

**LAW ENFORCEMENT STANDARDS BOARD (LESB)  
QUARTERLY BOARD MEETING**

**MINUTES – DECEMBER 3, 2024**

**ATTENDANCE:**

**LESB MEMBERS**

Kelly Bakken  
Denita Ball  
Kalvin Barrett  
Timothy Carnahan  
Winn Collins  
Todd Delain  
Jean Galasinski  
Jessie Metoyer  
Nicole Miller  
Tammy Sternard

**ABSENT MEMBERS**

Timothy Gruenke  
Casey Krueger  
Charles Tubbs  
Steve Wagner

**STAFF**

Ronald Betley  
Stacy Lenz  
Katie Maule  
Jerry Mullen  
Stephanie Pederson  
Thessa Phillips  
Lauren Racey  
Mark Rather  
Shelly Sandry  
Dawn Strassman  
Dana Vike  
Rich Williams

**Guests:** Rachael Bachhuber, Robert Botsch, Brian Fiene, Victoria Grape, Tim Hufschmid, Karla Keckhaver, Sean Kilpatrick, Amy Koeppel, Courtney Kostuchowski, Alejandro Lezama, Andrew Lohman, Latisha Spence-Brookens, Sarah Wronski, Jon (Unknown Surname)

**1. Convenes** – Todd Delain called the meeting to order at 10:03 am.

**2. Introductions**

**3. Proof of Posting of Meeting Notice**

The meeting notice publication procedures were followed in compliance with Wis. Stat. §19.84.

**4. Training and Standards Bureau (TSB) Update**

The TSB is currently recruiting for a field representative in region 4 and will be recruiting for a field representative in region 2 soon. There are interested candidates.

Annual training reimbursements for law enforcement agencies will be paid by the end of the month.

The staff have completed re-filming the Defensive Tactics and High-Risk Vehicle Stop and Ballistic Training videos for WILENET. They are currently with the vendor for editing. If they are ready by the next LESB Meeting, Director Betley will bring a few previews.

**5. Training and Standards Bureau Quarterly Reports**

As of November 13, 2024, there are **4,437** LESB Certified Instructors. The technical colleges and employer-based academies also employ **232** LESB Certified Master Instructor Trainers (MITs). There are instructors and MITs who are certified in several topic areas who may be counted more than once in the tables below.

### LESB Certified Instructors

Instructor Category	Certified Instructors
Law Enforcement Instructors	4,331
Jail Instructors	769
Juvenile Detention Instructors	538

### Instructors Certified in Tactical Topic Areas

Tactical Topics	Certified Instructors
DAAT (720)	713
Defensive Tactics (DT)	426
Emergency Vehicle Operation & Control (EVOC)	1012
Handgun (180) / Handgun MRDS (7)	187
Handgun & Rifle (1378) / Handgun & Rifle MRDS (344)	1,722
Officer Wellness	204
OWI/SFST	565
Principles of Subject Control (POSC)	91
Professional Communication Skills (PCS)	746
Scenarios	1081
Tactical Emergency Casualty Care (TECC)	45
Tactical Response (720)	726
Vehicle Contacts (99) & Vehicle Contacts (HRVC) (1028)	1,127

### Master Instructor Trainers (MITs)

MIT Topics	Certified MITs
CJIDC	49
DAAT (720)	1
Defensive Tactics	55
Emergency Vehicle Operation & Control (EVOC)	43
Handgun & Rifle	47
OWI/SFST	28
Physical Fitness Assessor	15
Principles of Subject Control (POSC)	0
Professional Communication Skills (PCS)	25
Scenarios	41
Tactical Emergency Casualty Care (TECC)	4
Tactical Response	33
Vehicle Contacts	47

### Training and Standards Bureau Quarterly Report - Certified Officers:

At the end of the 1st quarter of FY25 there were a total of **17,199** certificates held by officers. Below is a breakdown by certificate type.

Certification Type	Certifications
Jail Officer	3,538
Law Enforcement Officer	13,173
Secure Detention Officer	411
Tribal Law Enforcement Officer	77
<b>Total Certificates Issued</b>	<b>17,199</b>

**Training and Standards Bureau Quarterly Report – Officer Employment:**

At the end of the 1st quarter of FY25 there were a total of **15,561** active, primary, certified officers. Below is a breakdown of officers by assignment.

<b>1st Quarter FY25 Active, Primary, Certified Officers by Assignment</b>	<b>Total</b>
Tribal Law Enforcement	75
Law Enforcement	11,808
Jail Officer	1,841
Secure Juvenile Detention	113
Law and Jail	1,354
Law and SJD	0
Law, Jail, and SJD	9
Jail and SJD	361
<b>Total Active, Primary, and Certified</b>	<b>15,561</b>

**Training & Standards Bureau Quarterly Reports - WILENET**

The following WILENET Quarterly Report covers the month of October 2024. This quarter the **WILENET.widj.gov** website had approximately 10,689 unique users each month.

