

Mississippi Public Safety Commission Board Meeting

Transcript of Proceedings - BLEOST
May 8, 2025

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Transcript of Proceedings - BLEOST 5/8/2025

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

BOARD MEETING

TRANSCRIPT OF PROCEEDINGS

Taken at
Mississippi Department of Public Safety Planning
152 Waterford Parkway, Canton, Mississippi
on Thursday, May 8, 2025,
beginning at 9:00 a.m.

REPORTED BY:

CHRISTA SHERMAN, CCR #1964

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1 BOARD MEMBERS PRESENT
2 Jeff Johns, Director, Office of Standards &
 Training
3
4 Jim H. Johnson, Chair; Sheriff, Lee County
5
6 Randy Tutor, Chief, Pontotoc Police Department
7
8 Lindsay Cranford, Esq., Office of the Attorney
9 General
10 Sean Tindell, Commissioner, MDPS (via remote
 conferencing)
11
12 Michael Hall, Chief, Guntown Police Department
13
14 Luke Williamson, Esq., Board Attorney
15
16 Charles Haynes, Director of the Mississippi
17 Highway Patrol and Assistant Commissioner of
18 the Mississippi Department of Public Safety
19
20 John Quaka, Chief, Tupelo Police Department
21
22 Brandon Hendry, Captain, Director of Law
23 Enforcement Training Academy
24 Daniel Sanford, Chief, Director of Campus Safety,
25 University of Mississippi
26
27 Anthony Chancelor, Sheriff, Clarke County
28
29 Robert Hancock, Constable, Mississippi Constable
30 Association
31 Randall Tucker, Sheriff, Mississippi Sheriff's
32 Association
33
34 ALSO PRESENT:
35 Bryce Alexander, Training Specialist, Office of
 Standards and Training
36
37 Daniel McKinney, Director, North Mississippi Law
38 Enforcement Training Center
39
40

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1 Coop Chavis, Investigator, Board of Law
Enforcement Officer Standards and Training

2
Donna Rogers-Perkins, Law Enforcement
3 Certification

4 Joshua Broman, Executive Director, Public Safety
Planning

5
Emma Baptiste, Investigator, Board of Law
6 Enforcement Officer Standards and Training

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1 CHAIRMAN JOHNSON: It's 9:00 a.m. We
2 welcome everybody to the board meeting -- our
3 regular meeting this month. If you will,
4 please stand. Chief Quaka is going to lead
5 us in the Pledge, and I'll do the invocation.

6 CHIEF QUAKA: Attention, salute, Pledge.

7 ALL: (PLEDGE.)

8 CHAIRMAN JOHNSON: (PRAYER.)

9 I'll establish a quorum, recognize
10 (indiscernible), and do a roll call.

11 DIRECTOR JOHNS: Honorable Anthony
12 Chancellor?

13 SHERIFF CHANCELOR: Present.

14 DIRECTOR JOHNS: Honorable Lindsay
15 Cranford?

16 MS. CRANFORD: Present.

17 DIRECTOR JOHNS: Honorable Cassie
18 Coleman?

19 Chief Michael Hall?

20 CHIEF HALL: Present.

21 DIRECTOR JOHNS: Honorable Robert
22 Hancock?

23 CONSTABLE HANCOCK: Present.

24 DIRECTOR JOHNS: Colonel Charles Haynes?
25 Captain Brandon Hendry?

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1 CAPTAIN HENDRY: Here.

2 DIRECTOR JOHNS: Sheriff Jim Johnson?

3 CHAIRMAN JOHNSON: Here.

4 DIRECTOR JOHNS: Chief John Quaka?

5 CHIEF QUAKA: Here.

6 DIRECTOR JOHNS: Chief Daniel Sanford?

7 CHIEF SANFORD: Here.

8 DIRECTOR JOHNS: Commissioner Sean

9 Tindell?

10 COMMISSIONER TINDELL: Here.

11 DIRECTOR JOHNS: Sheriff Randall Tucker?

12 SHERIFF TUCKER: Here.

13 DIRECTOR JOHNS: Chief Randy Tutor?

14 CHIEF TUTOR: Here.

15 DIRECTOR JOHNS: Chairman, we appear to

16 have a quorum.

17 CHAIRMAN JOHNSON: All right. We want

18 to thank Ms. Christa for being here -- our

19 court reporter. She's been here one time

20 before. But if you will, at least the first

21 time you speak, call your name so that she

22 will have it. And anyone that says anything,

23 just make sure that we're not talking over

24 each other. But thank you for being here.

25 Item 4 is approval of the minutes that

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1 was sent out -- the transcript. The Chairman
2 will entertain a motion.

3 CHIEF QUAKE: This is John Quake. I'll
4 make a motion to approve the minutes.

5 CHIEF TUTOR: Randy Tutor, second.

6 CHAIRMAN JOHNSON: I have a motion and a
7 second. Any discussion? All in favor say,
8 "Aye."

9 ALL: Aye.

10 CHAIRMAN JOHNSON: Any opposed?

11 There are none.

12 Item 4 -- or Item 5 on old business, is
13 CEU training, Bryce Alexander, Training
14 Specialist.

15 MR. ALEXANDER: Good morning. Everybody
16 should have a one-page CEU training list on
17 here. Most of all these have been approved.
18 There are a few if you just want to look over
19 them.

20 If you have any questions about them I
21 have a whole folder of what needs to be --
22 what their curriculum is and everything if
23 you need to look over those. Does anybody
24 have any questions about those?

25 CHAIRMAN JOHNSON: Okay. Are there any

1 questions regarding the handout on the
2 training? Before we entertain a motion, any
3 questions?

4 I will entertain a motion to accept
5 these.

6 CHIEF QUAKA: I'll make a motion to
7 accept these.

8 CHAIRMAN JOHNSON: Motion. Do I have a
9 second?

10 CHIEF HALL: Chief Hall, Michael Hall.
11 Second.

12 CHAIRMAN JOHNSON: I have a motion and
13 second. Any discussion?

14 All in favor say, "Aye."

15 ALL: Aye.

16 CHAIRMAN JOHNSON: Any opposed?

17 There are none. Thank you.

18 MR. ALEXANDER: If I may while I'm up
19 here, I wanted to give you a few updates on
20 our full-time academies. I haven't done that
21 before.

22 Some trends that we've been seeing --
23 this is over the last three years. We went
24 over -- we -- and she's going to hate me, but
25 I want to give kudos to Risa Turpin for the

1 last couple of years keeping up with all of
2 these figures and numbers. It was a whole
3 lot easier to put this together because of
4 her. And I truly appreciate that.

5 Just for the last three years, as far as
6 cadets starting and graduating the full-time
7 academies, I know we are only in month May --
8 the month of May this year, but on average,
9 right now we have 43 recruits starting
10 compared to last year, which was 57. And in
11 '23 there were 56.

12 Compared to how many are graduating this
13 year, an average of 35 compared to last year,
14 40, and 41 in '23, which makes it a
15 71 percent graduation rate this year so far.
16 Compared to last year, which was a 76. And
17 in '23 was a 73.

18 I just want to keep you updated on
19 what's going on in the academies. And we're
20 still working on putting together why we're
21 losing so many people during the academies.

22 I should have that information by the
23 next board meeting. I just wanted to keep
24 y'all updated on that. Any questions about
25 that?

1 DIRECTOR JOHNS: There's -- one thing
2 that I observed while I was at the academy
3 teaching a couple of weeks ago was that they
4 started and dropped almost in the first
5 two weeks to 19, which is -- Director
6 Carlton, who is not with us today, he and I
7 talked about that.

8 That kind of -- we had kind of a bump
9 there for a couple of years, and now we're
10 seeing a downward trend in recruitment or in
11 people.

