of blended instruction in the academies.
 - Chief Domagalski states that this request is broad and asks for more detail as to what courses from the academy would be online.

- Ms. McCabe states that during COVID-19, the academies have been going from in-person to online training as the circumstances change in their area. Can some parts of the academy go online so that a larger number of students can view the instruction at once instead of having smaller classes with 5-10 students? There is added cost to having the instructors teach more often due to the need to split up the classes into smaller sizes. Currently, the institutions are finding it difficult to have smaller class sizes for all the courses and so if some of them are able to go online, it would be helpful. Ms. McCabe also states that she is aware that some courses cannot be taught online.
- Tim Weir from WTCS is also present to address the Executive Committee. He states that there is a good way to maximize the potential of face-to-face instruction by preparing the students for what they are doing prior to in-person training. There are certain courses that would be served well with blended format to prepare them for face-to-face. Mr. Weir agrees with Ms. McCabe that blended instruction is not trying to supplant any hands-on training that is needed in the academies.
- Chief Ruzinski states that the law enforcement profession involves being able to communicate well with people in person. She believes that classroom learning is also important for comradery and team building. She agrees with Chief Domagalski that without knowing which courses they want to put online, the request is too broad.
- Ms. McCabe states that the goal is to pay attention to rigor and relationship building but also meet the needs of the students and departments. She asks that the dialogue continues with the academy directors, Training and Standards, and the LESB as to the possibilities of blended instruction.
- Director Michelle Viste asks for an example of a course that could be taught in a blended format and if the students would be able to participate well online.
- Mr. Weir gives the Constitutional Law course as an example for what can be taught in a synchronistic or asynchronistic format. With synchronistic, the instructor would have more control and there would be an opportunity for students to participate in real time. With asynchronistic, the level of engagement can be very substantive. There can be discussion on the student's own time so that they have an opportunity to think about what they want to discuss and how they want to respond. The instructor can monitor the engagement on the discussion boards and make it a requirement to participate.
- Chief Domagalski asks if the flexibility that is being requested would allow for each technical college to put courses online as they see fit?
- Ms. McCabe states that course modifications would need to be approved by herself, Tim Weir and their Vice President of Instruction to ensure that all student learning outcomes are being met and they are ready for assessment.
- Chief Domagalski asks what kind of training would be proposed for the instructors on how to deliver blended instruction?
- Mr. Weir states that resources are available at the technical colleges to maintain an effective online instruction delivery system within many of the degree programs. The transition to online instruction is not easy but it is an opportunity for professional development as the instructor will need to adapt and improve their ability to deliver the content.
- T&S Director Steve Wagner states that there is a noneducational component of the academy that is lost if it goes online. The academy is not only a place where people go to learn the information, it is also a time where the department can look at the recruit and get feedback from instructors. The instructors can observe the strengths and weaknesses of the recruits so that the agency knows what to work on following the academy. Mr. Wagner cautions that the online learning may also affect their ability to communicate in person effectively.

- Ms. McCabe states that she appreciates the feedback and would like to continue the discussion in the future.
- Chief Domagalski asks what they hope the future discussion looks like?
- Mr. Weir states that they are hoping to bring together the academy directors, the LESB, and Training and Standards staff to discuss the possibilities further.

Motion to table the discussion until the LESB meeting on September 2, 2020, where the board could potentially form a committee to meet with the academy directors and executive staff to discuss the possibilities of including online instruction in the academies. Move by Scott Parks, second by Anna Ruzinski. Roll Call: Anthony Burrell, Chris Domagalski, Scott Parks, Anna Ruzinski, Michelle Viste. Motion carried unanimously.

5. Requests for Waiver of Training & Education Requirements for Officers, Civilians & Instructors.

Preparatory Training Waiver Requests

- a. Allen, Charles E – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin for one year from the date of the exam. The applicant shall complete the Law Enforcement Reciprocity Examination by September 2021.
- b. Ellis, Richard J – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin for one year from the date of the exam. The applicant shall successfully complete the Reciprocity Examination by 2/23/2021. If the applicant successfully completes the exam, he will be certifiable in Wisconsin for one year from the date of the exam.
- c. Fleming, Connor T – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin for one year from the date of the exam. The applicant shall complete the Law Enforcement Reciprocity Examination by September 2021.
- d. Frederick, Jason R – Pre-employed
Staff recommends **against** completion of the Reciprocity Examination. The applicant does not meet the eligibility requirements for the Reciprocity examination.
- e. Gawlik, Bryanne M – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin for one year from the date of the exam. The applicant shall complete the Law Enforcement Reciprocity Examination by September 2021.
- f. Miller, Jared D – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin for one year from the date of the exam. The applicant shall complete the Law Enforcement Reciprocity Examination by September 2021.