The most popular pages on WILENET, in order of number of visitors in October 2024:

<b>Page</b>	<b>Unique Views</b>
wilenet.widj.gov/employment/employment-opportunities	58,586
wilenet.widj.gov/	52,383
wilenet.widj.gov/user/login	32,929
wilenet.widj.gov/training-courses	15,057
wilenet.widj.gov/academy-curriculum	6,789
wilenet.widj.gov/resources/doc-locator	5,947
wilenet.widj.gov/doc-locator	5,236
wilenet.widj.gov/academy-curriculum/720-hour-law-enforcement-academy	4,146
wilenet.widj.gov/search	2,488
wilenet.widj.gov/training-standards/officer-training-employment-and-reciprocity	2,440
wilenet.widj.gov/cib/time-system-etime-browser	2,106
wilenet.widj.gov/cib/time-system-training-materials-manuals-forms	1,972
wilenet.widj.gov/academy-curriculum/720-hour-law-enforcement-academy/tactical-skills	1,968
wilenet.widj.gov/academy-curriculum/720-hour-law-enforcement-academy/patrol-procedures	1,384
wilenet.widj.gov/cib/crime-information-bureau-0	1,330

**6. LESB Academy Liaison Updates**

- a. Brian Fiene (Northcentral Technical College) was present and had no updates. Brian announced his retirement that takes place December 18, 2024. Todd Delain thanked Brian for his over 29 years of service in law enforcement.
- b. Captain Sarah Wronski (Milwaukee County Sheriff's Office Training Academy) was present and had no updates.

**7. Proposed Decision and Objections in the matter of an Appeal from a Decision of the Law Enforcement Standards Board to Deny a Request for Extension of Instructor Certification Eligibility for Adam Meyers**

Assistant Attorney General Karla Keckhaver reviewed the facts. There were no additions or changes.

**Motion** to approve the recommendations of the Executive Board of the Law Enforcement Standards Board on October 17, 2024, regarding the proposed decision related to Adam Meyers. Move by Jessie Metoyer, second by Winn Collins. Motion carried unanimously.

**8. Review and Approve Minutes for the September 4, 2024, Meeting of the LESB**

**Motion** to approve minutes and motions of the September 4, 2024, meeting of the LESB. Move by Jean Galasinski, second by Timothy Carnahan. Motion carried unanimously.

**9. Review and Approve Minutes for the September 17, 2024, Hearing of the LESB's Executive Committee**

**Motion** to approve minutes and motions of the September 17, 2024, Hearing of the LESB Executive Committee. Move by Timothy Carnahan, second by Nicole Miller. Motion carried unanimously.

**10. Review and Approve Minutes for the November 12, 2024, Meeting of the LESB's Executive Committee**

**Motion** to approve minutes and motions of the November 12, 2024, meeting of the LESB. Move by Jean Galasinski, second by Timothy Carnahan. Motion carried unanimously.

**11. Requests to Certify/Recertify/Register/Retroactively Certify/Rescind Certification for Law Enforcement Officers, Tribal Law Enforcement Officers, Jail Officers, Secure Juvenile Detention Officers & Instructors**

**Officer Certification Summary Report:**

**Total Officers Meeting Certification Requirements = 454**

Jail Officers – 199  
Law Enforcement Officers – 216  
Secure Juvenile Detention Officers – 34  
Tribal Law Enforcement Officers – 5  
Retroactive Certifications – 0

**Instructor Certification and Recertification Summary Report**

**Total Instructor Applicants = 831**

New Instructors & Instructors Adding Additional Certifications – 260  
New Credentialed Instructor Registrants & Credentialed Instructors Adding Additional Registrations - 22  
Instructor Recertification & Credentialed Instructor Registration Renewals - 502  
New Master Instructors – 13  
Recertified Master Instructors - 34

**Motion** to approve staff recommendations to Certify/Recertify/Register/Retroactively Certify/Rescind Certification for Law Enforcement Officers, Tribal Law Enforcement Officers, Jail Officers, Secure Juvenile Detention Officers and Instructors. Move by Jessie Metoyer, second by Kelly Bakken. Motion carried unanimously.

## **12. New Business**

### **a. Preparatory Training Waiver Requests**

1. Agnew, Christopher – Pre-Employed  
Staff recommends successful completion of the law enforcement 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 December 3, 2025.
2. Angerhofer, Zachary – Pre-Employed  
Staff recommends successful completion of the law enforcement 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 December 3, 2025.
3. Barba, Anthony – 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 November 12, 2025.
4. Bennett, Gregory – Pre-Employed  
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 5/13/2025.
5. Burckel, Mark – 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 November 12, 2025.
6. Cannaliato, Thomas – 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 November 12, 2025.
7. Ciske, John – 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 November 12, 2025.

8. Cole, Ryan – 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 November 12, 2025.
9. Congalosi, Peter – 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 November 12, 2025.
10. Epps, Richard – 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 November 12, 2025.
11. Fendt, Jack – 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 November 12, 2025.
12. Fleming, Peyton – Pre-Employed  
Staff recommends successful completion of the law enforcement 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 December 3, 2025.
13. Friemann, Cory – 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 November 12, 2025.
14. Gladmon, Brandon – 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 November 12, 2025.
15. Hardisty, Luke – Pre-Employed  
Staff recommends successful completion of the reciprocity examination. Successful completion will result in certifiability as a law enforcement officer in Wisconsin. The applicant shall complete the law enforcement reciprocity examination by November 12, 2025.
16. Herzog, Christopher – 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 November 12, 2025.

17. Madden, Kade – Pre-Employed

Staff recommends successful completion of the law enforcement 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 December 3, 2025.

