

In Re: Law Enforcement Officer Standards & Training

**Transcript of Meeting
March 20, 2025**

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Transcript of Meeting 3/20/2025

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, March 20, 2025,
beginning at approximately 9:00 a.m.

REPORTED BY:

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

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1 BOARD MEMBERS PRESENT

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

3 Jeff Johns, Director, Office of Standards &
Training

4 Sean Tindell, Commissioner, MDPS

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

7 Daniel Sanford, Chief, MS Campus Law Enforcement
Officers Association

8 John Quaka, Chief, Tupelo Police Department

9 Michael Hall, Chief, Guntown Police Department

10 Randy Tutor, Chief, MS Chiefs Association

11 Kassie Coleman, Esq., District Attorney

12 Lindsay Cranford, Esq., Office of the Attorney
13 General

14 Robert Hancock, Constable, Mississippi Constables
Association

15 Randall Tucker, Sheriff, MS Sheriffs Association

16 Luke Williamson, Esq., Board Attorney

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1 CHAIRMAN JOHNSON: We'll call the
2 meeting to order. We welcome everybody
3 here. We'll start our meeting with the
4 Honorable Lindsay Cranford leading us in
5 the Pledge of Allegiance, and then
6 Pontotoc Police Chief Randy Tutor doing
7 our invocation.

8 MS. CRANFORD: Attention. Salute.
9 Pledge.

10 (PLEDGE.)

11 MR. TUTOR: Let us pray.

12 (PRAYER.)

13 CHAIRMAN JOHNSON: At this time,
14 Director Johns will do a roll call to
15 establish a quorum.

16 DIRECTOR JOHNS: Sheriff Anthony
17 Chancellor. Colonel Charles Haynes.
18 Commissioner Sean Tindell.

19 COMMISSIONER TINDELL: Here.

20 DIRECTOR JOHNS: Sheriff Randall
21 Tucker.

22 MR. TUCKER: Here.

23 DIRECTOR JOHNS: Captain Brandon
24 Hendry.

25 CAPTAIN HENDRY: Here.

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1 DIRECTOR JOHNS: District Attorney
2 Kassie Coleman.

3 MS. COLEMAN: Here.

4 CHAIRMAN JOHNSON: The Honorable
5 Lindsey Cranford.

6 MS. CRANFORD: Here.

7 DIRECTOR JOHNS: Sheriff Jim Johnson,
8 Chairman.

9 CHAIRMAN JOHNSON: Here.

10 DIRECTOR JOHNS: Chief Randy Tutor.

11 CHIEF TUTOR: Here.

12 DIRECTOR JOHNS: Chief Michael Hall.

13 CHIEF HALL: Here.

14 CHAIRMAN JOHNSON: Chief John Quaka.

15 CHIEF QUAKA: Here.

16 DIRECTOR JOHNS: Luke Williamson.

17 MR. WILLIAMSON: (Indicates here.)

18 DIRECTOR JOHNS: Chief Daniel
19 Sanford.

20 CHIEF SANFORD: Here.

21 DIRECTOR JOHNS: And Constable Robert
22 Hancock. (No response.) Mr. Chairman, we
23 have a quorum.

24 CHAIRMAN JOHNSON: We have a quorum.
25 Thank you very much, Director. Item 4 on

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1 the agenda is the approval of the minutes.
2 This was sent out earlier. Do I have a
3 motion to approve?

4 CHIEF QUAKA: I made a motion.

5 CHAIRMAN JOHNSON: A motion. Do I
6 have a second?

7 CHIEF HALL: Second.

8 CHAIRMAN JOHNSON: Any discussion?

9 (NO RESPONSE.)

10 CHAIRMAN JOHNSON: All in favor,
11 signify by saying aye.

12 ALL: Aye.

13 CHAIRMAN JOHNSON: Any opposed?

14 (NO RESPONSE.)

15 CHAIRMAN JOHNSON: There are none.
16 Old business in item 5 is the CE training,
17 Bryce Alexander.

18 MR. ALEXANDER: Good morning,
19 everybody. Everybody should have a sheet
20 in front of them for all the continuing
21 education courses that Director Johns and
22 I have gone through. We've approved all
23 these. If anybody has any questions about
24 them, I have plenty of paperwork on these.

25 DIRECTOR JOHNS: Did you want to just

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1 recognize the folks that were here with
2 CEU packages being presented? If you want
3 to.

4 MR. ALEXANDER: Ms. Redmond, if you
5 have any questions about the conference,
6 about the Mississippi National Alliance on
7 Mental Health conference, she's here for
8 that, and Officer Gordon here, if y'all
9 have any questions on that here, they're
10 here to happily answer those questions.

11 CHAIRMAN JOHNSON: Once you've had an
12 opportunity to look over this -- the
13 recommendation to approve these has been
14 made, and once you look over it, I need a
15 motion.

16 CAPTAIN HENDRY: Is the firearms
17 qualification, like at Mississippi State
18 Hospital and Attala County, is that just
19 their recurrent semi-annual or annual
20 qualifications?

21 MR. ALEXANDER: Yes. Semi-annual.

22 CAPTAIN HENDRY: And that takes four
23 hours for each individual?

24 MR. ALEXANDER: That's what they put
25 down on there.

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1 CAPTAIN HENDRY: I just know from our
2 experience, it takes about 30 minutes to
3 go out there and shoot a paper target.

4 MR. ALEXANDER: They're going to do
5 two hours in the classroom and two hours
6 on the range.

7 CAPTAIN HENDRY: Okay.

8 DIRECTOR JOHNS: Bryce, can I address
9 that? It's my understanding that the
10 request was to use TOSS. It's not
11 necessarily the -- and that's where the
12 four hours comes from. Is that not
13 correct? Because I saw the state hospital
14 application, and my understanding is that
15 they were trying to use TOSS to do that.

16 MR. ALEXANDER: Yes.

17 DIRECTOR JOHNS: Okay.

18 MR. ALEXANDER: TOSS is on there
19 because they had been approved before, but
20 we didn't have any record of it before, so
21 I'm putting it out here now.

22 DIRECTOR JOHNS: It's just kind of a
23 housecleaning --

24 MR. ALEXANDER: Correct.

25 DIRECTOR JOHNS: -- to use TOSS for

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1 firearms qualification, not so much
2 continuing ed in general, if that makes
3 more sense.

4 But I get your point, that usually we
5 go out there and shoot, and that's about
6 30 minutes apiece.

7 CAPTAIN HENDRY: Well, that's what --
8 I mean, if there's more to it, I'm good
9 with it. It's just --

10 DIRECTOR JOHNS: Yeah, it's -- it's
11 Tom's --

12 CAPTAIN HENDRY: -- if it's just
13 going and shooting a target, then that's
14 what I would have an exception with.

15 DIRECTOR JOHNS: -- kind of
16 signature -- yeah. It's his signature
17 training program. Those of us who have
18 had it, remember to bring your Band-Aids
19 as part of that.

20 CAPTAIN HENDRY: Right. We also do
21 use the force training and stuff like
22 that, but it's separate from our shooting.

23 CHIEF SANFORD: Yeah. I didn't know
24 it was a whole 'nother thing.

25 CAPTAIN HENDRY: Right. Okay.

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1 CHAIRMAN JOHNSON: Is there any other
2 discussion on this before we have a
3 motion?

4 CHIEF SANFORD: So y'all done talked
5 before? Y'all know what that is?

6 DIRECTOR JOHNS: Yeah. It is -- it's
7 a training program by a retired chief, Tom
8 Long, and his associates. He's done both
9 SWAT, firearms basic. I mean, it's --
10 it's a healthy, well-respected program.

11 And this Board actually reviewed it in
12 talking to Chief Long on the phone in '19,
13 and we -- for some reason, we don't have
14 the tracking records on that. So it's
15 just basically a housekeeping move on our
16 part, because it's long been taught
17 throughout the state.

18 CHIEF SANFORD: Understood.

19 DIRECTOR JOHNS: Do you want to tell
20 them what TOSS stands for?

21 MR. ALEXANDER: Tactical Officer
22 Survival School.

23 DIRECTOR JOHNS: Okay.

24 CHIEF SANFORD: Yeah. I'll make a
25 motion.

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1 CHAIRMAN JOHNSON: I have a motion.
2 Do I have a second?
3 MR. TUCKER: Second.
4 CHAIRMAN JOHNSON: Any other
5 discussion?
6 (NO RESPONSE.)
7 CHAIRMAN JOHNSON: All in favor,
8 signify by saying aye.
9 ALL: Aye.
10 CHAIRMAN JOHNSON: Any opposed?
11 (NO RESPONSE.)
12 CHAIRMAN JOHNSON: There are none.
13 DIRECTOR JOHNS: We had a constable
14 come in to sit on the Board.
15 CHAIRMAN JOHNSON: We need to
16 recognize him?
17 DIRECTOR JOHNS: Yes, sir.
18 CHAIRMAN JOHNSON: Director Johns,
19 you have a guest or a Board member that
20 has appeared.
21 DIRECTOR JOHNS: Yeah. I'm just
22 adding to the roll, Robert Hancock
23 present.
24 CONSTABLE HANCOCK: Sorry I was late.
25 DIRECTOR JOHNS: Nothing like getting

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1 called out.

2 CHAIRMAN JOHNSON: You're fined \$100.

3 DIRECTOR JOHNS: Bryce, that included
4 NAMI's conference and all of the CIT
5 requested continuing education, correct?

6 MR. ALEXANDER: Yes, sir.

7 DIRECTOR JOHNS: Okay. Anything that
8 our CIT friends would add to that? We've
9 approved the continuing education for both
10 the conference and the training to
11 establish continuing education from the
12 Board, and I don't know if y'all have
13 anything.

14 UNIDENTIFIED: No, sir. Thank you.

15 DIRECTOR JOHNS: Okay. Thank you so
16 much.

17 CHAIRMAN JOHNSON: We have a good bit
18 of business going on. If y'all need to
19 leave at any time that we've covered
20 y'all's topic, you're more than welcome
21 to. Your pay is not going to change, so
22 you can stay or leave. Whatever you want
23 to do. Thank y'all for being here.

24 DIRECTOR JOHNS: Thank you so much.

25 CHAIRMAN JOHNSON: All right. Item 6

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1 is the presentation of the hearing panel
2 recommendation that was handled last
3 month. Director Johns?

4 DIRECTOR JOHNS: Yes, sir. You have
5 two packets. The first packet begins with
6 Danny Ray Basham. It's for hearing items
7 on the 26th heard by the panel, which
8 constituted, I think, a majority of this
9 Board for that particular panel.

10 Each one of those is in there. And
11 so, I'll just go through those real quick
12 if the Chair --

13 CHAIRMAN JOHNSON: Certainly.
14 Everybody got those packets in front of
15 you? Okay.

16 DIRECTOR JOHNS: First person
17 considered was Danny Ray Basham. You have
18 that in front of you in packet 1.

19 The panel considered the following
20 evidence presented by Investigator
21 Baptiste at that time, and you have the
22 items set forth there; that Basham's
23 criminal history includes convictions for
24 grand theft; two counts of dealing in
25 stolen property; charged with possession

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1 of a controlled substance; third-degree
2 felony; possession of legend drugs without
3 a prescription, second degree misdemeanor;
4 and drug equipment possession, first
5 degree misdemeanor.

6 These crimes directly related to
7 dishonesty, financial misconduct, and
8 illegal possession of controlled
9 substances, actions that severely
10 undermine public trust in law enforcement.
11 Basham knowingly omitted information about
12 his criminal history, conviction, felony,
13 and misdemeanor charges of moral
14 turpitude.

15 His failure to disclose these offenses
16 in their entirety constituted a fraudulent
17 representation in his actions for
18 certification. Basham's documented
19 history of criminal convictions makes him
20 ineligible for a law enforcement officer
21 under BLEOST policy. His actions
22 demonstrate a lack of integrity and good
23 moral character, essential qualities
24 required for a law enforcement officer.

25 Basham's criminal activities and

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1 subsequent misrepresentations directly
2 contradict the Law Enforcement Code of
3 Ethics. His failure to uphold honesty and
4 integrity while serving as a law
5 enforcement officer violates the ethical
6 obligations mandated by BLEOST.

7 Based on this evidence and considering
8 the testimony presented by the
9 investigator and all other witnesses, the
10 panel makes the following recommendation
11 to the members of the Board on Law
12 Enforcement Officer Standards and
13 Training, to be considered in an official
14 meeting of the Board, to declare Danny Ray
15 Basham not eligible for certification.
16 Mr. Chair.

17 CHAIRMAN JOHNSON: You've heard the
18 recommendation by Director Johns, as well
19 as the recommendation by the hearing
20 panel. I will entertain a motion to
21 accept this recommendation.

22 CONSTABLE HANCOCK: I make a motion.

23 CHAIRMAN JOHNSON: Have a motion by
24 the constable. Do I have a second?

25 CHIEF QUAKA: Second.

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1 CHAIRMAN JOHNSON: Second by Chief
2 Quaka. Any other discussion?

3 (NO RESPONSE.)

4 CHAIRMAN JOHNSON: All in favor say
5 aye.

6 ALL: Aye.

7 CHAIRMAN JOHNSON: Any opposed?

8 (NO RESPONSE.)

9 CHAIRMAN JOHNSON: There are none.
10 Our second hearing is Cameron. Director
11 Johns.

12 DIRECTOR JOHNS: Yes, sir. I'm
13 sorry. I apologize. It's out of order.
14 Cameron is out of order towards the back.
15 I think he's out of order in the back of
16 your packet.

17 Beginning again on page 2 of Cameron,
18 the panel considered the following
19 evidence as presented by Investigator
20 Baptiste: Cameron has a history of arrest
21 and convictions in Mississippi and
22 Tennessee for offenses involving moral
23 turpitude, including multiple counts of
24 assault crime, credit card fraud, illegal
25 possession of a firearm.

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1 Southaven Police Department has two
2 active warrants for his arrest. Contempt
3 of court -- contempt of court, failure to
4 appear for revocation of probation. On
5 his application, he failed to disclose
6 these offenses in its entirety, violating
7 BLEOST policies regarding truthful
8 disclosure and application integrity.

9 The admission of prior convictions
10 constitutes a material misrepresentation
11 and raises concerns regarding the
12 falsification of official documents. His
13 misrepresentation violates the Mississippi
14 Code Annotated 97-7-10, which prohibits
15 fraudulent statements on official
16 government applications.

17 Based on this evidence and considering
18 the testimony presented by the
19 investigator and all other witnesses, the
20 panel makes the following recommendations
21 to the Board on Law Enforcement Standards
22 and Training to be considered at an
23 official meeting: To declare Jacques
24 Cameron not eligible for certification.
25 Mr. Chair?

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1 CHAIRMAN JOHNSON: Heard a
2 recommendation by Director Johns, and
3 after hearing the evidence by the panel,
4 there's a recommendation by the hearing
5 panel. Do I have a motion to accept this
6 recommendation?

7 MR. TUCKER: Motion.

8 CHAIRMAN JOHNSON: Have a motion by
9 Sheriff Tucker. Have a second?

10 CONSTABLE HANCOCK: Second by the
11 Constable. Any other discussion?

12 (NO RESPONSE.)

13 CHAIRMAN JOHNSON: All in favor say
14 aye.

15 ALL: Aye.

16 CHAIRMAN JOHNSON: Any opposed?

17 (NO RESPONSE.)

18 CHAIRMAN JOHNSON: There are none.
19 Chandler Jones, hearing 3.

20 DIRECTOR JOHNS: Ladies and Gentlemen
21 of the Board, if you will go to the second
22 packet in that staple, then you'll find in
23 regards to the certification status of
24 Chandler Jones. Again, on page 2 of that
25 packet, the panel considered the following

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1 evidence as presented by Investigator Emma
2 Baptiste -- notice that there's a typo in
3 your packet there that her last name
4 doesn't appear.

5 Unauthorized law enforcement
6 activities. While ineligible for
7 certification, Jones operated an unmarked
8 vehicle equipped with blue lights,
9 conducted unauthorized traffic stops, and
10 entered restricted law enforcement areas.

11 A misrepresentation of certification
12 status: Jones falsely claimed that his
13 certification was held by the Honorable
14 Judge Prentiss Harrell at drug court
15 despite multiple notifications of his
16 ineligibility from BLEOST.

17 Disregarding BLEOST sanctions:
18 Despite prior disciplinary actions and a
19 sanction of suspension, Jones continued to
20 seek certification through
21 misrepresentation. Body worn camera
22 footage captured Jones's response to a
23 service call while employed by the Stone
24 County Sheriff's Department.

25 Internal investigation by that agency

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1 determined that Jones violated
2 departmental policies and used excessive
3 force during an incident on April 3rd,
4 2022. As a result, his employment with
5 Stone County Sheriff's Department was
6 terminated.

7 Based on this evidence and considering
8 the testimony of the investigator and all
9 other witnesses, the panel makes the
10 following recommendation to the members of
11 the Board on Law Enforcement Officer
12 Standards and Training to be considered at
13 an official meeting: Declare Chandler
14 Jones not eligible for certification.

15 CHAIRMAN JOHNSON: Thank you. Have a
16 recommendation by Director Johns and the
17 hearing panel on the certification status
18 of Chandler Jones. Do I have a motion to
19 accept this recommendation?

20 CHIEF TUTOR: Motion.

21 CHAIRMAN JOHNSON: Have a motion by
22 the Chief. Second?

23 MS. COLEMAN: Second. Kassie
24 Coleman.

25 CHAIRMAN JOHNSON: Is there any other

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1 discussion?

2 (NO RESPONSE.)

3 CHAIRMAN JOHNSON: All in favor say
4 aye.

5 ALL: Aye.

6 CHAIRMAN JOHNSON: Any opposed?

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: There are none.
9 Okay. Hearing 4 considered the
10 certification of a Jeffrey Johnson.

11 DIRECTOR JOHNS: So if you will skip
12 Bobby Ticker, who's next in line, Jeffrey
13 Johnson is the subsequent, not to be
14 confused with the Director.

15 CHAIRMAN JOHNSON: That's correct.
16 Nor the Chair.

17 DIRECTOR JOHNS: So on page 2 of
18 Johnson's packet, the panel considered the
19 following evidence as presented by Emma
20 Baptiste, Investigator: Johnson's
21 criminal history included a gross
22 misdemeanor theft conviction in Stearns
23 County, Minnesota, directly related to
24 dishonesty and financial misconduct.

25 While employed as a sworn officer,

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1 Johnson engaged in financial fraud,
2 obtaining \$59,500 via wire transfer under
3 false pretense. Johnson has prior arrests
4 and convictions, including concealing or
5 harboring an escaped prisoner, false
6 pretense charges, and counterfeit
7 instrument forgery.

8 His documented criminal behavior and
9 failure to uphold ethical standards
10 severely undermine public trust in law
11 enforcement.

12 And based on this evidence, and
13 considering the testimony presented by the
14 investigator and all other witnesses, the
15 panel makes the following recommendation
16 to the members of the Board on Law
17 Enforcement Standards and Training to be
18 considered at an official meeting: To
19 declare Jeffrey Johnson's certificate
20 canceled and recalled.

21 CHAIRMAN JOHNSON: We have a
22 recommendation by the Director and the
23 hearing panel on the certification status
24 of Jeffrey Johnson. Do I have a motion to
25 accept this recommendation?

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1 CHIEF SANFORD: Motion.

2 CHAIRMAN JOHNSON: Have a motion. Do

3 I have a second?

4 CONSTABLE HANCOCK: Second.

5 CHAIRMAN JOHNSON: Second. Any

6 discussion?

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: All in favor say

9 aye.

10 ALL: Aye.

11 CHAIRMAN JOHNSON: Any opposed?

12 (NO RESPONSE.)

13 CHAIRMAN JOHNSON: There are none.

14 Hearing 5 was John Rhodes.

15 DIRECTOR JOHNS: John Rhodes is found

16 at the end of your stapled packet. It's

17 the last two pages.

18 The panel considered the following

19 evidence as presented by Investigator Emma

20 Baptiste: That Rhodes improperly accessed

21 the TransUnion TLO background check

22 software on multiple occasions for

23 personal use, including running background

24 checks on his wife, wife's ex-husband and

25 ex-girlfriend.

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1 Rhodes previously misused the
2 department's Flock Safety, which is an LPR
3 system, to track his wife's vehicle for
4 which he had already been counseled by his
5 agency. His repeated misuse of law
6 enforcement sensitive resources
7 demonstrates a pattern of misconduct,
8 negligence, and lack of integrity.

9 His unauthorized use of a sensitive
10 database violates BLEOST certification
11 standards and departmental policies.
12 Rhodes violated the D'Iberville Police
13 Department General Order 1.1.1, Employee
14 Discipline Violations, which include
15 conduct unbecoming an officer,
16 unauthorized disclosure of confidential
17 information, negligence in the use of
18 department property, and violation of
19 department, agency or governing body
20 policies.

21 Based on this evidence and considering
22 the testimony presented by the
23 investigator and all other witnesses, the
24 panel makes the following recommendation
25 to the Board -- to the members of the

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1 Board on Law Enforcement Officer Standards
2 and Training to be considered at an
3 official meeting: Declare John Rhodes's
4 certificate suspended for 12 months with
5 said suspension held in abeyance, with a
6 requirement of John Rhodes to notify
7 Standards and Training of any disciplinary
8 actions, sanctions, infractions, or
9 violation of Board policy that occur
10 within the next 12 months.

11 CHAIRMAN JOHNSON: We heard a
12 recommendation by the Director and the
13 hearing panel on the certification status
14 of John Rhodes. Do I have a motion to
15 accept?

16 CHIEF SANFORD: So moved.

17 CONSTABLE HANCOCK: Before he applies
18 back, is there a way to put in there, too,
19 he has to go through some type of an
20 ethics training before even applying to
21 come back to be reinstated or --

22 DIRECTOR JOHNS: To that point,
23 that's been suggested, and I would kick
24 that, Mr. Chairman, to the Board's
25 pleasure. The Board certainly has the

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1 authority, I think, Luke, to amend any
2 recommendation, but that has been
3 mentioned at several points along the way,
4 that perhaps on these that have a
5 certificate suspension under Board policy,
6 that perhaps they do need to attend some
7 recognized ethics instruction before
8 returning to -- before their certificate
9 is returned, during that period.

10 COMMISSIONER TINDELL: And if I may,
11 on that particular one, if I recall
12 correctly, his testimony at the hearing
13 panel clarified a lot of the nuances of
14 it. I don't think -- you know, at the
15 time he was -- he was getting familiar
16 with that system, and he was putting in
17 his tag numbers, which the car was tagged
18 to his wife.