12 Because, as we saw in these numbers that
13 we just looked at in the last couple of days,
14 relative to what we expect for
15 reimbursements, that in some cases we're
16 losing 30 to 40 percent of the class in those
17 first couple of weeks. And it is very
18 concerning to the profession.

19 So thank you for bringing those up. I
20 think it's important.

21 MR. ALEXANDER: There's a number of
22 reasons why they drop out. But a lot of
23 them, they realize they, you know, stepped in
24 something they didn't want to step in once
25 they get there.

1 DIRECTOR JOHNS: That's true. And
2 that's the purpose of an Academy, is to give
3 people exposure to something that they may
4 not have the discipline for. And sometimes
5 they do decide this is not what I want to do.
6 It's not all fun and games.

7 Thank you very much.

8 MR. ALEXANDER: Thank you.

9 CONSTABLE HANCOCK: I did have one thing
10 since we are on the topic of the training
11 section and the conference. I have the
12 agenda for Mississippi Constable's
13 Association.

14 I had given it to Director Jones last
15 week. But I want to give it to our
16 specialist now for him to review that. And
17 just to note this is 25 hours worth of
18 training for all of our --

19 DIRECTOR JOHNS: We should have
20 responded to that.

21 CONSTABLE HANCOCK: So I'm just
22 proposing that to our training specialist for
23 review.

24 MR. ALEXANDER: Thank you.

25 DIRECTOR JOHNS: Thank you.

1 CHAIRMAN JOHNSON: Do any of our Academy
2 Directors in the battle care to comment on
3 the subject that we just discussed?

4 MR. MCKINNEY: We lose about 30 to
5 35 percent too. I think we started with 32
6 in this class, and we are down to 25 and
7 we're in Week 5. That's actually better than
8 what usually do.

9 But a lot of the people are quitting
10 because they are not prepared physically,
11 first of all. And they get in with
12 50 percent, which is fine. But then that's
13 not enough and they end up quitting.

14 So, you know, we still run a
15 paramilitary-type academy so it's -- I don't
16 know another way to make it any better -- to
17 keep them there.

18 CAPTAIN HENDRY: Brandon Hendry. We
19 dropped 40 percent this class at five weeks.

20 DIRECTOR JOHNS: Any thoughts on that?

21 CAPTAIN HENDRY: It ebbs and flows. I'm
22 not really sure. There are some that just
23 realize that they don't want to do hard
24 things.

25 And there's some that they have personal

1 life issues and drama that they can't be away
2 from home anymore. Their time away at the
3 academy has exacerbated that issue so that
4 they have to withdraw.

5 So that's the majority of why we see
6 people drop. They just don't have a lot of
7 stability at home. And when they leave it
8 just gets worse. And I don't think that
9 there's a lot we can do about that.

10 SHERIFF CHANCELOR: Anthony Chancellor.
11 I actually have a 50-year-old at MLEOTA right
12 now. But now, his level of dedication and
13 just wanting to be there, I mean, he's
14 prepared.

15 And, of course, I know that this -- I
16 believe that this is a smaller class that got
17 started. But I also had a 21-year-old and a
18 23-year-old that graduated with the last
19 class.

20 But, like I said, I just think his want
21 to -- and he's had some shoulder issues, but
22 his want to is there.

23 MR. MCKINNEY: We very rarely have
24 anybody that's over 35 quit. Most of those
25 usually make it, barring injury. But most of

1 them are mature enough where they make it.

2 CHIEF TUTOR: Or you go back to just --
3 you take the academy out of it. Just when
4 you're hiring now, these people are
5 different. These kids are different than
6 they were 15 years ago. And it's just --

7 DIRECTOR JOHNS: Well, we also suffer
8 with it. We just having the privilege of
9 attending, by invite, the Midyear Policy
10 Council in Texas for the International
11 Association of Chiefs of Police, and
12 nationally, that's a conversation.

13 And the other conversation is that we've
14 got a vacuum in the 10 years of experience to
15 the 20 years, where a lot of people in the
16 last 10 years moved out. And so our middle
17 ground, which normally makes up our line
18 supervision, is very low. It almost reflects
19 the populace.

20 And you do have population slumps that
21 effect that as well. But very much a concern
22 from coast to coast. Some areas that are
23 seeing a resurgence, like our bump that has
24 kind of slumped this summer, have seen a
25 continuous climb in their recruits and

1 recruitment.

2 So I wish that would bleed over to us as
3 well. Because we need that healthy injection
4 of people.

5 CHIEF TUTOR: I'm going to get on my
6 soapbox for just a second. What Daniel said
7 and what the other academy directors have
8 said about the older people staying and going
9 through.

10 Y'all realize that after March of '26
11 we're not going to be able to hire that guy
12 anymore. With the Tier 5 retirement we will
13 not be able to hire that guy, because he's
14 not going to work until he 70 years old.

15 So, I mean, that conversation that we're
16 having here, when the academy directors are
17 telling us that their best students are
18 35 years old, we need to make sure that we
19 communicate that to the legislature. And
20 I'll get off now.

21 SHERIFF CHANCELOR: Well, I was
22 fortunate with my two younger guys that
23 graduated with the last class. But I'm
24 trying to start people out in the jail. I've
25 been starting them out in the jail.

1 And, of course, it gives them that --
2 I'm able to learn them. They're able to
3 learn -- you can learn about somebody working
4 in the jail, you know.

5 But they want to move up. And, like I
6 said, that made a big difference with those
7 younger guys. But, of course, I have been
8 fortunate too to have a good group. But
9 that -- they didn't want to go back in that
10 jail, was a lot of it.

11 CHAIRMAN JOHNSON: If you want to turn
12 (indiscernible) to jail, if you think they
13 drop out on the road.

14 SHERIFF CHANCELOR: I've got one opening
15 right now, and if somebody needs a job...

16 CHIEF TUTOR: Just for everybody's
17 information, we have -- we've been in talks
18 about this Tier 5 thing, and I know we're off
19 subject, but y'all need to hear this.

20 We're in talks now that there's going to
21 be a push in the next year or two that we do
22 a first responders retirement system and
23 moving that back to 25 years. And it will
24 basically be the Highway Patrol's retirement.

25 But that -- the mechanism to do that

1 is -- the Stennis Center is working on that
2 right now -- on how we change that mechanism.
3 But basically what it would be -- it will be
4 the Highway Patrol's retirement. Change the
5 name to first responder's retirement, get
6 everybody back to 25 years, plus move
7 everybody up to 75 percent from the 50 that
8 it is for us.

9 So -- but those conversations are going
10 on now. And what's so good about it, the
11 Highway Patrol even realizes it now.

12 Because one of the meetings I had with
13 the Highway Patrol, I said, "Y'all know y'all
14 are next." And they know that.

15 So those talks are in the works now, and
16 we've got that plan over to the
17 Stennis Center over at Mississippi State.
18 And they're going to try to figure out how,
19 and how much, and all that, where we will
20 have a good foundation to start with when we
21 start this push.

22 COMMISSIONER TINDELL: Hey, Chief, if I
23 may?

24 DIRECTOR JOHNS: Yes, sir.

25 COMMISSIONER TINDELL: Just so y'all are

1 aware, and I know when it comes to
2 Highway Patrol retirement, it does look
3 attractive. But just so everybody is aware,
4 the contribution rate on that is 49 percent.
5 For every dollar in salary, the agency is
6 contributing 49 percent.

7 And so if that's the direction it goes,
8 they are probably going to have to do some
9 modifications to that as well, with how --
10 what the benefits are.

11 Because I don't know that it would be --
12 I don't know that the municipalities and
13 counties would be willing to go with a
14 49 percent contribution rate for each dollar
15 of salary.