18. Moses, Jason – 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 November 12, 2025.

19. Paulsen, Bailey – Pre-Employed

Staff recommends successful completion of the law enforcement 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 December 3, 2025.

20. Reynolds, Ryan – 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 December 3, 2025.

21. Riley, Connor – 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 November 12, 2025.

22. Sepanski, Michael – Pre-Employed

Staff recommends successful completion of the law enforcement 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 December 3, 2025.

23. Siferd, Kaleb – 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 November 12, 2025.

24. Wallingford, Cody – 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 November 12, 2025.

25. Washington, Michael – Pre-Employed

Staff recommends successful completion of the law enforcement 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 December 3, 2025.

26. Webster, Nathan – 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 November 12, 2025.

27. Armstrong, Kevin – Sheboygan County Sheriff's Office

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 4/1/2025.

28. Kruse, Zachary – University of Wisconsin-Superior 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 7/28/2025.

**Correction:** The end date for military service should be corrected from 10/9/2018 to 10/9/2021.

29. Miceli, Anthony – Town of Geneva 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 10/12/2025.

**Motion** to approve staff recommendations as presented with the modification for Zachary Kruse's military end date. Move by Denita Ball, second by Jessie Metoyer. Motion carried unanimously.

**b. College Credit Waiver Requests**

1. Bonilla, Ruben – LE and Jail Academy

Staff recommends that Mr. Bonilla receive a waiver for 25 college credits.

2. Bruce-Konuah, Niivan – LE Academy

Staff recommends that Mr. Bruce-Konuah receive a waiver for 20 college credits.

3. Cannaliato, Thomas – LE Academy

Staff recommends that Mr. Cannaliato receive a waiver for 22 college credits.

4. Chilson, Coltan – LE Academy

Staff recommends that Mr. Chilson receive a waiver for 20 college credits.



5. Krueger, Michael – LE and DOC Academy  
Staff recommends that Mr. Krueger receive a waiver for 28 college credits.
6. Lonien, Alex – LE Academy  
Staff recommends that Mr. Lonien receive a waiver for 20 college credits.
7. Nielsen, Nathan – LE Academy  
Staff recommends that Mr. Nielsen receive a waiver for 20 college credits.
8. Plourde, Paul – LE Academy  
Staff recommends that Mr. Plourde receive a waiver for 20 college credits.
9. Ramos, Taevon – Military  
Staff recommends that Mr. Ramos receive a waiver for 28 college credits.
10. Willow, Keenan – Military, LE and Jail Academy  
Staff recommends Mr. Willow receive a waiver for 54 college credits.
11. Zimmerman, Seth – Military  
Staff recommends Mr. Zimmerman receive a waiver for 32 college credits.

**Motion** to approve recommendations for college credit waiver requests as presented by staff. Move by Kelly Bakken, second by Denita Ball. Motion carried unanimously.

**c. Instructor Waiver Requests**

1. Glejf, Robert – Mequon Police Department  
Staff recommends in favor of a waiver. Staff recommends that Robert Glejf be recertified as a Handgun and Rifle Instructor effective December 1, 2024.
2. Johnston, Peter – Fitchburg Police Department  
Staff recommends in favor of the waiver, allowing Peter Johnston certification as a Tactical Response Instructor effective December 1, 2024.
3. Kilpatrick, Sean – Mequon Police Department  
Staff recommends approving the waiver request for completion of the 16-hour Tactical Emergency Casualty Care for Law Enforcement Officer (TECCLEO) Instructor Course for Detective Kilpatrick since he previously attended a comparable course. Staff recommends Detective Kilpatrick be certified as a General Law Enforcement Instructor and TECCLEO Instructor effective December 1, 2024.
4. Peterson, Danielle – Price County Sheriff's Office  
Staff recommends in favor of the waiver, allowing Lt. Danielle Peterson certification as a Scenario Instructor effective December 1, 2024.
5. Willstead, Raymond – Kenosha County Sheriff's Office  
Staff recommends in favor of a waiver for Deputy Willstead. He will be recertified effective December 1, 2024, with a new certification expiration date of December 1, 2027.

**Motion** to accept the staff recommendations for instructor waiver requests as presented. Move by Timothy Carnahan, second by Kelly Bakken.

Discussion:

Jessie Metoyer would like to separate voting on the Kenosha County Sheriff's Office's request due to Deputy Willstead not requesting a waiver despite being made aware of instructor expiration six month before and then not requesting an extension till six months after instructor expiration.

**Motion** to accept the staff recommendations for instructor waiver requests with the exclusion of Raymond Willstead, as presented. Move by Timothy Carnahan, second by Kelly Bakken. Motion carried unanimously.

**Motion** to accept the staff recommendations for instructor waiver request of Raymond Willstead, as presented. Move by Jessie Metoyer, second by Denita Ball. Motion carried unanimously.

