

In Re: Law Enforcement Officer Standards & Training

Transcript of Meeting

January 9, 2025

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Transcript of Meeting 1/9/2025

MISSISSIPPI PUBLIC SAFETY COMMISSION
BOARD ON LAW ENFORCEMENT OFFICER
STANDARDS & TRAINING

TRANSCRIPT OF MEETING

Taken at Mississippi Department of
Public Safety Planning,
152 Watford Parkway Drive,
Canton, Mississippi,
on Thursday, January 9, 2025,
beginning at approximately 9:00 a.m.

REPORTED BY:

ELLA J. HARDWICK, CVR-M, CCR #1749

Transcript of Meeting 1/9/2025

1 BOARD MEMBERS PRESENT

2 Jim H. Johnson, Chair, Sheriff, Lee County

3 Jeff Johns, Director, Office of Standards &
4 Training

5 Sean Tindell, Commissioner, MDPS

6 Brandon Hendry, Captain, Director of Law
7 Enforcement Training Academy

8 Daniel Sanford, Chief, MS Campus Law Enforcement
9 Officers Association

10 John Quaka, Chief, Tupelo Police Department

11 Michael Hall, Chief, Guntown Police Department

12 Randy Tutor, Chief, MS Chiefs Association

13 Lindsay Cranford, Esq., Office of the Attorney
14 General (Via Microsoft Meetings)

15 Randall Tucker, Sheriff, MS Sheriffs Association

16 Charles Haynes, Assistant Commissioner

17 Luke Williamson, Esq.

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1 CHAIRMAN JOHNSON: Everyone please
2 stand. Investigator Baptiste will lead us
3 in our Pledge of Allegiance, and Director
4 Johns will lead us in our prayer to
5 follow.

6 (PLEDGE.)

7 DIRECTOR JOHNS: Will you pray with
8 me?

9 (PRAYER.)

10 CHAIRMAN JOHNSON: You may be seated.
11 Item 4 on the agenda will be the roll
12 call, Director Johns.

13 DIRECTOR JOHNS: Anthony Chancellor.

14 (NO RESPONSE.)

15 DIRECTOR JOHNS: Honorable Lindsay
16 Cranford. Present.

17 MS. CRANFORD: I'm here. Good
18 morning.

19 DIRECTOR JOHNS: Good morning.
20 Honorable Kassie Coleman, who advised that
21 she was in trial, so she is not here.
22 Chief Michael Hall, Vice Chair.

23 CHIEF HALL: Here.

24 DIRECTOR JOHNS: Honorable Robert
25 Hancock does not appear here. Colonel

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1 Charles Haynes. Captain Brandon Hendry.
 2 CAPTAIN HENDRY: Here.
 3 DIRECTOR JOHNS: Sheriff Jim Johnson,
 4 Chair.
 5 CHAIRMAN JOHNSON: Here.
 6 DIRECTOR JOHNS: Chief John Quaka.
 7 CHIEF QUAKA: Here.
 8 DIRECTOR JOHNS: Chief Daniel
 9 Sanford.
 10 CHIEF SANFORD: Here.
 11 DIRECTOR JOHNS: Commissioner Sean
 12 Tindell.
 13 COMMISSIONER TINDELL: Here.
 14 DIRECTOR JOHNS: Sheriff Randall
 15 Tucker.
 16 SHERIFF TUCKER: Here.
 17 DIRECTOR JOHNS: Chief Randy Tutor.
 18 CHIEF TUTOR: Here.
 19 DIRECTOR JOHNS: Mr. Chairman, we
 20 have a quorum.
 21 CHAIRMAN JOHNSON: Thank you.
 22 Introduction of any invited guests. Do
 23 you know of anyone?
 24 DIRECTOR JOHNS: I do not, other than
 25 I see Chief Gene Waldrop has joined us

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1 today, and then I was notified last night
2 that Paul Holley from the Mississippi
3 Attorney General's Office, their strategic
4 law enforcement director, is present with
5 us in the room today.

6 CHAIRMAN JOHNSON: Good. We thank
7 everyone for being here. Item 6 is --
8 everyone had a copy of the minutes
9 emailed. We need a motion for the
10 approval of the minutes.

11 CHIEF QUAKA: I make a motion.

12 SHERIFF TUCKER: Second.

13 CHAIRMAN JOHNSON: Have a motion and
14 second. Any discussion?

15 (NO RESPONSE.)

16 CHAIRMAN JOHNSON: All in favor say
17 aye.

18 ALL: Aye.

19 CHAIRMAN JOHNSON: Any opposed?

20 (NO RESPONSE.)

21 CHAIRMAN JOHNSON: There are none.
22 Item 7 is the certification of officers.

23 DIRECTOR JOHNS: Mr. Chairman,
24 Ms. Turpin has prepared a packet of the
25 officers currently in academy that will be

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1 awaiting graduation. We recommend
2 provisional approval provided that they
3 pass the academy to be certified by this
4 Board.

5 CHAIRMAN JOHNSON: And that is
6 included in your packet, if you'll look
7 over it a minute. When you do, we'll
8 entertain a motion.

9 SHERIFF TUCKER: Motion.

10 CHAIRMAN JOHNSON: We have a motion.

11 CHIEF HALL: Second.

12 CHAIRMAN JOHNSON: We have a second.

13 Any other discussion?

14 (NO RESPONSE.)

15 CHAIRMAN JOHNSON: All in favor say
16 aye.

17 ALL: Aye.

18 CHAIRMAN JOHNSON: Any opposed?

19 (NO RESPONSE.)

20 CHAIRMAN JOHNSON: There are none.

21 Item 8 is in-service CEU training.

22 DIRECTOR JOHNS: Yes, sir. And Bryce
23 Alexander had surgery this week, and so
24 he's not with us. So I'll present that on
25 his behalf.

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1 In your packet, you have several items
2 that we put forward for approval for
3 continuing education credit in compliance,
4 and we're soliciting any number of folks
5 to do that as we roll out the 24-hour
6 continuing education requirement for all
7 law enforcement in Mississippi.

8 And so, you've really got some great
9 packets that I believe were sent to you in
10 your advance packet as well.

11 CHAIRMAN JOHNSON: This is a
12 recommendation on the staff's behalf?

13 DIRECTOR JOHNS: Recommendation of
14 the staff to approve for continuing
15 education training.

16 CHAIRMAN JOHNSON: Okay. You've
17 heard that recommendation. We will
18 entertain a motion.

19 CHIEF HALL: Motion.

20 CHAIRMAN JOHNSON: We have a motion.

21 COMMISSIONER TINDELL: Second.

22 CHAIRMAN JOHNSON: We have a second.
23 Any discussion?

24 SHERIFF TUCKER: You have and your
25 staff have --

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1 DIRECTOR JOHNS: Yes, sir. Bryce and
2 I have gone over these and are comfortable
3 that they meet an acceptable professional
4 standard.

5 SHERIFF TUCKER: Thank you.

6 CHAIRMAN JOHNSON: Any other
7 discussion?

8 (NO RESPONSE.)

9 CHAIRMAN JOHNSON: All in favor say
10 aye.

11 ALL: Aye.

12 CHAIRMAN JOHNSON: Any opposed?

13 (NO RESPONSE.)

14 CHAIRMAN JOHNSON: There are none.
15 Item 9 is the director's report.

16 DIRECTOR JOHNS: Mr. Chairman, I'd
17 like to begin the director's report by
18 deferring to our special investigation
19 unit, which is made up currently of
20 Investigator Emma Baptiste and our newest
21 member, Coop Chavis, out of Grenada for
22 north Mississippi.

23 Coop, if you'll stand up and just let
24 the room see you. Joined us on
25 December 15th, and he is currently kind of

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1 getting up to speed with the caseload that
2 he inherited from our compilations over
3 the last few months.

4 I did ask Investigator Baptiste to
5 speak to kind of where her case docket is
6 currently and if she'll just give us a
7 brief numbers update.