19 And so, I think that, you know, some
20 of those nuances kind of got cleared up.
21 It wasn't as much of a -- maybe a stalking
22 as it might sound, like, as you -- you
23 know, when you hear that. So. . .

24 MR. TUCKER: And I think some of
25 those requests that were run were at the

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1 request of the two alleged victims, as
2 well.

3 DIRECTOR JOHNS: That's right.

4 CHIEF SANFORD: Yeah. If I remember
5 correctly, the people that were involved
6 never actually said they were done wrong
7 or done -- there was no victim of a crime
8 or anything.

9 COMMISSIONER TINDELL: They thought
10 their credit had been hacked or some --
11 some issue with their credit, and they
12 were trying to see if anybody -- if
13 anything was popping up.

14 CHIEF SANFORD: On the hearing panel,
15 we saw it more as a policy violation
16 within the department, more so than
17 ethics. I make a motion.

18 CHAIRMAN JOHNSON: We have a motion.
19 Any other --

20 COMMISSIONER TINDELL: Second.

21 CHAIRMAN JOHNSON: Got a second. Do
22 I have any other discussion to accept this
23 recommendation?

24 CAPTAIN HENDRY: I'll just go ahead
25 and put everybody at ease. He's coming to

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1 work at Harrison County, and within the
2 next 12 months, he will receive ethics
3 training. That's just part of our
4 annual --

5 DIRECTOR JOHNS: That's just part of
6 it.

7 CAPTAIN HENDRY: That will happen.

8 CHAIRMAN JOHNSON: And all God's
9 children are happy. Everybody that's good
10 with the motion and second on the
11 certification hearing results, say aye.

12 ALL: Aye.

13 CHAIRMAN JOHNSON: Any opposed?

14 (NO RESPONSE.)

15 CHAIRMAN JOHNSON: There are none.
16 Hearing 6, Bobby Ticker.

17 DIRECTOR JOHNS: Bobby Ticker is
18 within packet 1. He is the second -- I'm
19 sorry. Third. Basham, Jones, and then
20 Ticker.

21 The panel considered the following
22 evidence as presented by Investigator
23 Baptiste that Ticker has a history of
24 convictions and charges, including five
25 DUI offenses, discharging a firearm within

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1 the city limits, trespassing, disturbance
2 of family peace, and aggravated assault.

3 He failed to disclose two DUI
4 convictions and declare other misdemeanor
5 offenses, violating BLEOST's policies
6 regarding application integrity and full
7 disclosure.

8 The aggravated assault charge from
9 2008, while later dismissed, was not
10 disclosed in its entirety, failing
11 BLEOST's truthfulness requirements. His
12 misrepresentation constitutes fraudulent
13 statements under Mississippi Code
14 Annotated 97-7-10.

15 Based on the evidence and considering
16 the testimony presented by the
17 investigator and all other witnesses, the
18 panel makes the following recommendation
19 to the members of the Board on Law
20 Enforcement Officer Standards and Training
21 to be considered at an official meeting:
22 To declare Bobby Ticker not eligible for
23 certification.

24 CHAIRMAN JOHNSON: We've heard the
25 recommendation by the Director and the

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1 hearing panel on the certification status
2 of Bobby Ticker. The Chairman will
3 entertain a motion --

4 MR. TUCKER: Motion.

5 CONSTABLE HANCOCK: Second.

6 CHAIRMAN JOHNSON: Motion and second.
7 Any discussion?

8 (NO RESPONSE.)

9 CHAIRMAN JOHNSON: All in favor say
10 aye.

11 ALL: Aye.

12 CHAIRMAN JOHNSON: And as a little
13 cleanup of the hearing on John Rhodes,
14 Captain Hendry did say that he was coming
15 to work for Harrison County, and I just
16 want everybody to know that Captain Hendry
17 was not part of that hearing to decide any
18 part of that eligibility of that hearing.
19 He stepped out and was not present when
20 any of that took place. I just want to
21 put that on the record.

22 Hearing 7 is a James Mosley.

23 DIRECTOR JOHNS: Yes, sir. If you'll
24 move to the February 27th package, and I,
25 again, apologize that these are out of

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1 order.

2 CHAIRMAN JOHNSON: Hold up. Okay.

3 It was brought to my attention we got a
4 vote to accept it. All that is not in
5 favor of the recommendation of Bobby
6 Ticker.

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: There are none.
9 Now. Thank you. Now we're moving on to
10 James Mosley.

11 DIRECTOR JOHNS: The panel considered
12 the following evidence as presented by
13 Emma Baptiste, investigator with BLEOST:
14 Moseley submitted a falsified high school
15 diploma to the Vicksburg Police
16 Department, which led to his acceptance in
17 the Mississippi Law Enforcement Officers
18 Training Academy and MLEOTA and subsequent
19 BLEOST certification.

20 During the 2022 investigation, Mosley
21 admitted to fabricating the diploma,
22 alongside his wife. Despite being
23 terminated for fraud, Mosley sought
24 recertification in 2024, submitting an
25 explanation acknowledging his prior

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1 misrepresentation.

2 Upon further review, the diploma he
3 submitted in 2024 lacked authentication
4 features, casting doubt on its legitimacy.
5 He repeatedly attempted to misrepresent
6 his educational qualifications,
7 demonstrated a pattern of deception and a
8 violation of BLEOST certification
9 standards.

10 Based on this evidence and considering
11 the testimony presented by the
12 investigator and all other witnesses, the
13 panel makes the following recommendations
14 to the members of the Board on Law
15 Enforcement Officer Standards and Training
16 to be considered at an official meeting:
17 To declare James Moseley's certificate
18 canceled and recalled.

19 CHAIRMAN JOHNSON: Recommendation by
20 Director Johns and the hearing panel on
21 the certification status of James Mosley.
22 I'll entertain a motion to accept that
23 recommendation.

24 CHIEF HALL: Motion to accept the
25 recommendation.

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1 MS. CRANFORD: Second.

2 CHAIRMAN JOHNSON: Okay. Any

3 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 Certification hearing on Latrice

12 Williams-Collins, item 8.

13 DIRECTOR JOHNS: That is five pages

14 into the package.

15 CHAIRMAN JOHNSON: That's Williams

16 Benedict --

17 DIRECTOR JOHNS: Benedict

18 Williams-Collins.

19 CHAIRMAN JOHNSON: All right.

20 DIRECTOR JOHNS: Any idea what the

21 name -- Benedict Williams-Collins is the

22 correct name? So it's incorrect on the

23 agenda. Or is Latrice any part of that?

24 INVESTIGATOR BAPTISTE: It's like

25 four or five different names.

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1 DIRECTOR JOHNS: Okay. Oh, okay.

2 The panel considered the following
3 evidence as presented by Emma Baptiste,
4 Investigator: Collins submitted a report
5 claiming her county-issued patrol vehicle
6 was damaged by an unknown individual while
7 she was on vacation. Further
8 investigation revealed inconsistencies in
9 her account. Evidence indicated that
10 Collins instructed a family member to file
11 a false insurance claim to cover the
12 damage.

13 Interviews with agency personnel and
14 records from Pike County Sheriff's
15 Department confirmed that Collins
16 misrepresented facts related to the
17 vehicle damage, leading to her
18 termination. Collins initially denied
19 wrongdoing, but later admitted that she
20 fabricated parts of her police report.

21 Based on this evidence and considering
22 the testimony presented by the
23 investigator and all other witnesses, the
24 panel makes the following recommendation
25 to the members of the Board on Law

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1 Enforcement Officer Standards and Training
2 to be considered at an official meeting:
3 To declare Benedict Williams-Collins's
4 certificate suspended for 12 months, said
5 suspension held in abeyance with a
6 requirement that Benedict Williams-Collins
7 notify Standards and Training of any
8 disciplinary actions, sanctions,
9 infraction, or violation of Board policy
10 that occurs within the next 12 months.
11 Mr. Chair.

12 CHAIRMAN JOHNSON: Recommendation by
13 the Director and the hearing panel on the
14 certification status of Benedict
15 Williams-Collins. Do I have a motion to
16 accept?

17 CHIEF SANFORD: For clarification,
18 she wound up paying for the damages,
19 right? There was -- there was never an
20 insurance claim --

21 DIRECTOR JOHNS: That is correct.
22 No. There was not an insurance claim.

23 CHIEF SANFORD: She wrote a check and
24 paid for the \$600 or whatever it was.

25 CHAIRMAN JOHNSON: That's correct.

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1 CHIEF SANFORD: Correct?

2 CHAIRMAN JOHNSON: That is correct.

3 DIRECTOR JOHNS: Did you want to
4 entertain Mr. Hancock's question about
5 ethics in this one?

6 MS. COLEMAN: So was she dishonest in
7 the investigation initially?

8 DIRECTOR JOHNS: Yes.

9 MR. TUCKER: She claimed that she
10 didn't know what happened, and it was
11 actually her father cutting her grass and
12 backed the lawnmower into her cruiser and
13 damaged it. Basically, she didn't want to
14 tell on her father and stated she didn't
15 know what happened.

16 DIRECTOR JOHNS: And later admitted
17 that that was not the truth.

18 MR. TUCKER: And paid
19 800-and-something dollars for the damages.
20 And they offered to rehire her, but she
21 declined, having moved on to another
22 agency.

23 CHAIRMAN JOHNSON: We'll entertain a
24 motion to accept this.

25 MR. TUCKER: Motion.

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1 CHAIRMAN JOHNSON: Have a motion. Do
2 I have a second?

3 CONSTABLE HANCOCK: Second.

4 CHAIRMAN JOHNSON: Have a second. Is
5 there any other discussion or questions
6 before we vote?

7 DIRECTOR JOHNS: Do you want to --
8 would you propose your amendment in this
9 case, Mr. Hancock?

10 CONSTABLE HANCOCK: Honestly, I think
11 that anytime we have any kind of a
12 suspension or something like that they
13 need to go back to an ethics class. I
14 think that's -- I mean, it's -- honestly,
15 I think, I mean, that needs to be -- needs
16 to happen.

17 It needs to -- I mean, I think that
18 needs to happen to every law enforcement
19 officer that, you know, they have at least
20 a two-year refresher of an ethics class,
21 because if you see everything that's
22 coming through this Board panel right
23 here, it's a lot of ethics violation
24 stuff, so just a refresher on that.

25 Especially these right here that need

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1 to entertain to at least go to an ethics
2 class, and get the liability off the state
3 saying that, hey, at least those officers
4 go to a certification or ethics class to
5 get their certification back.

6 CHIEF SANFORD: I'll support that as
7 long as it happens during the 12-month
8 suspension.

9 CONSTABLE HANCOCK: Yeah.

10 CHIEF SANFORD: The agency can
11 provide documentation that it happened.

12 DIRECTOR JOHNS: Would you structure
13 that as an amendment to the request, to
14 the hearing panel's recommendation?

15 MR. WILLIAMSON: Yes, that basically
16 she's required to complete an ethics
17 session and submit proof of completion.

18 CHIEF SANFORD: And the onus is on
19 her to be sure that that makes it to the
20 Board.

21 CHAIRMAN JOHNSON: Does someone, on
22 the record, want to make that as a
23 motion --

24 MR. TUCKER: That was not a part of
25 my motion.

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1 CHAIRMAN JOHNSON: You didn't have
2 time to say it.

3 DIRECTOR JOHNS: He was thinking it.
4 That's what you meant.

5 CHAIRMAN JOHNSON: We've heard the
6 amendment to the motion for the training
7 and her responsibility to report that to
8 the Board within a 12-month period. I'll
9 entertain a second for that.

10 CHIEF TUTOR: I'll do the second.

11 CHAIRMAN JOHNSON: Tutor did the
12 second. Any other discussion?

13 (NO RESPONSE.)

14 CHAIRMAN JOHNSON: All in favor say
15 aye.

16 ALL: Aye.

17 CHAIRMAN JOHNSON: Any opposed?

18 MS. COLEMAN: I oppose.

19 CHAIRMAN JOHNSON: We have one
20 opposed. All right. Hearing on Darrien
21 Wilson.

22 DIRECTOR JOHNS: And, Mr. Chairman,
23 if the Board's okay, I will get with
24 Mr. Williamson on the correct wording of
25 that, adding that requirement for the

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1 ethics class and that that onus is on her.

2 Mr. Chairman, the panel considers the
3 following evidence as presented by
4 Investigator Baptiste: Felony indictment
5 for aggravated assault in Leflore County
6 with Durant -- a Durant PD firearm, later
7 reduced to a guilty plea for disturbing
8 the peace on September 17th of 2024;
9 unauthorized use of department-issued
10 vehicles for personal travel on multiple
11 occasions, 9-1, 2, 16, 29, and 30 of 2023,
12 while employed by the Greenwood Police
13 Department; failure to disclose
14 termination from two law enforcement
15 agencies, Goodman PD and Greenwood PD, on
16 his full-time law enforcement application
17 for certification to be employed by the
18 Hinds County Sheriff's Department.

19 Violation of BLEOST standards of moral
20 care. Employment eligibility including
21 failure to meet the requirements outlined
22 in Part 301, Chapter 2, Rule 2.2 of the
23 BLEOST standards.

24 Based on this evidence and considering
25 the testimony presented in the

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1 investigator -- presented by the
2 investigator and all other witnesses, the
3 panel makes the following recommendations
4 to the members of the Board on Law
5 Enforcement Officer Standards and Training
6 to be considered at an official meeting:
7 To declare Darrien Wilson's certificate
8 canceled and recalled. Mr. Chair.

9 CHAIRMAN JOHNSON: We have a
10 recommendation by the Director and the
11 hearing panel on the status of the
12 certificate of Darrien Wilson. We'll
13 entertain a motion to accept that
14 recommendation.

15 CHIEF SANFORD: Motion.

16 CHAIRMAN JOHNSON: Motion.

17 CONSTABLE HANCOCK: Second.

18 MS. COLEMAN: Second.

19 CHAIRMAN JOHNSON: Constable has the
20 second. Had one over here, too. All
21 right. Any other discussion?

22 (NO RESPONSE.)

23 CHAIRMAN JOHNSON: All in favor say
24 aye.

25 ALL: Aye.

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1 CHAIRMAN JOHNSON: Any opposed?

2 (NO RESPONSE.)

3 CHAIRMAN JOHNSON: There are none.

4 Hearing 10 was a Michael Russum.

5 DIRECTOR JOHNS: He is page 3 in your
6 packet. Mr. Chairman, the panel considers
7 the following evidence as presented by
8 Investigator Baptiste: Stealing donated
9 items from a Goodwill store while on duty
10 and in uniform; allowing unauthorized
11 individuals to take items from donation
12 bins while on duty; misrepresenting the
13 nature of his actions; providing
14 inconsistent statements and engaging in
15 deceptive behavior during internal affairs
16 investigation; entering knives into
17 evidence with misleading reports following
18 the initiation of an internal affairs
19 investigation; turning off his body worn
20 camera prematurely while conducting
21 official duties; committing multiple
22 violations of department policies and
23 ethical standards.

24 And based on this evidence and
25 considering the testimony presented by the

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1 investigator and all other witnesses, the
2 panel makes the following recommendations
3 to the members of the Board on Law
4 Enforcement Officer Standards and Training
5 to be considered at an official meeting:
6 To declare Michael Russum's certificate
7 suspended for 12 months, said suspension
8 to be held in abeyance with a requirement
9 of Michael Russum to notify Standards and
10 Training of any disciplinary action,
11 sanctions, infractions, or violation of
12 Board policy that occurs within the next
13 12 months.

14 CHAIRMAN JOHNSON: We've heard the
15 recommendation by Director Johns and the
16 hearing panel on the certification status
17 of Michael Russum. We'll entertain a
18 motion.

19 CHIEF SANFORD: What's the Cliff
20 notes on this? I had to leave before it.

21 DIRECTOR JOHNS: So he --

22 COMMISSIONER TINDELL: The Goodwill
23 store in Gulfport, and I'm familiar with
24 it, it's on 49. There's a lot of
25 homelessness there, and you kind of -- you

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1 can donate items just by leaving them in a
2 bin outside, and they get spread out, you
3 know, in the parking lot and around the
4 building.

5 He did tell, I think, some homeless
6 people they could have some of the stuff,
7 or some people that had come up. And then
8 he was digging through it. It looks like
9 he took some. I don't think Goodwill
10 wanted to prosecute. I mean, it's just
11 kind of all donated items that were
12 sitting outside.

13 CONSTABLE HANCOCK: So nothing was
14 inside the store?

15 COMMISSIONER TINDELL: It wasn't
16 inside the store. It was in the -- the
17 kind of bins where things are piled up
18 outside. And he was working the late
19 night shift. I think he -- he was kind of
20 a late in life law enforcement. He went
21 to the Training Academy a little bit later
22 in life and is new to law enforcement, if
23 I recall.

24 DIRECTOR JOHNS: Yeah. That is
25 correct.

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1 CHIEF SANFORD: How long ago was
2 that?

3 CAPTAIN HENDRY: He went through the
4 Training Academy less than a year ago at
5 Harrison County. And, unfortunately, I
6 had to leave due to a medical emergency at
7 home with the family during this hearing.

8 But as soon as I saw that he was on
9 the agenda for the hearing, I submitted
10 our evidence from the Training Academy on
11 his misconduct there. And we had a -- we
12 had a hearing panel there as far as him
13 possessing unauthorized or contraband at
14 the Academy, specifically some kind of
15 controlled substance that he got from
16 China. Performance-enhancing substance.
17 Apparently that wasn't allowed to be
18 introduced as evidence.

19 MS. CRANFORD: I don't remember
20 hearing that.

21 DIRECTOR JOHNS: It wasn't -- it was
22 not -- that was not presented, because we
23 received it --

24 CAPTAIN HENDRY: It was not -- I
25 don't know why, you know, it was not

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1 brought up. If I would have been here, it
2 would have been. And just so everybody
3 knows, I'm not going to support giving
4 this certificate.

5 DIRECTOR JOHNS: Mr. Chairman, based
6 on that information, there was information
7 that we received after the fact. I would
8 ask the Board to return this to the Office
9 of Standards and Training for further
10 investigation and to -- and to leave
11 Mr. Russum in ineligible status while he
12 is under investigation. And that we'll
13 notify his agency of that extension of his
14 ineligibility.

15 CHIEF SANFORD: You need a motion on
16 that?

17 CAPTAIN HENDRY: I'll make that.

18 DIRECTOR JOHNS: Okay.

19 CHAIRMAN JOHNSON: We have a motion.
20 Do we have a second?

21 CHIEF QUAKA: Before we vote, I would
22 like a clarification on something. I
23 apologize. I was not able to attend these
24 hearings.

25 DIRECTOR JOHNS: No, sir.

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1 CHIEF QUAKA: But can someone clarify
2 for me the deceptive behavior during the
3 IA investigation?

4 MS. CRANFORD: He resigned during the
5 investigation is what I remember.

6 DIRECTOR JOHNS: And then we can
7 add -- if you'd like to, John, I can call
8 the investigator up to speak to that if we
9 want.

10 CHIEF QUAKA: Yeah, if you wouldn't
11 mind.

12 DIRECTOR JOHNS: Emma, will you come
13 to the podium?

14 MS. COLEMAN: I would like a little
15 more information on the misleading reports
16 concerning the evidence submissions while
17 you're --

18 DIRECTOR JOHNS: Okay.

19 INVESTIGATOR BAPTISTE: Good morning.
20 So can you -- can you rephrase -- say your
21 question one more time?

22 CHIEF QUAKA: Yeah. Sure. So the
23 bullet point is engaged in deceptive
24 behavior during the IA investigation.

25 INVESTIGATOR BAPTISTE: Yes, sir. So

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1 according to the detective, when he
2 questioned him about -- well, when he
3 first placed him and advised him that he
4 was under an investigation, he immediately
5 spontaneously uttered, Oh, is this about
6 knives? The investigator had no clue
7 about knives. He knew about the two other
8 instances that the victim gave him video
9 of.

10 He told him he couldn't talk to him
11 about it. Gave him the gag order. He
12 immediately disobeyed the gag order.
13 Started following him. He noticed that he
14 went to a gas station. Followed his GPS
15 around, so obviously was gathering his
16 intels.

17 When he came back to question him,
18 asked him, one, Where did you go after you
19 left the station? He said, Oh, I just
20 went to go fuel up. Already pulled the
21 Fuelman. He never did.

22 He said he pulled knives out of his
23 vehicle, put them back in his trunk
24 because he needed to go, you know, make
25 sure those get taken care of. He

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1 submitted the knives the day after being
2 notified that he was under investigation.

3 On his report, said it was due to the
4 fact that it was a safety measure. When
5 he was questioned by the detective, he
6 admitted that, Oh, I wasn't even going to
7 put those into evidence. I was just going
8 to throw them away. So that's what he
9 declared, some deception there.

10 The other portions when he was
11 questioning about did he violate the gag
12 order, he said, No, I didn't. Well, he
13 actually asked his area partner, What did
14 you say to them? Again, through the gag
15 order. So that's where the detective
16 noted lying.

17 Being questioned about allowing
18 individuals to take items, he said he
19 never did. Reviewing his body camera, on
20 several instances, he does have the
21 instance where there was a female he came
22 across who was already packing items up.
23 He does go out with her -- puts her
24 information into the system. He
25 fabricates a story for her and kind of

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1 tells her, Hey, this is what you need to
2 say if, in the event, you know, somebody
3 stops you. Yeah, you can go ahead and
4 take the items.

5 He had first told the investigator,
6 No, I allowed them sometimes to take it.
7 But when he brought up the incident about
8 the female, at which point he said, Oh,
9 yeah, I let her have it. And he was able
10 to accurately describe how she carried the
11 things under her arms and left.

12 So through his investigation through
13 internal, he then brought back up the 21
14 policies, and one of those was
15 truthfulness, and as he was doing his
16 investigation to tell him what policies he
17 violated, he admitted that he lied and
18 signed it.

19 COMMISSIONER TINDELL: The knives,
20 they were stolen -- I mean, they were
21 stolen. They were taken from the Goodwill
22 parking lot, too?

23 INVESTIGATOR BAPTISTE: According to
24 his statement, that's where he found them
25 on one of the nights.

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1 COMMISSIONER TINDELL: Yeah. I think
2 they were like steak knives that were in
3 the parking lot at Goodwill.