**d. Requests for Extensions of the Time Limits to Gain Employment and Requests for Extensions of the Time Limits to Complete Preparatory Training for Officers and Civilians**

1. Baumgartner, Alicia – Adams County Sheriff's Office  
Staff recommends the applicant receive an extension until 10/23/2025 to complete preparatory jail officer training.
2. Kerr, Travis – Ashland County Sheriff's Office  
Staff recommends the applicant receive an extension until 8/2/2025 to allow him to complete preparatory jail officer training.
3. Bakken, James – Barron County Sheriff's Office  
Staff recommends the applicant receive an extension until 10/6/2025 to allow him to complete preparatory jail officer training.
4. Johnson, Jack – Calumet County Sheriff's Office  
Staff recommends the applicant receive an extension until 11/27/2025 to allow him to complete preparatory jail officer training.
5. Gerhartz, Victoria – Columbia County Sheriff's Office  
Staff recommends the applicant receive an extension until 4/3/2026 to allow her to complete preparatory jail officer training.
6. Johnson, Steven – Columbia County Sheriff's Office  
Staff recommends the applicant receive an extension until 3/18/2026 to allow him to complete preparatory jail officer training.
7. Spencer, Ashton – Columbia County Sheriff's Office  
Staff recommends the applicant receive an extension until 2/19/2026 to allow him to complete preparatory jail officer training.
8. Mayer, Carlee – Dane County Sheriff's Office  
Staff recommends the applicant receive an extension until 3/27/2025 to allow her to complete the exit PRT.

9. Anderson, Eric – Gillett Police Department  
Staff recommends approval of the waiver request. The recommendation for approval is based on the following mitigating circumstances/conditions:
  - Applicant provided payroll records from Gillett Police Dept documenting 2,182 hours of work.
  - The applicant shall not be required to pass the Wisconsin Law Enforcement Reciprocity exam.
10. Hammond, Sophia – Juneau County Sheriff's Office  
Staff recommends the applicant receive an extension until 1/23/2026 to complete preparatory jail officer training.
11. Schwichtenberg, Thomas – Juneau County Sheriff's Office  
Staff recommends the applicant receive an extension until 6/1/2026 to complete preparatory law enforcement officer training.

Discussion:

Thomas Schwichtenberg's Hire date was December 18, 2023. Thomas completed the Jail Academy in February 2024. December 18, 2025, is two years from his date of hire. It is recommended by Todd Delain and approved by Jerry Mullen that the extension be changed to December 18, 2025.

Courtney Kostuchowski added that Thomas Schwichtenberg was enrolled in the Law Enforcement Academy and failed Phase 3, however, he was not expelled. Western Technical College will allow him back to finish the academy as he was not expelled and will have to pay out of pocket to finish Phase 3. There is no Academy rule across the board for welcoming students back; it is decided on a case-by-case basis.

12. Bridges, Cassandra – Kenosha County Sheriff's Office  
Staff recommends the applicant receive an extension until 9/12/2025 to allow her to complete preparatory jail officer training.
13. Langdon, Karina – Kenosha Police Department  
Staff recommends the applicant receive an extension until 7/9/2025 to complete preparatory law enforcement officer training (exit PRT). If the request is approved, this will be the final extension.
14. Pierre, Alain – La Crosse County Juvenile Detention Center  
Staff recommends the applicant receive an extension until 11/1/2025 to allow him to complete preparatory SJD officer training.
15. Gilmore, David – Lafayette County Sheriff's Office  
Staff recommends the applicant receive an extension until 8/9/2025 to allow him to complete preparatory jail officer training.
16. Martin, Leosha – Milwaukee County House of Correction  
Staff recommends the applicant receive an extension until 12/22/2025 to complete preparatory jail officer training.
17. Beasley, Karen – Milwaukee County Sheriff's Office

Staff recommends the applicant receive an extension until 1/2/2026 to complete preparatory jail officer training.

18. Fernandez, Lauren – Milwaukee County Sheriff's Office

Staff recommends the applicant receive an extension until 12/11/2025 to complete preparatory jail officer training.

19. James, Ralphanna – Milwaukee County Sheriff's Office

Staff recommends the applicant receive an extension until 11/20/2025 to complete preparatory jail officer training.

20. Johnson, Amanda – Milwaukee County Sheriff's Office

Staff recommends the applicant receive an extension until 2/5/2026 to complete preparatory jail officer training.

21. Jacobitz, Tyler – Mondovi Police Department

Staff recommends **against** approval of the waiver request. At the time the request was submitted, Jacobitz was still employed with the Mondovi Police Department. His employment has since been terminated as of 11/14/2024.

22. Deluca, Michael – Monroe County Sheriff's Office

Staff recommends the applicant receive an extension until 11/7/2025 to complete preparatory jail officer training.

23. Krause, Michael – Monroe County Sheriff's Office

Staff recommends the applicant receive an extension until 6/17/2025 to complete preparatory jail officer training. \*

\*If the LESB approves the new deadline for Krause, an admonishment letter on DOJ letterhead will be sent to the Sheriff similar to letters sent to agencies for requesting multiple waivers.

24. Phillips, Cody – Monroe County Sheriff's Office

Staff recommends the applicant receive an extension until 8/21/2025 to complete preparatory jail officer training.

25. Winchell, Gunnar – Monroe County Sheriff's Office

Staff recommends the applicant receive an extension until 11/7/2025 to complete preparatory jail officer training.

