

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

MINUTES – JUNE 3, 2025

ATTENDANCE:

LESB MEMBERS

Denita Ball
Kalvin Barrett
Timothy Carnahan
Winn Collins
Todd Delain
Alan Karr
Casey Krueger
Jessie Metoyer
Nicole Miller
Charles Tubbs
Ken Tutaj
Steven Wagner

ABSENT MEMBERS

Kelly Bakken
Jean Galasinski
Timothy Gruenke
Tammy Sternard

STAFF

Ronald Betley
Eric Hartwig
Gabe Lind
Katie Maule
Jerry Mullen
Thessa Phillips
Lauren Racey
Shelly Sandry
Dawn Strassman
Rich Williams

Guests: Rick Anderson, Robert Botsch, Latisha Spence-Brookens, Sarah Wronski

- 1. Convenes** – Todd Delain called the meeting to order at 10:00 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**
Christopher Schroeder is the new field representative for region 4. Christopher is a retiree from the City of Milwaukee Police Department and has a background in training.

The ACADIS upgrade has been completed and it is live on the new URL site.

Steven Wagner, Mark Rather, and Ron Betley met with a state representative and an attorney from the legislature to express concerns about the LESB Policy and Procedure Manual as it relates to administrative code. As a result of the meeting, Ron sent a request to the Division of Legal Services to review the LESB Policy and Procedure Manual as it relates to the administrative code regarding what parts may need to be promulgated through the rule-making process with the legislature.

- 5. Training and Standards Bureau Quarterly Reports**
As of May 23, 2025, there are **4,421** LESB Certified Instructors. There are instructors and MITs 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	4,330
Jail Instructors	783
Juvenile Detention Instructors	561

Instructors Certified in Tactical Topic Areas

Tactical Topics	Certified Instructors
DAAT (720)	679
Defensive Tactics (DT)	471
Emergency Vehicle Operation & Control (EVOC)	1,003
Handgun (162) / Handgun MRDS (11)	173
Handgun & Rifle (1180) / Handgun & Rifle MRDS (522)	1,702
Officer Wellness	209
OWI/SFST	568
Principles of Subject Control (POSC)	74
Professional Communication Skills (PCS)	737
Scenarios	1,125
Tactical Emergency Casualty Care (TECC)	45
Tactical Response (720)	739
Vehicle Contacts (HRVC)	1,053

Master Instructor Trainers (MITs)

MIT Topics	Certified MITs
CJIDC	49
DAAT (720)	2
Defensive Tactics	52
Emergency Vehicle Operation & Control (EVOC)	42
Handgun & Rifle	50
OWI/SFST	30
Physical Fitness Assessor	13
Principles of Subject Control (POSC)	0
Professional Communication Skills (PCS)	28
Scenarios	41
Tactical Emergency Casualty Care (TECC)	8
Tactical Response	34
Vehicle Contacts	49

Training and Standards Bureau Quarterly Report - Certified Officers:

At the end of the 3rd quarter of FY25 there were a total of **17,552** certificates held by officers. Below is a breakdown by certificate type.

Certification Type	Certifications
Jail Officer	3,670
Law Enforcement Officer	13,366
Secure Detention Officer	432
Tribal Law Enforcement Officer	84
Total Certificates Issued	17,552

Training and Standards Bureau Quarterly Report – Officer Employment:

At the end of the 3rd quarter of FY25 there were a total of **15,922** active, primary, certified officers. Below is a breakdown of officers by assignment.

3rd Quarter FY25 Active, Primary, Certified Officers by Assignment	Total
Tribal Law Enforcement	80
Law Enforcement	12,032
Jail Officer	1,940
Secure Juvenile Detention	137
Law and Jail	1,367
Law, Jail, and SJD	9
Jail and SJD	368
Total Active, Primary, and Certified	15,922

Training & Standards Bureau Quarterly Reports – WILENET

The following WILENET Quarterly Report covers the month of April 2025. This quarter the **WILENET.widj.gov** website had approximately 11,147 unique users each month.