4 MS. CRANFORD: And I think what he
5 said was he took those knives thinking it
6 was, like, a public safety risk, but then
7 he didn't log them into evidence. And
8 that's where the investigation kind of, I
9 think, started dovetailing.

10 INVESTIGATOR BAPTISTE: Yes, ma'am?

11 MS. COLEMAN: You've answered my
12 question. He basically fabricated a
13 report to cover for not entering the
14 knives and then tried to enter them after
15 he was --

16 INVESTIGATOR BAPTISTE: Correct, yes.

17 MS. COLEMAN: -- told he was being
18 investigated?

19 INVESTIGATOR BAPTISTE: Yes.

20 MS. COLEMAN: Thank you.

21 CHAIRMAN JOHNSON: He was called in
22 for one thing and admitted to another that
23 they didn't know anything about, and that
24 really got the ball rolling.

25 DIRECTOR JOHNS: Mr. Chairman, with

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1 your indulgence, Investigator Baptiste,
2 have you looked at the matter brought to
3 our attention right at the cusp of the
4 hearing that involved his actions and
5 behavior while at the Harrison County Law
6 Enforcement Officers Training Academy?

7 INVESTIGATOR BAPTISTE: I did review
8 the evidence that Captain Hendry did
9 provide. I was actually present that
10 evening when the substance was located in
11 his bag. It was actually found by me. I
12 was actually there that day on Shock
13 Sunday. I didn't remember until he
14 brought it up, and I went, Oh, I remember.

15 DIRECTOR JOHNS: Will you describe
16 your role at that time?

17 INVESTIGATOR BAPTISTE: So I was a PT
18 instructor. I'm a volunteer PT instructor
19 for the Academy. In the past, previous, I
20 worked there. I was assisting with their
21 Shock Sunday event. When they returned,
22 we, along with the other staff, had a
23 contraband search of their barracks.

24 DIRECTOR JOHNS: Hold up a second.
25 Can the court reporter swear the

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1 investigator in for this?

2 (WITNESS SWORN.)

3 DIRECTOR JOHNS: And on the record,
4 everything that you have told this Board
5 this morning is a factual and true
6 statement based on your investigation and
7 information?

8 INVESTIGATOR BAPTISTE: Absolutely,
9 yes, sir.

10 DIRECTOR JOHNS: Proceed. Sorry.

11 INVESTIGATOR BAPTISTE: As we were
12 doing the contraband search of the entire
13 barracks of the male facility, we were
14 going through bags and all the things to
15 make sure they didn't bring anything, and
16 I actually pulled out a Ziploc bag with I
17 can't remember how many orange,
18 diamond-shaped pills. And I believe --
19 were there over -- there were over 50. It
20 was almost close to 100.

21 I actually had to call a pharmacist
22 friend of mine because none of us could
23 find it on Pill Finder. We looked in the
24 pill book. She was actually able to
25 advise me that it was a

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1 performance-enhancing, off-generic from,
2 like, India that you could obviously get,
3 like, on Amazon, you know, things of that
4 nature.

5 At that point, I had nothing else to
6 do with their investigation. I don't know
7 if they were controlled or any form at
8 that point. But he did provide the Board
9 hand -- Board hearing evidence that they
10 had on Mr. Russum at the Academy, at which
11 point Gulfport did not remove him from
12 training, nor did the Academy remove him
13 from training. They allowed him to
14 continue.

15 CAPTAIN HENDRY: Clearly that was a
16 mistake. I feel like I bear some
17 responsibility in that.

18 DIRECTOR JOHNS: Would you like
19 Captain Hendry to put any color on that?

20 CHIEF SANFORD: No.

21 DIRECTOR JOHNS: Okay.

22 CHAIRMAN JOHNSON: Well, the main
23 thing is we need to deal with the entire
24 totality of what -- what this guy has
25 done, because it's a very important issue

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1 that he remain in law enforcement or not.

2 And so, we need to have all the facts.

3 And I think there has been enough
4 evidence brought forth today to reconsider
5 and maybe bring it back before the hearing
6 panel to present further evidence.

7 DIRECTOR JOHNS: Yes, sir.

8 CHAIRMAN JOHNSON: So I think that
9 is --

10 CHIEF SANFORD: Be considered --
11 could this be considered evidence, instead
12 of bringing it back --

13 CHIEF HALL: No. He's got to come
14 back to face it.

15 CHAIRMAN JOHNSON: So I can't
16 remember if we had a -- I think you did
17 make the recommendation to -- to table
18 this decision until --

19 MR. WILLIAMSON: Return it to the
20 hearing panel.

21 DIRECTOR JOHNS: Return it to the
22 hearing panel. Okay.

23 MR. WILLIAMSON: Yeah.

24 COMMISSIONER TINDELL: May I ask,
25 would this be one that maybe the full

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1 Board would like to have before the full
2 Board instead of a panel?

3 MS. CRANFORD: I think that would
4 save time.

5 COMMISSIONER TINDELL: I think
6 there's a lot of questions, and he --

7 CHAIRMAN JOHNSON: I think that would
8 be best, Commissioner, due to the fact
9 that, if you have a select few that hears
10 it, the ones that didn't still are going
11 to have questions. If the results are the
12 same, they're going to really be
13 wondering. So I think that's -- at least
14 have this one hearing with all the panel
15 members here, if that's. . .

16 DIRECTOR JOHNS: Luke, we'll get with
17 you on how to -- how do we need to phrase
18 that, that the Board would like to hear
19 it?

20 MR. WILLIAMSON: To set it for a full
21 hearing --

22 DIRECTOR JOHNS: In front of the
23 Board?

24 MR. WILLIAMSON: We can do that on
25 the record here.

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1 DIRECTOR JOHNS: Perhaps you want to
2 hear it at the June meeting. Is that
3 adequate for you? The May meeting of the
4 Board? Okay.

5 CAPTAIN HENDRY: I'll make that a
6 motion.

7 CHAIRMAN JOHNSON: We have a motion
8 for this hearing to be set at the next
9 regular scheduled meeting in May before
10 all the full Board members that are
11 attending, as long as it's a quorum. Do I
12 have a second?

13 MS. COLEMAN: I would second that.

14 CHAIRMAN JOHNSON: I have a second.
15 Any other discussion?

16 (NO RESPONSE.)

17 CHAIRMAN JOHNSON: All in favor say
18 aye.

19 ALL: Aye.

20 CHAIRMAN JOHNSON: Any opposed, say
21 the same.

22 (NO RESPONSE.)

23 CHAIRMAN JOHNSON: There are none.
24 All right. Hearing 11 was Ashley Grelle.

25 DIRECTOR JOHNS: Grelle. I think we

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1 pronounced nine different times every time
2 we -- Mr. Chairman, that's the last two
3 pages in your packet.

4 In consideration of Ms. Grelle, the
5 panel considered the following evidence as
6 presented by Investigator Emma Baptiste:
7 Grelle was originally hired by the
8 Waveland Police Department on August 8,
9 2024. Grelle was involved in a physical
10 altercation outside Buoy's Waterfront Bar
11 and Grill on October 26, 2024, and was
12 subsequently arrested for simple assault
13 and disorderly conduct, breach of peace.

14 Grelle was intoxicated at the time of
15 the incident. Grelle got into a verbal
16 argument with another female as they were
17 leaving the bar. Video footage and
18 witness statements confirmed that Grelle
19 initiated physical contact with the other
20 individual.

21 Grelle admitted to pushing the other
22 female involved, and then the female
23 pushed her back. Both were immediately
24 separated by other people, their
25 boyfriends, and both were immediately

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1 arrested by Bay St. Louis police officers.

2 The other female involved was
3 interviewed and stated Grelle never
4 actually hit her, that they just pushed
5 each other and were both immediately
6 arrested.

7 On December 13th, 2024, Grelle
8 appeared in Bay St. Louis Municipal Court
9 and was adjudicated to six months of
10 probation with the case subject to
11 reinstatement for prosecution upon any
12 other violations. The Waveland Police
13 Department internal affairs investigation
14 sustained allegations of misconduct
15 against Grelle, resulting in a 24-hour
16 suspension without pay.

17 Based on this evidence and considering
18 the testimony presented by the
19 investigator and all other witnesses, the
20 panel makes the following recommendation
21 to the members of the Board on Law
22 Enforcement Officer Standards and Training
23 to be considered at an official meeting:
24 To declare Ashley Grelle's certificate
25 suspended for 12 months, said suspension

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1 held in abeyance with a requirement that
2 Ashley Grelle notify Standards and
3 Training of any disciplinary actions,
4 sanctions, infractions, or violation of
5 Board policy that occurs within the next
6 12 months. Mr. Chairman.

7 CHAIRMAN JOHNSON: We've heard the
8 recommendation, and for clarification,
9 resulted in a 48-hour suspension instead
10 of 24, but that's fine. But we've heard
11 the recommendation by the Director and by
12 the hearing panel on the certification of
13 Ashley Grelle, and we will entertain a
14 motion.

15 CONSTABLE HANCOCK: I make a motion
16 we accept with the exception that they
17 also have to take an ethics class.

18 CHAIRMAN JOHNSON: Have a motion. Do
19 I have a second to that motion?

20 COMMISSIONER TINDELL: Second.

21 CHAIRMAN JOHNSON: Are there any
22 discussion?

23 (NO RESPONSE.)

24 CHAIRMAN JOHNSON: All in favor say
25 aye.

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1 ALL: Aye.

2 CHAIRMAN JOHNSON: Any opposed?

3 (NO RESPONSE.)

4 CHAIRMAN JOHNSON: There are none.

5 Hearing 12 was a Lauren Etheridge.

6 DIRECTOR JOHNS: Mr. Chairman, that's
7 the front of your packet. If you will go
8 to page 2 of that, or the back page of it,
9 actually.

10 In Officer Etheridge's case, the panel
11 considered the following evidence as
12 presented by Investigator Emma Baptiste:
13 The use of city equipment for personal
14 use, that Lauren used a marked Gautier
15 Police Department marine patrol boat for
16 nonofficial purposes on Memorial Day.

17 Although her husband, Derrick, claimed
18 to have the permission of Deputy Chief
19 Bond, the permission was explicitly
20 limited to training within the city's
21 jurisdiction and for city employees only.
22 However, Lauren and her husband had
23 predetermined that they were going on a
24 personal outing to an island outside the
25 department's jurisdiction, a violation of

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1 policy and ethical standards that Lauren
2 allowed non-city personnel on board the
3 boat outside Gautier's jurisdiction for
4 recreational purposes, which violates
5 Section 58 of the City of Gautier Employee
6 Handbook and the Law Enforcement Code of
7 Ethics; failure to exercise professional
8 judgment.

9 During this investigation, Lauren
10 admitted her actions constituted poor
11 judgment, but at the time of the incident,
12 she did not see anything wrong with it.
13 She then acknowledged the negative
14 perception caused by using a marked boat
15 for a family outing at the incident could
16 be perceived as misuse of public
17 resources.

18 As a trained and experienced law
19 enforcement officer, she should have known
20 the utilization of the boat for personal
21 use was a violation of policy. Despite
22 this, she failed to intervene or take
23 corrective action, allowing the misuse of
24 city property to occur.

25 Her failure to act constitutes neglect

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1 of duty and a breach of her ethical
2 responsibility to uphold the public trust.
3 This violation aligns with the BLEOST
4 requirement that officers act with
5 integrity to prevent misconduct when aware
6 of wrongdoing.

7 Public trust and professional
8 standards: Lauren's resignation during
9 the investigation raises concerns about
10 accountability. Additionally, her
11 unauthorized use of the department's only
12 emergency response vessel outside the
13 city's jurisdiction left Gautier unable to
14 respond to waterway emergencies during one
15 of the busiest holiday weekends.

16 Based on this evidence and considering
17 the testimony presented by the
18 investigator and all other witnesses, the
19 panel makes the following recommendation
20 to the members of the Board on Law
21 Enforcement Officer Standards and Training
22 to be considered at an official meeting:
23 To declare Lauren Etheridge's certificate
24 suspended for 12 months, said suspension
25 held in abeyance with a requirement of

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1 Lauren Etheridge to notify Standards and
2 Training of any disciplinary actions,
3 sanctions, infractions, or violations of
4 Board policy that occur within the next 12
5 months.

6 CHAIRMAN JOHNSON: Thank you. We've
7 heard the recommendation by the Director
8 and the hearing panel on the certification
9 status of Lauren Etheridge. I'll
10 entertain a motion.

11 CHIEF SANFORD: I have a question
12 real quick. Were there any formal ethics
13 complaints or anything, maybe, regarding
14 this use? I wasn't here for this one.

15 DIRECTOR JOHNS: There was a
16 complaint made by the public to a -- and a
17 picture of the boat with them occupying
18 it --

19 CHIEF SANFORD: (Talking
20 simultaneously) internal to the city.

21 DIRECTOR JOHNS: It was internal. So
22 that there -- I do not believe anything
23 went to the state auditor or anything of
24 that nature.

25 CHIEF TUTOR: An alderman sent a

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1 picture to the city manager.

2 DIRECTOR JOHNS: Okay.

3 CHAIRMAN JOHNSON: They saw the boat,
4 and they were in the water.

5 CHIEF TUTOR: And the husband -- the
6 husband was basically -- he was in charge
7 of that boat, even every day. That was
8 his duty, is my understanding.

9 CHAIRMAN JOHNSON: That's right.

10 CHIEF TUTOR: His duty -- he was in
11 charge of the boat patrol, and he told her
12 that everything's cool, let's go.

13 CHAIRMAN JOHNSON: The boat had been
14 in the shop, and they got the boat back
15 and they were going to take it out to make
16 sure whatever they was having fixed was
17 going to work.

18 The husband, who also worked at the
19 same department -- this lady was a
20 detective, and her husband -- I don't
21 remember what he did, but he worked there.
22 He texted the chief deputy, the deputy
23 chief, and got permission to take the boat
24 to see if the problem had been solved, but
25 technically did not give them permission

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1 to go out beyond where they went.

2 But when they get out there, this
3 girl's family's boat was broke down, and
4 they needed to be taken to a safe place.
5 So they let them get on the boat to take
6 them to a safe area. And when that
7 happened, the picture got took.

8 So that's the best I can remember the
9 whole kind of the way it went. If anybody
10 else wants to add to it, that was the gist
11 of it.

12 CHIEF SANFORD: Do you need a motion?

13 CHAIRMAN JOHNSON: Back to the motion
14 to accept the recommendation of the panel.

15 CONSTABLE HANCOCK: So it was more
16 internal than anything else?

17 CHAIRMAN JOHNSON: Uh-huh.
18 (Affirmative response.) It was all
19 internal.

20 CHIEF SANFORD: Yeah. I'll give you
21 a motion.

22 CHAIRMAN JOHNSON: Okay. Well, with
23 the excitement of that motion, can I get a
24 second?

25 COMMISSIONER TINDELL: Second.

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1 CHAIRMAN JOHNSON: Have a second.

2 Any other discussion?

3 (NO RESPONSE.)

4 CHAIRMAN JOHNSON: All in favor say
5 aye.

6 ALL: Aye.

7 CHAIRMAN JOHNSON: Any opposed?

8 (NO RESPONSE.)

9 CHAIRMAN JOHNSON: There are none.

10 CHIEF SANFORD: Can we make a note
11 (indiscernible)? Probably need to add
12 that in.

13 DIRECTOR JOHNS: Oh, yeah. Amendment
14 of motion to add the ethics consideration
15 in that case.

16 CHIEF SANFORD: I'll make my
17 amendment if anybody wants to --

18 MS. CRANFORD: I'll second.

19 COMMISSIONER TINDELL: Second.

20 CHAIRMAN JOHNSON: We have a double
21 second. Again, all in favor of that
22 amendment say aye.

23 ALL: Aye.

24 CHAIRMAN JOHNSON: Any opposed?

25 (NO RESPONSE.)

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1 CHAIRMAN JOHNSON: There are none.
2 If Investigator Baptiste and Investigator
3 Chavis would stand just a minute, for
4 y'all that was not here on the hearing
5 panel, these are the investigators that
6 were working that handled these, and their
7 knowledge of being able to bring
8 information to the Board that was not able
9 to be brought prior to their employment
10 has been vital. I'm telling you. It has
11 been vital.

12 And I publicly want to recognize them
13 and thank them for their job and what they
14 did. Anybody else that was on this
15 hearing panel wishing to comment about it,
16 especially if you were here prior to their
17 hiring till now, you're more than welcome
18 to. But it was very, very, very helpful
19 to me.

20 MS. CRANFORD: I agree with that.
21 And I have been here for a little while
22 now, and I can speak to how it was before.
23 It's invaluable having the investigation
24 being done by officers on the ground that
25 can come and present evidence fully to us.

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1 It gives us a lot more confidence in the
2 decisions we're making. Thank y'all.

3 INVESTIGATOR CHAVIS: Can I say
4 something? I just want to say thank you
5 for your help with the subpoenas.

6 MS. CRANFORD: Yes.

7 INVESTIGATOR CHAVIS: I've been doing
8 investigations for a long time, and so,
9 trying to get into these weeds here are
10 very difficult. So hopefully the subpoena
11 stuff that y'all work on, that'll help
12 give us a little peace, and thank you for
13 your hard work.

14 MS. CRANFORD: Yes.

15 CHAIRMAN JOHNSON: Sure. And being
16 part of those hearings, there's a lot
17 that's covered that's not able to be put
18 in print, but it certainly is not a
19 fly-by-night decision on any of this. It
20 was well thought out. But I wanted to
21 thank y'all for that.

22 All right. With that, we're going to
23 take about a 10-minute break. And so,
24 we're going to be in recess for 10
25 minutes. Be back at 10:10.

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1 (OFF THE RECORD.)

2 CHAIRMAN JOHNSON: All right. I call
3 the meeting back to order. Investigator
4 Chavis, I'm sorry I butchered your name,
5 but I am part of it, so. . . But we do
6 appreciate you.

7 All right. Item 7 on the agenda is
8 the certification of officers by Director
9 Johns.

10 DIRECTOR JOHNS: The next item in
11 your packet should be a March equivalency
12 of training full-time list, as well as the
13 March 20th part-time basic classes that
14 have not already been approved, noting a
15 date change on the Hinds County Sheriff's
16 Department Reserve Training Academy.

17 Mr. Chairman, we'd put those for
18 acceptance as a whole.

19 CHAIRMAN JOHNSON: All right. In
20 your packets you have the full-time list
21 and part-time list. We have got a
22 recommendation by the Director to accept
23 these in whole as certification approval.
24 Do I have a motion?

25 CHIEF SANFORD: Motion.

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1 CHAIRMAN JOHNSON: Have a motion. Do
2 I have a second?

3 CONSTABLE HANCOCK: Second.

4 CHAIRMAN JOHNSON: Is there any
5 discussion?

6 CAPTAIN HENDRY: One thing on
7 these -- and we see this pretty regular,
8 or at least in the meetings that I've been
9 privy to -- is the occasional when we get
10 some agencies that are out of compliance
11 with their hire dates, like on number 4.

12 Would it be unreasonable to at least
13 inquire why this person has been employed
14 since 2018 and not applied for
15 certification?

16 CHAIRMAN JOHNSON: Donna or some --

17 MS. ROGERS: Most school districts
18 tend to put their dates of hire when they
19 started with the school district, not when
20 they were transferred into an SRO
21 position. I'm waiting to hear back from
22 them when he was transferred into an SRO
23 position. So that's the holdup.

24 CAPTAIN HENDRY: Okay.

25 CHAIRMAN JOHNSON: Does that help

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1 explain that one?

2 CAPTAIN HENDRY: Yes.

3 CHAIRMAN JOHNSON: Any other
4 questions?

5 (NO RESPONSE.)

6 CHAIRMAN JOHNSON: All in favor say
7 aye.

8 ALL: Aye.

9 CHAIRMAN JOHNSON: Any opposed?

10 (NO RESPONSE.)

11 CHAIRMAN JOHNSON: There are none.
12 All right. Item 8, Director Johns's
13 report.

14 DIRECTOR JOHNS: Mr. Chairman, as it
15 pleases the Board, the first item on my
16 report is the bill status, House Bill 565
17 that you received in the packet sent out,
18 has been sent to the governor. It has not
19 been signed by him yet. I don't have any
20 reason to believe that that won't be
21 signed.

22 We'll continue to keep -- but that is
23 an act to amend the section governing the
24 Board on law enforcement standards that
25 will require an agency, and I'll just read

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1 you the summary: An act to amend 45-6-11
2 of the Mississippi Code to provide that
3 when a law enforcement officer resigns,
4 the law enforcement agency from which the
5 officer has resigned must provide the
6 Board on Law Enforcement Standards and
7 Training notification of the officer's
8 action within a specified timeframe, to
9 provide that when an officer is terminated
10 or resigns due to disciplinary action, the
11 agency shall provide notification of
12 resignation or termination to the Board
13 and must provide an explanation concerning
14 the resignation or termination due to such
15 disciplinary action and prescribed for
16 certain penalties for failure to report.

17 So that has made it through both
18 Houses and has been sent to the governor.
19 So it looks like there'll be some
20 additional teeth in requiring agencies to
21 report, within 72 hours, the outcomes of
22 terminations and departures from agencies
23 for disciplinary matters.

24 CHAIRMAN JOHNSON: Does it say what
25 the penalty is if they fail to do so?

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1 DIRECTOR JOHNS: I believe there's
2 a -- kind of a list of things, including
3 that they may lose ability to receive
4 certain -- and I can read that in
5 subsection C.

6 If a law enforcement agency fails to
7 adhere to the reporting requirements of
8 this subsection as determined by the
9 Board, then such agency during the time of
10 noncompliance shall not be eligible for
11 state grants or other subsidiary funding
12 provided by the state and shall not
13 receive reimbursement for continuing
14 education requirements as provided.

15 CHAIRMAN JOHNSON: There is some
16 punishment?

17 DIRECTOR JOHNS: Yes, sir.

18 CHAIRMAN JOHNSON: Okay. Any other
19 questions regarding that by the Board?

20 (NO RESPONSE.)

21 CHAIRMAN JOHNSON: Okay. Thank you.

22 DIRECTOR JOHNS: The next item I have
23 is a current matter regarding the Office
24 of Standards and Training Special
25 Investigation Unit, which consists

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1 currently of just Ms. Baptiste and
2 Mr. Chavis, that there are currently 85
3 cases assigned between the two.

4 In Ms. Baptiste's case, she has 47
5 cases: 34 are active, 10 under criminal
6 investigation, and three administrative
7 handled. There's also on the north end,
8 of course, recognizing that Mr. Chavis has
9 been with us a shorter amount of time, 38
10 cases, 25 active, 10 under a criminal
11 investigation, and administratively is
12 three as well.