26. Berndt, Nathaniel – Oneida County Sheriff's Office

Staff recommends the applicant receive an extension until 1/18/2026 to allow him to complete preparatory jail officer training.\*

27. Matthiae, Charles – Oneida County Sheriff's Office

Staff recommends the applicant receive an extension until 11/27/2025 to allow him to complete preparatory jail officer training.\*

**\*Correction:** The notes in the meeting packet for Deputies Berndt and Matthiae should be corrected from “The applicants were hired by the Milwaukee County Sheriff’s Office” to “The applicants were hired by the Oneida County Sheriff’s Office.”

28. Richardson, Zachary – Oconto County Sheriff’s Office  
Staff recommends the applicant receive an extension until 1/3/2026 to allow him to complete preparatory jail officer training.
29. Bryant, Amanda – Polk County Sheriff’s Office  
Staff recommends the applicant receive an extension until 8/10/2025 to allow her to complete preparatory jail officer training.
30. Kaho, Matthew – Portage County Sheriff’s Office  
Staff recommends the applicant receive an extension until 11/6/2025 to allow him to complete preparatory jail officer training.
31. Lane, Fabian – Portage County Sheriff’s Office  
Staff recommends the applicant receive an extension until 8/26/2026 to allow him to complete preparatory jail officer training.
32. Tiimalu, Shane – Portage County Sheriff’s Office  
Staff recommends the applicant receive an extension until 5/20/2026 to allow him to complete preparatory jail officer training.
33. Wojt, Calden – Portage County Sheriff’s Office  
Staff recommends the applicant receive an extension until 1/29/2026 to allow him to complete preparatory jail officer training.
34. Collins, Diane – Richland County Sheriff’s Office  
Staff recommends the applicant receive an extension until 1/29/2026 to allow her to complete preparatory jail officer training.
35. Keeley, Katie – St. Croix County Sheriff’s Office  
Staff recommends the applicant receive an extension until 3/17/2026 to allow her to complete preparatory jail officer training.
36. Schultz, Kelly – Sawyer County Sheriff’s Office  
Staff recommends the applicant receive an extension until 12/26/2025 to allow her to complete preparatory jail officer training.
37. Walby, Lydia – Shawano County Sheriff’s Office  
Staff recommends the applicant receive an extension until 11/29/2025 to allow her to complete preparatory jail officer training.
38. Selk, Jonas – Sheboygan County Sheriff’s Office  
Staff recommends the applicant receive an extension until 4/10/2025 to allow him to complete preparatory jail officer training.
39. Winterfeldt, Joshua – Shiocton Police Department

Staff recommends approval of the waiver request. The recommendation for approval is based on the following mitigating circumstances/conditions:

- The applicant has provided three letters of support from community leaders.
- The applicant worked more than 400 hours during his previous employment at Shiocton PD.
- The applicant will be required to pass the Law Enforcement Reciprocity exam by 4/1/2025.

40. Arndt, Teagan – Vernon County Sheriff's Office

Staff recommends the applicant receive an extension until 2/19/2026 to complete preparatory jail officer training.

41. Clark, Dakota – Vernon County Sheriff's Office

Staff recommends the applicant receive an extension until 9/25/2025 to complete preparatory jail officer training.

42. Bowen, London – Washburn County Sheriff's Office

Staff recommends the applicant receive an extension until 9/20/2026 to complete preparatory jail officer training.

43. Donnellan, Ethan – Washburn County Sheriff's Office

Staff recommends the applicant receive an extension until 8/26/2026 to complete preparatory jail officer training.

44. Larue, Garrett – Washburn County Sheriff's Office

Staff recommends the applicant receive an extension until 3/25/2026 to complete preparatory jail officer training.

45. Stewart, Amber – Washburn County Sheriff's Office

Staff recommends the applicant receive an extension until 8/18/2025 to complete preparatory jail officer training.

46. Zemen, Branden – Washburn County Sheriff's Office

Staff recommends the applicant receive an extension until 8/18/2025 to complete preparatory jail officer training.

47. Olmeda, Jada – Waupaca County Sheriff's Office

Staff recommends the applicant receive an extension until 1/8/2026 to allow her to complete preparatory jail officer training.

48. Grape, Victoria – Webster Police Department

Staff recommends the applicant receive an extension until 7/1/2025 to complete preparatory law enforcement officer training. A condition of the approval will be that the applicant start at the beginning of Phase 3.

49. Wedemeyer, Mark – Winnebago County Sheriff's Office

Staff recommends the applicant receive an extension until 12/18/2025 to allow him to complete preparatory jail officer training.

50. Lohman, Andrew – Winneconne Police Department

Staff recommends approval of the waiver request. The recommendation for approval is based on the following mitigating circumstances/conditions:

- The Applicant has provided a letter of support from the Winneconne Chief of Police.
- The applicant has worked full time as a first responder in the fire service.
- The applicant completed two academies and has over 15 years of experience.
- The applicant be required to pass the WI Law Enforcement Reciprocity exam by 4/1/2025.

Discussion:

Andrew Lohman verified that he did not have 400 hours of law enforcement work between January 3, 2021, and January 3, 2022. Jerry Mullen explained that the LESB policy change in June 2024, does have a provision for a waiver request for those who do not meet the 400-hour requirement on a case-by-case basis. Based on Andrew's years of experience along with working as a first responder, Jerry felt comfortable with making the recommendation. In addition, Andrew explained that he has been taking a class in law enforcement arson investigation for a criminal justice bachelor's degree which ends in June 2025, and recently took the DCI Arson Investigation Course in Stevens Point.