16 So that's just something that I think
17 we've got to vet out.

18 CHIEF TUTOR: Right. That's one of
19 things --

20 COMMISSIONER TINDELL: -- something
21 coming up, I've invited Senator Clark to come
22 talk, as well as Ray Higgins over at first,
23 and maybe have a discussion or breakout
24 session to talk about the Tier 5 so we can
25 bring up some other options that everybody,

1 you know, seems to be in favor of as far as
2 the first responder type retirement.

3 So moving on to the topic about the
4 academies. But I do think it's going to be,
5 more so than a recruiting issue, it's going
6 to be a retention issue for all our agencies.
7 Because I don't know many people that go into
8 law enforcement thinking about the
9 retirement, but when they get to year 10 and
10 15 and 20 it certainly keeps them -- keeps
11 them in the profession.

12 And really, it's not just first
13 responders, it's across the board to the
14 state government. So I think it's going to
15 be really interesting how this plays out in
16 the future.

17 CHAIRMAN JOHNSON: Thank you,
18 Commissioner. All right. Good discussion.
19 We'll go on to Item 6, presentation of the
20 hearing panel. And our first one will be
21 Raymond Adams. If y'all can pull that up on
22 your device and follow along.

23 DIRECTOR JOHNS: Yes, sir. And that
24 is -- the hearing panel decisions, you know,
25 come before the board for recommendations of

1 the board. And I will read those out to you
2 at this time so that they are on the record.

3 Before the Hearing Panel of the
4 Mississippi State Board of Law Enforcement
5 Officer Standard and Training in regard to
6 certification status of Raymond Adams.

7 On April 30, the Hearing Panel,
8 hereinafter referred to as Panel, comprised
9 of members of the Board of Law Enforcement
10 Officer's Standards and Training, convened to
11 consider the certification status of
12 Raymond Adams, and to consider evidence and
13 testimony in the determination of the same.

14 The Panel was requested to determine
15 whether any violations of the policies of the
16 Board on Law Enforcement Officer's Standards
17 and Training had been violated.

18 Specifically, the Panel considered the
19 following Rule 4.2 Policy: The Board may
20 reject any unqualified applicant for
21 certification by classification of not
22 eligible for certification. Further, the
23 board reserves the right to remand, suspend,
24 or cancel and recall any certificate when the
25 certificate was issued by administrative

1 error; the certificate was obtained through
2 misrepresentation or fraud; the holder has
3 been convicted, pled guilty, pled nolo
4 contendere, fined, ordered into probation or
5 pretrial diversion in relationship to a
6 felony or a crime involving moral torpitude,
7 or that is directly related to the duties and
8 responsibilities of a law enforcement
9 officer.

10 D. The holder has committed an act of
11 maleficence or has been dismissed from his
12 employing law enforcement agency.

13 Or, E. The physical or mental condition
14 of the officer is such that the officer is
15 incapable of performing the duties -- law
16 enforcement duties inherent to the
17 profession.

18 Or, F. For other due causes as
19 determined by the Board.

20 The Board has established standards and
21 qualifications by rule and regulation for the
22 employment of law enforcement officers as
23 they relate to the competence and reliability
24 of persons to discharge the responsibilities
25 of that position of public trust. These

1 standards address minimum age, education,
2 training, physical and mental standards,
3 citizenship, good moral character, and
4 experience.

5 Any conduct or action that would breach
6 the established minimum standards, violates
7 the law enforcement call of ethics, or would
8 greatly diminish the public trust and
9 confidence or reliability of an officer would
10 be actionable as due cause and recommend
11 suspension under conditions, recall, or
12 cancellation of a certificate.

13 At the beginning of the hearing, all
14 witnesses who appeared before the board were
15 sworn. Raymond Adams, nor anyone
16 representing him, was found within the board
17 room or the adjacent places. Having called
18 him three times, the hearing proceeded.

19 The panel considered the following
20 evidence presented by Emma Baptiste, BLEOST
21 investigator.

22 The investigation has determined that
23 Raymond Adams knowingly and repeatedly
24 falsified certification applications
25 submitted to BLEOST. He also engaged in

1 conduct that reflects poorly on the integrity
2 of the law enforcement profession, including
3 the initiation of a felony warrant, failed
4 drug screenings, nondisclosure of a criminal
5 arrest, and refusals to comply with agency
6 directives with details as follows.

7 Adams failed to report for duty in a
8 mandatory drug screening at the Crystal
9 Springs Police Department in July of '24. He
10 failed to return city issued equipment,
11 including his weapon, under a felony
12 arrest -- until a felony arrest warrant was
13 issued.

14 While under investigations, Adams sought
15 employment at the Jackson Airport Police
16 Department without disclosing the prior
17 investigation or submitting an application to
18 BLEOST. A historical review of Adam's BLEOST
19 file reveals multiple separations from
20 agencies due to resignation in place of
21 termination, terminations for policy
22 violations, failed drug screenings, and
23 sustained allegations of misconduct.

24 In every Mississippi post certification
25 application submitted, Adams omitted critical

1 information regarding his employment
2 separations and employment history.

3 Based on this evidence and considering
4 the testimony presented by Investigator
5 Baptiste and all other witnesses, the Panel
6 makes the following recommendation to the
7 members of the Board on Law Enforcement and
8 Officer Standards and Training to be
9 considered at their official meeting: To
10 declare Raymond Adams' certificate canceled
11 and recalled.

12 CONSTABLE HANCOCK: I make a motion that
13 we cancel the certificate.

14 CHIEF QUAKA: I'll second that motion.

15 CHAIRMAN JOHNSON: We have a second to
16 cancel the certificate of Mr. Adams. Is
17 there any discussion?

18 All in favor say, "Aye."

19 ALL: Aye.

20 CHAIRMAN JOHNSON: Are there any
21 opposed?

22 There are none.

23 I will pass this around to the court
24 reporter. We're going to mark this as part
25 of the record that we read that we handed

1 out.

2 (Exhibit 1 marked for identification.)

3 DIRECTOR JOHNS: We're going to modify
4 for the ones -- for the court reporter, we're
5 going to modify this and not read the entire
6 text for the subsequent ones.

7 The following is Z'Jaybryun McNeil on
8 April 30, 2025. The Hearing Panel,
9 hereinafter referred to as the Panel,
10 comprised of members of the Board on Law
11 Enforcement and Officer Training and
12 Standards, considered the certification
13 status of Z'Jaybryun McNeil, and to consider
14 evidence and testimony in the determination
15 of the same.

16 The panel was requested to review -- to
17 determine whether any violation of policies
18 of the Board on Law Enforcement and
19 Officer Training and Standards has been
20 violated.

21 Specifically, the Panel considered the
22 following evidence as presented by Emma
23 Baptiste, BLEOST investigator:

24 The investigation confirmed that McNeil
25 was arrested on December 16, 2021, by the

1 Shreveport Police Department, Louisiana for
2 misdemeanor theft involving the misuse of
3 city issued Fuelman cards to purchase
4 gasoline for his personal vehicle. Internal
5 affairs and criminal investigations conducted
6 by SPD substantiated that McNeil used his
7 assigned Fuelman PIN and cards, taken from
8 Parker fleet units, on four occasions to
9 obtain fuel totaling \$89.28.

10 The key findings included: McNeil
11 failed to provide adequate written
12 disclosures on his initial application
13 submitted to BLEOST on June 20, 2024. In a
14 second application submitted July 1, 2024,
15 McNeil offered more information that made
16 contrary statements.

17 Initially, he claimed to have pled not
18 guilty. In later amendments he stated that
19 he pled guilty. McNeil did not disclose that
20 he resigned under investigation by the
21 Shreveport Police Department.