13 Just highlighting that, you know,
14 we're already running into a case that
15 there's more cases influxing, and we
16 expected this, that there are more things
17 coming in than we can administratively
18 handle with two people in investigations.

19 And so, wanted to spend a little bit
20 time getting the Board to discuss and
21 present ideas on how we might triage and
22 prioritize cases, you know, recognizing
23 that, you know, at any given moment in our
24 profession, that a large paramount case
25 may come in.

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1 I think the Board established early on
2 that when we find criminal wrongdoing that
3 has not been previously reported, that we
4 reach out to our colleagues in the
5 Mississippi Bureau of Investigation, as
6 well as the Mississippi Attorney General's
7 Office Public Integrity Division.

8 We have done that in a number of
9 cases, but just wanted to kind of bring
10 that to your attention for the Board's
11 guidance in developing the workflow of --
12 you know, right now we've got this large
13 funnel, and it funnels ultimately down to
14 me to assign to only two people.

15 And so, there is -- we are already
16 running into that factor that there's not
17 enough investigators to go around. And
18 so, we are currently triaging cases, and,
19 you know, sometimes you will see cases sit
20 in a longer guidance.

21 And there are other changes that we
22 hope to bring in the future to the
23 legislators as we kind of craft and mold
24 this, but just kind of wanted to bring
25 that to the Board for discussion and

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1 thoughts on those matters.

2 COMMISSIONER TINDELL: If I may,
3 Chief.

4 CHAIRMAN JOHNSON: Yes, sir.

5 COMMISSIONER TINDELL: To the extent
6 that this Board decides that it needs
7 additional investigators, y'all have my
8 commitment from the Mississippi Department
9 of Public Safety to utilize whatever
10 resources we can to find the means to hire
11 additional investigators to support the
12 Board.

13 If the Board will send me a letter to
14 that effect, we'll work on making that
15 happen, if that's the need that the Board
16 feels like is important and much needed to
17 effectuate the timely disposition of these
18 types of cases and investigations. So
19 y'all let me know about that.

20 I do have to go to a graduation
21 ceremony for a basic class, so I'm going
22 to have to step out. I want to thank
23 y'all for all that you're doing, and thank
24 all the Board members.

25 I would like us to consider maybe at

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1 the next meeting, or at some point, live
2 streaming our meetings. You know, I think
3 we handle a lot of important stuff, and I
4 think it's important that if anybody's
5 interested from any reach of the state to
6 see the work that you're doing, that they
7 be able to stop it and watch it.

8 I know some of the personnel hearings
9 and certain things might have to be done
10 in executive session, but I think in
11 general, we're handling such important
12 things in conversations that the more
13 people that can observe it, the better.
14 So I would hope that we could consider
15 that. Thank you.

16 DIRECTOR JOHNS: And, Luke, I think
17 we've discussed that in the past, that
18 there's nothing prohibiting us from live
19 streaming this meeting, correct?

20 MR. WILLIAMSON: Yeah.

21 MR. TUCKER: Very curious, as these
22 hearing panels move forward and we whittle
23 these numbers down -- and I'm assuming
24 those numbers are reflecting cases that
25 are currently pending before the hearing

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1 panel.

2 DIRECTOR JOHNS: Yes, sir.

3 MR. TUCKER: Will some of that not
4 take care of itself?

5 DIRECTOR JOHNS: It will. It will to
6 a degree, although I see that there's a
7 large number of cases statewide, and at
8 the rate of flow -- looking at the
9 backlog, you're right. So there's a
10 massive hump of things to deal with that
11 have kind of backlogged, and that will
12 clear some of that.

13 But I think on an ongoing basis,
14 because what we're seeing is these
15 investigators in the field -- and you're
16 certainly welcome to hear it from them
17 directly -- is that someone says, Oh, I
18 got -- I got -- you've got that; I've got
19 this, you know. And so, that we are --
20 and we're even getting calls from MBI, now
21 that we've established those working
22 relationships, says, Hey, I've got this.
23 Do y'all need to -- shouldn't y'all look
24 at this, too?

25 And so, that's where we're kind of

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1 running into the crux. So I think there's
2 a healthy amount in talking to the post
3 directors in our sister states, that
4 there's a healthy amount of cases out
5 there. But you're exactly right. That
6 mountain, as we do hearing panels, will
7 come down, and it's about reaching to
8 where our stride is. It's just trying to
9 address the tidal wave at the moment is --

10 MR. TUCKER: So we're expecting the
11 intake to be just as high as what we're
12 clearing?

13 DIRECTOR JOHNS: Right. We expect an
14 intake that's high -- as high or higher
15 than what we're clearing with two people.
16 And I think some of it is geography,
17 because if I send Investigator Chavis from
18 Grenada to Tunica, you know, that kills a
19 day.

20 And, you know, every agency deals with
21 that, that you've got to address things
22 from a geography basis, but there's also,
23 you know, where are those cases. But I do
24 think some of it is the newness of the
25 investigators, but I also think some of

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1 it -- that there's a natural flow there
2 that, in my experience as a former police
3 chief, is always going to exceed more than
4 the capacity of two investigators.

5 CHAIRMAN JOHNSON: Well, does the
6 Board want to discuss -- if I heard this
7 correctly, if I was in my board meeting at
8 Lee County and the Board said, Hey, if
9 y'all want to hire somebody, we'll fund
10 it, I can tell you I'd be getting them a
11 name.

12 But I kind of think I heard that there
13 is a possibility of that happening if this
14 is what the Board, as a consensus, feels
15 that we should draft this letter and try
16 to get it to them to get them some help.

17 CHIEF TUTOR: Do you need a motion
18 for that? I'll make a motion that we do
19 have Director Johns draft a letter and put
20 those concerns to DPS, that we are
21 probably going to need some more people.

22 CHIEF SANFORD: Does that need to
23 come to us for approval and then go that
24 way, or how does it need to flow?

25 DIRECTOR JOHNS: I think what we're,

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1 I guess, asking -- you know, not to --
2 certainly not -- didn't mean this morning
3 to put the Commissioner on the spot, is
4 that the Board's guidance on these things
5 and their understanding of what we're
6 dealing with is that we're dealing with a
7 significant load of cases and that, you
8 know, if you wonder why these cases --
9 because we get calls, you know, Where's my
10 case? When's my hearing?

11 And it's, you know, You'll get a
12 hearing. You know, I've said many times,
13 thank goodness we don't have the 270-day
14 rule, because we'd be out of business with
15 that in many cases.

16 But we are triaging cases and taking
17 what we feel rises to the most severe
18 cases, and we're also looking at people
19 that are currently employed. So if
20 they're inactive but we still need to look
21 at them, they do go to the bottom of the
22 pile. But if they file an application
23 tomorrow, then they come back and
24 resurface to that.

25 And so, it's -- you know. But part of

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1 it is paving the road while we're driving
2 on it, and some of that comes into effect,
3 too. And like I said, not -- at no time
4 did I come on board with the intent to
5 build a kingdom over here. That is
6 certainly not my -- but we do need to find
7 out where our happy medium is. You know,
8 and that's a -- you know, that's a game
9 that every chief and sheriff plays out
10 every day of the right number of people to
11 serve the population with what our charge
12 is. And that's kind of where we --

13 CHIEF SANFORD: So does that motion
14 need to be the Board saying that we're
15 cool with you doing a needs assessment on
16 what your office needs?

17 DIRECTOR JOHNS: I think that that
18 is, and then to coordinate that with the
19 DPS administration would probably be --
20 yeah.

21 CHAIRMAN JOHNSON: If it requires
22 funding. All right. We have a motion.
23 Do we have a second?

24 MS. CRANFORD: I will second that.

25 CHAIRMAN JOHNSON: We have a second.

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1 Any other discussion?

2 (NO RESPONSE.)

3 CHAIRMAN JOHNSON: All in favor say

4 aye.

5 ALL: Aye.

6 CHAIRMAN JOHNSON: Any opposed?

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: There are none.

9 Thank you, Commissioner.

10 COMMISSIONER TINDELL: Thank y'all.

11 (COMMISSIONER TINDELL EXITS THE MEETING.)

12 CHIEF SANFORD: Mr. Johns, how

13 many -- or Director Johns, whatever it is

14 you are now. Commissioners and directors.

15 So what is your backlog looking like right

16 now? How many do you have?

17 DIRECTOR JOHNS: It's over a hundred.

18 CHIEF SANFORD: Is it really?

19 DIRECTOR JOHNS: Yeah. I mean --

20 INVESTIGATOR BAPTISTE: I mean, just

21 to say that, it's not -- yes, there are

22 some backlogs that we were given

23 originally in October, but like I said, as

24 we're working them, I mean, they're

25 steadily flowing in. So like I said, I

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1 started maybe with 25 of those, and I'm up
2 to where I am.

3 So, I mean, again -- and then you have
4 to stop and do the ones that need to be
5 immediately done, like if they're in the
6 Academy or something like that. So
7 it's -- again, like he said, we are
8 triaging, but also I'm sticking you down
9 here until we get to you.

10 CHIEF SANFORD: So we can -- we can
11 hear faster than you can look at them?

12 DIRECTOR JOHNS: Yes, yes. Well, and
13 that's true. If you look at the personnel
14 hours put into an investigation, certainly
15 that -- yeah. Absolutely faster than they
16 can work them.

17 And part of that is also the building,
18 because, you know, we just got with our
19 friends at the Attorney General's office
20 and got the administrative subpoenas kind
21 of flowing. And so, that will open a
22 floodgate of information that they will
23 need to process and consider.

24 And then within the factor that it's
25 just them, that is the investigations

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1 unit, you know, with the assistance of
2 Deputy Director Jordan and myself,
3 bringing our investigative experience to
4 the table with them, you know, developing
5 a case management team.

6 And a lot of this is building the
7 workflow for this, but also recognizing
8 both the geographic scope, the number of
9 agencies within the state, looking at our
10 peers in Arkansas, Louisiana, Georgia.

11 And just an example, of course,
12 Georgia has 13 million people. Georgia
13 has a director of investigation and 15
14 regionalized investigators spread all over
15 the state. And not that that's the model
16 that Mississippi needs because we're --
17 you know, we're much smaller
18 population-wise, but that just gives you a
19 kind of idea of what -- you know.

20 And then, of course, you know, the
21 hearing panel is new, the processes are
22 new, and then some of that will rise to a
23 natural efficiency as the certification
24 process gravitates, you know, from this
25 new electronic certification.

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1 We found within our own investigation
2 things that electronic certification
3 should close loopholes on, because you
4 have, unfortunately, bad actors out there
5 that are chasing ahead of the wave. And
6 so, they're trying to beat the paper in
7 the mail.

8 CHIEF SANFORD: That's right. Beat
9 the paperwork.

10 DIRECTOR JOHNS: And you wouldn't
11 think that people would job hop to that
12 level, but they do. And so, there are
13 some folks that will leave an agency --
14 and, matter of fact, I think Chavis has
15 one of those now. And then he will go to
16 a different part of the state to an agency
17 and get provisionally hired, and then all
18 of a sudden we got a new app on him.

19 And then we have to send them another
20 letter and say, hey, this guy was -- three
21 agencies ago, he was deemed ineligible.
22 He is under investigation, not eligible
23 for certification. But you're constantly
24 chasing that flow.

25 And some of that will be resolved and

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1 made more efficient by the ACADIS system,
2 the electronic management system, which we
3 desperately needed and are steadily trying
4 to populate. But that -- it's a -- like I
5 said, I didn't really come, you know, to
6 have a soapbox moment with this, but just
7 wanted to keep you apprised of what
8 happens before it gets to the hearing
9 panel, that all of you are aware of that
10 and what goes on.

11 And then even before it gets to the
12 investigation unit, it's coming through
13 the folks that are sitting over at the
14 table that are our staff that's always
15 been here, and they have -- you know, they
16 have struggled to keep up with the massive
17 amounts of paperwork that flow into the
18 office and that is -- you know, the
19 hat's certainly -- my respect has
20 increased for them since I arrived.

21 I told them I knew very little about
22 their side of the coin. I knew a lot
23 about -- in 18 years as police chief, knew
24 a lot about the outside scope of that, you
25 know, a lot about investigations in the

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1 other side of that, but very little about
2 what went on, you know, behind that phone
3 or behind, you know, the doors of
4 Standards and Training itself.

5 And so, we are looking for ways to
6 make their life easier and better by
7 giving them more efficient mechanisms,
8 which will -- which will help us all.

9 CONSTABLE HANCOCK: Director Johns,
10 I've got a question.

11 DIRECTOR JOHNS: Yes, sir.

12 CONSTABLE HANCOCK: So I'm a police
13 chief, and I've got this person that wants
14 to come in to be hired. In the new
15 system, will I be able just to look up his
16 name real fast to see if his certificate
17 is valid --

18 DIRECTOR JOHNS: You should be
19 able --

20 CONSTABLE HANCOCK: -- or if he is
21 contemplating a --

22 DIRECTOR JOHNS: Yes.

23 CONSTABLE HANCOCK: -- an
24 investigation?

25 CHAIRMAN JOHNSON: You should be able

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1 to look at him and tell -- you know, if he
2 is under investigation, you won't be able
3 to see that, per se, but you will see if
4 he is eligible for -- if he is and
5 eligible for certification.

6 And that's the beauty of it is that --
7 and then the other side is that we'll
8 bring these application processes, instead
9 of it got lost in the mail, it's, you
10 know, it took two months to get here. But
11 we do have agencies that don't understand
12 that they have 30 days from the date of
13 hire to submit those applications.

14 And I actually see us probably
15 narrowing that once we get to one -- you
16 know, once the electronic certification,
17 why would you need 30 days to get that
18 paperwork in?

19 CONSTABLE HANCOCK: Right.

20 CHAIRMAN JOHNSON: And so, a lot of
21 that had to do with it -- you know, you
22 have to print out a packet of paper, and
23 then everybody has to sign it. And some
24 of that stuff will get more -- you know,
25 will be made more efficient within ACADIS,

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1 particularly as it gets to, you know,
2 stamping, signing, and doing all those
3 things.

4 The other thing that we need
5 agencies -- what we're finding is that the
6 background -- and I'm just going to pick
7 on Captain Hendry for a second --
8 background at Harrison County is one
9 thing. The background in 123 Mississippi
10 may not be a Harrison County background.
11 It may not be a Rankin County background.
12 It may not be a Madison County background.

13 So when you've got that bearing, I
14 look at that and see that part 3
15 application, and say, okay. They said
16 that they validated that he went to high
17 school. They said that they did a
18 background check. They said they sent a
19 fingerprint card in. They said all those
20 things.

21 The agency head is affirming that in
22 an affidavit, saying that they've done
23 those things. And what we're finding out
24 is, sadly -- and there are some
25 departments that that is a phone call to

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1 their last employer or last agency. It is
2 not what any of us around this table
3 consider an adequate background.

4 And so, there's a -- there's an
5 educational curve there that people, I
6 think, need to understand what is expected
7 by this Board when you submit a general
8 application.

9 CONSTABLE HANCOCK: Right.

10 CHAIRMAN JOHNSON: That when you say
11 and initial and sign an affidavit that
12 I've done a background, that it's -- and
13 that may be us promulgating, what is a
14 background.

15 MS. CRANFORD: Yeah. I would say
16 what about a description of activities
17 we're undertaking.

18 CHAIRMAN JOHNSON: And so, I think
19 there's a lot of guidance letters that are
20 going to have to go out over this process,
21 saying when we tell you that we want you
22 to have done a background, you know, that
23 is -- you know, one of the things that
24 came up, and not to belabor this, because
25 I -- you know, I know we've got a healthy

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1 agenda, is that when the academies receive
2 stuff that has come in -- and I bring this
3 up because it's happened to us a couple of
4 times just in recent.

5 And we have someone with a -- with a
6 felony charge sitting on their record that
7 has been sent to the Academy with an
8 Academy packet. We have not yet received
9 a general application on them. And I'm
10 sitting there thinking, why are they in
11 the Academy? You know.

12 And so, then we have to issue -- you
13 know, we have to issue a letter on that,
14 this person is ineligible for
15 certification due to their criminal
16 record.

17 And then the other thing that has
18 become -- and some of this requires a
19 change in the statute, you know, more so
20 than policy, is that if I've got somebody
21 with felony embezzlement, why -- and I
22 tell you -- because of background, you're
23 ineligible, and I do it instead of the
24 agency doing it, then they're entitled to
25 a hearing.

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1 Well, if they were never certified in
2 Mississippi -- and, of course, Luke and I
3 have had this conversation. If they've
4 never been certified, they're eligible for
5 a background, why do they deserve a
6 hearing?

7 And I'm not saying to take people's
8 right to a hearing away, but if they're
9 saying he's qualified for background
10 because they don't meet eligibility, why
11 are we having a hearing about that? You
12 know.

13 Now, if it's somebody currently
14 certified and commits -- you know, I
15 understand that process, but there are
16 certain things -- and, like I said, not
17 saying, okay, you know, just no always
18 means no. But if you look at driver's
19 license or other licensure, nurses,
20 doctors, pharmacists, people like that,
21 then, you know, there's a much tighter --
22 if you look at our sister states, you
23 know, there are things that Georgia won't
24 even consider that we've kind of opened
25 the door and says, Okay. We'll hear

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1 anything, basically.

2 And so, that takes up this Board's
3 time in hearing all those cases. In my
4 personal opinion, and it is just that, my
5 personal opinion, the two years that they
6 can come back -- and I've got two or three
7 knocking on my telephone right now, Hey,
8 I've waited my two years. I want my
9 hearing again. I don't think two years is
10 long enough.

11 If you revoke somebody -- and I also
12 think there needs to be -- and I don't
13 know if lifetime revocation, permanent
14 revocation, whatever cause --

15 MS. CRANFORD: It could just be an
16 option.

17 DIRECTOR JOHNS: -- there should
18 be -- this Board -- and not Jeff, but this
19 Board needs the option to say you will
20 never be a police officer in Mississippi
21 because of what you've done, you know.

22 And you have that through certain
23 criminal actions because of the court's
24 action and pleas and things of that
25 nature. But currently, this Board doesn't

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1 have that authority, and I think they need
2 it.

3 And I'm not saying that, you know, out
4 of, you know, arrogance or anything, but
5 I'm saying that in order to serve the
6 profession the best, that we need in our
7 tool kit that say this guy, this lady,
8 this person right here never needs to be a
9 police officer in Mississippi because of
10 what they've done.

11 And you have those people, you know,
12 those cases of that. So I think
13 they're -- and that -- like I said, that
14 involves some changes that are statutory.
15 We'll work, continue to work. We've been
16 pleased with what we've gotten out of the
17 legislature these last two years. It has
18 pushed us miles down the road. We've just
19 got to catch up with that.

20 But I do think that we'll have a
21 healthy package, perhaps in the next
22 regular session, that will address some of
23 those. Of course, we'll come here first
24 and say, hey, here's what we think, and
25 get consensus of this group, because to

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1 me, it's the Board that guides that policy
2 of what you want to see come in and that
3 we're -- you know, we're the worker bees
4 on our side of the fence that get -- you
5 know, get that job, take that task on and
6 get it done.

7 But I certainly think it's -- it's you
8 guys guiding that policy.

9 CHAIRMAN JOHNSON: Thank you. On
10 the -- couple of things. On the hearings
11 that are set up, Donna, is every -- when
12 it's decided that there needs to be a
13 hearing, does that -- you send that to
14 them, that the administration has done all
15 they can do, and this needs to be a
16 hearing?

17 MS. ROGERS: Uh-huh. (Affirmative
18 response.)

19 CHAIRMAN JOHNSON: So these are
20 actual hearings. What y'all are going
21 through is not determining whether you
22 need a hearing or not. Yours is, these
23 people are going to get the hearing, and
24 y'all are getting the facts for the
25 hearing. So that's the way y'all work

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1 y'all's --

2 DIRECTOR JOHNS: When Donna
3 determines that they need a hearing, she
4 comes to me if -- if we feel like --
5 because sometimes you could get something
6 in from Harrison or Gulfport or that has
7 an IA investigation and everything and
8 say, okay, we can push that to a hearing,
9 you know, and it needs very little work.

10 But if it's something that we get in
11 and says we don't know anything about
12 this. They terminated them for cause. We
13 can't even get them to respond to this.
14 So you've got worst case, and you've got
15 stuff in the middle. It comes to me for
16 assignment to investigation.

17 Or it can be assigned under review,
18 and I just take it and work through it and
19 determine what we have. But it comes from
20 certification to the Director to
21 investigations.

22 CHAIRMAN JOHNSON: Okay. Well, the
23 reason I said that is, prior to all of
24 this, I can remember hearings at the very
25 end of the day for the director's report,

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1 they would say, All right. What do y'all
2 think about this one?

3 DIRECTOR JOHNS: Yes.

4 CHAIRMAN JOHNSON: We got, you know,
5 Susie Q or Billy Bob that's done this. Do
6 y'all think they need a hearing? And that
7 was -- and another thing, and old Board
8 members correct me, the only hearings that
9 we ever did was people that had a
10 certificate.

11 DIRECTOR JOHNS: Okay.

12 CHAIRMAN JOHNSON: We never did hear
13 somebody should they get one. Did we, or
14 did we --

15 MS. COLEMAN: After the military guy
16 tried to change our policy --

17 CHAIRMAN JOHNSON: That wanted to
18 change the policy. But everybody else was
19 a certificate that was a certified
20 officer, but we didn't -- I don't just --
21 I don't remember having -- and there were
22 several of these that were hearings about
23 trying to get in the Academy, were they
24 eligible, but I just don't remember having
25 those.

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1 DIRECTOR JOHNS: District Attorney,
2 was that the one that had the --

3 MS. COLEMAN: Uh-huh. (Affirmative
4 response.)

5 DIRECTOR JOHNS: -- military code of
6 justice crime --

7 MS. COLEMAN: Uh-huh. (Affirmative
8 response.)

9 DIRECTOR JOHNS: -- that is not a
10 crime? So we did eventually modify that?

11 MS. COLEMAN: I think we amended our
12 rules --

13 DIRECTOR JOHNS: Yeah. We amended it
14 because of that, because it was not a
15 crime in civilian law.

16 CHAIRMAN JOHNSON: That's right.

17 MS. COLEMAN: That, and then it seems
18 like there was somebody else that had a
19 felony that wanted -- remember? And he
20 had, like, two expungements --

21 CHAIRMAN JOHNSON: Was he trying to
22 get in the Academy or --

23 MS. CRANFORD: Yes.

24 MS. COLEMAN: He was trying to --

25 CHAIRMAN JOHNSON: Okay.

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1 CHIEF HALL: Was that not the one
2 that had a manslaughter charge or a
3 homicide charge out of Texas?