The most popular pages on WILENET, in order of number of visitors in April 2025:

Page	Unique Views
wilenet.widj.gov/	55,682
wilenet.widj.gov/employment/employment-opportunities	55,547
wilenet.widj.gov/user/login	34,944
wilenet.widj.gov/training-courses	17,369
wilenet.widj.gov/academy-curriculum	7,519
wilenet.widj.gov/resources/doc-locator	6,270
wilenet.widj.gov/academy-curriculum/720-hour-law-enforcement-academy	4,914
wilenet.widj.gov/doc-locator	3,246
wilenet.widj.gov/cib/time-system-training-materials-manuals-forms	2,518
wilenet.widj.gov/search	2,492
wilenet.widj.gov/training-standards/officer-training-employment-and-reciprocity	2,429
wilenet.widj.gov/cib/crime-information-bureau-0	2,034
wilenet.widj.gov/academy-curriculum/720-hour-law-enforcement-academy/patrol-procedures	1,999
wilenet.widj.gov/cib/time-system-etime-browser	1,966
wilenet.widj.gov/academy-curriculum/720-hour-law-enforcement-academy/tactical-skills	1,671

6. LESB Academy Liaison Updates

- a. Matthew Kecker (Northcentral Technical College) – Technical College Academy Representative was not present.
- b. Captain Sarah Wronski (Milwaukee County Sheriff's Office Training Academy) – Employer-Based Academy Representative was present and had no updates. Sarah passed along Matt's update regarding TCS 10: the colleges are still working on a plan. Matt is aware that there is discussion between Training and Standards and the college.

7. Review and Approve Minutes for the March 4, 2025, Meeting of the LESB.

Motion to approve minutes and motions of the March 4, 2025, meeting of the LESB. Move by Timothy Carnahan, second by Nicole Miller. Motion carried unanimously.

8. Review of Executive Committee Meeting, Updates, Addenda, and Final Actions

a. Review and Approve May 21, 2025, Executive Committee Meeting Minutes and Motions

- i. Motion Subjects Include Requests for Waivers of Training and Education Requirements for Officers, Civilians, and Instructors; 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**

Discussion: Ramon Aguilera's military orders were received. He was hired at the jail in April 2023 and approved for an extension till April 2025. The agency planned to send him to the academy in the summer of 2024, which did not occur. His military report date was September 23, 2024. Jerry recommends that the extension not be granted. In addition, Jerry recommends that the LESB send an admonishment letter to the agency recommending that Mr. Aguilera not work shifts in the jail due to the liability of no certification nor an approved waiver. Jerry recommended to the agency that they send Mr. Aguilera to the academy as soon as possible upon his return from military duty.

Motion to approve staff's updated recommendation to not approve the extension for Ramon Aguilera, and that the LESB send a letter to the agency recommending that Mr. Aguilera not work shifts in the jail till he successfully completes the academy. Move by Denita Ball, second by Winn Collins. Motion carried unanimously.

8. Review of Executive Committee Meeting, Updates, Addenda, and Final Actions

a. Review and Approve May 21, 2025, Executive Committee Meeting Minutes and Motions

- ii. Review and Approve Addenda Requests for Waivers of Training and Education Requirements for Officers, Civilians, and Instructors; 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**

Note: The agenda numbering in the packet is incorrect. The packet shows agenda item number 10, but it should be agenda item number 8. This was an administrative error.

1. Preparatory Training Waiver Request Addendum

Bakken, Kane – 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 June 3, 2026.

Hall, Jeremy – 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 June 3, 2026.

Sharbutt, Nicholas –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 June 3, 2026.

Hooper, Sierra – Fitchburg 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 5/12/2025.

Motion to approve staff recommendations. Move by Timothy Carnahan, second by Casey Krueger. Motion carried unanimously.

2. College Credit Waiver Request Addendum

Hegman, Eric – Military
Staff recommends Mr. Hegman receive a waiver for 30 college credits.

Pearson, Alek – LE Academy
Staff recommends Mr. Pearson receive a waiver for 20 college credits.

Sharrock, Dax – Military
Staff recommends Mr. Sharrock receive a waiver for 28 college credits.