- g. Rosploch, Scott J – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin for one year from the date of the exam. The applicant shall complete the Law Enforcement Reciprocity Examination by September 2021.
- h. Sepanski, Michael C – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin for one year from the date of the exam. The applicant shall complete the Law Enforcement Reciprocity Examination by September 2021.
- i. Storm, Eric W – Pre-employed
Staff recommends successful completion of the Law Enforcement Reciprocity Examination. The applicant shall successfully complete the Reciprocity Examination by 6/4/2021. If the applicant successfully completes the exam, he will be certifiable in Wisconsin for one year from the date of the exam.
- j. Webster, Kimball P – Pre-employed
Staff recommends successful completion of the Reciprocity Examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin for one year from the date of the exam. The applicant shall complete the Law Enforcement Reciprocity Examination by September 2021.
- k. Beck, Landon M – Fond du Lac Police Department
Staff recommends successful completion of the Reciprocity Examination. The applicant shall complete the Law Enforcement Reciprocity Examination within their probationary period and no later than 1/6/2022.
- l. Ahlers, Kaitlin R – Columbia County Sheriff's Office
Staff recommends successful completion of the Jail Reciprocity Examination. The applicant shall successfully complete the Jail Reciprocity Examination within their probationary period of employment and no later than 9/2/2021.
- m. Markgraf, Carter T – Taylor County Sheriff's Office
Staff recommends successful completion of the Jail Reciprocity Examination. The applicant shall successfully complete the Reciprocity Examination within their probationary period of employment and no later than 4/14/2021.
- n. Pesavento, Nicholas A – Columbia County Sheriff's Office
Staff recommends successful completion of the Jail Reciprocity Examination. The applicant shall successfully complete the Reciprocity Examination within their probationary period of employment and no later than 9/24/2021.

College Credit Waiver Requests

- a. Dahlbacka, Logan J – Military
Staff recommends a waiver for 30 college credits.

- b. Horwath, Michael J – Military
Staff recommends a waiver for 19 college credits.
- c. Kato, Brandon W – Military
Staff recommends a waiver for 9 college credits.
- d. Kent, Jonathan E – Military
Staff recommends a waiver for 17 college credits.
- e. Mangine, Frederick J – Military
Staff recommends a waiver for 30 college credits.
- f. Thomas, Jacob D – Military
Staff recommends a waiver for 30 college credits.

Instructor Waiver Requests

- a. Gray, Todd – Milwaukee Police Department
Staff recommends approving the waiver request for completion of the 16-hour TECCLEO Instructor Course for Instructor Gray since he previously attended a 40-hour TEMS course.
- b. Tyler, Travis – Pewaukee Police Department
Staff recommends approving Officer Tyler’s waiver request based on his military police experience coupled with his certified Wisconsin law enforcement experience, to complete the CJDC and qualify for instructor certification.

Motion to accept staff recommendations for preparatory training, college credit, and instructor waiver requests. Move by Anna Ruzinski, second by Anthony Burrell. Motion carried unanimously.

6. Requests for Extension of the Time Limits to Gain Employment and Requests for Extension of the Time Limits to Complete Preparatory Training for Officers & Civilians.

- a. Wilson, Devin T – Sheboygan County Sheriff’s Office
Staff recommends Devin Wilson receive an extension until December 31, 2020, to allow him to complete preparatory jail officer training.
- b. McKnight, Adam P – Pre-employed
Staff recommends against granting an extension to complete the exit PRT for the following reasons:
 - McKnight waited until the final day of his extension to attempt to pass the exit PRT.
 - Despite the severity of the injury, other officers have successfully completed rehabilitation and returned to full duty.
 - The potential to establish a precedent for open ended waivers to pass the exit PRT should be avoided.

Motion to accept staff recommendations for extension requests of time to complete basic training requirements. Move by Scott Parks, second by Anna Ruzinski. Motion carried unanimously.