22 Video footage confirmed the fuel theft
23 incidents. McNeil admitted guilt during both
24 the criminal and internal affairs
25 investigation and expressed his remorse. He

1 was permitted to take a refresher course at
2 Southern Police Safety Institute, but was
3 restricted from law enforcement duties
4 pending a full review.

5 Based on this evidence and considering
6 the testimony presented by the investigator
7 and all other witnesses, the panel makes the
8 following recommendations to the members of
9 the Board on Law Enforcement
10 Officer Standards and Training to be
11 considered at an official meeting: Declare
12 Z'Jaybryun McNeil not eligible for
13 certification in Mississippi.

14 CHAIRMAN JOHNSON: We've heard the
15 recommendation from the director as a result
16 of the hearing panel. The entirety of that
17 is made available if anyone wants to see it
18 and will be made part of the record.

19 But we will entertain a motion to accept
20 this recommendation.

21 CHIEF QUAKA: I'll make a motion to
22 declare McNeil not eligible for
23 certification.

24 CHAIRMAN JOHNSON: Do I have a second?

25 SHERIFF TUCKER: Second. Randy Tucker.

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1 CHAIRMAN JOHNSON: All right. Any other
2 discussion?

3 All in favor say, "Aye."

4 ALL: Aye.

5 CHAIRMAN JOHNSON: Any opposed?

6 There are none.

7 If y'all will pass this around it will
8 be marked as part of the record.

9 (Exhibit 2 marked for identification.)

10 CHAIRMAN JOHNSON: All right. We'll go
11 to the third hearing of David Vandiver.

12 DIRECTOR JOHNS: Yes, sir. In regards
13 to the certification status of David
14 Vandiver, on April 30th the hearing panel
15 comprised of members of the Board of Law
16 Enforcement Officer Standards and Training
17 convened to consider the certification status
18 of David Vandiver, and to consider evidence
19 and testimony in the determination of the
20 same.

21 The Panel was requested to determine
22 whether any violations of the policies of the
23 Board on Law Enforcement and
24 Officer Standards and Training had been
25 violated.

1 Specifically, the panel considered the
2 following evidence presented by Investigator
3 Coop Chavis as the Board of Law Enforcement
4 Officer Standards and Training investigator.

5 The investigation determined that
6 Vandiver engaged in criminal conduct while
7 serving as a sworn law enforcement officer.
8 On April 16, 2022, Vandiver sold two dosage
9 units of hydrocodone to a confidential human
10 source, or CHS, for \$200 in official task
11 force funds while on duty. The transaction
12 occurred in Pontotoc, Mississippi, and was
13 surveilled by the FBI task force agents.

14 Later that same day, Vandiver delivered
15 an additional 3.5 hydrocodone pills at a
16 separate location after threatening the CHS
17 and altering the meeting place.

18 Vandiver was originally indicted under
19 Count 2 for felony drug distribution,
20 Title 21 of the United States code,
21 Section 841A, Subsection 1, carrying a
22 potential sentence of up to 20 years and a
23 \$1 million fine.

24 On September 28, 2023, Vandiver entered
25 a plea agreement to a lesser offense,

1 unlawful possession of hydrocodone, a class A
2 misdemeanor, and agreed to relinquish his
3 Mississippi Law Enforcement Officer
4 certification and not seek certification in
5 any other state.

6 On February 1, 2024, Judge Michael P.
7 Mills sentenced Vandiver to six months at the
8 Federal Bureau of Prisons, with one year of
9 supervised federal probation upon his
10 release.

11 As of February 5, 2025, there was no
12 record found in BLEOST files indicating
13 Vandiver surrendered his Mississippi
14 certification as required by his plea
15 agreement.

16 Based on this evidence and considering
17 the testimony presented by the investigator
18 and any other witnesses, the Panel makes the
19 following recommendation to the members of
20 the Board on Law Enforcement
21 Officer Standards and Training to be
22 considered at an official meeting: To
23 declare David Vandiver's certificate canceled
24 and recalled.

25 CHAIRMAN JOHNSON: All right. We've

1 heard from the director and the results of
2 that hearing panel to declare David
3 Vandiver's certificate canceled and recalled.
4 We would entertain a motion to accept that.

5 CONSTABLE HANCOCK: I make a motion we
6 cancel David Vandiver's certificate and
7 recall it.

8 CHAIRMAN JOHNSON: Do we have a second?

9 SHERIFF TUCKER: I'll second it.

10 CHIEF TUTOR: Chairman, do I need to --
11 I'll abstain from this vote, because it was
12 my officers that worked the investigation. I
13 did that on the hearing.

14 CHAIRMAN JOHNSON: Yeah. That was Chief
15 Tutor from Pontotoc that was involved in the
16 investigation. He excused himself in a
17 meeting prior to this from the hearing. And
18 he is also going to excuse himself from the
19 vote.

20 We have a motion. We have a second.
21 Are there any other discussion?

22 SHERIFF TUCKER: I do have some
23 discussion. I'd like to ask the
24 investigators, have we contacted his
25 probation officer? Isn't that a violation of

1 his plea agreement and probation standards?

2 DIRECTOR JOHNS: Well, sure. If I
3 can -- I think I can answer that. He doesn't
4 ever have his certificate. The agency
5 possesses the certificate. And I believe we
6 have custody of it, is my understanding, from
7 his former agency.

8 So he would have never have a
9 certificate. So it's a language between the
10 Feds and us that he never actually holds on
11 to his certificate. His agency has it. So
12 there's really nothing for him to surrender.
13 Does that --

14 SHERIFF TUCKER: I guess my --

15 DIRECTOR JOHNS: -- make sense?

16 SHERIFF TUCKER: Yeah, but my question
17 was if there's --

18 DIRECTOR JOHNS: That he hasn't made --

19 SHERIFF TUCKER: -- stating that hasn't
20 made any record?

21 DIRECTOR JOHNS: Correct. And so --

22 SHERIFF TUCKER: Do you --

23 DIRECTOR JOHNS: -- US Probation and
24 Parole?

25 MR. CHAVIS: Yes, sir. That's where I

1 got the documents from. Sondra at US
2 Probation and Parole. He's off probation at
3 this moment. Yes, sir.

4 DIRECTOR JOHNS: So he's fulfilled his
5 six months and his year?

6 MR. CHAVIS: Correct. Yes, sir.

7 DIRECTOR JOHNS: For the court reporter,
8 that's Investigator Coop Chavis of the
9 Department of Public Safety.

10 CHAIRMAN JOHNSON: Does that answer your
11 question, Sheriff?

12 SHERIFF TUCKER: It does. Also for
13 clarification that's the one that we did in
14 absentia, right? He was not here because
15 he's in jail or something?

16 CHAIRMAN JOHNSON: He was not present
17 for some reason after he was called.

18 Any other discussion on this matter?

19 We have a motion and a second to accept
20 the recommendation. All in favor say, "Aye."

21 ALL: Aye.

22 CHAIRMAN JOHNSON: Are there any
23 opposed?

24 There are none.

25 Again, we will mark this as an Exhibit

1 for this hearing if y'all will pass it
2 around, please. Thank you.

3 (Exhibit 3 marked for identification.)

4 CHIEF QUAKA: Mr. Chairman, I have a
5 point to make before we entertain the next
6 certification on Macon. I will excuse myself
7 from voting because Macon was employed with
8 the Tupelo Police Department at the time of
9 his arrest.

10 CHAIRMAN JOHNSON: Okay. Chief Quaka
11 has excused himself from voting. I can also
12 go on the record that I will excuse myself as
13 well due to our office, the Lee County
14 Sheriff's Department, being the investigating
15 agency, as well as Chief Quaka and myself to
16 abstain from voting from the hearing, we'll
17 also abstain from voting at this point before
18 this starts. Mr. Director.