8 INVESTIGATOR BAPTISTE: We currently
9 have 35 south cases and 27 north cases.
10 Of the south cases, I have seven cases
11 completed. Six of those involve law
12 enforcement officers. One actually
13 involves a jail officer.

14 There are also two north cases that
15 are completed. Those are also law
16 enforcement officers. There are four of
17 the south cases that can be handled
18 administratively and not through the
19 hearing panel due to the nature. That's
20 kind of where we're at. I've got 17
21 working at the same time. We're getting
22 there.

23 DIRECTOR JOHNS: Thank you very much
24 for that. You know, I think it goes
25 without saying, certainly among this

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1 Board, that the investigative component of
2 this office has been needed since its
3 inception in 1981 by the legislature, and
4 it was long overdue, and there's much work
5 to be done.

6 As a matter of fact, this week, I
7 decided I didn't have a list. I had a
8 list of lists pertaining to different
9 facets of the Office of Standards and
10 Training that need to be addressed. And
11 this is a process that will occur over a
12 period of time.

13 You know, some of it is months, some
14 of it is years that will take for us to
15 get to where an acceptable national
16 standard would have us.

17 We do work very closely with the
18 International Association of Directors of
19 Law Enforcement Standards and Training on
20 seeing where that bar is set to make sure
21 that we meet that. But this investigative
22 component was critical to ensuring that
23 Mississippi stands among its peers in
24 holding folks such as myself, who is a
25 practitioner of law enforcement,

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1 accountable for our actions and in the
2 public trust. So I appreciate her report
3 on that.

4 The next item in my director's report
5 is the Acadis software. And just a quick
6 thank you to DPS for the over \$300,000
7 invested in this electronic record
8 software this year to bring us to a modern
9 time.

10 I know most of us that have served as
11 chiefs or sheriffs have electronic records
12 management in our office, and we've had
13 that for some time, and this office has
14 operated mostly or almost 100 percent on
15 paper files. If any of you on the Board
16 would like a tour of that file room, it
17 kind of sends goosebumps up my spine that
18 we're still operating in such a way.

19 The other thing that that does is
20 creates a quandary that people are able to
21 exploit loopholes that are created by the
22 transfer of paper in the mail, things
23 lost, things not received, you know, items
24 that are incomplete that have to be
25 returned and then re-mailed.

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1 So there's lots coming in the -- in
2 the next six months that will propel us
3 forward to where we should be, or at least
4 on the first step of that rung. And
5 within that is the general law enforcement
6 application.

7 And so, one thing that I would like to
8 put before the Board is your permission to
9 exploit -- and the sheriff and I were just
10 discussing this earlier. I can go get a
11 car loan from my credit union and never
12 set foot in the credit union. I can make
13 a phone call, tell them what I'm trying to
14 buy, and they will send me e-sign
15 documents. I'll sign those. They'll put
16 money in my account. I can go write a
17 check at the dealership.

18 And so, mortgage, same way. We never
19 set foot in our mortgage holder. We
20 signed electronic documents. That check
21 was present at closing.

22 And so, it's a modern way of doing
23 things. It has security measures. It
24 also has security flaws. But so does
25 paper, and we're well aware of that.

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1 But we would like the permission,
2 particularly where we're having affidavits
3 notarized in the general application law
4 enforcement elsewhere. We'd like the
5 Board's indulgence to be able to do that,
6 and I'll kind of wrap that up in the end
7 in a recommendation for a motion.

8 But we'd like to suspend the notary
9 and look at electronic signatures and the
10 validity of that with our Board counsel to
11 make sure that we're doing it and not
12 losing any integrity in that process or
13 any validity of that affidavit.

14 But we would like the Board's
15 indulgence to suspend that where it
16 relates to the electronic application
17 inside of Acadis. We are launching the
18 pilot program as I speak this week.

19 We're loading DPS email addresses.
20 We've talked to the Attorney General's
21 office about loading their addresses.
22 We've talked to Homeland, which is part of
23 the DPS component, working with Capitol
24 Police to get those in.

25 And so, we are very much standing live

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1 in Acadis this month with a general
2 application with rosters; and for you, and
3 hopefully by our meeting in March, we'll
4 set up a screen and give you kind of a
5 firework show of how this was.

6 But we wanted to have -- instead of
7 doing that today with a bunch of blank
8 screens, we wanted to have a population in
9 it before we did that. Proceeding very
10 well. I'll just tell you, in
11 mid-November, I was a little concerned
12 that we were going to get components live,
13 and then finally we turned on instructor
14 certification.

15 We had an on-site visit with the
16 software company last month. It
17 progressed very well. And so, things are
18 humming at a reasonable speed for
19 something that we needed yesterday. And
20 so, I'm very pleased with that.

21 And one thing that -- in Acadis,
22 Mr. Chairman, that I would ask is the
23 permission of the Board in the form a of
24 motion from a board member being able to,
25 where ACADIS is concerned, for electronic

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1 testing of the general law enforcement
2 application or other places that a notary
3 would be needed, that we suspend that in
4 the pilot of the Acadis software with a
5 future permanent proposal to be made.

6 DIRECTOR JOHNS: Okay. We've heard
7 the recommendation, and we will entertain
8 a motion. Is there any legal comment you
9 need to make on that?

10 MR. WILLIAMSON: I'm just looking to
11 make sure. Our policies that concern
12 submission of the packet require
13 submission in writing is the words that
14 are mentioned. I mean, there is --
15 obviously there is print on the computer
16 screen. There's a hard copy that can be
17 obtained from Acadis, correct?

18 DIRECTOR JOHNS: Yes, sir. There is.

19 MR. WILLIAMSON: I mean, there's not
20 necessarily reason to, but, I mean, I
21 think we all --

22 DIRECTOR JOHNS: But you could. But
23 you could.

24 MR. WILLIAMSON: -- agree that an
25 email is still in writing. Text message

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1 is still in writing. So I don't know
2 specifically that that would -- that that
3 would violate any of our policies already.
4 I do want to continue to look at the
5 language for how -- because it is a sworn
6 submission --

7 DIRECTOR JOHNS: Correct.

8 MR. WILLIAMSON: -- and we do have
9 some language about making sworn
10 statements that are false on our
11 application. So I would just want to make
12 sure that we include some of the same
13 language. That's the only --

14 DIRECTOR JOHNS: Exactly. Because we
15 would not want to lose any of the
16 integrity of those affidavits --

17 MR. WILLIAMSON: Correct.

18 DIRECTOR JOHNS: -- particularly in
19 part 2 and part 3 of the application where
20 both the officer and then the agency head
21 make affirmations to us that they've
22 answered those questions on themselves
23 truthfully and that the agency head and
24 his representatives have conducted a
25 thorough and complete background

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1 investigation into that person.

2 MR. WILLIAMSON: Yes. And, honestly,
3 the sworn component is the only real
4 significance of the notary requirement.
5 The notary would just say this is, in
6 fact, the person who signed it.

7 DIRECTOR JOHNS: Well, an
8 alternative -- and we can explore this,
9 and that's kind of why we're kind of
10 piloting down different measures.

11 We could have a singular signature
12 page with those affidavits contained
13 within it that would be signed by both
14 parties, both the officer and the agency.
15 And we could certainly explore that as
16 a -- as a first step option if that would
17 please the Board.

18 CHAIRMAN JOHNSON: All right. You've
19 heard the discussion. Is there -- do we
20 entertain a motion to move this forward
21 for possible finalization at a later date?

22 CHIEF QUAKA: I'll present the
23 motion.

24 CHAIRMAN JOHNSON: We have a motion.
25 Second.

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1 CHIEF TUTOR: Second.

2 CHAIRMAN JOHNSON: We have a second.

3 Any more discussion?

4 (NO RESPONSE.)

5 CHAIRMAN JOHNSON: All in favor say

6 aye.

7 ALL: Aye.

8 CHAIRMAN JOHNSON: Any opposed?

9 (NO RESPONSE.)