4 CHAIRMAN JOHNSON: That ought to get
5 him.

6 CHIEF TUTOR: So in the past, I'd
7 never been to the Academy, and I was
8 working somewhere --

9 CHAIRMAN JOHNSON: And you was trying
10 to get in.

11 CHIEF TUTOR: No, no. I was just
12 working there.

13 CHAIRMAN JOHNSON: Right. They just
14 didn't send you.

15 CHIEF TUTOR: And nobody's sent any
16 paperwork on me. I'm just a -- I'm just a
17 policeman doing my job every day, and I
18 hadn't been to the Academy. I hadn't got
19 certified. I'm nothing. So there was --
20 this Board never addressed that?

21 CHAIRMAN JOHNSON: Did not deal with
22 that. We did -- the only ones we dealt
23 with was officers that had certifications
24 and should they continue to be certified
25 or not.

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1 Because we ran into that. If their
2 year is up, if they're -- if they're
3 working somebody that's not certified,
4 hadn't graduated the Academy, the
5 consensus of the Board was this Board
6 didn't have any bite to punish them. I
7 mean, what could you do?

8 Because we can do something if you've
9 got a certificate. We can pull that
10 certificate. But if you never were given
11 a certificate, we had no authority to do
12 anything is the way we have operated
13 for --

14 CHIEF TUTOR: So again --

15 CHAIRMAN JOHNSON: -- a long time.

16 CHIEF TUTOR: If nobody sends any
17 paperwork in on me, and I go to work
18 somewhere, there's nothing other than the
19 state auditor paying somebody that --

20 DIRECTOR JOHNS: You could have that.
21 If we find out about it, we can send a --
22 if your time has run out, you've got a
23 year full time to go to the Academy. And
24 so, you go to work. They don't send an
25 application in. Now, somebody has to rat

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1 you out.

2 But if some -- if we get a complaint,
3 we can act on that complaint and send a
4 letter to that agency, say, Hey, we
5 understand that you hired John Smith on
6 October of 2019. He was supposed to go to
7 the Academy a year later, two years for
8 part time.

9 He has not done so. He is -- you
10 know, he is ineligible for certification
11 under Mississippi's rules. And, you know,
12 then that can go to the state auditor --
13 and correct me if I'm wrong -- and the
14 auditor may come back for the pay from the
15 moment of ineligibility -- not when the
16 letter goes out, but when his 12 months
17 ran, can back collect that salary because
18 it's illegally paid.

19 CHAIRMAN JOHNSON: But that's the
20 auditor's office; that's not the Board.

21 DIRECTOR JOHNS: Right, right.

22 CHAIRMAN JOHNSON: Because, I mean,
23 what -- if you have a person that stands
24 up here, and we take one of these that
25 says you're ineligible, and they go back

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1 down to the police department. The chief
2 says, I don't care if you're eligible or
3 not. I'm going to work you. The Board
4 can't do anything. We can't.

5 DIRECTOR JOHNS: Correct.

6 MS. CRANFORD: That seems to be more
7 of a criminal law violation almost,
8 because you're impersonating a police
9 officer.

10 CHAIRMAN JOHNSON: That's right.
11 Yeah. But we're talking about the reason
12 we have hearings and who is eligible for a
13 hearing; at some point in time you are
14 going to have to look at who actually is
15 granted a hearing.

16 Or are you going to open the door for
17 anybody in the world that wants to go into
18 law enforcement, can we come down here and
19 have a hearing and see if I'm even
20 eligible to do it, instead of
21 investigating the certified people that
22 are in office?

23 MS. CRANFORD: Let me pose a legal
24 question to Luke. If we say somebody's
25 not eligible for a certificate, do they

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1 have an appeal right on that, on that
2 denial?

3 Because it would seem to be if they
4 have an appeal right, there has to be
5 something in the middle between the denial
6 by the Director and then the appeal to
7 Chancery Court.

8 MR. WILLIAMSON: The way I understand
9 the statute that sets all this in motion,
10 if they apply and when the office receives
11 the application, the office determines
12 that they are not eligible for
13 certification, they've never had a
14 certificate and they're not eligible to
15 get one, then they have a right at that
16 point to a hearing. Previously, in front
17 of the full Board; now in front of the
18 hearing panel.

19 And then the result of the Board
20 post-hearing is what is appealable to the
21 Chancery Court.

22 MS. CRANFORD: So then if that's the
23 truth, then -- when the Board does hear
24 the non-eligibility certificates --

25 CHAIRMAN JOHNSON: Which is more

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1 hearings, a lot more hearings.

2 DIRECTOR JOHNS: And 1 and 2 on your
3 list today were people that have not been
4 certified in law enforcement that were
5 trying to go to the Academy, and their
6 agency submitted -- both Cameron and
7 Basham were trying to be law enforcement
8 officers in Mississippi and had not
9 attended an Academy nor been to one
10 before.

11 CHAIRMAN JOHNSON: And I just never
12 remembered hearing --

13 MS. CRANFORD: Do they have the
14 right -- okay. Let's say their 12 months
15 is up, but we've determined they're not
16 eligible for a certificate and they want
17 to appeal that to Chancery Court.

18 Do they have the right to continue
19 working, or are they suspended until the
20 appeal is closed?

21 MR. WILLIAMSON: I think they're
22 ineligible until they're told different.

23 MS. CRANFORD: They're ineligible
24 until they're eligible?

25 MR. WILLIAMSON: Right, yes.

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1 CHAIRMAN JOHNSON: And that goes back
2 to his question of, well, I don't care if
3 you're ineligible or not, I'm going to
4 work you.

5 MS. CRANFORD: Yeah.

6 CHAIRMAN JOHNSON: And then what do
7 you do?

8 CONSTABLE HANCOCK: So going back to
9 his question -- this is renewal D. Going
10 back to his question. Here he is, he's
11 got a 22-year-old police officer, a
12 22-year-old guy wanting to come work as
13 police. He sends in an application or
14 whatever else for the agency, for the
15 human resources or whatever else.

16 So that little 22-year-old police
17 officer says, yeah, I want to do it. Gets
18 sworn in and everything by the judge or
19 the chief, whoever does. And he goes and
20 works -- he works two years. Chief
21 doesn't say anything about going to the
22 Academy to him or nothing. Chief just
23 works him.

24 That's all that little -- that's all
25 that officer knows is to go work. He

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1 knows he's supposed to go to the Academy,
2 should go to the Academy, but just waiting
3 on his chief to send him to it. Anything
4 happens, auditor comes up and says, hey,
5 to the city, you got to repay back X
6 amount of dollars because he's ineligible.
7 You're not in compliance with the state
8 rules and regulations or law.

9 What about that chief or that sheriff
10 that's employed him to do that? Does
11 something go back to his certification?
12 Because he's the head of the agency. He
13 knows what Standards and Training law is.

14 CHAIRMAN JOHNSON: There is no
15 penalty against an agency at
16 certification.

17 CONSTABLE HANCOCK: Why?

18 CHAIRMAN JOHNSON: Well, I think that
19 goes to the law that they're trying to
20 pass here. It's basically the same thing
21 about not sending in the proper paperwork
22 on time. I mean, we dealt with that I
23 don't know how many times, that there's,
24 you know, officers begging to go to the
25 Academy, and they don't send any.

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1 CONSTABLE HANCOCK: But why can't we
2 take action against that chief or that
3 sheriff that has put him in this position?

4 CHAIRMAN JOHNSON: Well, now what you
5 have is the ability in certain cases that
6 they may lose any state funding they
7 receive, and I think that's a first step.

8 CAPTAIN HENDRY: But that was the
9 reimbursement.

10 CHAIRMAN JOHNSON: But that's a
11 question we've had for --

12 CHIEF TUTOR: If you're going to run
13 into the -- not the sheriff but on the
14 chief's part, the problem with what you're
15 saying is there's not a chief of police in
16 this state that hires and fires. That's
17 done by the board of aldermen or the
18 council.

19 MS. CRANFORD: That is something, I
20 think, to note. You know, I was
21 mentioning a case that has hit social
22 media here recently, and it's been very
23 apparent that the board of aldermen is the
24 one that's come in and fired the officer.

25 You do have a lot of mayors -- and I

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1 can say this from some personal experience
2 as well -- that lean in on that role and
3 act as though they're the administrator or
4 the chief officer of the PD.

5 So you've got elected officials who
6 are not necessarily duty bound, not listed
7 in statutory authority as required to take
8 certain actions, but they in essence are
9 controlling the actions of the agencies.
10 And so, that's something else I think to
11 definitely take into consideration as
12 we're moving forward.

13 CHAIRMAN JOHNSON: All right.

14 DIRECTOR JOHNS: May I suggest
15 that -- and I don't know. I mean, I know
16 the Board likes to be informed -- that the
17 Chair appoint a -- would it be a policy
18 committee to look at policy and/or
19 legislative items that may need --

20 MS. CRANFORD: Addressing?

21 DIRECTOR JOHNS: -- addressing as we
22 move forward with that, instead of it just
23 being us internally? Because I know that
24 the Board is very interested in that.

25 CONSTABLE HANCOCK: There's a lot of

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1 updates that need to be done. A lot of
2 stuff that's been in place for a long
3 time. A lot of things have changed over
4 the years.

5 CHAIRMAN JOHNSON: We can -- do we
6 need to do that in a motion and vote on
7 it?

8 DIRECTOR JOHNS: For the Chair to
9 appoint an advisory committee on policy
10 and legislation?

11 CHAIRMAN JOHNSON: Might as well have
12 a motion, and that'd be the will of the
13 full Board. We've had a thought for a
14 possible motion to have an advisory
15 committee appointed by the chairman to
16 study the policies and maybe legislation
17 to change that that will help this Board
18 in making decisions. So. . .

19 CHIEF SANFORD: Motion.

20 MS. COLEMAN: I second that.

21 CHAIRMAN JOHNSON: I have a second.
22 Any other discussion? All in favor say
23 aye.

24 ALL: Aye.

25 CHAIRMAN JOHNSON: All opposed?

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1 (NO RESPONSE.)

2 CHAIRMAN JOHNSON: None. We'll get
3 that done, and y'all have your phone on
4 because you may be getting called.

5 DIRECTOR JOHNS: Mr. Chairman, the
6 next one should be a little easier.

7 CHAIRMAN JOHNSON: That's fine.
8 Okay. Policy for Academies to Include
9 Intoxilyzer.

10 DIRECTOR JOHNS: We started getting
11 calls pretty quickly at the rollout of
12 Intoxilyzer 9000. And those of you that
13 are familiar with that, now it's pretty
14 much online. But we've previously
15 required our academies to teach
16 Intoxilyzer 8000. That is no longer
17 viable for them.

18 And so, bringing before the Board --
19 and I would certainly call on -- we've
20 got -- and all Academy directors are, as I
21 understand, are ex-officio members, with
22 the exception of Captain Hendry, who's a
23 voting member, that we've got Academy
24 directors present about what do we do
25 instead of that.

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1 Because it's not viable, because they
2 do not have a cert number. So they cannot
3 take the training. So it would need to
4 come out of our requirement for the
5 academies if there's a substitution. And
6 I certainly lean to the captain for
7 clarification on what their thoughts on
8 that are.

9 CAPTAIN HENDRY: Yeah. This past
10 class was the first one that we've had
11 that issue with, and the training is
12 strictly online for the 9000, and the
13 troopers are not doing any more training
14 for the 8000.

15 So we just had the class go online on
16 their own time and finish the course. And
17 that does not meet the requirement of the
18 curriculum. So I think we need to just
19 modify it to state receive appropriate
20 training in the use of an Intoxilyzer that
21 the state deems, you know, appropriate.

22 CHAIRMAN JOHNSON: So it won't be
23 specific to a model. It's just whatever
24 the state recognizes.

25 CAPTAIN HENDRY: Yeah. Whatever

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1 this -- I think -- yeah. I'm not sure how
2 the language would be, but whatever model
3 of the -- and I think that's how it reads
4 right now. But it's just a matter of the
5 hour requirements are there, and it
6 doesn't meet the hourly requirement.

7 CHIEF SANFORD: The hourly
8 requirements are in the -- in the policy?

9 CAPTAIN HENDRY: I think it's eight
10 hours of the Intoxilyzer --

11 CHAIRMAN JOHNSON: We need action on
12 it now?

13 DIRECTOR JOHNS: I would move to
14 suspend that requirement until we can
15 bring a new policy before the Board.
16 Would that be appropriate?

17 CAPTAIN HENDRY: That would solve our
18 immediate problem.

19 CHAIRMAN JOHNSON: Okay. And then in
20 the May meeting, we will bring the
21 replacement forward to the Board.

22 CAPTAIN HENDRY: Okay.

23 MS. COLEMAN: Are there any highway
24 dollars that are attached to that
25 requirement? In other words, is there a

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1 reason that we are required to teach it in
2 the Academy, that we lose any --

3 CHAIRMAN JOHNSON: Not that I'm aware
4 of.

5 MS. COLEMAN: Okay.

6 CAPTAIN HENDRY: I think it's just --

7 CHIEF SANFORD: That's a very astute
8 question, though.

9 MS. COLEMAN: I just know a lot of
10 times we get to tweaking the law over
11 there, and then --

12 DIRECTOR JOHNS: No. And the move
13 online was done in cooperation with the
14 Office of Highway Safety. So we're --

15 MS. COLEMAN: Well, I just meant I
16 didn't know if they required to require it
17 of the Academy.

18 DIRECTOR JOHNS: Right, right.

19 CHIEF SANFORD: That's valid.

20 DIRECTOR JOHNS: So we'll bring that
21 back before you in May in the form of
22 whatever.

23 CONSTABLE HANCOCK: Yeah. I think it
24 was just merged in with it. When we did
25 our standardized field sobriety training,

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1 they were merged.

2 DIRECTOR JOHNS: Could we get a
3 motion to suspend that policy until the
4 Board can consider our new policy in May?

5 CHAIRMAN JOHNSON: Okay. We have a
6 recommendation for a motion to suspend the
7 current policy until we can bring it back
8 before the Board in May with a new policy
9 to meet the requirements.

10 CHIEF QUAKA: I'll make that motion.

11 CAPTAIN HENDRY: I'll second.

12 CHAIRMAN JOHNSON: Motion by John
13 Quaka. Second by Hendry.

14 CONSTABLE HANCOCK: I've got a
15 question. So that would take away from
16 the 480 required hours we have on paper?
17 Because now we're down to 472. So what
18 are we going to do with those other eight
19 hours?

20 CHAIRMAN JOHNSON: And that's why we
21 suspended it until we can come back --

22 CONSTABLE HANCOCK: (Talking
23 simultaneously) keep going.

24 DIRECTOR JOHNS: -- suspended it
25 until May. So I would say that they're

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1 approved at 472 until we come back in May
2 and amend that with that change, which
3 should --

4 CONSTABLE HANCOCK: Yeah (talking
5 simultaneously).

6 DIRECTOR JOHNS: -- may or may not
7 bring that back to the same.

8 CAPTAIN HENDRY: Well, I can help you
9 answer that question. Just put all zeros
10 in the certificate number, and then when
11 Highway Safety gets the application,
12 they're going to see that. They'll know
13 that they're an Academy student, and
14 they'll cross-reference with Standards and
15 Training and get that.

16 CHAIRMAN JOHNSON: So that was all --

17 DIRECTOR JOHNS: How about that?

18 CHAIRMAN JOHNSON: -- logistically?
19 Okay.

20 DIRECTOR JOHNS: He already found the
21 cheat code. He already found the cheat
22 code.

23 CHAIRMAN JOHNSON: Sounds like he's
24 been knowing how to do it that way.

25 CAPTAIN HENDRY: That was the -- that

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1 was the answer given to me from DPS.

2 CHAIRMAN JOHNSON: Does that answer
3 y'all's question on that?

4 CONSTABLE HANCOCK: Yes.

5 CHAIRMAN JOHNSON: Okay. All right.
6 We had a motion and a second. All in
7 favor say aye.

8 ALL: Aye.

9 CHAIRMAN JOHNSON: Any opposed?

10 (NO RESPONSE.)

11 CHAIRMAN JOHNSON: All right.
12 Flipping it over to the second page, we
13 are at 24 Hours of CEU Application.

14 DIRECTOR JOHNS: Mr. Chairman, we put
15 that on there after discussion with Board
16 counsel that it is the interpretation of
17 the office, with the advice of counsel,
18 that the 24 hours of continuing education
19 passed in the legislature in '24 applies
20 to all law enforcement officers,
21 regardless of their work status.

22 CHAIRMAN JOHNSON: That's right.

23 DIRECTOR JOHNS: And just bringing
24 that forward, because we get a number of
25 calls that say my part-time people, too,

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1 my free volunteer reserve officers, and
2 all of those, of course, lead to the next
3 question as well.

4 But it is our opinion, based on
5 talking to counsel, that it does apply;
6 the legislature's intent was to apply 24
7 hours of continuing education to all law
8 enforcement officers regardless of their
9 work status.

10 CHAIRMAN JOHNSON: That's my
11 understanding as well. Anybody have
12 anything different or any different
13 interpretation?

14 CONSTABLE HANCOCK: Does that include
15 constables, too, since we don't hold a
16 certification number? Some of us do; some
17 of us don't.

18 CHAIRMAN JOHNSON: Correct. And so,
19 I -- and I know that's a kind of a hybrid
20 because some of them work in a dual role
21 as well --

22 CONSTABLE HANCOCK: Yeah.

23 DIRECTOR JOHNS: -- and continue to
24 hold their cert, and they're eligible to
25 continue to hold their cert, if they had

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1 one, but they're not required to have one.

2 MR. WILLIAMSON: I have to research
3 that.

4 SHERIFF TUCKER: I would think that
5 if they have the certification, it would
6 apply to them, too.

7 CONSTABLE HANCOCK: Yes, definitely,
8 those.

9 (INDISCERNIBLE; TALKING SIMULTANEOUSLY.)

10 CONSTABLE HANCOCK: So a constable's
11 requirement, basically all they have to do
12 is attend that 80-hour class. About well
13 over half of us have a full-time
14 certification number; several have a
15 part-time certification number.

16 And those that went to that 80-hour
17 class just have that certificate. They
18 have no certification number.

19 CHAIRMAN JOHNSON: So would your
20 conference not count as your continuing
21 education?

22 CONSTABLE HANCOCK: Yeah. We can do
23 that. That's what --

24 CHAIRMAN JOHNSON: Because we pay,
25 Standards and Training pays for that

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1 conference, so. . .

2 CONSTABLE HANCOCK: Right.

3 CHAIRMAN JOHNSON: As long as
4 whatever they're taught is met on that
5 list of approved --

6 DIRECTOR JOHNS: Right.

7 CHAIRMAN JOHNSON: Like the sheriffs
8 conference, we'll have three days, but
9 there may not be but four hours that's
10 counted, because we -- that's what we --
11 we get instructors --

12 DIRECTOR JOHNS: Well, and she has
13 just done that, has submitted your summer
14 thing, and we'll rule on the number of
15 hours of that.

16 CHAIRMAN JOHNSON: Right. I'd think
17 it'd be the same thing with them, wouldn't
18 it?

19 DIRECTOR JOHNS: Yeah. Same thing.

20 CHAIRMAN JOHNSON: But I think that
21 is -- I think it applies to certified
22 officers. And if it's a constable without
23 a certificate, I think you -- I don't know
24 that that would --

25 CONSTABLE HANCOCK: I agree.

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1 CHAIRMAN JOHNSON: -- I don't think
2 it would count. I think the only reason
3 as a constable you're having to do it is
4 you're certified.

5 CONSTABLE HANCOCK: That's the
6 problem. There's no teeth in it.

7 CHAIRMAN JOHNSON: But there -- but
8 it's for the -- but for the constables
9 that have a certificate, they would have
10 to comply with the 24 hours.

11 DIRECTOR JOHNS: Yes. But if it's
12 just an elected constable and that's all
13 they do, I don't know.

14 CHAIRMAN JOHNSON: How do you report
15 that to us? Or do you?

16 CONSTABLE HANCOCK: Which part?

17 DIRECTOR JOHNS: Continuing --

18 CONSTABLE HANCOCK: Continuing
19 education?

20 DIRECTOR JOHNS: You report to -- so
21 you do not do a roster.

22 CONSTABLE HANCOCK: Huh-huh.

23 (Negative response.)

24 DIRECTOR JOHNS: You don't do it. So
25 you really don't report to us --

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1 CONSTABLE HANCOCK: The only thing
2 that we do is when we do our conference,
3 I'd send that roster in to you.

4 CHAIRMAN JOHNSON: Right.

5 CONSTABLE HANCOCK: And it's usually
6 about -- probably well over about 130, 140
7 that attend that conference. So the other
8 58 -- we had 198 constables. So those
9 other ones that don't attend our
10 conference, I have no clue what they do
11 throughout the year. There is no clue
12 about their -- state law, I mean, it's
13 kind of vague about their service.

14 DIRECTOR JOHNS: Yeah. It has to do
15 with their elected status as opposed to --

16 CONSTABLE HANCOCK: Right.

17 MR. WILLIAMSON: That's what I was
18 going to reference was Mississippi
19 Code 45-6-11, subsection 5 says "any
20 elected sheriff, constable, deputy, or
21 chief of police," where I guess the chiefs
22 who are elected, "may apply for
23 certification." It does not say "shall."

24 So if you are currently certified,
25 then I think your education requirement

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1 would be a condition of your continued
2 certification. If you are not, then
3 there's not a requirement in the law that
4 says you have to be.

5 CHAIRMAN JOHNSON: When is your
6 summer conference?

7 CONSTABLE HANCOCK: We'll be doing it
8 June 8th through the 13th in Gulfport.
9 And I've got my agenda here, too, but it
10 doesn't include --

11 CHAIRMAN JOHNSON: Perhaps we need to
12 send the association a letter just
13 providing some guidance on that under the
14 new law, and we'll get with you on it.

15 CONSTABLE HANCOCK: Okay.

16 SHERIFF TUCKER: Director, just for
17 clarification, when is that time period
18 calculated for those 24 hours?

19 CHAIRMAN JOHNSON: June through -- I
20 mean, July through June. July through
21 June. So it's the fiscal year of the
22 state.