19 DIRECTOR JOHNS: In regards to the
20 certification status of Lemadrick Macon. On
21 April 30, the Hearing Panel comprised of
22 members of the Board on Law Enforcement
23 Officer Standards and Training convened to
24 consider the certification status of
25 Lemadrick Macon, and to consider evidence and

1 testimony in the determination of the same.

2 The panel was requested to determine
3 whether any violation of the policies of the
4 board on Law Enforcement Officer Standards
5 and Training had been violated.

6 Specifically, the panel considered the
7 following investigation presented by Coop
8 Chavis, BLEOST investigator.

9 The investigation substantiated the
10 following findings: Macon engaged in
11 domestic violence against Alisha Demming
12 while serving as a TPD officer. The 2021
13 video depicts Macon choking Demming in the
14 presence of their child. Macon made false
15 statements during the Tupelo Police
16 Department internal investigation, claiming
17 no physical altercation occurred in 2021
18 while being employed as a Tupelo Police
19 Department law enforcement officer.

20 Macon's full-time certification
21 application failed to disclose the true
22 nature of his termination from the Tupelo
23 Police Department. He minimized the 2021 and
24 2023 incidents and cited unrelated reasons,
25 "My girlfriend and I were in an altercation

1 and did not tell supervisor."

2 Macon's actions violate multiple BLEOST
3 policies and represent sustained findings of
4 conduct involving moral turpitude,
5 dishonesty, and failure to meet certification
6 employment standards.

7 Based on this evidence and considering
8 the testimony presented by the investigator
9 and other witnesses, the panel makes the
10 following recommendation to the members the
11 board on Law Enforcement Officer Standards
12 and Training to be considered in an official
13 meeting: To declare Lemadrick Macon's
14 certificate canceled and recalled.

15 Mr. Chairman.

16 CHAIRMAN JOHNSON: Thank you, Director.
17 The entire packet is there before the entire
18 board for your opportunity to look at it.
19 And after you've done that we will entertain
20 a motion to accept the recommendation by the
21 hearing panel to cancel and recall
22 Mr. Macon's certificate.

23 CAPTAIN HENDRY: So moved.

24 CHAIRMAN JOHNSON: I have a motion. Do
25 I have a second?

1 CONSTABLE HANCOCK: Second.

2 CHAIRMAN JOHNSON: We have a second.

3 Any other discussion?

4 All in favor say, "Aye."

5 ALL: Aye.

6 CHAIRMAN JOHNSON: Are there any
7 opposed?

8 There are none.

9 And we'll mark this as an Exhibit to
10 this hearing.

11 (Exhibit 4 marked for identification.)

12 CHAIRMAN JOHNSON: All right. Item 7 on
13 the agenda is certification of officers.
14 Director Johns.

15 DIRECTOR JOHNS: Mr. Chairman, before
16 you, you have the May 8 board meeting
17 confirmation of part-time basic academies.
18 Full-time classes are underway and were
19 approved at the previous board meeting.

20 But you have before you five -- if I
21 count right. Or maybe it's four. Four
22 part-time basic classes beginning in May and
23 July and concluding after the fiscal year in
24 July -- the state fiscal year -- for the
25 approval of the board.

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1 CHAIRMAN JOHNSON: Okay. Thank you.
2 You have the academies -- I'm sorry.

3 SHERIFF TUCKER: Motion to approve.

4 CHAIRMAN JOHNSON: We have motion. Do
5 we have a second?

6 CONSTABLE HANCOCK: Second.

7 CHAIRMAN JOHNSON: Second. Any
8 discussion?

9 All in favor -- okay. The director has
10 got an additional amendment. We will accept
11 that at this time. Go ahead.

12 DIRECTOR JOHNS: Mr. Chairman, if it
13 pleases the board, in your packet as well you
14 have the May equivalency of training
15 full-time list, which lists refresher skills
16 update testing accomplished by persons
17 throughout the state to achieve their
18 certification. We will put that forward to
19 the board for approval. Any discussion?

20 CHAIRMAN JOHNSON: And we have the
21 equivalency training as well as the part and
22 full-time classes. Right now it's going to
23 part-time. Sheriff Tucker, do you want to
24 make a motion to accept both of those -- or
25 amend your motion?

1 SHERIFF TUCKER: I'll amend it to
2 include both the equivalency training -- but
3 I do have a question if we get a second.

4 CHAIRMAN JOHNSON: We have a motion to
5 accept both. Do we have a second?

6 CONSTABLE HANCOCK: Second.

7 CHAIRMAN JOHNSON: We have a second.
8 Now, do we have any discussion?

9 SHERIFF TUCKER: Equivalency training,
10 is that just the test?

11 DIRECTOR JOHNS: It is currently just
12 the test. And I think there is some
13 discussion that they -- amongst the board
14 that they would like more than just the test.
15 Or the test to encompass more than just the
16 written online test. To include that
17 these -- and I'll call on Captain Hendry,
18 because he and I discussed this just as
19 recently as yesterday.

20 So Louisiana post, for example, requires
21 you take the equivalency exam coming from
22 both federal or from another state. They
23 also require you to attend Louisiana's
24 refresher.

25 It has been proposed and discussed in

1 this board previously that perhaps -- that a
2 skills assessment, including Mississippi law,
3 for folks entering the state from the federal
4 system and/or from another state should have
5 to do all of that as part of their
6 equivalency test.

7 They should take the written test, and
8 if they pass it, move to step B of
9 equivalency, which would be to take the
10 skills assessments on firearms, driving, and
11 the other things.

12 Any color that you can put on that,
13 Captain Hendry?

14 CAPTAIN HENDRY: The only difference
15 that I would have with the law class was --
16 would be that the test itself is heavily
17 based on Mississippi case law and law in
18 general. And I would say -- I would propose
19 that they be exempt from that -- the law
20 class.

21 But the skills evaluation -- what we
22 would call the skills evaluation, not
23 necessarily the skills update -- is just to
24 verify at a state level that they can and do
25 meet the minimum standard, or the standard

1 that the state sets for law enforcement
2 officers in those skill areas.

3 And so -- we don't have a way to measure
4 that. Right now we're just depending on each
5 agency to validate their skills or to give
6 them the proper training to update their
7 skills. But at this point, the state doesn't
8 have a way for people taking the test to
9 validate their skills performance at that
10 level.

11 SHERIFF TUCKER: Don't misunderstand me.
12 I'm not opposed to it. I'm just wondering as
13 it sits right now --

14 DIRECTOR JOHNS: Currently it is just
15 the test or equivalency. And we are not --

16 SHERIFF TUCKER: And I'm asking because
17 I've been asked.

18 DIRECTOR JOHNS: Yeah. No, I understand
19 that. And there was some discussion in our
20 office on it as well as to whether that had
21 previously been considered. And I could not
22 find where we considered adding anything to
23 the test.

24 But I think it came back to a
25 conversation, that may have occurred with

1 Luke, that could the skills be included --
2 that it was kind of an A/B side of the test.
3 And Part A is taking the written test and
4 Part B is doing the skills assessment.

5 CAPTAIN HENDRY: If I remember
6 correctly, I think the discussion we had was
7 you said that the legislature just mandated
8 the A test. And that it was up to Standards
9 and Training to implement and decide what the
10 test would be.

11 MR. WILLIAMSON: The skills test and the
12 law course are both included in the policy.
13 That's an important policy. But there is not
14 a specific version of the test that's adopted
15 within the policies. So the board decides
16 what the test is.

17 But as far as the skills test,
18 obviously, that's the same -- you referenced
19 that, but that's the same standard for
20 everyone. So it's already adopted.

21 CONSTABLE HANCOCK: I had a question on
22 the skills update. So these are being done
23 at the agency and not at the academy?