10 CHAIRMAN JOHNSON: There are none.

11 DIRECTOR JOHNS: Mr. Chairman, it
12 also pleases me to report the functioning
13 in pilot form of the equivalency exam for
14 those who are out of state, sworn and
15 active law enforcement, other states
16 transferring to Mississippi, as well as
17 Mississippi military personnel who reside
18 in Mississippi and have completed an
19 appropriate course that is equivalent to
20 our own basic academy.

21 I asked Captain Hendry and Major
22 Moreno if they would provide any comments
23 or feedback that they had on their recent
24 piloting of these tests and the new test
25 bank. Captain.

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1 CAPTAIN HENDRY: I think it went
2 pretty smoothly. Cadence was very helpful
3 on working out any bugs that we
4 potentially had technically.

5 I told Donna if they receive calls or
6 requests for tests or they approve tests
7 at any moment, we can administer that test
8 at the drop of a hat. So it's no burden
9 on us to do that. So we're happy to do
10 it.

11 MAJOR MORENO: Basically the same.
12 We had just the one candidate, but he came
13 in, and I had him logged in and taking a
14 test within a couple of minutes. It's
15 really a very smooth, easy process.

16 DIRECTOR JOHNS: Well, and to remind
17 the Board and myself, the reason we did
18 that is previously we had candidates
19 coming to this office traveling to Canton
20 from anywhere in the state, and now this
21 allows the full-time academies to
22 administer this on our behalf.

23 And we're kind of excited to have this
24 component, and it makes it more convenient
25 to allow people to do that instead of

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1 inconveniencing them for a drive to Canton
2 to take that.

3 And that we really didn't have a
4 testing center here. And in my mind, the
5 academies exist for professional
6 education, and that places the test at
7 home where it should be, in my view.

8 CHAIRMAN JOHNSON: How many have we
9 had participate?

10 MAJOR MORENO: We did one.

11 CAPTAIN HENDRY: We had -- was it
12 three or -- I think we had three to take
13 the test initially. We had two pass and
14 one fail.

15 CHAIRMAN JOHNSON: I was going to
16 say, what were the results of the
17 pass/fail.

18 MAJOR MORENO: My two passed.

19 CAPTAIN HENDRY: And I think that's
20 just indicative of the revamped test that
21 we did, that it's a higher standard, and I
22 think we are moving in a good direction
23 with that. Time will tell as our pool
24 gets larger, and I'm sure we'll have to
25 make some adjustments, but it's good.

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1 CHAIRMAN JOHNSON: But after the
2 changes and then the testing ability,
3 y'all were comfortable with where we're at
4 so far on that?

5 CAPTAIN HENDRY: Yes, sir.

6 MAJOR MORENO: Yes, sir.

7 CHAIRMAN JOHNSON: Any other
8 questions from the Board?

9 DIRECTOR JOHNS: One of the great
10 things that -- within the test that
11 Captain Hendry and his committee that
12 guided the rework of the test was the fact
13 that it relates back to the Mississippi
14 Law Enforcement Officers Handbook that is
15 available from -- and, you know, it's not
16 a direct match for answering questions,
17 but it gives you the context.

18 As a matter of our own, Cooper Chavis
19 is using that as a study guide for the
20 equivalency test as he transfers from the
21 federal system to us. And I appreciate
22 that correlation because it keeps us from
23 having to create a study guide, that we've
24 got one built in. And it's most
25 appropriate, I think, that the Mississippi

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1 Legal Research Institute's Mississippi Law
2 Enforcement Officer's Handbook is the
3 study guide, and that usage, Captain, was
4 not unnoticed and was much appreciated.

5 And that is available both in written
6 and electronic form. We are working with
7 Ole Miss to make sure that we have folks
8 that can convey to them the access to that
9 in both electronic -- I believe that Coop,
10 in your case, that you got both the
11 handbook and the electronic version.

12 MR. CHAVIS: This week, I got the
13 thumb drive. If I recall, there was a
14 check payable to them for hard copying of
15 \$20.

16 DIRECTOR JOHNS: Mr. Chair, that
17 would conclude my director's report and
18 take us to item 10.

19 CHAIRMAN JOHNSON: All right. On
20 item 10 we have the bylaws, policies, and
21 processes. There's several items under
22 that.

23 DIRECTOR JOHNS: Mr. Chairman, I did
24 provide just some bullets of my own
25 thoughts as I mulled this over. Certainly

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1 would appreciate Board counsel's consult
2 on those as well.

3 Some of this was captured out of our
4 own transcripts and minutes from prior
5 meetings that the panel, as established,
6 would consist of three to five members of
7 this Board.

8 The proposal to meet -- as discussed
9 last time initially, and this is something
10 the Chair and I discussed -- twice a month
11 for a two-day meeting and one night
12 session where you'd come, meet all day,
13 have an overnight and then meet the next
14 day until we can clear the backlog. We're
15 hovering right at 50 cases that we've
16 established in docket need that. It could
17 actually rise more than that before we --
18 before we get there based on work that the
19 investigators are moving along at a decent
20 pace.

21 Normal hearing schedule would then
22 fall back to just a single day meeting
23 where folks come in in the morning and
24 hold hearings during the day and are able
25 to go home in the afternoon.

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1 Once we've caught up with that,
2 obviously a court reporter, just as with
3 this Board, would be present to transcribe
4 those. So that is -- and then the results
5 would be delivered in a formal report from
6 the committee to this Board once those
7 decisions were made.

8 CHAIRMAN JOHNSON: All of these
9 bullet points are included in your packet.
10 Certainly look over them. And he's pretty
11 much discussed them here.

12 Are there any changes or
13 recommendations that the Board sees
14 that -- the numbers are going to continue
15 to grow, and we're not -- we're not
16 clearing it by discussing it. We've got
17 to get going. We've got to get something
18 moving.

19 And so, the sooner we can get this
20 approved, and everybody commit -- that's
21 the biggest thing is you're going to have
22 to commit to the time that it's going to
23 take to get it done. Once we get it down,
24 it'll slow down a little bit, but we've
25 got to get to that point.

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1 So if everybody's good with it,
2 we'll --

3 SHERIFF TUCKER: Is there anything
4 legally preventing us from getting
5 started?

6 MR. WILLIAMSON: No. It's -- it's
7 the law, so --

8 CHAIRMAN JOHNSON: It's telling us to
9 do it.

10 MR. WILLIAMSON: Yeah, yeah.

11 DIRECTOR JOHNS: So, Mr. Chairman,
12 the staff would recommend to start with
13 February meetings in the format prescribed
14 of initially holding at least a couple of
15 two-day, one-night meetings with the Board
16 as prescribed, appointed by the Chair from
17 this Board as appropriate, based on the
18 availability of the Board members for the
19 date selected.

20 CHAIRMAN JOHNSON: Yeah. I would
21 make a without a vote recommendation that
22 everybody go back and look at your
23 calendar for February and at least send
24 the absolute I can't come, and let's make
25 sure we can get quorums, too, Director, if

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1 that's okay with you.

2 DIRECTOR JOHNS: Absolutely.

3 COMMISSIONER TINDELL: How many do we
4 need on the panel?

5 DIRECTOR JOHNS: Three to five. A
6 minimum of three. And I think that was
7 from your suggestion, Commissioner, last
8 time --

9 COMMISSIONER TINDELL: And I'm just
10 thinking for some of us that are here
11 locally more often, it might be, you know,
12 easier for us to at least help them until
13 we get the backlog; we can be available
14 more often to put a panel together to hear
15 cases.

16 DIRECTOR JOHNS: And we discussed
17 having six or seven. We might have two at
18 one time on it.

19 MR. WILLIAMSON: You can meet at one
20 time.

21 DIRECTOR JOHNS: Yes, sir.

22 MR. WILLIAMSON: You've got the room
23 here to do it or -- and we even suggest
24 having them anywhere.

25 CHAIRMAN JOHNSON: Two court

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1 reporters, though.

2 MR. WILLIAMSON: That would be the
3 hang-up. The other thing I would suggest
4 for today, if we are going to meet in
5 February -- out of an abundance of
6 caution, we should probably vote on a pro
7 tem chair just in case the chair or the
8 vice chair can't be there.

