



STATE OF WISCONSIN  
LAW ENFORCEMENT STANDARDS BOARD



LESB Policy Manual  
Advisory Sub-Committee Meeting

Thursday, January 25<sup>th</sup>, 2024  
10 a.m., C.S.T

Please be advised: This meeting will be conducted remotely via Zoom:

<https://widoj.zoomgov.com/j/1617185396?pwd=MUdSUmw4dHVGYmVxWFd3RXFRReG1qdz09>

To attend via phone call: 1-833-568-8864

Meeting ID: 161 718 5396

Passcode: 48681323

- 10:00AM
- I. Convenes
  - II. Introductions
  - III. Proof of Posting of Public Meeting Notice
  - IV. Mission review
  - V. Review and Discuss LESB Policy “Time Frames to Gain and Regain Officer Employment”
  - VI. Discuss Full-time Vs. Part-time employment status definition as it relates to certification status.
  - VII. Next Steps
  - VIII. Round Table
  - IX. Adjourn

Some members of the public may not be able to attend the meeting remotely, such as those without telephone or internet access or those who are deaf or hard of hearing. Such individuals are asked to please contact the Training and Standards Bureau in advance of the meeting at (608) 266-8800.



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**LESB Policy Manual**  
**Advisory Sub-Committee Meeting Minutes**

- I. Meeting Convened at 10:00 AM
- II. Committee member introductions – The following committee members were in attendance:
  - Sheriff Dale Schmidt – Dodge Co.
  - Chief Thomas Bishop – Kewaskum PD
  - Captain Frank Hefti – WSP
  - Chief Leann Jones – Town of Beloit PD
  - Ronald Betley – DOJ / TSB
  - Gerald Mullen – DOJ / TSB
  - Sheriff Reg Gill – Lafayette Co.
  - Jim Palmer – WPPA
  - Major Cara Kamke – WDNR
  - Chief Joe Vierkandt – Barron PD
  - Dana Vike – DOJ / TSB

Sheriff Mike Peterson – Iowa County unable to attend
- III. Verification made that the meeting was posted in accordance with open meeting requirements.
- IV. Betley (DOJ / TSB) explained the mission of the committee is to review the current policy of the LESB as it relates to time frames to gain and regain officer employment for full-time and part-time officers. It may also be advisable to consider defining part-time vs full-time officer status. Betley further explained the Training and Standards Bureau staff will be present to help advise the committee, but will not dictate what, if any, recommendations are made.
- V. Review and Discuss LESB Policy “Time Frames to Gain and Regain Officer Employment” including Full-time Vs. Part-time employment status definition as it relates to certification status.
  - A. Sheriff Schmidt provided the committee with a synopsis that detailed the background information that led the LESB to make the 2021 policy change. Schmidt also discussed a recent published media story regarding the policy change. The story included inaccurate and/or incomplete information that led law enforcement officers and administrators to question the reason and necessity for the change. Details the potential disparity in experience that could exist between a full-time vs part-time officer. The reason for the change was to account for that experience gap even if the part-time officer has completed the 24 hours of annual in-service. Actual experience is more beneficial and impactful



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- than completing in-service training and is why there should be tighter restrictions on part-time officers to gain or regain certification.
- B. Captain Hefti mentions he believes there should be set training standards for part-time officers and proposes a 1-year window following separation from an agency.
  - C. Vike (DOJ / TSB) explains officer that are not currently employed do not have training tracked in ACADIS. Only training that is completed during employment and entered by their agency is tracked. If they completed training while not employed, we wouldn't know about it or be able to take it into consideration.
  - D. Chief Vierkandt says he would support returning to the previous policy and any part-time officer returning from a gap in employment should go through a field training and not necessarily have to go back through the 720-hour academy.
  - E. Sheriff Gill advises his agency relies heavily on part-time officers and understands why the change was made. However, he believes if an officer is away for an extended period, it's up to the employing agency to make sure the officer is brought back up to date. Concerned that it is already difficult to get people to fill positions and this could complicate that. He would also support recommending the LESB return to the previous policy. Would also support putting the responsibility of brining people back up to speed on the employing agency.
  - F. Mullen (DOJ /TSB) details some of the time frame waiver he sees and the variance in the levels of experience from veteran full-time officers that have retired to young officers that have only worked limited part-time hours. When the recommendations are made, he takes into consideration things like what type of work they have been doing in the interim and what additional training that have completed. Most of the waivers have been recommended for approval.
  - G. Chief Vierkandt makes a motion that the committee recommend that the current LESB policy on time frames to gain and regain officer employment be changed and not just reworded for clarification. This recommended change would be subject to committee consensus. The motion was seconded by Chief Bishop. No further discussion on the motion and passed with no dissenting votes.
  - H. Chief Bishop believes the policy should establish a number of hours someone would have to work annually to not have to back through the academy and define part-time officer. Current policy is too harsh.



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- I. Chief Jones points out many part-time officers are retired and limited to the number of hours they can work. And should be taken into consideration. Says her agency requires at least 40 hours per month by policy and asks the committee what they feel is a reasonable minimum number of hours.
- J. Sheriff Gill says he doesn't know what he would recommend as a minimum but believes it should be an annual minimum because many part-time officers only work seasonally on a boat or for the local fair and not monthly.
- K. Betley advises the committee members they must look at the policy from a statewide or LESB perspective considering its application for all types and sizes of agencies and not just through the lens of how it applies to their individual agency.
- L. Major Kamke believes there are circumstances where there is too little of work being done to maintain certification and believes it should be clarified what a minimum number hours worked annually should be.
- M. Betley asks about how the committee feels about a contingency training program to be required in lieu of having to attend the entire training when there is a gap in employment and outside of the allowable time frame to regain employment. At this time its an all or nothing situation. Because the number of individuals that it would apply to, it would likely be financially prohibitive for tech colleges to run the contingency courses.
- N. Captain Hefti says the WSP ran the contingency courses for several years and had very few that enrolled and stopped running them. This was why the reciprocity test was formed.
- O. Jim Palmer proposes establishing a uniform field training period that would be required to bring out of date officers up to speed and what the training that is required would be up to the individual agency.
- P. Vike informs that to date since the policy was changed in March 2021, the LESB received 27 waiver requests and recommended in favor of 17 and 10 were denied.
- Q. Chief Jones informs she believes the maximum number of hours a retired officer can work is 1200 hours annually based on a rolling calendar meaning as months drop off, hours can be added.
- R. Chief Bishop says agencies will not hire someone if they cant do the job and its up to them to provide the necessary training to bring them up to speed and believes the policy



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- prior to march 2021 as it was written was sufficient and there is no need to specify hours. Sheriff Gill agrees.
- S. Betley proposes the idea of part-time status officers (defined as -1200 hours a year) that separate and have a gap in law enforcement employment that can show they previously worked an average of 400 + hours annually prior to separation would be eligible for reinstatement under same conditions as a full-time officer (three-year window). Anything less would require a waiver process and be considered on a case-by-case basis. Chief Jones suggests considering a combination of hours worked and additional training attended.
  - T. Group discussed minimum hours that would be required. Betley informs the group that the TSB will present forward whatever the committee wishes but cautions that the LESB may not entertain simply going back to the policy as was prior to March 2021.
  - U. Mullen suggests whatever the committee recommends that it not apply retroactively to applicants that were denied in the period since March 2021.
  - V. Betley proposes the committee members think on the topic and consider alternative solutions for the next meeting, including establishing guidelines for addressing future waiver requests.
- VI. Betley will send out a poll to determine the next meeting date and time.
- VII. Nothing for round table
- VIII. Meeting Adjourned at 11:26 AM