51. Lezama, Alejandro – Pre-Employed

Staff recommends **against** approval of the waiver request. The applicant has minimal experience as a law enforcement officer. The deadline to regain employment was 6/14/2024.

**Motion** to approve staff recommendations for Requests for Extensions of the Time Limits to Gain Employment and Requests for Extensions of the Time Limits to Complete Preparatory Training for Officers and Civilians with the exception of Michael Krause, Joshua Winterfeldt, and Thomas Schwichtenberg. Move by Jean Galasinski, second by Winn Collins. Motion carried unanimously.

Discussion:

Thomas Schwichtenberg's hire date was December 18, 2023. Thomas completed the Jail Academy in February 2024. It is recommended that the extension be changed from June 1, 2026, to December 18, 2025, which is two years from Thomas' hire date.

**Motion** to change the extension for Thomas Schwichtenberg from June 1, 2026, to December 18, 2025. Move by Timothy Carnahan, second by Kelly Bakken. Nicole Miller and Calvin Barrett will abstain from voting. Jessie Metoyer voted against the motion. The motion carried.

Discussion: Todd Delain will not support an extension for Michael Krause as it is outside of the two years.

**Motion** to deny the extension for Michael Krause beyond January 17, 2025, which would be outside of two years. Move by Timothy Carnahan, second by Kelly Bakken. Motion carried unanimously.

Discussion: Due to the LESB policy change that took place in June, Joshua Winterfeldt has met the minimum number of hours worked. He is no longer required to take the reciprocity exam.

**Motion** to approve the extension for Joshua Winterfeldt with the exception that he does not have to take the reciprocity exam. Move by Denita Ball, second by Winn Collins. Motion carried unanimously.

e. **Physical Readiness Testing (PRT) Discussion and Legal Update**

1. The LESB may entertain a motion to go into closed session, pursuant to Wis. Stat. § 19.85(1) (b) and (g), for the purpose of considering licensing of public employees and conferring with legal counsel about potential litigation.
2. The LESB will reconvene in open session if closed deliberations have occurred.

Chief Bakken relayed that the PRT Subcommittee met and recommended keeping the current test, and task the TSB to hire professionals with knowledge, skills, and abilities to conduct a job task analysis to determine the essential functions of the job. Once completed, professionals certified in athletic training physical training should determine the appropriate physical testing that will result in the correct candidates becoming police officers. This test should ensure that there is no disparate impact and allow for all diverse candidates that have the necessary physical abilities to be accepted into the academy.

The PRT Subcommittee recommends continued collection of data via the RedCap system, but that additional information be added to the data that is already collected. Currently we collect gender, race, age, and the pass/fail information. The additional information that is to be collected before the PRT is the test location, the time of year, the climate conditions, and the staff conducting the test along with potentially adding an informed consent form that would give permission to collect additional data for research purposes. Also, it is recommended that a form regarding fitness levels including questions such as are you currently exercising, if so, how many times per week, is it self-directed exercise, do you have a fitness trainer or program and what does it include, what they have done to prepare for the test, and what they feel their fitness level is. If there is an informed consent form, would like to collect height and weight.

While we never want the test results to have an adverse impact, we must remember that we cannot necessarily control the effects of the test. If the test is valid, it could be the job itself that is the source of the adverse impact. Not everyone has the ability to be a police officer in Wisconsin, just like other professions.

Winn Collins asked if the test is designed to determine who has the ability to be an officer, why is there no follow up test? Shouldn't they be tested annually to ensure they continue to meet officer qualifications? Kelly stated there are other things that candidates do that are not tested after the academy. Stephanie Pederson added that when the PRT first began, it was a test to determine if they could pass the academy safely. There have been some out of shape recruits that passed away during training due to physical exertion. It's also to set officers up for a healthy career and to encourage them to stay in shape and learn officer wellness.

Ron Betley asked for clarification of the job task analysis of "the job", is that the job of the law enforcement officer or the job of the law enforcement officer recruit. There is a difference.

Winn asked if the purpose of the academy is to train recruits to be an officer, and to be a recruit, you must pass the PRT, however, you don't take the test once you are an officer, why do recruits need to pass the PRT? Timothy Carnahan stated that troopers run from time-to-time chasing suspects or to a scene with a first aid kit, but recruits run every day for weeks, so there is a level of intensity that a recruit would need versus an incumbent. DAAT training is done in the academy, incumbents scuffle occasionally to handcuff suspects, or get them out of a vehicle or dwelling, but recruit training involves this type of training for many hours daily.



Kalvin Barrett asked about different requirements for male versus females. Kelly stated that we are doing the same job and base testing on the job.

Todd Delain added that the Badger State Sheriff's Association and the Wisconsin Chiefs of Police Association support having a statewide consistent PRT. Kelly added that the academies are seeing less injuries and attribute that to the PRT.