9 Let's just go ahead and put that in
10 today's minutes so that we are guaranteed
11 to have somebody come and run the meeting.

12 CHAIRMAN JOHNSON: Okay. Any other
13 discussion? Is everybody okay with moving
14 forward with it?

15 (NO RESPONSE.)

16 CHAIRMAN JOHNSON: Okay. All right.

17 MS. PERKINS: If I can say something,
18 I'm just going to interject. And I said
19 something to Brandon this morning about
20 this guy.

21 I got an application on an officer in
22 November who's going to have to have a
23 hearing, and he's going to lose his
24 certificate. He was hired April of '23.
25 We got the application November of '24.

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1 Misuse of Fuelman card. To me, that's
2 inexcusable right there, but that's by no
3 way of reflection on our office.

4 So they're getting a denial letter
5 today. That to me is inexcusable.

6 DIRECTOR JOHNS: So, Ms. Perkins, are
7 you telling the Board that we just -- we
8 just got --

9 MS. PERKINS: We just got his
10 application.

11 DIRECTOR JOHNS: -- got that,
12 although he's been working since '23?

13 MS. PERKINS: He's been working over
14 a year.

15 DIRECTOR JOHNS: And when was he
16 terminated for the Fuelman theft?

17 MS. PERKINS: He was terminated from
18 Brookhaven PD -- I'm sorry. Hazlehurst
19 PD, September of '22.

20 DIRECTOR JOHNS: Okay. And that is a
21 problem we hope to resolve in Acadis is
22 the fact that folks will go out there, and
23 agencies, because of the length of time it
24 takes to send an application in and get it
25 back and everything -- we had an agency,

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1 and I'm not going to call their name out,
2 that brought a copy paper box in here that
3 was full of law enforcement applications
4 that were as old as two years.

5 And that's not the way the system --
6 that is not the way the law was intended.
7 It is not the way that the system is
8 intended to operate because you really
9 need to know that that person is eligible
10 for certification or that their
11 certificate, if it's already possessed, is
12 in good standing before you put them to
13 work.

14 And that -- that's what we hope to
15 close a lot of those loopholes. But a lot
16 of it is a re-education. I lean on friend
17 and colleague and my director, Colonel
18 Keith Davis, when he says it's a change of
19 culture. And it very much is, that we --
20 we've existed in a culture where this
21 office didn't have the tools it needed to
22 operate, and we very much got to present
23 an idea of education.

24 And as I told the executive committee
25 of the Mississippi Association of Chiefs,

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1 this is not a Jeff Johns. This is not the
2 ten people in Standards and Training.
3 This is all of us. This is the profession
4 of law enforcement in Mississippi that has
5 to hold this bar in working together that
6 we can -- we can see.

7 And I know -- you know, firsthand,
8 18 years as police chief, I know how
9 desperate we are for people. But let me
10 tell you what, I decided very early in my
11 career I wanted quality over quantity.
12 And that's the only way to survive, you
13 know.

14 Dan knows it at Ole Miss. Brandon
15 knows it. The sheriff knows it in Lee
16 County. John knows it. Every one of us
17 knows the pain and suffering that we don't
18 have the people that we need.

19 But I can tell you, you work twice as
20 hard if you've got a component of the
21 wrong people. And, you know, I'll put my
22 soapbox up, but that's just something that
23 easily, like that, ignites a spark in
24 people, that the public expects us to
25 police ourselves before we police them,

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1 you know.

2 And it's not about a witch hunt
3 either. It's about holding ourselves
4 accountable so that we earn over again,
5 every day, the public trust. And to me,
6 that's very important, Mr. Chairman.

7 CHAIRMAN JOHNSON: Well, it is. And
8 with everything working in a perfect
9 world, our Board is only limited to what
10 they can enforce and what they can't.

11 And we can handle the certification of
12 an individual and their actions, but when
13 it's a department that fails to do it in a
14 timely manner or send in the right
15 paperwork or manipulate the system,
16 there's no mechanism to punish that.

17 And that's where -- and I don't know
18 what the answer is, but I mean, I know the
19 entire time that I've been on this Board,
20 we have dealt with, you know, and then the
21 officer's the one that suffers.

22 DIRECTOR JOHNS: That's right.
23 Absolutely.

24 CHAIRMAN JOHNSON: And so, there is a
25 loophole, but thank you for that.

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1 CHIEF SANFORD: My question would be,
2 you don't -- I guess from a standards and
3 training standpoint, from what you were
4 saying, Sheriff, was you don't have teeth
5 to hold that department accountable --

6 DIRECTOR JOHNS: We have some baby
7 teeth, I guess I would call it, in the
8 fact that if somebody is out of compliance
9 that we may withhold certain
10 reimbursements to them. But sometimes
11 that's not very effective. Sometimes some
12 of those people don't care about that.

13 CAPTAIN HENDRY: I was going to say
14 the same thing, especially with an agency.
15 And this is not the first one from MDOC,
16 and I'll call them out on it.

17 The first meeting that I was here was
18 the same exact situation where a person
19 had worked well over a year, and they had
20 not even sent their application in. And
21 for an agency like that, they don't care
22 about a reimbursement for a few hundred
23 dollars or a thousand dollars.

24 CHAIRMAN JOHNSON: Well, we had also
25 discussed at some point in time that the

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1 state auditor or something maybe could
2 send some type of letter that you are
3 paying -- you're using public money,
4 taxpayer money, to pay for an individual
5 that has not met the -- you know, there
6 was -- I don't know how far that went.

7 But, I mean, what about -- and I'm
8 sure we do it to some degree. I mean, I'm
9 only part of the Sheriff's Association,
10 the Chiefs right now. It may be a good
11 idea to get with the president of the
12 Chiefs and Sheriffs Associations for the
13 next conferences to just have an hour
14 session or however long you need to
15 reiterate the importance, and if nothing
16 else, say, you know, we are looking into
17 punishing or looking for some type of
18 punishment for the department.

19 Because we are. I mean, it may not be
20 there, but if you let them know you're
21 looking at it, it may -- and, like you
22 said, a re-education of how this thing
23 works.

24 COMMISSIONER TINDELL: Well, and if
25 you'll remember, Representative Anderson

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1 came last time, and it was one of the
2 things that he brought up. I can tell you
3 the staff attorney reached out to me, and
4 they are working on a bill. I don't know
5 what all it will end up including.

6 But one of the things that they were
7 interested in is how to hold the
8 departments accountable, whether the chief
9 law enforcement officer of that particular
10 department could face suspension as well
11 for not turning it in. That can certainly
12 get their attention.

13 Or I love the idea that you mentioned
14 about it being an illegal payment and that
15 money would have to be reimbursed either
16 from the individual or the one that
17 authorized the payment to somebody that
18 was uncertified --

19 CHIEF TUTOR: Didn't we -- when
20 they -- when we had the NIBRS bill, when
21 the NIBRS thing came down the pipe, wasn't
22 there a sentence in there if you didn't
23 become NIBRS compliant within a certain
24 date that you were -- you were not
25 entitled to grant money?

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1 CHAIRMAN JOHNSON: Right.

2 CHIEF TUTOR: I don't know if they
3 ever enforced that on anybody.
4 Undoubtedly they hadn't, because
5 everybody's not NIBRS compliant.

6 CHAIRMAN JOHNSON: It made me get
7 there.

8 CHIEF TUTOR: Yeah. Me, too. But
9 what I'm saying is that might be something
10 that we think about on this, on what y'all
11 were talking about. That's -- I mean,
12 just like everything else, you hit
13 somebody in the pocketbook.

14 CHIEF SANFORD: I think you've got
15 the reason. That's the reason I was
16 asking that is I think you've -- you'd
17 have the support of the Board to help.
18 You know, if -- like the Commissioner
19 said, if it's a -- it's a legislative
20 thing or if it's a, you know, whatever we
21 need to do to get you guys the teeth that
22 you need to enforce that to keep that
23 craziness from happening.