Motion to approve staff recommendations. Move by Denita Ball, second by Nicole Miller. Motion carried unanimously.

3. Requests for Extensions of the Time Limits to Gain Employment and/or Complete Preparatory Training Addendum

Redman, Brian – McFarland Police Department
Staff recommends approval of the waiver request. The recommendation for approval is based on the following mitigating circumstances/conditions:

- The LESB approved a prior extension request at the 5/14/2024 meeting with a deadline of 7/1/2024 to regain employment.
- The applicant has extensive law enforcement experience (over 27 years).
- The applicant has successfully completed the handgun qualification course.
- The applicant shall be required to pass the Reciprocity exam by 10/30/2025.
- The applicant shall be required to complete Vehicle Pursuit training by 10/30/2025.

Discussion: Brian Redman was the McFarland interim chief in October 2024, with the intention of having a new chief in place prior to Brian's one year extension deadline. The process for hiring a chief failed, so the recruitment will begin again. This brings Brian Redman past the one-year deadline. Prior to taking the position as the McFarland interim chief, Brian Redman was also planning to apply for a position as the chief in Lake Mills.

Urioste Ayala, Jacinto – Milwaukee County Sheriff's Office
Staff recommends the applicant receive an extension until 9/9/2026 to complete preparatory jail officer training.

Greil, Melissa – Outagamie County Sheriff's Office

Staff recommends that Greil receive an extension until 9/23/2026 to complete preparatory jail officer training (if necessary).

Munro, Hannah – Wood County Sheriff's Office

Staff recommends the applicant receive an extension until 12/23/2026 to complete preparatory jail officer training.

Motion to approve staff recommendations. Move by Timothy Carnahan, second by Jessie Metoyer. Motion carried unanimously.

4. Instructor Waiver Addendum

Madrid, Michael – Altoona Police Department

Staff recommends in favor of the waiver, allowing Michael Madrid to request instructor certification in Defensive Tactics more than two years from course completion. Staff recommends certifying Officer Madrid as an instructor in Defensive Tactics effective 6/1/2025.

Motion to approve staff recommendations. Move by Denita Ball, second by Calvin Barrett. Motion carried unanimously.

9. 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 = 348

Jail Officers – 170
Law Enforcement Officers – 144
Secure Juvenile Detention Officers – 34
Tribal Law Enforcement Officers – 0
Retroactive Certifications – 0
Rescind – 1

Instructor Certification and Recertification Summary Report

Total Instructor Applicants = 817

New Instructors & Instructors Adding Additional Certifications – 398
New Credentialed Instructor Registrants & Credentialed Instructors Adding Additional Registrations - 21
Instructor Recertification & Credentialed Instructor Registration Renewals - 354
New Master Instructors – 15
Recertified Master Instructors - 29

Motion to approve staff recommendations to Certify/Recertify/Register/Retroactively Certify/Rescind Law Enforcement Officers, Tribal Law Enforcement Officers, Jail Officers, Secure Juvenile Detention Officers and Instructors. Nicole Miller recused herself from the vote due to her wife being a part of the recertification process. Move by Jessie Metoyer, second by Casey Krueger. Motion carried unanimously.

10. New Business

a. 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 June 3, 2025, meeting of the LESB:

- Waukesha County Technical College
- Mid-State Technical College
- Dane County Sheriff's Training Academy

Motion to recertify the Waukesha County Technical College, the Mid-State Technical College, and the Dane County Sheriff's Training Academy for two years until June 2027. Move by Denita Ball, second by Nicole Miller. Motion carried unanimously.

b. Law Enforcement College Credit Requirement Discussion

Dana Vike provided a history of the College Credit Requirement for Law Enforcement Officers in Wisconsin.