24 CAPTAIN HENDRY: Right now I don't think
25 we've -- I don't think the board has

1 officially adopted the skills part as the
2 Part B of the written test. I personally
3 would like to see that adopted by the
4 board -- to do that.

5 But right now it's only -- they're only
6 qualifying at their agency. And I know --

7 CONSTABLE HANCOCK: Seeing if they can
8 shoot their fire arm. Seeing if they can
9 drive.

10 CAPTAIN HENDRY: And I know --

11 CONSTABLE HANCOCK: So there's no
12 refresher of the driving test whatsoever?

13 CAPTAIN HENDRY: Not currently. And
14 that's -- the thing is there's agencies that
15 don't have defensive tactics and structures
16 for evaluators. They don't have a place to
17 do driving evaluations or driving
18 instructors.

19 We're not sure that we're getting the
20 skills evaluation -- that we would have a
21 standard for out of state people coming in --
22 or federal people.

23 CHAIRMAN JOHNSON: The only thing that
24 we're requiring them to do, as far as the
25 board, is to take this written test. And if

1 they pass it then that's all we're requiring.

2 CONSTABLE HANCOCK: Yeah. The training

3 --

4 CHAIRMAN JOHNSON: Each department can
5 do something.

6 CONSTABLE HANCOCK: Yeah. We've got
7 training required skills update so that's
8 what we want to try to --

9 SHERIFF TUCKER: There were several
10 courses that were on there.

11 CAPTAIN HENDRY: Yeah, these are -- each
12 one is training required -- in that column it
13 tells you what that person was required to.
14 So some of them say test or refresher, and
15 some say skills update or refresher, that
16 sort of thing. So each one is different.

17 Only the ones that say test in that
18 column are the people who were eligible to
19 take the test.

20 CONSTABLE HANCOCK: So what are they
21 providing to us as far as the skills update?
22 I mean, what -- is there a document saying?

23 DIRECTOR JOHNS: They're not providing,
24 currently, anything, unless they are simply
25 coming to an academy and taking the

1 equivalency test. But the ones that are on
2 there for skills are having to go to an
3 academy and complete the skills. And then
4 that form, which has been -- those that are
5 on that list -- that same --

6 CONSTABLE HANCOCK: So they are going to
7 the academy to take the skills at the
8 academy?

9 DIRECTOR JOHNS: -- they are going to
10 the academy that are on that list.

11 CONSTABLE HANCOCK: What about the
12 part-time academies? Are they going to the
13 part-time or are they going to the --

14 DIRECTOR JOHNS: They can go to either,
15 I believe, is my understanding.

16 CONSTABLE HANCOCK: Okay.

17 SHERIFF TUCKER: But those are dictated
18 by the Standards and Training, the one they
19 have to go to, whether or not they qualify
20 for the equivalency exam or the refresher
21 course or skills update.

22 CONSTABLE HANCOCK: Right.

23 SHERIFF TUCKER: And the equivalency
24 exam is just the computerized test at this
25 point, is my understanding.

1 DIRECTOR JOHNS: That's correct.

2 CHAIRMAN JOHNSON: What the board needs
3 to think about, between now and maybe the
4 next meeting, would be to add something to
5 the written part as far as what we're going
6 to require.

7 DIRECTOR JOHNS: Say that once you pass
8 the written part, then you need to show
9 proficiency in the required skills.

10 CHAIRMAN JOHNSON: Or whatever --

11 DIRECTOR JOHNS: And the board chooses
12 to exempt law, that's certainly --

13 MR. WILLIAMSON: And we have a policy
14 that does require that. We don't necessarily
15 have to adopt it. We just have to abide by
16 it or endorse it. But, yes, sir, I think we
17 have suspended that, if I'm correct, for that
18 time period.

19 SHERIFF TUCKER: Do you know where
20 that -- can you cite where that policy is?

21 MR. WILLIAMSON: Yes, sir. It's in 9.2
22 of the board policies. It is -- 9.2 deals
23 with the lapse in service of more than
24 two years but less than five, as one of the
25 requirements. Lapse in service of more than

1 five years has a different requirement.

2 But the ones that are out for more than
3 two but less than five, it requires a
4 hands-on skill test and a law course or the
5 refresher course is what it says -- and a
6 verification --

7 SHERIFF TUCKER: Can that be attached to
8 the equivalency exam?

9 MR. WILLIAMSON: I mean, it's part of
10 the board's policy right now. So the board
11 just needs to decide how it wants to
12 implement that policy.

13 SHERIFF TUCKER: Can we require that of
14 every single applicant?

15 MR. WILLIAMSON: Yes, sir -- for the
16 test.

17 SHERIFF TUCKER: And then why the
18 equivalency test?

19 MR. WILLIAMSON: They have to complete
20 the --

21 CAPTAIN HENDRY: The equivalency exam is
22 only for out-of-state, active military, and
23 federal. The skills are for in-state people
24 who have been in law enforcement.

25 SHERIFF TUCKER: Got you.

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1 CHAIRMAN JOHNSON: But we're looking at
2 the possibility of making the out-of-state
3 not only do the written test, but do the
4 skills as well. That's what we're -- as a
5 board, are wanting to decide if that's we
6 want to do.

7 SHERIFF TUCKER: Only the out-of-state?

8 CHAIRMAN JOHNSON: Out-of-state.

9 DIRECTOR JOHNS: Correct.

10 CHAIRMAN JOHNSON: They've got to do the
11 same thing as an in-state --

12 SHERIFF TUCKER: Some of them don't have
13 reciprocal --

14 DIRECTOR JOHNS: Right.

15 SHERIFF TUCKER: -- I guess is what
16 you're saying?

17 DIRECTOR JOHNS: Correct.

18 SHERIFF TUCKER: Okay.

19 SHERIFF CHANCELOR: I have a question.
20 Yearly, how often do we see people needing a
21 refresher? I mean, how many people on
22 average in a year would you think
23 statewide -- in-state certification now. I
24 mean I'm just --

25 DIRECTOR JOHNS: We have a -- Donna, can

1 you answer --

2 SHERIFF CHANCELOR: Of course it
3 probably varies, I'm sure.

4 DIRECTOR JOHNS: Yeah.

5 MS. PERKINS: There are some that can't
6 pass the 50 percent to get into the refresher
7 course. And that's pretty sad.

8 DIRECTOR JOHNS: What would you say is
9 our volume for over a 60-day period for more
10 than -- is it -- is this about average where
11 we've got, basically, 33 people?

12 MS. PERKINS: It is. Now, it says test
13 refresher. In case they don't pass the test,
14 they do have to take the refresher.

15 And some departments opt to not test
16 their officer. They would rather them to do
17 the refresher so that they have to do the
18 skills.

19 DIRECTOR JOHNS: So we have several
20 larger departments that opt to not allowing
21 them to take an equivalency and send them to
22 the refresher.

23 CAPTAIN HENDRY: Now, that's the full
24 refresher too.

25 DIRECTOR JOHNS: Right. That's the

1 200-hour refresher.

2 SHERIFF TUCKER: All right. That
3 answers my question. The motion stands.

4 CONSTABLE HANCOCK: One question. What
5 would be the possibility of appointing one
6 person at MELOTA to do the skills update so
7 that everything would be standardized for our
8 fulfillment of the skills update?

9 DIRECTOR JOHNS: Are you saying that
10 their skills update could only be at MELOTA?

11 CONSTABLE HANCOCK: Possibly.

12 DIRECTOR JOHNS: Okay.

13 CONSTABLE HANCOCK: So that way we have
14 one person that we're going to that he
15 understands what --

16 DIRECTOR JOHNS: You're talking about
17 standardization?

18 CONSTABLE HANCOCK: -- our -- yes.
19 Standardization. But our requirements of the
20 skills update is instead of 10 to 20 other
21 people and different -- various academies,
22 even part-time academies do many of those --
23 they understand what we require as far as
24 full-time and part-time skills update for
25 them to go through it, pass each equivalency,

1 and sign off on it.