24 CHAIRMAN JOHNSON: That craziness
25 happens a lot.

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1 CHIEF SANFORD: Let us know what
2 we -- let us know what we need to do to
3 help that happen.

4 COMMISSIONER TINDELL: I will -- as
5 soon as that bill gets dropped, I'll
6 circulate it amongst the Board, and
7 everybody, if you've got any thoughts or
8 input on stuff that we can feed back to
9 Representative Anderson for amendments or
10 possible changes we can put in there, and
11 as it works its way through the process,
12 we might end up with something that can
13 help us.

14 DIRECTOR JOHNS: When is the chiefs
15 conference in summer?

16 CHIEF TUTOR: That'd be the third
17 week in June.

18 CHAIRMAN JOHNSON: Ours is the
19 second. So if we could get that done,
20 that'd be a presentation.

21 DIRECTOR JOHNS: And we have asked
22 for expanded time for standards and
23 training other than the typical DPS
24 showcase that we come in and give an
25 informational update. We have actually

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1 asked for workshop time at both
2 conferences.

3 SHERIFF TUCKER: We'll get it on the
4 sheriffs.

5 DIRECTOR JOHNS: Like I said, I mean,
6 we'll make sure that we have ample time on
7 that agenda.

8 CHAIRMAN JOHNSON: I would say let's
9 try to get that done. Have our ideas by
10 June.

11 DIRECTOR JOHNS: Yes, sir.

12 CHAIRMAN JOHNSON: Don't you think,
13 Randy?

14 CHIEF TUTOR: Yeah. We can get that
15 done.

16 CHAIRMAN JOHNSON: Okay. All right.
17 I have lost track on the bullet point of
18 where we're at. Determining workflow for
19 hearings. We did that one.

20 DIRECTOR JOHNS: We did that one. I
21 think -- we did ask -- I did ask for Luke
22 to give us an update on the OLRC process
23 that we're currently engaged in with them.

24 MR. WILLIAMSON: Yeah. I don't -- I
25 don't know that we covered workflow, but

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1 our workflow --

2 DIRECTOR JOHNS: Oh, okay.

3 MR. WILLIAMSON: The newer people to
4 the Board, the workflow for the hearings
5 is actually contained relatively
6 explicitly in Rule 4.3 of our policies.

7 So if you don't already have our
8 policies, once you -- once you look
9 through Rule 4.3, you will see,
10 particularly in Section J is where the
11 workflow is. So there's no reason for me
12 to read that out loud to you.

13 On the OLRC meeting update, there's a
14 multistep submission process that's
15 required to submit things to the OLRC
16 representative at the Secretary of State
17 and then to the General Secretary of State
18 submission so that they can publish it,
19 things like that. We've made both of
20 those submissions.

21 On making the second submission, the
22 Secretary of State had some questions
23 because our bylaws were what we were
24 submitting, not a -- not a policy change,
25 and our bylaws are actually older than

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1 OLRC.

2 So they did not have any bylaws on
3 record for us, and they were unsure
4 whether bylaws needed to be voted on and
5 approved by OLRC. It's my opinion that
6 they do. But I say all that to say we're
7 waiting to hear back from them about what
8 they want from us next.

9 That is likely going to mean we don't
10 make the January meeting. So it'll be the
11 second quarter meeting. But at the same
12 time, based on the statute -- the changes
13 that we made that are technical in nature
14 and the statutory authority that we have
15 to have the hearing panel, I don't think
16 that's going to hold us up. I think
17 that's just a certification.

18 SHERIFF TUCKER: And that was my
19 question.

20 MR. WILLIAMSON: Yes, sir. Yes, sir.
21 We have -- we have a statute that is
22 already in effect that gives us the
23 authority to have hearing panels. It just
24 didn't tell us how. So, yes, sir.

25 CHAIRMAN JOHNSON: Okay. Thank you.

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1 Tele participation discussion.

2 DIRECTOR JOHNS: Sheriff, if I can
3 step back for a moment to our conversation
4 on compliance. Title 45 of the -- which
5 is public safety in good order, in
6 45-6-17, and I'll direct that to Board
7 counsel for review and later opinion,
8 "Non-complying officers and officers with
9 certificates revoked or suspended not to
10 exercise power and salary not to be paid."

11 I think that's where we come up with
12 our work with the state auditor that if
13 somebody continues to do that -- because
14 it talks in Section 2 about a state agency
15 or political subdivision that employs a
16 person full or part-time law enforcement
17 who does not meet the requirements of this
18 chapter.

19 Luke, not trying to throw you under
20 the bus, but could we look at that going
21 forward to see if that -- if there's any
22 more, I guess, authority that we could
23 exercise in this matter of the Board's
24 concern?

25 MR. WILLIAMSON: I think that

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1 authority is where we start, let me say
2 that, and I think a standard process would
3 be the next thing to look at, which is if
4 the staff determines that we have a
5 submission like that, somebody's been
6 obviously working where they were not in
7 compliance, then that may be something
8 that one of our investigators now
9 documents that and makes a report to the
10 auditor's office.

11 And then we can look at what other
12 similar statutes exist just to cite for
13 the benefit of the state auditor's office.

14 DIRECTOR JOHNS: Okay. Has anybody
15 discussed with the state auditor's office
16 to see if their thoughts or willingness
17 to -- I mean, they've got investigators
18 theirselves that could work with ours.

19 DIRECTOR JOHNS: Ms. Perkins, haven't
20 we already done that?

21 MS. PERKINS: We have. I talked
22 to -- the only time I hear from the state
23 auditor's office is when they contact me
24 when they're out in the field
25 investigating an officer.

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1 CHAIRMAN JOHNSON: Right.

2 MS. PERKINS: And in those
3 conversations, I may mention, hey, there
4 may be the possibility of another officer
5 coming up on your screen. And I by no
6 means mention an officer's name.

7 MR. WILLIAMSON: Well, if we make --
8 if we have a process, though, where either
9 Emma or Coop is going to make an official
10 submission that says, based on our
11 policies and procedures and law --

12 CHAIRMAN JOHNSON: Against the
13 agency.

14 MR. WILLIAMSON: Against the agency.

15 CHAIRMAN JOHNSON: Right.

16 MR. WILLIAMSON: This person has
17 worked when they were non-compliant. I
18 just don't think our investigators should
19 be going --

20 CHAIRMAN JOHNSON: No.

21 MR. WILLIAMSON: -- and determining
22 what amount is owed in repayment to the
23 state. That's the auditor's office.

24 CHAIRMAN JOHNSON: Yeah. I think
25 you're right. I just think there's got to

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1 be some mechanism to get it to the
2 auditor's office to see if they're going
3 to implement this Title 45.

4 So I don't know that they've ever been
5 posed with this. I know we've talked
6 about it, but we can't determine what the
7 state auditor's office does. But if we do
8 that and get them to present it, then it's
9 up to them to do whatever they want.

10 DIRECTOR JOHNS: And I think that
11 works in concert, like the pathway that
12 we've already established when we created
13 the special investigative unit of taking
14 things to the public integrity unit of the
15 Attorney General's office and referring
16 criminal matters to MBI as well. And so,
17 we -- that the Board established in
18 earlier meetings.

19 COMMISSIONER TINDELL: And I think it
20 would help if -- from the Board
21 standpoint, if we know somebody's not in
22 compliance, you send the letter saying,
23 oh, by the way, this is an uncertified
24 officer, any money that's paid to him --
25 then from that point on they know.

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1 DIRECTOR JOHNS: Well, and perhaps
2 when we do that kind of cease and desist
3 letter, we may need to include it in the
4 Board packet so the Board knows that.

5 CHAIRMAN JOHNSON: That's right.
6 When you do that --

7 DIRECTOR JOHNS: Yep.

8 CHAIRMAN JOHNSON: -- you have a
9 letter and you've been at both conferences
10 telling them there's not going to be much
11 of an out.