Mid-State Technical College Dean Rick Anderson stated that at Mid-State, technical level credits are at the same level as associate degree level credits. There may be technical level courses that are embedded in an associate pathway. For example, Emergency Medical Technician is a technical program, but it's embedded in the Mid-State paramedic technical program, which is an associate level program. The credits, whether at the technical or the associate level, are the same. With a technical-level credit, the student is sitting in the classroom, if it's a lecture-based credit, for 36 hours. If the same lecture was an associate's degree, they would be in the classroom for 18 hours because they are given more leeway to do some of the work outside of class. The technical-level credits are a good substitute for an associate's level.

Jerry stated there is some ambiguity in the current policy. The reason for this discussion is to clarify the policy and accept technical-level credits. We cannot expect HR or hiring personnel to decipher the level of the credit, whether it is technical or associate level. In addition, in 1993, the board did not require an associate's degree, simply an accumulation of 60 credits.

Motion to accept staff recommendation to accept technical-level credits. Move by Timothy Carnahan, second by Winn Collins. Motion carried unanimously.

c. Doctor's of Physical Therapy (DPTs) and the Pre-Employment Medical Exam

Staff recommends against any further changes to the pre-employment medical exam without promulgating the changes in Wisconsin Administrative Code as to not exceed the authority of the board. This motion is withdrawn as the board is not in a position to approve this motion.

d. Certification Extension for Officer on Medical Leave

Milwaukee County Sheriff's Deputy Christian Almonte has been on leave of absence due to on-duty injuries sustained on January 26, 2022, when he was shot several times by a suspect who fled a traffic stop. This is the second request for Deputy Almonte for an extension of the time limits to complete annual recertification training. Staff recommends an extension of Deputy Almonte's certification until January 1, 2026, to allow Milwaukee County time to complete the administrative review of Deputy Almonte's worker's compensation injury case.

Motion to approve staff recommendation for an extension of the time limits until January 1, 2026, to complete annual recertification training for Deputy Christian Almonte. Denita Ball recused herself from the vote. Move by Charles Tubbs, second by Nicole Miller. Motion carried unanimously.

e. Certification Extension for Officer on Military Leave

Officer Cody Apps is a full-time law enforcement officer. He has been on military leave since August 2023. His mobilization is projected to end on September 3, 2027. Staff recommends no action be taken against Officer Apps' law enforcement certification while he is serving on active military duty. His certification status will be re-evaluated once he is no longer on active military duty and is able to return to active employment with the Greendale Police Department.

Motion to approve staff recommendations. Move by Casey Krueger, second by Jessie Metoyer. Motion carried unanimously.

f. Law Enforcement Curriculum Updates

The Child Maltreatment curriculum was last updated in 2014. The Course Outcome Summary, the Syllabus, the Student Text, the Instructor Manual, and the Power Points have been updated. The Investigations Advisory Committee approved the update on April 15, 2025, and the Curriculum Advisory Committee approved the update on May 1, 2025. If the LESB approves the updates today, the curriculum can be voluntarily used after the meeting but will be mandatory on January 1, 2026. The test questions were changed so they will work with the new and the old curriculum.

The Testifying in Court curriculum was last updated in 2014. The new information includes up-to-date information on Brady and Giglio. The Course Outcome Summary, the Syllabus, the Performance Assessment Task, the Student Text, the Instructor Manual and the Power Points have been updated for review by the Curriculum Advisory. Testifying in Court instructors at the academies have been provided with a copy of the draft material to provide feedback.

The Legal Context Advisory Committee approved the above-mentioned documents on April 24, 2025, and the documents were approved by the Curriculum Advisory Committee on May 1, 2025. If approved today, the curriculum use will be mandatory on January 1, 2026, but the academy may voluntarily use the curriculum before January 2026. The test questions were not affected by the changes so they will work with the new and the old curriculum.