23 And so, the reporting mechanism for
24 that will be the same reporting that
25 municipals have had the last 20 years is

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1 there is a column added to the roster.
2 The agency is not required to submit their
3 training files on all those thousands of
4 people, but just to notate how many hours
5 that they've met in compliance.

6 SHERIFF TUCKER: That will also be
7 able to be reported on this --

8 CHAIRMAN JOHNSON: Yes. And the new
9 system will be able to handle the
10 reporting of that. And ideally, for a lot
11 of people that haven't previously had
12 electronic training records, it'll provide
13 an avenue for that within the -- if they
14 choose to exercise that.

15 DIRECTOR JOHNS: And if they have to
16 investigate that, they're fixing to have a
17 real big caseload. So that's going to be
18 a booger. If they don't send any
19 paperwork hiring and firing, they're sure
20 not going to be doing it with that other.

21 CHAIRMAN JOHNSON: I think it's one
22 of those things like a financial audit,
23 that you're not caught until somebody
24 comes and catches you with that. And I'm
25 sure that at some point we'll come across

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1 that, and we'll, as they say, cross that
2 bridge when we get to it.

3 DIRECTOR JOHNS: You got more chasing
4 them now, though.

5 CHAIRMAN JOHNSON: Is that all on
6 that?

7 DIRECTOR JOHNS: Yes, sir. On that
8 one.

9 CHAIRMAN JOHNSON: Okay. The next
10 item is Issue With Part-Time System Paid
11 Versus Volunteer and Hours Worked.

12 DIRECTOR JOHNS: So we've had a lot
13 of conversation, Mr. Chairman, regarding
14 the part-time system as it stands. And
15 part of it is that legislatively in the
16 law that we've had -- we had a change that
17 municipal agencies could pay and maybe
18 municipals and counties could pay \$2,050 a
19 month to law enforcement officers that
20 hold part-time certification.

21 We also have had concerns, had a
22 legislator approach me at the beginning of
23 the session wanting to exempt and drop a
24 bill that exempted volunteer law
25 enforcement officers from any training,

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1 including the Academy.

2 And so, we kind of told her all the
3 reasons why that that would be taking us
4 back to the pre-'98 law that created
5 requirements for reserve and part-time.
6 So we talked them out there.

7 But currently there is a wide gamut
8 with part-time paid officers, reserve
9 volunteer officers, and everything in
10 between. And it's -- you know, it's not
11 something that -- I don't think that the
12 Board can outright address because it is
13 statutory.

14 But where we have our most problems
15 is, if I have a part-time certification
16 and, one, I'm either openly defying the
17 law and working at an agency full-time
18 without proper certification, or, two,
19 unbeknownst to the agency head, I'm
20 working at multiple agencies, which to me
21 is a violation of the spirit of the law,
22 but not spelled out.

23 So I may be doing 20 hours for \$2,050
24 a month here, and then I may be coming
25 over here doing another 20 hours with the

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1 county, and nobody's really monitoring
2 that. And so, I think it's again going to
3 require legislative change.

4 But we've got a -- what started out,
5 and I was around for it, with good intent,
6 to make sure that people exercising law
7 enforcement powers were getting training,
8 has become a way to circumvent the
9 full-time system, is that people are
10 taking people that can't pass the
11 full-time Academy. Not in all cases,
12 because you've got lots -- hundreds,
13 literally, of part-time officers doing
14 exactly what they need to be doing,
15 contributing to their communities and
16 places.

17 But you also have a certain number of
18 people that are circumventing the system.
19 I had the president of the Sheriff's
20 Association talk to me about one of those
21 cases, and without calling the name of the
22 Academy, that a permanently disabled
23 person with knee braces and crutches and
24 unable to walk without them had passed a
25 part-time academy and now wanted a job

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1 with him at the sheriff's department, and
2 he didn't know how that happened.

3 And I don't know how that happened
4 either, Mr. Chairman, but I do know that
5 we have an issue with the part-time
6 program, and I do believe that it -- with
7 the assistance of the legislature, that --
8 I think that it's something that needs to
9 be addressed because it is creating a wide
10 conundrum of problems.

11 Not that we need less training, not
12 that we need to exempt people from
13 training, but that we need to address
14 that, what part-time means, and
15 specifically -- and I don't know that we
16 can promulgate policy in the absence of a
17 statute that says here's what a part-time
18 officer -- a part-time officer is from 1
19 hour to 20 hours or 24 hours or whatever
20 we said and that, you know, whatever the
21 salary caps and may not work at multiple
22 agencies, because we've got a very
23 widespread problem when it comes to that.

24 CHAIRMAN JOHNSON: Well, I think
25 that -- I think as long as you have two

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1 routes to a common goal, you are always
2 going to have people take the less
3 restrictive route.

4 And with that being said, the only way
5 you're -- never going to regulate an
6 agency or an officer of how many hours
7 they worked or how much they get paid. We
8 ain't got the man power to do the
9 certificates, much less that.

10 The answer to that solution is have
11 one way of being a police officer, and it
12 is the full-time Academy. And you work
13 them however you want to work them and pay
14 them what you want to pay them, but there
15 should be one certificate and do away with
16 this part-time certificate. So that's my
17 opinion of it.

18 CHIEF SANFORD: I have a clarifying
19 question. Well, I'm going to say a
20 statement and then a clarifying question.
21 Another for your guys' knowledge, I know
22 us at Ole Miss and Mississippi State, we
23 hire a tremendous amount of part-time
24 people to specifically work sporting
25 events for us. Everybody thinks football,

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1 but we also work them in spring events,
2 like basketball, baseball, softball,
3 things like that.

4 Some of those officers -- I found out
5 last week, some of those officers are
6 actually part-time officers that are
7 eligible to come work, right? So it's --
8 that opens the door for me, because I'm
9 technically hiring them and putting them
10 on my books as an officer because the
11 University hires them as an employee, a
12 temporary part-time employee.

13 So my question was, whose
14 responsibility is it to let Standards and
15 Training know that they're working for me?
16 Do I need to add them to my roster?

17 CHAIRMAN JOHNSON: Yes. Part-time
18 roster.

19 CHIEF SANFORD: Okay. So I need to
20 do a part-time roster for every one of
21 those --

22 DIRECTOR JOHNS: Correct.

23 CHIEF SANFORD: All right.

24 CHAIRMAN JOHNSON: So when you submit
25 your full-time roster, you should also be

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1 submitting a part-time roster.

2 CHIEF SANFORD: So when we do that,
3 do you guys have a system in place that
4 cross-references those people that we know
5 so you will know --

6 DIRECTOR JOHNS: Not currently.

7 CHIEF SANFORD: Okay.

8 DIRECTOR JOHNS: But we will.

9 CHIEF SANFORD: All right. I think
10 that'll go a long way in solving our
11 double-dipping problem --

12 DIRECTOR JOHNS: Right.

13 CHIEF SANFORD: -- you know, working
14 them in all these different places.

15 DIRECTOR JOHNS: Then the issue
16 becomes what to do about it.

17 CHAIRMAN JOHNSON: That's going to
18 always be your issue. But if you just had
19 one -- if you had one certificate you got
20 garnered, it wouldn't matter if they
21 worked at Ole Miss, Southern, University
22 of Hawaii, or anywhere else. They could
23 do whatever they wanted to do, and you
24 wouldn't have to worry about it.

25 But as long as you got this less

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1 restrictive way to get there, you're going
2 to have -- especially sheriffs, they're
3 going to do it. They're just going to --
4 we need part-time work. I have part-time
5 people, but my part-time people are
6 full-time certified. They just work part
7 time.

8 And I don't have to worry about the
9 amount, the time, or none of that. You
10 have to have part time.

11 But it's also not fair to put somebody
12 out there -- and we were talking about
13 this last night. I mean, I don't mind
14 discussing -- I didn't know it was on
15 here. But, I mean, tell me how many calls
16 you go on that's a part-time robbery? Or
17 do you work a part-time wreck? You don't
18 do none of that.

19 CONSTABLE HANCOCK: Or a domestic
20 violence call.

21 CHAIRMAN JOHNSON: And it's not fair
22 to the officer to be less trained. And
23 how do you go to their family and say,
24 well, now, if I'd have sent this guy, they
25 could have probably handled it, but I sent

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1 this guy that didn't know as much and got
2 them killed, and I hate it, you know.

3 It's just a bad system. And that's my
4 opinion and my opinion only.

5 CHIEF SANFORD: And it's not fair to
6 the people whose house they're going to to
7 solve their problem that they're
8 getting --

9 CHAIRMAN JOHNSON: I think you'll
10 solve two problems.

11 CHIEF SANFORD: -- (talking
12 simultaneously) part-time work.

13 CONSTABLE HANCOCK: Going back on
14 what he was talking about, I like the
15 idea. I love the part-time guys, love the
16 reserve units, whatever, what they do,
17 because that provides extra visible law
18 enforcement out there. They're great for
19 the football games, all the high school
20 games, stuff like that.

21 You see them out there, and we need
22 those out there because a lot of full-time
23 guys don't really care about going to
24 football games. The reserve guys like
25 going and doing stuff like that.

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1 But as far as getting paid, I don't
2 know about a part-time person getting paid
3 for doing what they're doing. If they are
4 part time, they have to have a full-time
5 certificate. That's the way I see it.

6 CHAIRMAN JOHNSON: Well, and to that
7 point, that was always my understanding.
8 It took some time before I -- because I --
9 kind of like the sheriff situation. When
10 I had encountered part-time people just
11 like Chief Sanford working for us on game
12 day, whether it's football, basketball,
13 whatever, they were full time with
14 somebody else. There was nothing
15 encumbering.

16 And so, it's -- and maybe I've just
17 been naive, which is likely, but I wasn't
18 aware that reserve -- that there were
19 part-time people that had been -- because
20 I'm thinking what you're thinking.
21 Reserve program, they're a supplement to
22 the force. They're out there working
23 supplement for it, and that's what they
24 do.

25 This whole kind of small business

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1 that's been started of working paid
2 part-time people was kind of a foreign
3 concept to me, and I'm not sure where that
4 started, but it has spread like wildfire.

5 DIRECTOR JOHNS: Well, and you've got
6 numerous -- just the example you gave, you
7 got a number -- and probably people on
8 this Board would be amazed at how many
9 part-time academies, because they get a
10 different -- they get a different thumb up
11 than a full-time Academy of how many there
12 are.

13 And because of that you're letting
14 people that's got braces and all that slip
15 through and get through with a lesser
16 requirement than others.

17 And, look, if these people want to
18 work free, that's fine, or if they want to
19 work and make a million dollars a year,
20 that's fine, but they've got one set of
21 training. It's the training. It's not
22 the work or part or full time. It's the
23 training that I have a problem with, that
24 you can actually get training less than
25 what is available out there, and that's

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1 where I think the problem is.

2 But fixing that would fix all this
3 other. You wouldn't even have to have
4 that law of how much they make or how much
5 they work. Wage and hour will do that for
6 you. You don't have to fool with it.

7 CHAIRMAN JOHNSON: Bryce, how many
8 part-time academies do we currently have?

9 MR. ALEXANDER: 16.

10 CONSTABLE HANCOCK: That's one of the
11 things that a lot of the agencies have
12 developed, is when the part-time stuff
13 comes in, is they don't have to pay
14 retirement to a guy who works part-time.

15 CHAIRMAN JOHNSON: Correct.

16 CONSTABLE HANCOCK: So they'll go
17 work these guys that are working part-time
18 for their agency and don't have to pay the
19 retirement. If they pay a full-time guy
20 to come work part-time at their agency,
21 they're going to have to pay retirement
22 regardless.

23 DIRECTOR JOHNS: At 20 percent?

24 CONSTABLE HANCOCK: Uh-huh.

25 (Affirmative response.) Because they're

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1 already working their 40 hours.

2 DIRECTOR JOHNS: For the employer's
3 side of retirement.

4 CONSTABLE HANCOCK: If you've already
5 worked over your 29 hours, you worked over
6 your 29 hours period, from one agency or
7 another agency; they're both required to
8 pay into the retirement system.

9 CHAIRMAN JOHNSON: And that's --

10 CONSTABLE HANCOCK: So that's what
11 they've come up with. That's the reason
12 they do a lot of that.

13 CHAIRMAN JOHNSON: And that's --

14 CONSTABLE HANCOCK: That's
15 understandable, but --

16 CHAIRMAN JOHNSON: -- that's
17 perfectly fine, but it still has nothing
18 to do with training.

19 CONSTABLE HANCOCK: Right.

20 CHAIRMAN JOHNSON: The training is
21 the amount of training a person gets; the
22 amount you work them is a whole different
23 animal that we don't even have to fool
24 with. You don't want to pay them
25 retirement, only work them 29 hours, but

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1 when they work at 29, they're working
2 under one certification of a full-time
3 certificate.

4 DIRECTOR JOHNS: Well, and to the
5 sheriff's point, and I don't often use
6 Louisiana as an example, but I believe
7 Louisiana posts that whether you're part
8 time or full time, it is the same hours
9 and certificate within Louisiana to be --
10 and we can look -- and maybe that's what
11 we need to do is to look at other
12 standards within other states to see how
13 that is addressed.

14 But just kind of wanted to put that on
15 your radar as an issue that we get
16 frequent calls about.

17 CONSTABLE HANCOCK: But I like that
18 full thing --

19 CHAIRMAN JOHNSON: And you're going
20 to get complaints about it as well,
21 because I would say we average -- if it's
22 not daily, every other day I get a call
23 about so-and-so is working 40 hours a
24 week. He is part-time certified, and
25 they're paying him -- he's on regular

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1 salary. He is in violation of the \$2,050
2 requirement.

3 Or he's working here and there, he's
4 working 60 hours a week with a part-time
5 certificate. Or, to the Sheriff's
6 Association president, you know, or this
7 guy that I see, no -- you know, no
8 conscious person could look at this person
9 and see how he passed the physical of a
10 law enforcement Academy, because he is
11 classified as disabled.

12 And nothing against anyone that's
13 disabled, but, you know, they cannot meet
14 the physical standard.

15 DIRECTOR JOHNS: Well, this was -- I
16 asked about a specific officer on the way
17 down here that's part-time certified where
18 they were working. They said they're
19 working at Saltillo PD, Plantersville PD,
20 and Baldwin PD; they're preaching in a
21 church and substitute teaching. So that's
22 an example of what you get.

23 UNIDENTIFIED: Director Johns, I want
24 to add, when I was teaching at Saltillo, I
25 did get rid of him.

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1 CHAIRMAN JOHNSON: But could you put
2 that in there.

3 DIRECTOR JOHNS: So these -- I'm
4 sorry. Go ahead.

5 CAPTAIN HENDRY: Just from my
6 perspective, and I think there potentially
7 may be a solution from my perspective on
8 this, and it may need to be two-pronged,
9 and that is the first part is we could
10 absolutely implement -- and I think this
11 would be your first objection from agency
12 leaders on full-time certification for
13 somebody who's part time.

14 And part of that is they already have
15 a full-time job, how can I send them to a
16 10-week Academy, 11-week Academy?

17 And the answer to that is we could --
18 at least I've already discussed it with my
19 staff, and we could keep the same sort of
20 similar format for our part-time academy
21 that have evenings in the week and a
22 couple of weekends throughout the course
23 of the Academy and just implement the
24 full-time curriculum.

25 And it would be a seven- or

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1 eight-month Academy, and we would have one
2 a year, and it would still accommodate
3 their existing job and then allow us to
4 get the entire full-time Academy
5 certification for them.

6 CHAIRMAN JOHNSON: So what you're
7 saying makes me wonder, and I think this
8 would be a question for counsel, is
9 without a legislative change, can the
10 Board establish that part-time
11 certification is 480 hours -- or 472 in
12 the interim?

13 CHIEF SANFORD: Does the legislation
14 say that part-time certification is X
15 amount of hours?

16 MR. WILLIAMSON: It refers to -- it
17 refers to how much you work.

18 CHAIRMAN JOHNSON: What you make.
19 (INDISCERNIBLE; TALKING SIMULTANEOUSLY.)

20 (OFF THE RECORD.)

21 MR. WILLIAMSON: I don't think the
22 legislation addresses how they are to be
23 certified. I think it only addresses how
24 much they make, but I would have to --

25 CHIEF SANFORD: Sounds like it would

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1 probably be within the Board's purview
2 then.

3 CHAIRMAN JOHNSON: To increase the
4 hours of training. Is the Board okay if
5 we take a look at a proposal on that?

6 DIRECTOR JOHNS: Well, the old Board,
7 was there not a situation where the Board
8 had to take a vote allowing Jackson PD's
9 Academy to have an Academy class without
10 feeding them or housing them?

11 CHAIRMAN JOHNSON: Non-residential?

12 MS. CRANFORD: Both.

13 MS. COLEMAN: Both.

14 DIRECTOR JOHNS: Both.

15 CHAIRMAN JOHNSON: So there was
16 something in the policy that once they got
17 there, they had to physically live, which
18 part-time academy they're not. But the
19 Board was able to take that up and grant
20 them -- till they could get their food
21 service or something straightened out,
22 wasn't it?

23 DIRECTOR JOHNS: Correct.

24 CHAIRMAN JOHNSON: So, I mean, we had
25 the ability to do that.

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1 DIRECTOR JOHNS: Well, because we --
2 part time or full time, we certify all of
3 those academies. We provide them with the
4 ability to teach our curriculum.

5 CHIEF SANFORD: What you're proposing
6 is the way I went through the Academy in
7 Alabama. I went through a reserve
8 academy, but the hours and the training
9 were the same. It was just spread over
10 nine months.

11 CHAIRMAN JOHNSON: So was there any
12 infringement on your certificate at the
13 conclusion of that, or was it --

14 CHIEF SANFORD: No, it's totally --

15 DIRECTOR JOHNS: It's the -- it is
16 the --

17 CHIEF SANFORD: -- it's the same
18 certificate. It's the same number of
19 hours. Everything is the same. I just
20 went every other weekend, and we
21 alternated on Tuesday nights and Thursday
22 nights during the week to go so you could
23 get it all in on time.

24 CHAIRMAN JOHNSON: Well, and you
25 would eliminate an entire workload within

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1 this office by putting everybody on the
2 same certificate.

3 CHIEF SANFORD: Yeah. Exactly.

4 CHAIRMAN JOHNSON: That's the whole
5 point.

6 CAPTAIN HENDRY: That's exactly what
7 the sheriff is saying, and I think that
8 would be -- that's one prong that we can
9 help as an Academy. With the second prong
10 is, like you just said earlier, it would
11 be to re-evaluate the part-time academies
12 and figure out who needs to be accredited
13 and who shouldn't be.

14 MS. CRANFORD: That's what we're
15 having a side discussion on over here.

16 CAPTAIN HENDRY: Because, I mean,
17 that sounds self-serving as a full-time
18 Academy director, but I think I
19 understand, and I've seen experiences
20 where those things happen, and it's a
21 disservice to law enforcement in our
22 communities.

23 CHIEF SANFORD: We have a -- it's our
24 job as a Board to make sure that we're
25 upholding the highest degree of standard.

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1 So if I'm understanding what you're
2 saying, Director Johns, is -- would it
3 help you if the Board approved or directed
4 you guys to look into that and come --

5 DIRECTOR JOHNS: We've got an --

6 CHIEF SANFORD: -- back to the Board
7 to give --

8 DIRECTOR JOHNS: We've got us an
9 idea.

10 CHIEF SANFORD: -- a recommendation
11 of what you think --

12 DIRECTOR JOHNS: I think the Chair
13 has an idea.

14 CHAIRMAN JOHNSON: What do y'all
15 think about -- I've already got to do this
16 panel for this policy thing for them to --
17 that same panel look into that and bring
18 that back as part of policy, and then we
19 can adopt? What do y'all think of that?

20 Instead of having a whole other panel
21 and a panel here, panel there, we'll just
22 have a --

23 CHIEF SANFORD: I make a motion to
24 forward that recommendation.

25 SHERIFF TUCKER: Second.

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1 CHAIRMAN JOHNSON: Motion, and Tucker
2 seconded. Any other discussion?

3 (NO RESPONSE.)

4 CHAIRMAN JOHNSON: All in favor say
5 aye -- oh, I'm sorry, I'm sorry.

6 CONSTABLE HANCOCK: Well, looking
7 back, what you were talking about, you
8 know, I agree with doing the full amount
9 of hours, too. But looking back at it,
10 I've taught a lot of part-time academies
11 myself, too, and kind of assisted with
12 them on some stuff.

13 Looking back at where they're really
14 lacking, this is what you were talking
15 about, is the PT test. You know, you have
16 the entrance test. That's fine. You have
17 the mid test and everything. That's fine.
18 Part-time academies basically do their PT
19 on their own, you know.

20 All they come back from the Academy
21 side is just to do the test. Then they do
22 that final test. Some of that final test
23 that I've seen, some of it just, you know,
24 they might take it this day, and they
25 might take it this day, a person can't

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1 make it this day.

2 So they kind of -- so it's not really
3 standardized where everybody can see if
4 everybody really passes. So it'd be a
5 good idea, too, to have a standardized day
6 that everybody's going to do that PT test
7 and maybe have, sorry, somebody from
8 Standards and Training to come up here to
9 certify that, even though it's people
10 writing things off on it and certifying
11 them, again, just like you were talking
12 about, how did that guy pass that PT test.

13 CHAIRMAN JOHNSON: Well, and, again,
14 this office's legacy in this has been that
15 Bryce Alexander and his predecessor are
16 the sole person that is traveling around
17 to 16 plus 7 regulating whether our
18 policies are adhered to.

19 And that's -- that's probably a little
20 bit of an uphill climb to do that. And
21 with it, I know we --

22 CONSTABLE HANCOCK: Basically, you
23 know, not against the academic stuff, but
24 basically on that main PT test. I can see
25 that's where a lot of people have said

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1 basically, okay, we're going to write you
2 off.

3 CHAIRMAN JOHNSON: Well, and that's
4 some of it, is the complaints that we
5 receive are about could -- this person
6 went to Captain Hendry's Academy, went to
7 Tupelo, couldn't pass it, now they're in
8 part time, passed it with flying colors.
9 And then -- and then there's a complaint
10 that says, hey, this guy just went over
11 here, couldn't pass the Academy, went over
12 to the part time, passed it at 100
13 percent.