12 DIRECTOR JOHNS: That's right.

13 CHAIRMAN JOHNSON: Okay. Anything
14 else? We kind of backed up.

15 DIRECTOR JOHNS: No. I apologize for
16 that.

17 CHAIRMAN JOHNSON: No, no, that's
18 fine. All right. Now we'll do the tele
19 participation discussion.

20 DIRECTOR JOHNS: So that is -- and I
21 think we had a little sidebar on this
22 before the meeting started -- was the
23 ability of the Board to meet when needed
24 to broadcast a Teams meeting or to be able
25 to meet by Teams or some other similar

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1 format should that become necessary.

2 And, Luke, I know we sidebarred on
3 that. Did you have a further -- any
4 further comment on that, or would you just
5 recap what we said?

6 MR. WILLIAMSON: We hit all the high
7 notes on what we need to decide in our
8 November meetings. So it's really just
9 now incumbent on the Board to decide how
10 we want to require that.

11 Additionally, with our -- with our new
12 bylaws, once our new bylaws are in effect,
13 it is up to the Chair where the meeting
14 is, and then the Chair could designate
15 that the meeting will be a hybrid model,
16 that it would be in person and online with
17 whatever resources are available.

18 But we would just need to decide, you
19 know, the specifics that we talked about
20 last month. Let's see. How many -- you
21 know, do we want a certain number of Board
22 members to have to show up in person, or
23 are we fine if the entire meeting is
24 virtual?

25 Obviously there are going to be

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1 circumstances where it may be necessary to
2 have entirely virtual meetings.

3 Do we want witnesses or speakers who
4 are appearing before the Board, to require
5 them to be here in person, or are we fine
6 with everybody being virtual? How can we
7 preserve the meeting similar to our court
8 reporter's recording of these in-person
9 meetings? Are we going to use the
10 software that allows us to record that?

11 Those are some of the things that we
12 would need to potentially research, but
13 then also the Board needs to decide this
14 is how we want our virtual meetings to
15 look. But, I mean, we do need it.

16 CHAIRMAN JOHNSON: We ran into this
17 back when we were going through COVID. We
18 never did -- we met virtually just by a
19 conference on the phone to handle the
20 day-to-day business. We never did get
21 into a hearing or anything of that nature
22 where it required testimony or witnesses
23 or anything of that nature, but we were
24 able to do it.

25 Gosh, we did it for -- who was on the

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1 Board? I don't -- it was a while. But it
2 was a -- it was a -- kind of a state of
3 emergency type thing, but we'll do the
4 meetings -- I will support whatever the
5 Board wants to do.

6 MR. WILLIAMSON: Well, and now the
7 hearing panel is the one that has the
8 hearing. So it is just the regular
9 business. So that would be lot easier to
10 accommodate virtually, I think.

11 CHAIRMAN JOHNSON: Yeah.

12 CHIEF SANFORD: Okay. So can we just
13 have standards and training propose how
14 they could best handle this and keep the
15 documentation, keep the records and
16 everything, and just present that to the
17 Board?

18 DIRECTOR JOHNS: I think that's a
19 good idea. I think that we'll work with
20 Board counsel to produce a proposal. I
21 really just wanted to kind of have some
22 roundtable discussion on your thoughts on
23 it.

24 You know, being older, I'm probably a
25 little more old fashioned. I do think in

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1 hearings that people need to come before a
2 hearing panel in person. I think they
3 need the formality of that.

4 I'm willing to admit I may be wrong,
5 but that's just a personal. And I think
6 they need to understand the gravity of the
7 matter, and I think coming before a
8 hearing board conveys that. You know, as
9 far as administrative function of this
10 Board carrying out its business, like
11 today for the most part, you know, I can
12 certainly see where electronic meetings
13 would be beneficial and time saving for
14 everyone.

15 CHAIRMAN JOHNSON: Is everybody okay
16 with them researching the idea of only
17 looking at virtual meetings that pertain
18 to business? But everybody's good with
19 the hearings are pretty much mandated to
20 be in person. Are we good with kind of
21 that flowchart?

22 SHERIFF TUCKER: I'll make that
23 motion.

24 CHAIRMAN JOHNSON: Okay. We've got
25 that. Do we have a second?

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1 CAPTAIN HENDRY: I'll second.

2 CHAIRMAN JOHNSON: All in favor say
3 aye.

4 ALL: Aye.

5 CHAIRMAN JOHNSON: Is that good with
6 you, Director?

7 DIRECTOR JOHNS: Yes, sir.
8 Absolutely.

9 CHAIRMAN JOHNSON: Okay.

10 DIRECTOR JOHNS: Perfect.

11 MR. WILLIAMSON: I think the only
12 thing we need to research is just what
13 product will record it. That's the --
14 that's the big issue out there.

15 DIRECTOR JOHNS: Yes, sir. All
16 right. We'll bring that to the --
17 hopefully have a report by the next
18 meeting.

19 MR. WILLIAMSON: And then the
20 retention of such records.

21 DIRECTOR JOHNS: Well, and I think we
22 would probably need to talk to the
23 Department of Archives and History on
24 making sure that complies with whatever
25 their standard is for recording public

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1 meetings as well within that. So that
2 would -- would go very well.

3 CHAIRMAN JOHNSON: Okay. The next
4 item is reimbursement of part-time
5 academies by request.

6 DIRECTOR JOHNS: Yes, sir. We ran
7 across this just in the last week or so.
8 Matter of fact, in an era that currently
9 the Board reimburses part-time academies
10 \$400 after a roster is submitted, and that
11 is reimbursed to the academy.

12 On the full-time side, we reimburse
13 agencies. When they send somebody to the
14 academy, when they successfully complete
15 the academy, it's then we send a
16 reimbursement, you know, and it's \$4,000
17 at the full-time level for most agencies.

18 But we did run and it was brought to
19 my attention that we're doing that kind of
20 180 degrees different on part time, and
21 that, you know, I guess there was some
22 concern even from Academy Director Hendry
23 that perhaps it needed to be aligned the
24 same, that if -- you know, if Randy sends
25 somebody to a part time, Randy gets the

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1 reimbursement.

2 The part-time academies are allowed to
3 charge whatever. You know, they set their
4 market value of that training class. But,
5 you know, and our reimbursement may or may
6 not meet all of that. But just as a
7 discussion note, since it's not formally,
8 you know, just -- you know, we've not
9 brought any formal action on it, just to
10 kind of throw that out.

11 Because it was our understanding that
12 the Board made a decision in the past. I
13 was not able to locate it in a brief
14 search of the minutes based on some
15 research that Tanya Tucker, who works for
16 us, and I made to pinpoint that down, but
17 just kind of wanted to throw that out for
18 general conversation.

19 So full-time academy -- I attend the
20 academy, I pass, my agency seeks
21 reimbursement for a portion of the academy
22 fees, salaries, and other expenses
23 associated with me. Part-time -- I attend
24 part-time academy over whatever period of
25 nights and weekends that that goes, and

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1 then that agency sends a roster in of who
2 completed it where we reimburse the
3 academy, not the agencies who sent those
4 people, \$400.

5 MR. SANFORD: Anybody's been here a
6 long time know why that is?

7 CHAIRMAN JOHNSON: Well, it's funny,
8 because I don't remember what day I
9 called -- called you; it's within the last
10 three weeks that question was posed, and I
11 realized then that it was the money flowed
12 different based upon full and part time.
13 I thought it was the same. That was my
14 fault. I would make the recommendation it
15 needs to be the same.

16 CHIEF TUTOR: What is just a
17 guesstimate? What's the going rate if I
18 send somebody -- I've never sent anybody
19 to a part-time gig. What would be just an
20 average cost?

21 CAPTAIN HENDRY: We charge them about
22 400 bucks, same as the reimbursement.

23 DIRECTOR JOHNS: What's y'all's,
24 Major?

25 MAJOR MORENO: 8.

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1 DIRECTOR JOHNS: Daniel?