2 Is that too much to ask for somebody
3 or -- I mean, that is our state academy.
4 Most of these have already went through
5 MELOTA. So that was the reason I was saying
6 MELOTA.

7 CAPTAIN HENDRY: As of right now, only
8 the full-time academies are implementing the
9 written test, correct?

10 DIRECTOR JOHNS: Correct.

11 CONSTABLE HANCOCK: I'm talking just
12 about the skills.

13 DIRECTOR JOHNS: Right. The skills
14 and/or refresher -- or both --

15 CAPTAIN HENDRY: He's talking about if
16 we implement the --

17 DIRECTOR JOHNS: Oh, you're saying --

18 CONSTABLE HANCOCK: I'm just saying the
19 skills.

20 DIRECTOR JOHNS: If you add the skills
21 onto the equivalency test, to only do that at
22 MELOTA.

23 CAPTAIN HENDRY: Well, that was part of
24 the reason we implemented the full-time
25 academies doing the test is because that was

1 the requirement before, is that they had to
2 come here --

3 CONSTABLE HANCOCK: Yeah.

4 CAPTAIN HENDRY: -- to take the test.
5 So if they have to come here we'd be back
6 at -- like, if they have to come back to
7 Jackson, Gulfport to take the skills test,
8 they might as well take the written test.

9 DIRECTOR JOHNS: But you could limit
10 them to the full -- to the seven full-time
11 academies.

12 CAPTAIN HENDRY: And that's the way it
13 is now is a full-time -- a full-time academy
14 is the only person doing the evaluations.

15 DIRECTOR JOHNS: Which is currently --
16 that's the only people that can do the
17 equivalency test.

18 CONSTABLE HANCOCK: Right. Is there a
19 standardized structure for what is to be
20 signed off?

21 CAPTAIN HENDRY: Yeah. It is the BLEOST
22 firearms qualification course, the state
23 standard for that, and then BLEOST
24 requirements for driving and defensive
25 tactics.

1 DIRECTOR JOHNS: So we were just going
2 by the curriculum for both the academy -- the
3 refresher and the skills update are
4 prescribed by this board and promulgated by
5 the staff.

6 CAPTAIN HENDRY: Yeah. So we evaluate
7 them according to what the standards of
8 training and policy dictates.

9 CONSTABLE HANCOCK: I thought it changed
10 in the past.

11 CONSTABLE HANCOCK: Now is that to say
12 that we have set up -- every academy is going
13 to set up the same driving course? You know,
14 no. That's not necessarily the case. But
15 they're being evaluated on what the standards
16 are for their skill.

17 CAPTAIN HENDRY: Right.

18 DIRECTOR JOHNS: Well, it gives some
19 flexibility based at that Academy and what
20 its capabilities are, but they all have to
21 meet that standard at the full-time
22 academies.

23 You know, in a larger conversation that
24 we've had, Mr. Chairman, about part-time and
25 all the issues that we have in part-time and

1 the number of part-time academies and the
2 issues with some of those academies and
3 questions that have arisen out of some of
4 those, you know, it may be, as we evolve,
5 that issue of whether or not this board in
6 discussion previously has wanted to raise the
7 number of hours to meet the same as
8 full-time, regardless of what kind of academy
9 you're doing.

10 The board may want to limit refreshers
11 and skill updates to just those full-time
12 academies that are in the business
13 100 percent of the time in training. But,
14 you know, certainly put that in the report.

15 CONSTABLE HANCOCK: That was kind of
16 where I was going with that too.

17 CHAIRMAN JOHNSON: Okay. We have a
18 motion, and I think we have a second. Or did
19 we get that far?

20 DIRECTOR JOHNS: We did.

21 CHAIRMAN JOHNSON: We did get a second
22 on the accepting the equivalency and training
23 and the part-time academy graduates. I'll
24 entertain a full vote to say, "aye" to accept
25 this.

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1 ALL: Aye.

2 CHAIRMAN JOHNSON: Are there any
3 opposed?

4 There are none.

5 Now, playing off of that I would say I
6 believe it is proper at the next meeting
7 consider us voting that the full-time
8 academies add a skills test to the
9 out-of-state coming in and taking the written
10 test, which is already in policy, but we had
11 suspended it -- to maybe take a vote to
12 include that if we can add that on our next
13 agenda.

14 (Indiscernible crosstalk.)

15 CAPTAIN HENDRY: The only part that
16 would apply to is the people who take the
17 written test.

18 CONSTABLE HANCOCK: Which would be
19 out-of-state and federal.

20 DIRECTOR JOHNS: And military.

21 (Indiscernible crosstalk.)

22 CHAIRMAN JOHNSON: That's what we're all
23 talking about.

24 SHERIFF TUCKER: Right.

25 CHAIRMAN JOHNSON: We'll look at that at

1 the next meeting if everybody's okay with
2 that.

3 All right. Now we're on to new
4 business. Item 8. There's a lot of
5 subtitles under that.

6 DIRECTOR JOHNS: A lot of ground to
7 cover. Mr. Chairman, if you please, I'm
8 going to ask Director Broman from Public
9 Safety Planning to come to the podium. And
10 we've got a nice update for you on the Acadis
11 project that -- since Commissioner Tindell is
12 on a teams meeting that EPS allowed us to --

13 CHIEF SANFORD: Can we take a break
14 before we start on something else?

15 DIRECTOR JOHNS: I guess a motion to
16 take a break?

17 (Indiscernible crosstalk.)

18 CHAIRMAN JOHNSON: We're going to take a
19 10-minute break, so let's be back at 10:05.

20 (A short break was taken.)

21 CHAIRMAN JOHNSON: We're back on the
22 record from our break. We'll pick up on
23 Item 8, Director Johns.

24 DIRECTOR JOHNS: Mr. Chair, if it would
25 please the board, I have Executive Director

1 Josh Broman, Public Safety Planning to show
2 us an Acadis walk-through on the electronic
3 certification software DPS through
4 Commissioner Tindell and Colonel Davis as a
5 lot of the initial funding.

6 We currently have a project underway,
7 but this will propel us to where we need to
8 be in modernization of taking us from a paper
9 standard to an electronic records with most
10 of your agencies have had for some time. As
11 the agencies that I led did as well.

12 And so we've got what we feel like is a
13 pretty neat walk-through. So I'll turn that
14 over to Director Broman.

15 DIRECTOR BROMEN: Yeah. We met with
16 Acadis last week. We wanted to bring this
17 before the board to have some conversation
18 and some input.

19 One of the things we keep hearing from
20 you guys as customers is you want the ability
21 to look up somebody before you hire them, or
22 if you're interested in hiring them, or you
23 just want to see what their status is.

24 One of the things, right now, there are
25 about 43 states that allow for the public and

1 other departments look up officer records.
2 Mississippi is one of them. You just simply
3 do a freedom of information request.

4 The problem with that for this office,
5 it's a very, very tight team, and it's very,
6 very time-consuming. And it has to go
7 through our legal. It has to go through
8 these ladies and gentlemen in the back. And
9 it takes a lot of time.

10 Now, how much do we want people to be
11 able to look up? How much do we want a chief
12 or a sheriff or another officer to be able to
13 go and look up other people's statuses?

14 So Acadis ran through, and what we felt
15 was the acceptable amount -- obviously when
16 it comes to undercover and some other things
17 like that, we'll have to navigate that
18 accordingly, but other states have done it.

19 Texas just launched in 2024, the entire
20 state, current and previous officers, anybody
21 can look them up. It tells you their status.