14 And so, we get those complaints on a
15 regular basis, but I think we had a
16 sheriff's office --

17 CHIEF SANFORD: The public deserves
18 the same level of service regardless of
19 how much you choose to work.

20 MS. CRANFORD: You don't hire a
21 part-time trained lawyer.

22 CONSTABLE HANCOCK: Yeah.

23 CHIEF SANFORD: That's right. Or a
24 doctor.

25 MS. CRANFORD: No part-time trained

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1 doctor either.

2 CHIEF SANFORD: So, anyway, we voted
3 and we --

4 CHAIRMAN JOHNSON: All right. We had
5 a motion and a second, and I had
6 discussion, and I think I had a gentleman
7 out here wanting to say something.

8 LT. ESTERS: Yes, sir. Lieutenant
9 Esters with the Hinds County Sheriff's
10 Department, Director of the part-time
11 academy for the sheriff's department. I'm
12 the Reserve Training Director to the
13 sheriff's department.

14 I just wanted to say that I hear the
15 discussion. I understand the concerns.
16 As far as we're concerned, we usually
17 apply more hours than the 370 hours that
18 are required for the part time on our end.

19 So if by chance the discussion is to
20 extend the hours, it's not a problem. We
21 do structure our Academy after hours, just
22 as was discussed: Mondays, Tuesdays,
23 Thursdays, some Saturdays, to try to
24 accommodate those that do have full-time
25 jobs.

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1 I know sometimes there's not
2 representation for the part-time sector or
3 the volunteer sector. Just so happens I
4 happen to be here. I do appreciate the
5 discussion. I do believe that there's
6 some -- there has to be some type of
7 common ground, and I'm glad we're having
8 the discussion.

9 But as far as the volunteer part-time
10 sector is concerned, I think, you know, if
11 that is the better good for the state to
12 continue to serve the public as it needs
13 to be, so be it.

14 CHAIRMAN JOHNSON: Thank you very
15 much.

16 DIRECTOR JOHNS: Thank you.

17 CHAIRMAN JOHNSON: All right. Any
18 other discussion?

19 (NO RESPONSE.)

20 CHAIRMAN JOHNSON: All in favor of
21 that -- oh --

22 MR. ALEXANDER: I'm sorry. I don't
23 mean to drag this out. I've just got one
24 question.

25 CHAIRMAN JOHNSON: That's fine.

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1 MR. ALEXANDER: So like -- I like the
2 Captain's idea of having it accommodate.
3 So those that do this, the 480, would that
4 not be an easier route than coming to the
5 Academy for 12 weeks and staying Monday
6 through Friday?

7 Would we not have more departments do
8 that? And would they get reimbursed the
9 same as they did if they go through a
10 full-time Academy?

11 CHAIRMAN JOHNSON: Well, I think that
12 maybe where you look at is are they going
13 to work full-time or part-time.

14 MR. ALEXANDER: Right.

15 CHAIRMAN JOHNSON: If they're going
16 to work full-time, they've got to achieve
17 the -- maybe the 12 week --

18 MR. ALEXANDER: But if we make the
19 part time --

20 CHAIRMAN JOHNSON: But if you're
21 going to --

22 MR. ALEXANDER: -- if we make the
23 Academy 480 hours --

24 CHAIRMAN JOHNSON: If you're going to
25 categorize them as part time, they would

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1 have that other option. I mean, you'd
2 have to do something.

3 CHIEF SANFORD: Well, wouldn't it
4 matter if you're feeding them and housing
5 them? I know -- wouldn't it reduce that
6 reimbursement amount or whatever? I think
7 that was --

8 MR. ALEXANDER: You know, the Monday
9 through Friday Academy is going to be a
10 lot different than coming at night or
11 Saturdays.

12 CHIEF SANFORD: Right. But like the
13 way -- when I went, I went home, had a job
14 and then would go in the evenings --

15 MR. ALEXANDER: Sure. And we have
16 reserve academies that do that.

17 CHIEF SANFORD: -- you're not feeding
18 me, you're not housing me and stuff.
19 So. . .

20 MR. ALEXANDER: Right. I just didn't
21 know if departments are willing to do that
22 instead of sending them to basic --
23 curriculum basic.

24 CAPTAIN HENDRY: Just from my
25 perspective in our coastal area, I think

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1 that would not be necessarily an issue for
2 us because -- and it may be different
3 across the state, and that may be an issue
4 for someone else.

5 Because the agencies there want their
6 people trained as efficiently and as
7 quickly as possible to get them on the
8 road answering calls for service without
9 having to have oversight. So that's just
10 my perspective.

11 And I do see your point, and that may
12 be the case for some people. I just don't
13 know what the solution to that -- and at
14 the end of the day they're getting the
15 same exact training, so what difference
16 does it make in the end if a few do that?

17 CHIEF TUTOR: Maybe not have the
18 self-sponsor route in that class.

19 CHAIRMAN JOHNSON: And that's
20 something that committee --

21 CHIEF TUTOR: That's what -- that's
22 what you're getting. If somebody is
23 taking the short --

24 MR. ALEXANDER: We'll still have two
25 paths. If you're going to get the same

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1 certification, then a lot of people are
2 going to go, well, I'll just work and go
3 at night and get the same certification.
4 That's all.

5 CHAIRMAN JOHNSON: All right. Who
6 made the second on that?

7 DIRECTOR JOHNS: I don't know if we
8 had one.

9 CHAIRMAN JOHNSON: Sheriff Tucker
10 made the second.

11 SHERIFF TUCKER: Yes.

12 CHAIRMAN JOHNSON: All right. Any
13 other discussion for the panel to look
14 into -- and they can meet with the Academy
15 directors to get their concerns and all?

16 (NO RESPONSE.)

17 CHAIRMAN JOHNSON: Any opposed?

18 (NO RESPONSE.)

19 CHAIRMAN JOHNSON: All right.
20 Proposal of the Pilot Program on PT
21 Requirements. MLEOTA.

22 DIRECTOR JOHNS: Mr. Chairman, if it
23 pleases the Board, in your packet is a
24 proposal from Director Tony Carlton of the
25 Mississippi Law Enforcement Officers

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1 Training Academy referencing FitForce
2 Physical Readiness Solutions.

3 Also, as it was graduation, which we
4 know the Commissioner left for earlier, he
5 has sent a delegation to speak to this,
6 but it is Director Carlton's
7 recommendation that this fitness program
8 be passed by the Board in lieu of the
9 current PT structure that is currently
10 encapsulated within our procedures for
11 academies to use within their 480 hours of
12 training.

13 And, of course, I've had some
14 communication with Captain Hendry, and I
15 know that Director Carlton has talked to
16 everyone in regard to this, and at the
17 appropriate time, I would ask to be
18 allowed to -- for his representatives from
19 MLEOTA to speak on his behalf.

20 CHAIRMAN JOHNSON: Are they here?

21 DIRECTOR JOHNS: Yes, sir. They're
22 in the back.

23 CHAIRMAN JOHNSON: Okay.

24 DIRECTOR JOHNS: If you'll come to
25 the podium.

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1 MR. SMITH: Yes, sir. Good morning,
2 everybody.

3 CHAIRMAN JOHNSON: Good morning.

4 MR. SMITH: Well, I'm not here to
5 sell you anything.

6 THE COURT REPORTER: Your name is?

7 MR. SMITH: I'm sorry. Jay Smith,
8 I'm the President of FitForce,
9 Incorporated.

10 I was here this week to conduct a
11 fitness coordinator course for, I think we
12 had 17 people in the class from various
13 agencies, and the Director and I had been
14 talking about this issue for a while, and
15 he asked if I would be willing to stay at
16 the end of the class to present to you.

17 So I did prepare a briefing statement
18 that I think was circulated to you. We
19 could go through that, or I could just
20 give you a 10,000-foot view and answer any
21 questions that you have. You tell me how
22 I can best serve you.

23 CHAIRMAN JOHNSON: Well, we have the
24 packet, and if you want to give us the
25 10,000-foot view, we'll listen to that,

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1 and then, if you have questions, we'll go
2 as we follow along. Is that okay with
3 everybody here? Okay.

4 MR. SMITH: Thank you. So a lot of
5 the issues that you all are wrestling
6 with -- and I should back up. I started
7 my career as the state director of fitness
8 for the Massachusetts POST a long time
9 ago. So I'm sympathetic to a lot of the
10 challenges that you-all are wrestling with
11 today.

12 And my focus is just on the physical
13 demand. So we are talking about -- and my
14 company's approach is to ensure that your
15 officers have the physical readiness to be
16 able to do the job.

17 There's a distinction between physical
18 fitness and physical readiness, and the
19 distinction is in the evidence of the
20 relationship. Physical fitness is clearly
21 related to the job. We've had a fitness
22 test for years. Various entities, the
23 military, law enforcement, use physical
24 fitness tests. We're measuring abilities
25 that we know are related to the job.

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1 A physical readiness test has very
2 specific validity evidence that links that
3 ability to the ability to perform the job
4 at a minimum level of safety and
5 effectiveness. It's called
6 criterion-related validity evidence.

7 And the various approaches to validity
8 evidence that you can accumulate and
9 create and report are outlined in the EEO
10 guidelines and the professional literature
11 that exists in the field of industrial
12 organizational psychology.

13 So the difference -- you-all have been
14 doing a physical fitness assessment since
15 the '80s, and I am willing to bet that
16 there was never a validation study done.
17 There may have been, but my guess is
18 because of my -- I'm 36 years or something
19 in this, and I worked with Tom
20 Collingwood, who was originally at The
21 Cooper Institute and left and did
22 validation studies.

23 What we saw historically was that a
24 lot of agencies just arbitrarily adopted
25 tests or norms related to tests and used

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1 them as standards. This predates a couple
2 of the antidiscrimination requirements
3 that currently exist.

4 There was an evolution in the late
5 '90s or the early '90s where the
6 definition of what was lawful started to
7 change, and as a result of that we
8 modified our approach and adopted this
9 criterion-related approach to identifying
10 how much physical ability do you need to
11 be able to do the job.

12 There are factors that shape what that
13 looks like, and certainly the
14 antidiscrimination legislation is going to
15 have a part of that in some of the
16 attorney's interpretation that results
17 from that. The primary focus is on the
18 job. Do you have the physical ability?
19 Or if you have ability, do you have the
20 physical readiness to be able to do the
21 job?

22 And that's what we want to comply
23 with. We would like to be able to provide
24 that. That's what I do for my clients.
25 I've been doing this for 35 or 36 years.

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1 And we can create and validate a test and
2 standards for a particular location.

3 And it will result in predictive
4 value, not just a relationship between
5 muscular endurance as evidenced by your
6 performance on a sit-up test and the
7 ability to do the job.

8 In fact, there's probably nothing else
9 in our arsenal of selecting people to
10 become police officers that has as strong
11 evidence as we can create with a physical
12 readiness test. It's quite powerful.

13 So with that in mind, there are a
14 couple of ways that you can get to the
15 point where you have tests and standards.
16 You can create them originally for the
17 location, or you can transport the
18 evidence from one location to another.
19 But as your de facto consultant on this
20 one right now, I would not recommend
21 arbitrarily adopting anything that I've
22 created, and that's not what I'm here to
23 propose. And I've talked to the Director
24 about this, and he understands the
25 situation.

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1 There needs to be some evidence so
2 that we can justify your use of another
3 agency's tests and standards or a similar
4 but different process to create testing
5 standards for you at this location.

6 These are fungible. Basic physical
7 ability is something that can be changed.
8 We can't change moral character. It
9 doesn't matter what Academy you go to,
10 full-time academy or part-time academy.
11 If somebody's lacking in moral character,
12 we're not going to change that in the
13 Academy, but we can change their physical
14 abilities. And in the final analysis, we
15 are talking about the ability to be able
16 to do the job.

17 There are a lot of policies and
18 procedures that need to be considered when
19 we do this, and the strength of this will
20 be -- will rest largely on how do you
21 craft those policies and procedures and
22 then how do you enforce them predictably.

23 Ideally you would have incumbent
24 standards for agencies, and it would be
25 consistent with your mission to certify

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1 officers to have a physical readiness
2 standard as part of that certification.
3 This was a process that Massachusetts went
4 through after I had left, but because I
5 worked for the POST, I understand the
6 issue.

7 And if we are going to certify that
8 somebody is capable of doing the job of a
9 police officer, we should be certifying
10 that they can do the physical part of that
11 job as well. Arguably, the only two
12 areas -- the two most dangerous areas that
13 an officer has to overcome and confront
14 are those relative to decision-making and
15 those relative to physical ability. And
16 if we leave one of those out, I think
17 there may be some consideration.

18 So there are some big-picture issues
19 here that clearly need to be addressed,
20 and I don't know that my short
21 presentation is going to suffice. But I
22 guess the bottom line is that, if you are
23 considering changing your test battery,
24 there should be evidence for those
25 requirements.

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1 There's a requirement that you
2 complete the Academy to be a full-time
3 police officer in the state. Therefore,
4 these are de facto employment standards
5 and, as such, they're subject to
6 challenge. People can challenge them.

7 We should meet the requirements that
8 are recognized, and that's part of what I
9 wanted to provide in the briefing
10 statement. What are some of the legal
11 concerns that you need to be aware of, and
12 what is the process that we need to go
13 through in order to have a set of testing
14 standards?

15 Arbitrarily picking numbers or
16 creating numbers is problematic if you're
17 challenged. The EEO guidelines don't say
18 that you have to do a validation study,
19 but you have to have two things if you are
20 challenged, and the attorneys will agree
21 with this. The two things that you must
22 have if you're going to defend your
23 employment action against a claim is that
24 that requirement is demonstrably job
25 related for the position in question and

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1 it's consistent with business necessity.

2 And there are methods by which we
3 demonstrate the relationship, and there
4 are methods by which we establish business
5 necessity. And arbitrarily picking
6 numbers -- which was a very common
7 practice; you weren't the only ones that
8 did it -- is not defensible if you are
9 challenged.

10 Now, you've gone a long time without
11 being challenged, and I wouldn't stand
12 here and say you're going to be
13 challenged. But if you are, on any
14 practices, you should be positioned to be
15 able to defend that.

16 There are precedences where agencies
17 or employers were able to go back after
18 the fact and do a validation study. So
19 there is a precedence for that as well.

20 I wanted to give you some background.
21 Lots of questions and concerns, no doubt.
22 Can I address any of them for you?

23 CHAIRMAN JOHNSON: Any questions or
24 concerns?

25 MR. SMITH: I quieted you-all down.

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1 I'm sorry.

2 CHAIRMAN JOHNSON: No, not at all.

3 CAPTAIN HENDRY: So I think the
4 predicate here for Director Carlton is
5 just to modernize our physical fitness
6 standard, but I'm not hearing a lot about
7 what that looks like from you.

8 MR. SMITH: I'm happy to address
9 that. There is a -- when Congress amended
10 the Civil Rights Act of 1991, Section 106
11 has language that says you will not, among
12 other things, gender adjust your
13 employment requirements. It's been on the
14 books since 1991.

15 When Congress examined a public safety
16 exemption for age, they commissioned a
17 study, and the result of that study was
18 that chronological age is not a vehicle
19 queue. This also supports our notion that
20 same job, same standard.

21 As the chairman was talking about, it
22 doesn't matter if you are working
23 part-time or full-time. The job is the
24 same regardless of your employment status.
25 Therefore, you should meet the same

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1 requirements. Well, that is consistent
2 with both logic and law now.

3 And, unfortunately, in an instance
4 where you're using adjusted standards, you
5 don't meet that requirement. This was an
6 element, the primary element in the
7 summary judgment that was awarded in a
8 case in the Second Federal Circuit some
9 years ago, Easterling versus the
10 Connecticut Department of Corrections. So
11 there is a legal precedence for this, that
12 there needs to be a minimum standard.

13 This is part of the defense under the
14 business necessity defense. The minimum
15 standard that meets -- the minimum
16 standard that predicts the ability to be
17 able to do the job is what you are
18 lawfully bound to require if you're going
19 to successfully defend that requirement.

20 CAPTAIN HENDRY: A single standard
21 for every officer --

22 MR. SMITH: Single standard for
23 everybody.

24 CAPTAIN HENDRY: -- regardless of
25 male or female or age? Okay. I'm

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1 tracking now.

2 MR. SMITH: So you currently have 22
3 standards.

4 CAPTAIN HENDRY: What does a PT test
5 look like?

6 MR. SMITH: What we have been able to
7 identify -- and it varies by location with
8 some nuances -- the test battery
9 consists -- what we have identified is the
10 aerobic capacity as evidenced by the
11 mile-and-a-half run; anaerobic capacity;
12 300 meter run; upper body muscular
13 strength, which is a bench press test;
14 localized muscular endurance, push-ups and
15 sit-ups; the ability to move, the Illinois
16 agility run, which you're familiar with;
17 and the vertical jump test.

18 That test battery goes into all of our
19 validation studies as a proposed test
20 battery, and then through the process of
21 validation, we identify for that location
22 how many of those can we identify with a
23 high degree of certainty that if you can
24 perform at a minimum level, you can safely
25 and effectively do the job. That's the

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1 nexus for us.

2 I've had agencies where I couldn't
3 find a level -- our predetermined criteria
4 is that at least 70 percent of the time,
5 that if you can do this, you can do the
6 job, the physical demands of the job as
7 evidenced by the criterion measure we
8 create, and at least 70 percent of the
9 time, if you do not, you cannot do the
10 job.

11 Some agencies and some studies, we
12 have not been able to find a number of
13 sit-ups, for instance, and there are
14 reasons why that happens. Late in our
15 research, we'll conduct a factor analysis
16 to determine how much of the variance that
17 explains successful job performance is
18 evidenced by their fitness tests.

19 And so, we're looking for several
20 criteria before we propose, but a fully
21 robust test battery for us, in the best
22 instance, is something that's going to
23 include most of those six or seven tests.

24 Now, if we were to create a test for
25 your location or transport one, you could

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1 consider eliminating one or more of them,
2 but it should not be an arbitrary
3 decision. We can look at the research and
4 identify what do you lose by not having
5 that, and then you make a decision, and
6 that's up to you to make that decision.

7 But, for instance, the vertical jump
8 is a measure of total body explosive
9 power. If you were to choose to eliminate
10 the vertical jump, then what you are
11 essentially doing is taking away the
12 information that you have about every
13 officer or candidate and their ability to
14 be able to do all of the tasks that
15 require vertical -- or that require total
16 body explosive power.

17 Now, we can do that, but it should be
18 an informed decision, and the good news is
19 that we've got statistics to support that.
20 And then you as a group or some other
21 entity can make that call.

22 CAPTAIN HENDRY: And what is -- as an
23 Academy director, this is how I kind of
24 see this. Like my next question would be,
25 if we did the complete battery of tests,

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1 how long would it take for me to test 30
2 people?

3 MR. SMITH: I can do it in about
4 three and a half hours. We would train --
5 we would train and certify -- in fact,
6 that's what we did this week. Trained and
7 certified a cadre of people to be fitness
8 coordinators, and then we give you some
9 guidance on what that looks like, and you
10 can comfortably do 30 people in three or
11 three and a half hours.

12 CAPTAIN HENDRY: With one bench
13 press?

14 MR. SMITH: Yes. Better with two,
15 but you can do it with one.

16 CAPTAIN HENDRY: Okay. Yeah. I
17 mean, I did -- that was my concern, I
18 think, is that many batteries of tests,
19 just the demand of time that that would
20 take and, you know, eating away at other
21 things that we had on the agenda.

22 MR. SMITH: No doubt, no doubt. It's
23 a commitment, but the rationale for it is
24 that the more robust the test battery, the
25 more you know about their ability to do

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1 the job physically.

2 CAPTAIN HENDRY: And would the
3 administrators of that test have to be --
4 attend your training or anything like that
5 to be -- how would that work?

6 MR. SMITH: Well, there are very few
7 vendors that are providing good training.
8 You don't have to just use mine. But as a
9 best practice, I would not recommend
10 having people that are not certified or
11 qualified for administering tests.

12 You were just talking about
13 standardization of testing results. And
14 to that end, I would strongly suggest --
15 because there are an awful lot of people
16 outside of these walls that would love to
17 challenge you if something bad happens to
18 your people, and the last thing we want to
19 do is to have somebody with a bunch of
20 letters at the end of their name saying
21 you did a wrong thing.

22 CAPTAIN HENDRY: Okay. So each
23 person that would be evaluating the
24 standards would need to be certified by
25 your organization, or just one person

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1 present?

2 MR. SMITH: My suggestion would be
3 that you have more than one, but you can
4 have people that help to assist in the
5 administration of it. It's a quality
6 control issue, so we want to make sure
7 that people have at least a minimum.

8 Now, I have created for this reason --
9 because I work with some agencies, large
10 agencies, that just want people to
11 administer tests. The course that we just
12 did prepared them to be a coordinator. So
13 they got information about developing
14 exercise prescriptions and doing nutrition
15 counseling and other things.

16 But I do have a one-day class that
17 just teaches people how to do the tests.
18 And those folks, you've covered a couple
19 of bases, if you will. It's a good
20 minimum threshold.

21 CAPTAIN HENDRY: What would be the
22 expected cost for me as an Academy
23 director to send -- I have roughly five,
24 occasionally six people that administer PT
25 tests as they are available, as their

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1 availability permits.

2 What would be the cost for me to send
3 those five or six people to your course?

4 MR. SMITH: Are they doing other
5 programming, or are they just going to
6 administer the tests?

7 CAPTAIN HENDRY: Sometimes both ends.
8 So maybe three or four would be doing
9 actual physical fitness training, and then
10 the others may be just doing the
11 administration.

12 MR. SMITH: So there are a couple of
13 ways that I am willing to do this. We can
14 set a contract rate that we can negotiate.
15 You can host a class in your area, and we
16 advertise it. We pull from various areas,
17 and I get requests from around the
18 country. They might decide they want to
19 come down.

20 We reach a certain threshold that
21 makes the class viable, and then it
22 triggers a couple -- one or two free slots
23 for you. And my goal is to get as many of
24 your people trained in that instance.
25 Otherwise it's a straight tuition cost.

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1 CAPTAIN HENDRY: In addition to the
2 equipment that would be required, like the
3 bench press if we didn't have one, or the
4 vertical jump measuring tools and those
5 sorts of things.

6 MR. SMITH: You can improvise the
7 vertical jump, but the vertical jump
8 apparatus that we recommend, you can
9 improvise. So that's an option. A bench
10 press is pretty commonly available piece
11 of equipment, and then the rest is stuff
12 that you would have.