2 CHIEF SANFORD: We hadn't had
3 part-time while I was here.

4 DIRECTOR JOHNS: The one in question,
5 I believe, was, what, 900?

6 INVESTIGATOR BAPTISTE: Hancock
7 County charges 450 to the agency, but they
8 get \$400 back.

9 CHAIRMAN JOHNSON: And there are
10 twice as many or more part-time academies
11 in -- they're everywhere.

12 DIRECTOR JOHNS: Oh, okay. Oh, 900
13 was two.

14 CHAIRMAN JOHNSON: They are a lot
15 more available than full time, but I think
16 the agency should be the one -- well, the
17 academy. I'll let them speak.

18 CAPTAIN HENDRY: It's my
19 understanding that the policy is written
20 the same. Like it -- there's no -- in the
21 policy, there's no differentiation for
22 reimbursements regardless if it's full
23 time or part time. It's just --

24 CHAIRMAN JOHNSON: It was just an
25 administrative decision as far as where it

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1 goes?

2 CAPTAIN HENDRY: Correct. And so, I
3 think we just need to follow the policy,
4 which is exactly that -- which is it'll
5 unify everything, and it'll be the same
6 way as full time. Just do the
7 reimbursements the same way as a full-time
8 academy.

9 CHAIRMAN JOHNSON: Is that the
10 sentiment of the academies and the Board
11 here? Okay. Does that need to be in a
12 motion?

13 DIRECTOR JOHNS: I think it's already
14 in policy --

15 CAPTAIN HENDRY: I think it's in the
16 policy.

17 DIRECTOR JOHNS: -- as I understand
18 it.

19 CAPTAIN HENDRY: We've just got to
20 poke them to follow it.

21 DIRECTOR JOHNS: And my concern with
22 that, when it was brought to my attention,
23 any time -- and this is, again, falling
24 back on my previous work as police chief,
25 is that if I am not in compliance with my

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1 own policy, there's a litigation issue
2 present there that I'm kind of hanging out
3 in the wind because I'm not in compliance
4 with my own policy.

5 And, you know, as we go through our
6 policies, making sure that our daily
7 habits don't drift us too far away from
8 that written policy, which is based on the
9 statute. And we've had a couple of those
10 that have drifted us in that direction,
11 school districts and some other things
12 that come in that we don't have on the
13 agenda today. But, thank you, Sheriff.

14 CHAIRMAN JOHNSON: Okay. So we're
15 good with --

16 CAPTAIN HENDRY: Just one more thing,
17 Sheriff, is could we get some guidance on,
18 like, the retroactive part of that or how,
19 say, for example, reimbursements have
20 already been issued to academies? And
21 then agencies discover that we're now
22 going to reimburse the agency, and they
23 raise their hand and say, well, I just
24 sent that person, and I didn't get
25 reimbursed.

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1 So is it from this point forward only?
2 Or can an agency that has already been
3 part of this process and didn't receive a
4 reimbursement get it?

5 MR. WILLIAMSON: So our policy as
6 written is going to follow whatever the
7 statute is. So let me look at the
8 statutory enactments, dates, and make sure
9 that -- make sure that it does reflect
10 that we can pay it to the agency, and then
11 I can report back.

12 DIRECTOR JOHNS: Yes.

13 MS. TURPIN: I have the list here of
14 who gets paid what as far as part time,
15 the dollar amount. You want me to read it
16 out?

17 CHAIRMAN JOHNSON: Does anybody want
18 that?

19 CAPTAIN HENDRY: I think as long as
20 standards of training has it, as long as
21 you guys are on the same page.

22 CHIEF TUTOR: But it was -- but it
23 was this office that was sending the money
24 to the academy?

25 DIRECTOR JOHNS: They're sending it

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1 to the academy -- to the academy based on
2 their roster of who had passed, instead of
3 to the agencies who sent them.

4 CHAIRMAN JOHNSON: But we're now
5 going to do it to the academies, but we're
6 going to come up with a date of when this
7 actually starts.

8 CAPTAIN HENDRY: Agencies.

9 CHAIRMAN JOHNSON: Send it to the
10 agency.

11 MR. SANFORD: This has to correspond
12 with whenever they're holding classes, I
13 guess, right? That's the easiest way to
14 do it.

15 DIRECTOR JOHNS: All right. Any
16 other discussion on that?

17 (NO RESPONSE.)

18 DIRECTOR JOHNS: All right. Okay.

19 (DISCUSSION OFF THE RECORD.)

20 CAPTAIN HENDRY: And just for
21 clarification, this had come to my
22 attention from an adjacent agency to us
23 that was looking for reimbursement, and
24 they asked us if we'd gotten paid for it.
25 Well, I don't -- the academy ourselves, we

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1 don't receive any money. That all goes to
2 the county general fund. And so, all that
3 is handled outside of my purview.

4 So I understood it just like you did
5 that it was the same exact way of any
6 other training that gets reimbursed. And
7 after digging around a little bit, I
8 discovered this is how it is. So I felt
9 like we needed to get some clarification
10 on this moving forward.

11 CHAIRMAN JOHNSON: I've never sent
12 anybody to part time, so I've never dealt
13 with it. I just assumed it was the same.
14 It will be now. All right. That's all
15 that I have on the entire agenda. Do you
16 have anything to add?

17 DIRECTOR JOHNS: Yes, sir. If you
18 would give me a moment to step back to two
19 items on the agenda. One is the
20 equivalency exam.

21 CHAIRMAN JOHNSON: Okay.

22 DIRECTOR JOHNS: So I had a call this
23 week, and I apologize, I didn't cover this
24 at the time, but it's not directly related
25 to the test. And the call was about

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1 residency because we require someone
2 taking the test that's an out-of-state,
3 active law enforcement officer or coming
4 from federal service to prove Mississippi
5 residency.

6 And I was asked why that is, because
7 we have four states that touch us that --
8 people could live in Livingston, Alabama,
9 and they could work in Meridian. So are
10 we not going to let them take the test?
11 Or they could live in Memphis and work in
12 DeSoto County.

13 And the answer is no, we do not allow
14 them to take the test, because that is not
15 under the statute for the Board on law
16 enforcement standards of training. It's
17 under the OL, occupational licensure,
18 statute, and it does require residency in
19 Mississippi.

20 I got the point that was made that,
21 you know, obviously, you know, somebody
22 could be living at Lake Chico and come
23 work in Greenville, or Livingston,
24 Alabama, and come work in Meridian.

25 But under the current statute for

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1 occupational license, which is where we do
2 that exam, under that authority of that
3 statute, it does require you be a
4 Mississippi resident. I see the point.

5 And, you know, Luke, I know that's
6 kind of throwing it cold in your lap, but
7 I don't know that there's anything that we
8 can do to address that because that's how
9 it's codified in the occupational
10 licensure.

11 MR. WILLIAMSON: Right.

12 DIRECTOR JOHNS: So I just wanted to
13 bring that in case you get that question
14 because it is roaming around out there.
15 And I get their point, but it would
16 require a change in the statute, because
17 that language is actually in the statute.
18 Yes, sir.

19 MR. MCKINNEY: Does that mean they
20 have to have a Mississippi driver's
21 license? Or, you know, they have a
22 certain period to have a license before
23 they, you know, when they live here?

24 DIRECTOR JOHNS: Right. That's
25 usually what we use, but I believe the

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1 language as I read it is residency.

2 MR. MCKINNEY: Is residency.

3 DIRECTOR JOHNS: Right.

4 MR. MCKINNEY: So they can still have
5 a Tennessee driver's license. As long as
6 they can prove --

7 MR. WILLIAMSON: They can show
8 that -- homestead would work. That's a
9 residence.

10 DIRECTOR JOHNS: And I can see where
11 that would be problematic, and we've had a
12 couple of those come down the pipeline
13 that are living just across the line, and
14 unfortunately that -- you know, they still
15 can do, you know, a, you know, training to
16 get to certification, but they cannot do
17 the exam.

18 And I do get that they're a little
19 upset about that, but it is a statutory
20 requirement.

21 The other thing that I would bring
22 before you, Mr. Chairman, is that we are
23 working or about to begin to work with the
24 academy directors -- I had hoped to do
25 that today, but with Bryce out, I'm going

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1 to have to kind of punt that -- on a new
2 standard for the basic academy.