**Motion** to go into closed session. Move by Winn Collins, second by Calvin Barrett. Motion carried unanimously.

***The meeting went into Closed Session at 12:01 pm.***

***The session opened at 1:11 p.m.***

**Motion** to task the TSB to hire professionals with the knowledge, skills, and abilities to conduct a job task analysis to determine the essential functions of the job. Once complete, professionals certified in physical training should determine the appropriate physical testing that will result in the correct candidates becoming police officers. This test should ensure there is no disparate impact and allow for all diverse candidates that have the necessary physical abilities be accepted into the academy. Continue to collect data via the RedCap System but add additional data to be collected including the test location, time of year, climate conditions, and staff conducting the test. Recommend adding an informed consent form and collect height, weight, and fitness level including current exercise routine, how many times per week, if it's self-directed or a fitness trainer, and whether the fitness program includes what the candidate considers their fitness level to be, as well as what they have done to prepare for the test. Move by Kelly Bakken, second by Timothy Carnahan. Motion carried unanimously.

**Motion** to keep the current PRT while the Training and Standards Bureau is working to hire professionals to do analysis of the current PRT. Move by Kelly Bakken, second by Nicole Miller. Roll call vote requested by Chairperson Delain.

Kelly Bakken	Yae
Denita Ball	Nay
Kalvin Barrett	Nay
Timothy Carnahan	Yae
Winn Collins	Nay
Todd Delain	Yae
Jean Galasinski	Yae
Casey Krueger	Yae
Jessie Metoyer	Nay
Nicole Miller	Yea
Tammy Starnard	Yea
Charles Tubbs	Nay

Motion passes with a seven to five vote.

**f. Certify/Recertify Preparatory Training Academies**

According to Wisconsin Administrative Code § LES 4.01(1)m, academies are certified for a period of two years subject to renewal.

The following academies are due for recertification at the December 3, 2024, meeting of the LESB:

- Gateway Technical College
- Madison Police Academy
- Nicolet Area Technical College
- Southwest Technical College

In addition, Chippewa Valley Technical College is requesting to add certification as a provider of the 184- Hour Secure Juvenile Detention Training Academy

Staff recommends in favor of recertifying Gateway Technical College, Madison Police Academy, Nicolet Area Technical College, and Southwest Technical College for two additional years until December 2026. Also add Secure Juvenile Detention Training certification for Chippewa Valley Technical College.

**Motion** to recertify the Gateway Technical College, Madison Police Academy, Nicolet Area Technical College and Southwest Technical College for two additional years until December 2026. Move by Denita Ball, second by Jean Galasinski. Motion carried unanimously.

**g. Review and Approve Sheriff and Academy Director to Serve on the Curriculum Advisory Committee (CAC)**

Grant County Sheriff Nate Dreckman recently left his position as sheriff opening a slot for a sheriff on the CAC. The Badger State Sheriff's Association has nominated Waushara County Sheriff Wally Zuehlke to replace former Sheriff Dreckman on the CAC.

Eric Anderson recently retired opening a slot for a new technical college representative. Staff nominates Tim Hufschmid from Fox Valley Technical College as the technical college representative on the CAC. Tim has accepted the nomination.

**Motion** to Approve Sheriff Wally Zuehlke of the Waushara County Sheriff's Office, and Tim Hufschmid of Fox Valley Technical College, to serve on the Curriculum Advisory Committee. Move by Timothy Carnahan, second by Jessie Metoyer. Motion carried unanimously.

**h. Certification Extension Request for Officer on Leave of Absence Status for More than Two Years**

Waukesha County Sheriff's Deputy Grant Winchowky has been on a leave of absence serving on active military duty since March 6, 2023, and is expected to return in late 2025. The Waukesha County Sheriff's Office is requesting an extension of Deputy Winchowky's certification, as he has been on leave for two consecutive fiscal years without completion of all mandatory recertification training hours. During FY23, he completed 19.5 hours of recertification training including the handgun qualification course. During FY24, he completed 21 hours of recertification training.

**Motion** to table till the June 2025 LESB Meeting. Move by Todd Delain, second by Denita Ball. Motion carried unanimously.

**i. Discussion of Continued Employment of an Officer Beyond 12-Month Time Limit Permitted by Statute**

The Price County Sheriff's Office hired David Hauschild as a full-time jail officer on June 21, 2021. On May 24, 2022, his position changed to part-time jail officer, as he took a full-time job outside of the sheriff's department. Officer Hauschild continues to hold part-time employment with the Price County Sheriff's Office without completion of the jail academy. Two extension requests were approved by the LESB. On November 8, 2022, the LESB's Executive Committee approved an extension until June 1, 2023, for him to complete the jail academy. On May 9, 2023, the LESB's Executive Committee approved an extension until December 1, 2023, for officer Hauschild to complete the jail academy. A third extension request was submitted to the LESB's Executive Committee in November 2023, and that request was denied. It is recommended that a letter from the LESB be sent to the Price County Sheriff's Office regarding Officer Hauschild's continued employment as a jail officer with the agency without completion of the jail academy.

**Motion** to send a letter from Administrator Wagner to the Price County sheriff regarding Officer Hauschild's continued employment as a jail officer without completion of the jail academy. Move by Timothy Carnahan, second by Winn Collins. Motion carried unanimously.

**j. Consider Increased Reimbursement Rate for 720-Hour Law Enforcement Officer Training Academy**

The current reimbursement rate is \$5,000 per recruit. The academies are requesting an increase in the reimbursement rate. The average of the cost per recruit is \$6,050. The Bureau of Budget and Finance determined that there are sufficient funds to increase the reimbursement rate so we would like to increase the rate to \$6,050 per recruit starting January 1, 2025.