13 CAPTAIN HENDRY: Okay.

14 MR. SMITH: And these would be things
15 that you could use in your training as
16 well. There are some vendors that have
17 created tests for the fire service and for
18 others that want you to buy their
19 equipment. That's not my goal. I'm not a
20 very good businessman.

21 CAPTAIN HENDRY: Okay.

22 MR. SMITH: I can't recognize you. I
23 think that's the Chairman's
24 responsibility, but Emma had her hand up.

25 CHAIRMAN JOHNSON: Who has one? You

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1 can ask it.

2 MR. SMITH: Changed her mind.

3 INVESTIGATOR BAPTISTE: Well, if you
4 were to have, in the Captain's notion, 30
5 people, and I took the same battery in
6 Kentucky, how many instructors would he
7 need to say -- or would you split 15 on
8 this day, 15 on another -- or say it's 30
9 that day; how many instructors would he
10 need in order to -- like you just said,
11 you said you could do it in three and a
12 half hours. How many instructors would he
13 need or minimum instructors to do 30
14 people?

15 MR. SMITH: I would suggest that you
16 have at least two to four that are
17 certified, and then you've got people that
18 you can -- you know, this is where your
19 practices come in. I would want to
20 standardize them in brief.

21 So if you're going to bring people in
22 to help, then you should -- you should
23 have an in brief so that everybody's on
24 the same page, and then have an exit brief
25 afterwards to determine what did we do,

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1 how did we do it. I would say two to four
2 certified people would be a minimum and a
3 reasonable request.

4 There are other safety issues that we
5 would attend to, but you can certainly
6 with that number supervise -- the goal is
7 to go from one station to another so you
8 become a little less staff demanded at
9 that point.

10 And the only ones that you need a lot
11 of people at the same time for would be
12 counting push-ups and sit-ups. And if
13 you've got some folks that you trust and
14 you can in brief, then you can have them
15 fill in on those instances. The rest of
16 the time, you're going to run one or two
17 bench press stations, one or two vertical
18 jump stations.

19 So we don't -- I'm not suggesting that
20 you have a whole cadre that's -- we
21 recognize this is something that they're
22 going to probably do on an occasional
23 basis.

24 CAPTAIN HENDRY: I'll make a motion
25 that we table it and take some time to

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1 look at it and evaluate it.

2 CHIEF HALL: I second that motion.

3 CHAIRMAN JOHNSON: Motion and second.

4 Any other discussion or questions?

5 CHIEF SANFORD: What is Standards and
6 Training asking in this particular
7 scenario?

8 DIRECTOR JOHNS: This is a request
9 from MLEOTA to incorporate this training
10 within their and the greater training at
11 large. But Director Carlton's request
12 today was to approve them, but he would
13 like the Board to consider it, you know,
14 system-wise in that.

15 And that may come into play with this
16 current thing that we're considering about
17 how many hours all academies need to be
18 teaching. So that may also -- I know
19 we're loading the committee up, but that,
20 again, is a policy change.

21 CHAIRMAN JOHNSON: But with
22 Commissioner Carlton wanting permission
23 for the state Academy to contract with
24 these people to do this, is that something
25 this Board decides, or is that not the

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1 Department of Public Safety that says --

2 DIRECTOR JOHNS: Well, he wants our
3 permission to use that within the
4 curriculum that we promulgate. Not
5 permission to contract.

6 CONSTABLE HANCOCK: So the question
7 is --

8 MR. SMITH: I'm sorry. If I could
9 add to your point.

10 DIRECTOR JOHNS: Yes, sir.

11 MR. SMITH: Excuse me. I would -- I
12 would not counsel anybody to adopt our
13 tests.

14 CHAIRMAN JOHNSON: Right.

15 MR. SMITH: Based on this
16 conversation.

17 CHAIRMAN JOHNSON: Right.

18 MR. SMITH: Not at all. Elements of
19 the program that I taught, the educational
20 piece, by all means. And the diversity in
21 your training, please, by all means,
22 because it's not my -- I don't have
23 proprietary ownership of any of this.

24 But if you're going to look at it as a
25 test, there certainly needs to be an

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1 investigation and not just an adoption of
2 stuff that I've created at other
3 locations.

4 CONSTABLE HANCOCK: My question is
5 this: So is he just wanting to try to
6 pilot your programs at his Academy but
7 still continue to do our regular state
8 tests upon admit and exit?

9 DIRECTOR JOHNS: No. He wants -- he
10 wants a substitution exception to policy
11 to use this in the interim while we
12 consider it at large, which does give us
13 something tangible to look at, is my
14 understanding.

15 CHAIRMAN JOHNSON: Well, I think to
16 clear all of that up, the motion to table
17 would be wise for the Director of the
18 Academy, Mr. Carlton, and the Commissioner
19 of Public Safety who runs that Academy to
20 be here to completely explain what they're
21 asking us to vote on, because we're doing
22 a lot of assumptioning now.

23 CONSTABLE HANCOCK: Right.

24 CHAIRMAN JOHNSON: And so, I think to
25 table it and have a moment for them to

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1 come back and tell us exactly what they're
2 asking us to vote on, I would feel better
3 voting on that.

4 MR. SMITH: I won't speak for the
5 Director, but I would say that I think he
6 wanted to -- if there was a way that I
7 could participate in the conversation
8 while I'm in town, I think was why I'm --
9 probably why I'm here.

10 And to that end, I would say I am
11 available to all of you and to you as you
12 consider going down this path, because
13 this is not something that needs to be
14 taken -- that should be taken lightly, and
15 it's not a hasty decision, and there are a
16 lot of issues that need to be addressed.

17 And I am prepared to try to help you
18 with every step of that as I can.

19 CHAIRMAN JOHNSON: And to that end,
20 when that discussion is held, I think we
21 should invite all of the Academy
22 directors.

23 CONSTABLE HANCOCK: Yes.

24 CHAIRMAN JOHNSON: Well, it's
25 conflictual that we're on graduation day

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1 of two academies today because of our
2 offset. So that's true as well.

3 DIRECTOR JOHNS: Right.

4 CHIEF SANFORD: So we have a motion
5 and a second to --

6 CHAIRMAN JOHNSON: Have a motion and
7 a second to have all the Academy directors
8 all back to get everybody's feedback
9 before we make a final decision. Does
10 that sound satisfactory?

11 MR. SMITH: I would certainly support
12 it were I in your shoes.

13 CHAIRMAN JOHNSON: Okay.

14 MR. SMITH: And I would make the
15 offer to all of you -- you've got my
16 contact information in the packet of
17 handouts; feel free to contact me with
18 questions.

19 I'm sure there are a lot, and there
20 should be, because this is an important
21 issue. And I'm prepared to be able to --
22 I don't start a meter every time I get on
23 the phone. I'm happy to try to talk you
24 through some of that.

25 CHAIRMAN JOHNSON: Okay. Thank you.

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1 MR. SMITH: Thank you.

2 CAPTAIN HENDRY: Thank you for your
3 time.

4 CHAIRMAN JOHNSON: We have a motion
5 and a second. Any more discussion?

6 (NO RESPONSE.)

7 CHAIRMAN JOHNSON: All in favor say
8 aye.

9 ALL: Aye.

10 CHAIRMAN JOHNSON: Any opposed?

11 (NO RESPONSE.)

12 CHAIRMAN JOHNSON: There are none.
13 Thank you for your time.

14 MR. SMITH: Thank you.

15 CHAIRMAN JOHNSON: All right. Moving
16 along to the Proposal for Alterations to
17 the 480 Basic Class. Captain Hendry.

18 CAPTAIN HENDRY: Okay. So I reached
19 out to several of the other directors and
20 just asked them in their opinion how we
21 could make some -- make some changes and
22 update, modernize the 480-hour curriculum
23 without a complete overhaul and biting off
24 more than we can chew.

25 And I think that the consensus,

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1 immediate consensus was, especially since
2 the legislative mandate of having the
3 mental health first aid training for law
4 enforcement has been recently implemented,
5 that that was the low-hanging fruit that
6 we could work out pretty quickly.

7 And so, with the help of my staff and
8 others, we looked at the curriculum, and
9 as you can see in your handout, it's a net
10 zero change. We removed stress
11 management, which we believe would be some
12 self-help there within mental health first
13 aid in that area, and we could kind of
14 cover that area with the mental health
15 first aid.

16 Increase civil liability from four
17 hours to eight hours, and that was when --
18 that was on the recommendation of our
19 staff attorney at the sheriff's office who
20 teaches our civil liability. And I
21 would -- I got a lot of positive feedback
22 from other directors on that as well, just
23 given today's litigious arena.

24 We will take out animal handling
25 calls, which is a two-hour class, given

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1 the fact that there is so much diversity
2 geographically and between agencies on how
3 animal calls are handled from agency to
4 agency. There's not really -- each
5 locality has their own rules and
6 legislation on that. So we're going to
7 take that out. I think that's something
8 that we can leave to the individual agency
9 to train their people on.

10 Combined conflict management, human
11 behavior, interpersonal communications
12 into one 4-hour class. Speaking to the
13 instructors in that, that is not an
14 unreasonable request and can be covered.
15 The topics there that that need to be
16 covered can be done in a 4-hour class.

17 Same with combining gang enforcement,
18 extremists, and hate groups into one
19 4-hour class. Then, with the addition,
20 add in mental health first aid.

21 Does anyone have any questions on that
22 or clarification?

23 CHIEF SANFORD: Were you able to talk
24 to all the Academy directors about it?

25 CAPTAIN HENDRY: I had emailed -- I

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1 emailed them and got some feedback. Some
2 didn't respond.

3 CHIEF SANFORD: But you reached out
4 to everyone?

5 CAPTAIN HENDRY: Yes.

6 CHAIRMAN JOHNSON: And to Captain
7 Hendry's point, we did not have any
8 opposition to this. Director Carlton did
9 reach out to me in our conversations on
10 FitForce and say that he was concerned
11 about the removal of stress management,
12 but I think Captain Hendry addressed that
13 within mental health first aid.

14 CAPTAIN HENDRY: Yeah. And these are
15 just conversations. He didn't bring that
16 up to me. But I would say that if there
17 are concerns, we can take a closer look at
18 it with that and evaluate the curriculum
19 further.

20 This is -- just like I told the
21 directors, this is just a cursory look at
22 our attempt -- our goal was to add in the
23 mental health first aid and not
24 necessarily just overhaul the entire
25 curriculum at this point. Do you have

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1 anything you want to add --

2 MR. ALEXANDER: I mean, yeah. I'd
3 definitely like to take out the animal
4 control thing. And considering we're
5 really going to lose our eight hours'
6 worth of DUI, we can still fill some of
7 that back into that.

8 CHAIRMAN JOHNSON: That's correct.

9 MR. ALEXANDER: So, yeah. I think
10 it's all good.

11 MR. WILLIAMSON: Procedurally you're
12 asking for the curriculum that's enshrined
13 in the policy to change to this.

14 CAPTAIN HENDRY: Yes.

15 MR. WILLIAMSON: I think because
16 that's a policy change, there would be
17 several steps in a period of time that
18 would have to pass to enable that.

19 CAPTAIN HENDRY: Okay.

20 MR. WILLIAMSON: But I think the
21 Board could move to suspend the portions
22 of this policy that conflict with this and
23 allow this variance until such a time as a
24 new policy could be adopted.

25 CAPTAIN HENDRY: Okay.

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1 MR. WILLIAMSON: So I think --

2 DIRECTOR JOHNS: It may coincide with
3 the current policy study that's being --

4 MR. WILLIAMSON: Correct.

5 DIRECTOR JOHNS: -- conducted about
6 the policy.

7 MR. WILLIAMSON: Correct, yes.
8 Exactly. But I think that that way, you
9 would give your academies the option to
10 use this instead of the existing list.

11 CAPTAIN HENDRY: Okay.

12 MR. WILLIAMSON: And that still
13 comply with the Board's policies before
14 there is an actual rule change that
15 everybody has to live with.

16 CAPTAIN HENDRY: Okay. Yeah. I'll
17 make that motion, then, to suspend it.

18 CHAIRMAN JOHNSON: Could you repeat
19 it?

20 DIRECTOR JOHNS: He said no.

21 CHAIRMAN JOHNSON: Did you have
22 something you was wanting to say? I'm
23 sorry. I don't want to overlook you.

24 SABRINA: Actually, I'm with DMH, and
25 I'm the coordinator for the south part of

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1 the state for mental health first aid.

2 CHAIRMAN JOHNSON: Oh, okay.

3 SABRINA: And stress management,
4 there is -- I'd say a third of the
5 curriculum covers the effects of stress
6 and trauma on law enforcement. So that's
7 a big part of what we teach. It's a big
8 part of what I teach.

9 And we've implemented local resources,
10 like (indiscernible) and different peer
11 support outlets. So there is stress
12 management built into the curriculum. So
13 I don't know that we're really losing it.
14 We're just more tailoring it for the
15 mental health side of the stress that's
16 being faced today.

17 CAPTAIN HENDRY: Thank you, Sabrina.
18 Yours is offered through who?

19 SABRINA: Department of Mental
20 Health. So it's the -- House Bill 1222
21 says you either have to be mental health
22 first aid -- it's an eight-hour class.
23 There's some online pre- and post-work,
24 but it's a six-and-a-half-hour, in-person
25 class.

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1 The option to avoid that is if they're
2 CIT, they don't have to take it, but
3 that's what DMH did with House Bill 1222.
4 If it's offered in the Academy, it really
5 is a really good class. We give a -- we
6 touch base on mental health, how to
7 de-escalate, and then on the actual stress
8 that a law enforcement officer goes
9 through.

10 And it's a cost all to us. We supply
11 the books. It's zero cost to the
12 academies. So legislature built in the
13 funding for it.

14 MR. WILLIAMSON: Thank you. So I
15 think technically what the motion would be
16 is a motion to suspend strict enforcement
17 of Rule 7.4 to allow variance in the
18 curriculum consistent with this written
19 proposal from Captain Hendry.

20 In other words, the total number stays
21 the same, but the list of classes that add
22 up to that total number can either be
23 what's in 7.4 or this proposed amendment,
24 which -- and that's at the Academy's
25 preference. Is that --

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1 CAPTAIN HENDRY: That is -- that's
2 acceptable.

3 CHAIRMAN JOHNSON: Okay. Y'all heard
4 that motion.

5 MS. COLEMAN: I would second that.

6 CONSTABLE HANCOCK: Can we add --
7 since we're suspending also that eight
8 hours with the Intoxilyzer, can we add
9 that into maybe -- since we've still got
10 to do 480 hours. Can we add a
11 substitution for that, such as current
12 drug trends or a program for the Academy
13 just to -- just to kind of fill in that
14 same --

15 MR. WILLIAMSON: It's the same
16 effect.

17 CONSTABLE HANCOCK: Same effect, yes.

18 CHAIRMAN JOHNSON: Which would
19 include that.

20 MR. WILLIAMSON: Yes. It's the same
21 effect. So if that would make everybody
22 more comfortable and address that
23 concern --

24 CHAIRMAN JOHNSON: To spend the eight
25 hours at the same time.

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1 DIRECTOR JOHNS: Okay.

2 SHERIFF TUCKER: Captain, is this
3 going to meet the statutory requirement?

4 CAPTAIN HENDRY: It will be the -- it
5 will be the mental health; like, she will
6 teach the class for me. Sabrina will
7 teach the class, and it will meet the
8 statutory requirement.

9 And that's another motivator for me to
10 add it, because it takes a burden from the
11 chiefs and the sheriffs that when they
12 receive a rookie police officer, that
13 they've already received that training and
14 met the statutory requirements.

15 CHAIRMAN JOHNSON: That's excellent.

16 SHERIFF TUCKER: And are y'all going
17 to be able to facilitate every Academy in
18 the state with that same --

19 SABRINA: Yes, sir.

20 SHERIFF TUCKER: -- teaching?

21 CAPTAIN HENDRY: That was the first
22 question I asked her.

23 SABRINA: So there's myself --
24 there's myself and Tameka. Tameka's the
25 north. And then we have two other people

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1 in our office that can teach it.

2 We did a Train the Trainer in October.
3 The idea is that we've kind of peppered
4 trainers throughout the state. If we can
5 get put in the academies, then we'll
6 actually host another Train the Trainer
7 where we can actually have Academy staff
8 come and take the class, and then you're
9 embedded.

10 And the idea is that right now I'm
11 playing chase. Like, I was 100 percent in
12 Waveland, 100 percent in Lincoln County,
13 and 100 percent in Biloxi. We had a
14 graduation, and we're not 100 percent
15 anymore. And so, it's -- and I believe in
16 the training. I really do. I do tailor
17 it a little bit for some law enforcement,
18 what they need.

19 But it's really important to teach the
20 newbies out of the Academy how to deal
21 with their stress on day 1 than at 10
22 years have a bucket of drama and trauma
23 that they're trying to sort through.

24 And so, this will get -- we get them
25 at the top, and I can chase them at the

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1 bottom, and it'll also give us an
2 opportunity that in the smaller academies
3 where they only have 10, 15 people; I can
4 do up to 30.

5 I can have these little agencies that
6 only have two or three people, they can
7 come and sit in the class. And we can --
8 I mean, it's an opportunity for us to get
9 all across the state that much faster.

10 DIRECTOR JOHNS: Mr. Chairman, if I
11 can make an administrative point. Would
12 you be able to provide us the curriculum
13 that you would teach within the Academy
14 for the -- I know it's the eight-hour
15 first aid, and while I was chief, I had
16 that.

17 SABRINA: So I created -- well, I
18 sent it to Mr. Alexander last year. I
19 created kind of like actually a comparison
20 with what -- what I figured we could pull
21 out to make mental health fit so we
22 wouldn't have to rob the necessities, just
23 maybe make it a little more modernized.

24 DIRECTOR JOHNS: Okay.

25 SABRINA: I can send that to y'all

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1 where it kind of shows the basics of what
2 we cover. We cover suicide, serious
3 mental illness. There's nine sections.
4 And I can come -- I think I can come in
5 May, and I can bring y'all a copy of the
6 book so you can see. It's a -- it's a
7 good -- it's a good class. The state
8 mandates it, so they did the research.

9 DIRECTOR JOHNS: Thank you so much.

10 CHAIRMAN JOHNSON: Thank you. Thank
11 you for your input. All right. We've had
12 that lengthy motion and amended and a
13 second by Kassie. 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 All right. Last thing, number 9, K-9
22 handling.

23 DIRECTOR JOHNS: Number 9. At the
24 request of Major Sanders and the
25 Mississippi Law Enforcement Officers

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1 Association, they have asked to move that
2 to another meeting at a future date.

3 CHAIRMAN JOHNSON: Okay. Not even
4 going to vote on that. We're going to say
5 we can do that. Okay. I think that would
6 it up, unless there's anything else we
7 need to discuss.

8 DIRECTOR JOHNS: Richard, didn't we
9 talk about -- May 8th, 2025, at 9:00 a.m.
10 is the next scheduled meeting according to
11 bylaws, but we have discussed in the past
12 changing the date from Thursday to
13 Tuesday.

14 CHAIRMAN JOHNSON: It was discussed
15 and no. . .

16 CAPTAIN HENDRY: It was discussed,
17 and everybody said we're keeping it on
18 Thursday.

19 DIRECTOR JOHNS: We kept it on
20 Thursday? Okay.

21 CHAIRMAN JOHNSON: Nothing works good
22 for everybody.

23 DIRECTOR JOHNS: Okay. Yeah.

24 CHAIRMAN JOHNSON: There was a lot of
25 city board meetings that day. Ours is

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1 that way on Tuesdays.

2 DIRECTOR JOHNS: So May 8th, 2025,
3 9:00 a.m. is good with everybody in the
4 room?

5 CAPTAIN HENDRY: Yes, sir.

6 CHAIRMAN JOHNSON: Yes.

7 DIRECTOR JOHNS: And then April
8 hearings, so the question I had,
9 Mr. Chair, on that was we require four
10 weeks in advance for overnight stays,
11 which we'll need to do. Were there dates,
12 I guess in late April, which would have to
13 be after the 20th, that the Board was
14 interested in doing hearings or when the
15 next set of hearings would be?

16 And then I guess the question would
17 be, can we go ahead on the alternate
18 months of the Board and set the hearings
19 out a couple of months so we can go ahead
20 and do the travel required within those?

21 CHAIRMAN JOHNSON: Yeah. Let's do
22 it, and I think I emailed you the dates.

23 DIRECTOR JOHNS: Yes, sir.

24 CHAIRMAN JOHNSON: Yeah. I would
25 say, especially after kind of this was an

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1 official but test run of how this thing
2 went as far as one group hearing it, and
3 the rest of us voting on it. Of course, a
4 lot of them weren't here, and some of them
5 were.

6 But definitely, I think it's good to
7 set the dates for the hearings, and
8 anybody that can come, let them be here,
9 but we've at least got to have an amount
10 of people to do the hearing. But it'll
11 open it up to everybody, and that way a
12 lot of your questions that you may have
13 had today would be answered during the
14 actual hearing. So I think that's --
15 isn't that correct, Luke?

16 MR. WILLIAMSON: Yes.

17 DIRECTOR JOHNS: The minimum is
18 three?

19 CHAIRMAN JOHNSON: Three or four?
20 Three. We got to have at least three.

21 DIRECTOR JOHNS: So we'll get those
22 dates out ASAP. And then the other
23 thought is that we would skip June for
24 anything because of the concurrent
25 conferences that occur between -- the last

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1 week in May is the Public Safety Summit.
2 You've got the constable's conference, the
3 sheriffs, and the chiefs.

4 CHAIRMAN JOHNSON: Is June an off
5 month for regular meetings?

6 DIRECTOR JOHNS: Yeah. Regular
7 meeting --

8 CHAIRMAN JOHNSON: It would be a
9 scheduled week. So no hearings in June?

10 DIRECTOR JOHNS: May and July, and no
11 hearings in June.

12 CHAIRMAN JOHNSON: Okay.

13 (OFF THE RECORD DISCUSSION RE HEARING DATES.)

14 CHAIRMAN JOHNSON: All right. If
15 there's nothing else, a motion to adjourn.

16 MS. COLEMAN: So moved.

17 CHAIRMAN JOHNSON: Cassie's got that.
18 Second?

19 CHIEF TUTOR: Second.

20 CHAIRMAN JOHNSON: Got a second here
21 with the Chief, and all in favor say aye.

22 ALL: Aye.

23 (END OF PROCEEDING.)

24

25


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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 31st day
13 of March, 2025.

14
15 
16 Ella J. Hardwick, CVR-M, CCR #1749



17 My Commission Expires:
18 February 8, 2029
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