3 There is a proposal on my desk that I
4 have with me for a 555-hour standard that
5 includes 125 hours of advanced work online
6 before you arrive. Not sure that that's
7 where we'll end, but certainly going to
8 start a dialogue with the full-time
9 academies about how we can -- and some of
10 that came out of a conversation at the
11 chiefs conference back when I was chief
12 over the summer, about Georgia just moved
13 from somewhere around where we were at to
14 over 800 hours, is that we have never been
15 challenged more in our work to be a
16 professional profession.

17 And a lot of that -- and I think we've
18 long recognized the basic academy is just
19 that. It is a basic training. But to
20 advance with things -- I know MLEOTA rolls
21 out the Mississippi Law Enforcement
22 Leadership Academy for law enforcement.

23 We have got to do more things to
24 better prepare the people who are out
25 there where the rubber meets the road.

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1 And, you know, in doing this, to analyze
2 the academy but to get them to do and get
3 engaged in intellectual learning as they
4 do -- you know, you can't just walk in and
5 take that initial PT -- well, most of us
6 can't walk in and take that initial PT
7 test, but there's work that you have to
8 do.

9 And so, coupling that, that there is
10 academic work to be done before you arrive
11 at your first day at the academy, and I
12 think that's where this looks -- you know,
13 we'll certainly look at our surrounding
14 states as we do that.

15 But I think it behooves us as a
16 profession to make sure that we are
17 equipping our people with the right
18 training and that the training that we're
19 currently requiring by this Board to the
20 academies to execute is the right training
21 and the right curriculum to be pushed for
22 2024 and the years to come.

23 CHAIRMAN JOHNSON: Well, there's
24 certainly basic skills that the academy
25 can't teach, and if you don't have those,

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1 it's difficult for the entire class. I
2 mean, we've dealt with that. So I support
3 that.

4 CHIEF SANFORD: So it's 555 in the
5 academy and the additional 125 on top of
6 that?

7 DIRECTOR JOHNS: No. I believe that
8 125 is included in the 555 is my -- is my
9 understanding on that proposal, but that's
10 just -- that's just proposal one.

11 CHIEF SANFORD: Yeah, sure.
12 Understood.

13 CHIEF HALL: Is this proposal the
14 same proposal that we had a work group on
15 and looked at prior?

16 CHAIRMAN JOHNSON: I'm not sure.

17 CHIEF HALL: Because I have some
18 questions and concerns that some of the
19 stuff that they were wanting to do online
20 needed to be done in-house.

21 DIRECTOR JOHNS: Okay. And we'll
22 make sure that we take it -- as a matter
23 of fact, Mr. Chair, we may ask some
24 members of the Board that have interest to
25 join us in that task force.

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1 CHAIRMAN JOHNSON: Sure. We
2 discussed that. When the COVID virtual
3 thing come out, they were trying to tweak
4 it, and, I mean, there was like farms and
5 driving; you can't do that virtually. I
6 mean, there's some things that have to be
7 in-house --

8 DIRECTOR JOHNS: Well, and no doubt
9 there's a physical component to the
10 academy that will never in my mind, in my
11 lifetime, will never go away.

12 CHAIRMAN JOHNSON: Did that cover
13 your back --

14 DIRECTOR JOHNS: Yes, sir. Other
15 than our conversation about the next
16 meeting, which falls -- the regular time
17 falls in the week of most of Mississippi's
18 spring break, and we did not know if that
19 presented a conflict. So we offered an
20 alternative date if it did.

21 CHAIRMAN JOHNSON: Or we'll bring our
22 kids. You see the next meeting is
23 scheduled for March 13th or the 20th. Is
24 there -- honestly, I don't even know when
25 spring break is. It's definitely not the

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1 20th.

2 CAPTAIN HENDRY: I think it changes
3 depending on where you're at.

4 DIRECTOR JOHNS: No. It's that week
5 of the 13th.

6 CHAIRMAN JOHNSON: It's the week of
7 the 13th. Is everybody okay with changing
8 it to the 20th?

9 MAJOR MORENO: I've mentioned this a
10 couple of times.

11 DIRECTOR JOHNS: On a Thursday.

12 MAJOR MORENO: We graduate on
13 Thursdays, and that's why routinely I miss
14 probably about two meetings a year,
15 because they -- and if you bump that one
16 over to the 21st, that'll be on top of
17 graduation.

18 So is there any way we can get these
19 meetings off of Thursdays so that the
20 academies can actually fully participate
21 in them? Because that's when we graduate
22 our classes. I know -- I know, Sheriff,
23 you were our guest speaker one time. You
24 were literally on the Board meeting out in
25 the parking lot, because it was graduation

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1 day.

2 CHAIRMAN JOHNSON: I mean, I -- the
3 only thing I've said about the entire
4 thing is have a day set that we -- you
5 know, it's the second Sunday. I could
6 care -- you know, it's got to be the same
7 and not scheduling it.

8 So I don't care if we change it from
9 Thursday to another -- to Tuesday or
10 whatever. I don't care.

11 CHIEF SANFORD: It's a full day to me
12 one way or the other.

13 CHAIRMAN JOHNSON: Yeah. It just
14 needs to be the same throughout.

15 DIRECTOR JOHNS: Luke, is that. . .

16 MR. WILLIAMSON: The Chair has the
17 discretion of when they are.

18 CHIEF QUAKA: Yeah. I mean, Mondays
19 and Tuesdays, you're running to board
20 meetings, supervisor meetings. Thursday
21 is by far the best day. By far.

22 DIRECTOR JOHNS: Wednesday the 19th?

23 MR. WILLIAMSON: Would Wednesday be a
24 problem for people? I mean, I think
25 Friday's going to be -- the Chair may

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1 throw his authority on that one.

2 COMMISSIONER TINDELL: That virtual
3 thing will come in handy.

4 DIRECTOR JOHNS: Yeah.

5 CHAIRMAN JOHNSON: Wednesday? Do
6 y'all want to try Wednesday this next time
7 to see how it works? Any opposition to
8 that?

9 CHIEF QUAKA: Yeah. I oppose that.
10 We've got department head meetings every
11 Wednesday.

12 CHIEF SANFORD: That's when we have
13 ours, too, but I don't -- I don't care.

14 CHAIRMAN JOHNSON: Well, we'll keep
15 it the 20th, and everybody look at their
16 calendar and see if we can come to some
17 conclusion of getting it changed for the
18 academy. Certainly respect them and see.
19 But we'll -- we'll meet -- the next
20 meeting will be March 20th, unless there's
21 any opposition at this point.

22 All right. Is there anything else
23 anybody wants to mention? And we will --
24 Major, we will work on trying to get that
25 date changed as soon as we can.

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1 All right. If there's no opposition,
2 I'll have a motion to adjourn.

3 SHERIFF TUCKER: So moved.

4 CHAIRMAN JOHNSON: Do we have a
5 second?

6 CAPTAIN HENDRY: Yep.

7 CHAIRMAN JOHNSON: All in favor say
8 aye.

9 ALL: Aye.

10 CHAIRMAN JOHNSON: That concludes the
11 meeting.

12 (MEETING ADJOURNED AT 10:05 A.M.)

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1 CERTIFICATE OF COURT REPORTER

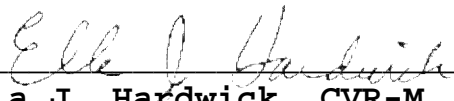
2 I, Ella J. Hardwick, CVR-M, CCR #1749, Court
3 Reporter and Notary Public in and for the State of
4 Mississippi, hereby certify that the foregoing
5 contains a true and correct transcript, to the best
6 of my ability, as taken by me in the aforementioned
7 matter at the time and place heretofore stated.

8 I certify that I am not in the employ of or
9 related to any counsel or party in this matter and
10 have no interest, monetary or otherwise, in the
11 final outcome of this matter.

12 Witness my signature and seal this the 15th day
13 of January, 2025.

14

15


Ella J. Hardwick, CVR-M, CCR #1749

16

My Commission Expires:
17 February 8, 2025

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