Motion to approve the changes to Child Maltreatment and Testifying in Court as presented today. Move by Winn Collins, second by Denita Ball. Motion carried unanimously.

g. 2025-2027 Vehicle Pursuit Curriculum

On April 8, 2025, the Patrol Procedures Advisory Committee approved the proposed 2025-2027 biennial Pursuit Training curriculum, and the curriculum was approved by the Curriculum Advisory Committee on May 1, 2025. The curriculum consists of classroom and practical skills training. The 2025-2027 curriculum will consist of the following components: Legislative Requirement, Curriculum Components, and the 2022-2024 Pursuit Data Reporting. Pursuit Operations: Pursuit Defined, Pursuit Support, EVOC Disturbance Resolution Model, Intervention Options, Pursuit Termination Factors, Agency Policy Review (Pursuit and Corresponding Use of Force). Vehicle Operations-Officer Survival: Safety Belt Use, Speed Management, Intersection Negotiation, Emergency Equipment Limitations. Trending: Wisconsin Law Enforcement Intersection Crash Data (2020-2024). HRVC-Post Pursuit: Procedure Review. Application and Skills: Driving Skills Review, Use of Force Drills, HRVC Post Pursuit Simulations. Practical driving exercises include Y-Turn, Evasive Maneuver, Serpentine Forward, Straight Line Backing, Controlled Brake, Mock Pursuit. Drills include (based on agency policy) Seatbelt Transition, Channelization, Tire Deflation Device Deployment, Pursuit Intervention Technique, Roadblock with Escape, Roadblock without Escape, Moving Roadblock.

Motion to approve the 2025-2027 Pursuit Training curriculum. Move by Jessie Metoyer, second by Denita Ball. Motion carried unanimously.

h. Jail and Juvenile Detention Curriculum Updates

Changes have been made to the DAAT and Firearms curriculum over the past two to three years, some of the changes also apply to POSC. To make the content as similar as possible, the POSC Student Text has been updated. The proposed changes include:

- Acknowledgements updated with current POSC Advisory Committee members.
- On page 53, the topic of Control Alternatives has been expanded, the wording is taken from the DAAT student text.
- On page 110, the range safety piece regarding the Four Fundamental Rules of Firearms has been updated. This is in an Appendix on Safety Rules for Use of Force training.
- On page 133, the committee updated the technique of checking handcuffs for tightness using the Double Strand Test. The same wording is used in the DAAT Student Text.

The POSC Student Text was approved by the Curriculum Advisory Committee on May 1, 2025.

Motion to approve the changes as presented. Move by Nicole Miller, second by Denita Ball. Motion carried unanimously.

Shelly Sandry stated that on the Juvenile Detention side, there was a conference in May with Juvenile Superintendents. Of discussion was getting personnel into the academies and granting extensions. CVTC is ready to run a full Juvenile Detention Class, but there were not enough students to run a May 2025 class; however, they are going to try in October. Gateway will try to hold an academy in October, as well. The Milwaukee County Juvenile Center is looking into how they could become an academy or get underneath a different academy in order to get personnel trained. The largest hurdle is finding instructors both for jail and juvenile detention.

i. LESB Physical Readiness Test (PRT) Subcommittee Updates

A motion was previously passed to task the Training and Standards Bureau (TSB) to hire professionals to conduct a job task analysis and then hire physical or athletic trainers to create an alternate physical readiness test. This does have to go through a bidding process. The motion also directed the TSB to expand the PRT data collected through the RedCap system.

The PRT Advisory Subcommittee convened on April 7 for the purpose of reviewing the qualifications necessary to be a law enforcement officer in the state of Wisconsin. The PRT Advisory Subcommittee forwarded the request to the TSB to develop the qualifications and bring them back to the PRT Advisory Subcommittee for review. The TSB has fulfilled this directive; however, the state budget has not yet passed. Once the budget passes, TSB personnel will meet to determine feasibility of hiring an individual to carry out this directive.


Also on April 7, the PRT Advisory Subcommittee reviewed the data collection points, the Bureau of Justice Information and Analysis (BJIA) was also present at that meeting. There was discussion on the data points and how it is going to be collected. BJIA is looking into incorporating the data points into the current RedCap system. More information will be available at the next LESB Meeting.

11. Roundtable

Steve Wagner announce that this is his last full LESB Meeting as he will be retiring in August.

12. Adjournment

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

A handwritten signature in cursive script, appearing to read "S. A. Wagner", is written above a solid black horizontal line.

Steven A. Wagner
Secretary

Minutes taken by Dawn Strassman