**Motion** to approve the staff recommendation to increase the 720-hour law enforcement academy tuition reimbursement rate to \$6,050 per recruit for all law enforcement academies starting on or after January 1, 2025. Move by Kelly Bakken, second by Jean Galasinski. Motion carried unanimously.

**k. MOU Between the LESB and the U.S. Department of Veterans Affairs for Officer Eligibility to Take Part in LESB-Approved Instructor Courses**

The MOU that Dana presented at the September LESB was reviewed by U. S. Department of Veterans Affairs legal staff who made changes. The Division of Legal Services reviewed and approved. Attached to the Meeting Packet is the final MOU.

Todd Delain suggested one change: Page 368, 4a, second sentence, change "precedence" to "preference".

**Motion** to approve the MOU with the LESB and the U. S. Department of Veterans Affairs, changing "precedence" to "preference" on page 368. Move by Denita Ball, second by Kelly Bakken. Motion carried unanimously.

**l. Law Enforcement Curriculum Updates:**

- **Traffic Law Enforcement**

The Traffic Law Enforcement curriculum has not been updated since 2014. The Course Outcome Summary, Syllabus, Student Text, Instructor Manual, and PowerPoints have now been updated. Statistics have been removed or updated throughout the curriculum and references made to resources like Community Maps have been added in place of statistics. A section on legal issues when stopping a vehicle has been added along with information

on Procedural Justice during vehicle contacts. Additionally, information has been added on traffic laws regarding recreational vehicles, and the section on Driver Licenses and Identification Cards has been updated. The Patrol Procedures Advisory Committee approved all the above-mentioned documents at an October 8, 2024, meeting, and the Curriculum Advisory Committee approved the documents on November 5, 2024. All documents included in the packet are shown with updates/changes in red.

- **Vehicle Contacts Instructor Course**  
The Vehicle Contacts Instructor Course materials have been updated to build in the High-Risk Vehicle Contacts (HRVC) transition course materials. The other main change is to the Instructor Candidate Manual, adjusting the 373 information there to match what we are doing with Acadis, the instructor updates, instructor certification information, etc. The Patrol Procedures Advisory Committee approved the documents at a meeting on October 8, 2024, and the Curriculum Advisory Committee approved the documents on November 5, 2024. The Vehicle Contacts Instructor Course materials included in this packet for review and approval include the Course Outcome Summary, Syllabus, PATs, Instructor Candidate Manual and MIT Manual with updates/changes highlighted in red.
- **Professional Communication Skills Instructor Course**  
There has never been curriculum for the Professional Communication Skills (PCS) instructor course; only 24-Hours designated for the class and some competencies and learning objectives provided. The curriculum for the PCS Instructor Course has now been developed and is provided in the packet for review and approval. The curriculum provided includes a Course Outcome Summary with changes highlighted in red, a new Syllabus, a new PAT document, a new Instructor Candidate Manual, and a new Master Instructor Trainer Manual. The curriculum was approved by the Foundations of Professional Policing Advisory Committee via email in October 2024, and the Curriculum Advisory Committee approved the PCS Instructor Course on November 5, 2024.
- **720-Hour Law Enforcement Academy Competencies and Learning Objectives**  
The only changes made to the 720-Hour document this year are the changes made to the Traffic Law Enforcement I curriculum, beginning on page 26. The complete 720-Hour document is included in your packet for review and approval which will serve as the formal document showing what content is being delivered in the recruit academy in 2025. The Curriculum Advisory Committee approved these changes on November 5, 2024.

**Motion** to approve the law enforcement curriculum changes presented today. Move by Denita Ball, second by Jean Galasinski. Motion carried unanimously.

**m. Tactical Emergency Medical Services Professionals: Course, Certification, and Recertification Requirements**

On March 26, 2024, Wisconsin Act 218, was signed into law. This bill amends several Wisconsin State Statutes including §168.85 and directs the LESB to establish a Tactical Emergency Medical Services (TEMS) Professional certification, establish minimum training standards to obtain the certification, and establish annual re-certification requirements. This law allows a certified TEMS Professional to legally go armed in certain places that would otherwise be prohibited. The TSB convened an advisory committee made up of subject matter experts who were tasked with developing recommendations for initial certification and annual recertification as a TEMS Professional. The committee also developed a 40-hour basic training curriculum and exam that is

recommended for the basic training requirement. Wisconsin Act 218, the TEMS Professional Course Guide, Course Exam and sample course lesson plan are included for your review. These materials were approved by the Curriculum Advisory Committee on November 5, 2024.

The FBI will issue an occupational designation, along with fingerprints for the background to satisfy the background portion. Once done, this will go into effect.

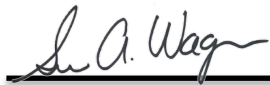
**Motion** to approve the proposed certification and recertification requirements along with the 40-hour basic TEMS Professional Course Guide and supporting materials. Move by Timothy Carnahan, second by Denita Ball. Motion carried unanimously.

- n. Updates to the Academy Director's Manual and LESB Policy and Procedures Manual  
Tabled till March.

### 13. Roundtable

### 14. Adjournment

**Motion** to adjourn. Move by Denita Ball, second by Timothy Carnahan. Motion carried unanimously.



Steven A. Wagner  
Secretary

Minutes taken by Dawn Strassman