7. Training & Standards Bureau Update (T&S)

a. Staff Updates

- The Grant Specialist position is still vacant. A position description has been re-written to fit the Bureau's needs and has been sent to Human Resources for posting. The DOJ budget is still in process, but staff is hopeful that the position can still be filled.
- The Field Representative position for region 5 has been open and covered by regions 3 and 4. T&S is hoping to fill that position and the region 4 position soon, as David Holmes will be resigning to return to the DNR Academy as their director.

b. Projects and Initiatives

- T&S has been inundated with open records requests from the Office of Open Government. Dana Vike and Richard Williams have been working on filling those requests in a timely manner.
- T&S is working on five webinars for the Jail Administrator's Conference with the help of Stacy Lenz.
- Michelle Viste and Miriam Falk created a webinar on Marsy's Law that is posted on the secure side of Wilenet. The Office of Crime Victim Services (OCVS) has also created an email address that can be contacted with questions on Marsy's Law.
- The curriculum staff is looking at areas that can be modified in the curriculum such as de-escalation and cultural competence. These modifications will be brought through the sub-committees and to the LESB when they are ready for approval.
- Frank Sullivan and Richard Williams are working on the Wilenet redesign and the go-live date is expected to be at the end of September or October.
- Staff is working on producing the Instructor Updates in a virtual format and is hopeful to have the trainings posted in mid-September.
- Steve Wagner and Stacy Lenz are putting together an Officer-Involved Death webinar series with the help of some agents from the Division of Criminal Investigation. The 4 or 5 webinars will hopefully be available by the end of September.
- Status of the leadership courses:
 - There were two Leadership in Police Organizations (LPO) classes that had to be paused in the spring due to COVID-19. Dodge County needs to complete weeks 2 and 3, and Beloit needs to complete week 3. The goal is to continue those classes with a minimum number of seats, based on what is appropriate for the community and to live stream the training for the rest of the class.
 - The Marshfield LPO class will likely be postponed to spring 2021, and the Sheboygan class has already been postponed.
 - The students for Command College Class #8 were selected and the course has been postponed until fall 2021. This course will not be moved to an online format.
 - First Line Supervisor courses have been cancelled and will hopefully be available in spring 2021.

- Chief Ruzinski agrees that the leadership courses should not be online as they are excellent networking opportunities.
- Chief Domagalski asks if there is some possibility of producing an online First Line Supervisor training? Stacy Lenz states that she is planning on producing a hybrid course with online and in-person sessions but is waiting for the budget to determine if there is funding to build it.

8. Public Comment/Roundtable

- Jerry Mullen states that ten officers took the reciprocity exam in June at Fox Valley Technical College, Gateway Technical College, and Mid-State Technical College. There are nine officers signed up to take the exam the week of August 24 at the same three locations.
- Superintendent Burrell thanks the Executive Committee for appointing him to the committee. The State Patrol Academy will begin their 66th recruit class in January and are hoping to have 40-45 recruits in attendance.
- OCVS Director Viste states that there will be a short article with Marsy's Law resources in this month's Law Enforcement Bulletin. OCVS has also re-worked the model Law Enforcement Victim Information Sheet following the passage of Marsy's Law. The sheet is available in English, Spanish, and Hmong on the secure side of Wilenet.
- The Division of Law Enforcement Services (DLES) will be producing another webinar series with 11 presenters beginning in September, and Stacy Lenz will send out registration information soon.
- Stacy Lenz, Miriam Falk, and Keeley Crowley from OCVS are working on Sexual Assault Investigation trainings that will be posted in Acadis and available to law enforcement at no cost.
- T&S Director Wagner informs the Executive Committee that there have been 13 contacts from the academies who have requested to go virtual to some degree due to COVID-19. Those requests were granted by Training and Standards.
- There is concern on how to conduct the wet labs that are used to teach field sobriety testing. Some academies have asked to complete that online because their colleges do not allow visitors to campus and recruits usually use friends and family members as participants. Training and Standards has denied requests to teach this portion of the academy online and are working with the academies on a solution. It has been suggested that the class uses other students at the college, who are over the age of 21, to participate in the lab.

9. Adjournment

Motion to adjourn by Anna Ruzinski, second by Michelle Viste. Motion carried unanimously.

s/ Tina R. Virgil

Tina R. Virgil
Secretary

Minutes taken by Katie Maule.