22 So they filmed this for us. It's going
23 to give you guys a quick example of what we
24 want to roll out. And then after that we
25 want to open it to you guys for input,

1 suggestions, changes, concerns. And go
2 ahead.

3 (Video plays.)

4 DIRECTOR BROMEN: All right. I'll ask
5 Baptiste to pause it for me.

6 So this would be the screen that the
7 public would go to visit. This would be the
8 screen you guys will go to visit. And then
9 there would be a log in required. Anybody
10 can set up an account within there. At least
11 we would have a trail as to who came and
12 looked up -- what they looked up.

13 (Video continues.)

14 DIRECTOR BROMEN: Thoughts? Is that
15 what you want?

16 MS. CRANFORD: I love it.

17 DIRECTOR BROMEN: Okay.

18 MS. CRANFORD: I think we are way behind
19 the times with paper.

20 DIRECTOR JOHNS: This would allow for
21 the agencies that -- their point of contacts
22 to look at their own people. But you can
23 look at prospective hires. And then the
24 public can look to see someone is a certified
25 officer.

1 And it closes a lot of gaps that we
2 currently have around the state. Because we
3 get complaints almost on a daily basis of
4 somebody working uncertified.

5 And sometimes it's warranted, because
6 they're working within their year before they
7 go through the academy. And sometimes it's
8 they've been working or hopscotching around
9 to different agencies.

10 And so this goes a long way as a tool to
11 allow us to see, you know, who may be out
12 there working uncertified. I know during my
13 time as a police chief in the Mississippi
14 Delta, that I was personally aware of a
15 number of people working, as you would say,
16 off the books that Standards was not aware of
17 and that had long since exceeded their time
18 to go to the academy.

19 DIRECTOR BROMEN: And we know that the
20 officers are going to go on this site and
21 look at their own names. So it's also going
22 to hold leadership accountable.

23 "This says -- hey, it still says I work
24 here. Hey, I went to this instructor class,
25 and it's not in there."

1 So there's going to be a level of
2 control that's also going to force inside of
3 the departments to make sure that things are
4 uploaded and training is uploaded and that
5 various element.

6 So if you guys didn't have any
7 suggestions, concerns, or anything like that,
8 we will continue to move forward.

9 MS. CRANFORD: I like the idea of having
10 the training listed there. I mean, as
11 attorneys we have that through the
12 Mississippi Bar where I can look back and see
13 any class that I've taken. It's just helpful
14 sometimes to have it in one place so that you
15 remember.

16 Because I can imagine y'all are like us,
17 you know, constantly going and getting
18 certified in different things. And it would
19 be a good place to have a repository for
20 that.

21 This is the public facing side. I'm
22 assuming on the back facing side there's a
23 way for y'all to manipulate data and it will
24 see like agency rosters?

25 DIRECTOR BROMEN: Yes.

1 MS. CRANFORD: And kind of keep up with
2 the flow back and forth, you know, who's
3 where.

4 DIRECTOR JOHNS: And we're proud to
5 report that we have input a number of
6 agencies including: DPS, or most of DPS; the
7 Attorney General's office; Gulport Police
8 Department. Oxford is working with us.

9 We have a little glitch in theirs, but
10 we are working. I've spent some time on the
11 phone recently with the director of the
12 chief's association.

13 We'll have a big presence more so than
14 our normal, just, updates at the chiefs'
15 conference so that we can explain and get --
16 because we do realize that there is, for some
17 very small departments, a technology hurdle
18 here that they'll have to overcome and to see
19 how we can help them to achieve that. But I
20 think for most of us, it's long overdue.

21 MS. CRANFORD: Good job.

22 CHAIRMAN JOHNSON: Thank you. Any
23 questions on that?

24 All right. Next item is the standing
25 hearing panels.

1 DIRECTOR JOHNS: If I can get Emma and
2 Coop to come up for a minute and talk a
3 little about their -- I don't know that we
4 need any names, but just they submitted the
5 other day to us their numbers.

6 And I would just like them to report
7 that out to the board -- the numbers that
8 they submitted just one at a time and just
9 say the numbers.

10 MS. BAPTISTE: Okay. So in the South, I
11 currently have 56 active cases; 12 are under
12 criminal investigation.

13 I just gained 15 more last week. So I'm
14 back up to a little over 60. I've got 12
15 working right now that I am actively trying
16 to complete and hopefully have for the next
17 board.

18 MR. CHAVIS: I have 45. I obtained 5
19 last week. Around 12 are probably under
20 investigation with -- either with MBI or
21 federal agencies.

22 We're currently sending out subpoenas.
23 It's kind of hard getting data from some of
24 these folks. And we send a nice letter, but
25 we don't get all the data. And then some of

1 these subpoenas we're being asked to
2 physically hand them to the chief or director
3 of the department.

4 DIRECTOR JOHNS: Well, and that's a good
5 point. And before I let you sit down -- I
6 have your badges with me.

7 So we've had weapons for these folks for
8 some time, but we've recently with -- our
9 hats off to Colonel Keith Davis of the
10 (indiscernible) Division for securing badges
11 from Office of Standards and Training.

12 And then also the other proud thing
13 there is that we finally got our vehicle
14 order in. Instead of being borrowed vehicles
15 that they are -- and I think we've got them
16 parked front and back of the building. If
17 anybody wants to take a look at that, I'm
18 sure they will be happy to show that to you.

19 But they have a badge to go with their
20 gun now. And I think they're pleased with
21 that.

22 SHERIFF CHANCELOR: Mr. Director, it
23 sounds to me like there needs to be about
24 three or four more of them.

25 Commissioner General, are you still on

1 there?

2 I'm sorry. I mean, that's just my
3 thoughts. Emma, you're saying you've got 60
4 some odd?

5 DIRECTOR JOHNS: Well, and to that
6 point, Sheriff, we did send a letter that was
7 signed by the chair -- it was approved in the
8 previous board meeting -- to the commissioner
9 asking for additional investigators based on
10 what we're finding as we move forward.

11 And to add to that point, I have a
12 copy paper box of cases -- of the paper cases
13 that are in my office and officer files that
14 need an investigator assigned to them that
15 are waiting for their stack to fall a little
16 so I can stack some more on top of that. So
17 very well pointed (indiscernible) that as
18 well.

19 But this, the system, whether you're an
20 investigator in the field, whether you're
21 office staff that does a hard-working job of
22 trying to answer a boatload of calls and
23 emails and paperwork flowing through the
24 office, this system will bring all of that to
25 electronic efficiency that we've never known

1 in Mississippi before.

2 So we're certainly grateful and thankful
3 for equipment, personnel, and the software
4 that allows us to do that. We'll continue to
5 work with DPS on case management and other
6 things that will improve that efficiency and
7 make life easier for our investigators in the
8 field. But that's pretty much it.

9 So in your agenda you'll see that that
10 letter has been transmitted to the
11 commissioner that was drafted and signed by
12 both the chair and vice chair during the
13 April 30th hearing panel. So, thank y'all
14 very much.

15 CHIEF QUAKA: Director, I would like to
16 make a comment, if I may?

17 DIRECTOR JOHNS: Yes, sir.

18 CHIEF QUAKA: So I would like to see us
19 at the sheriffs' conference and chiefs'
20 conference to really push the sheriffs and
21 chiefs to cooperate fully with these
22 investigators.

23 For chiefs and sheriffs to state that,
24 "No, you need to hand deliver that subpoena
25 to me," that's absolutely ridiculous. That

1 is -- I mean, that's, like, 1980 stuff. They
2 need to be fully on board.

3 And I want to comment a little bit on
4 their caseload. Working for the FBI for
5 27 years, I did a lot of civil rights and
6 public corruption investigations. These
7 remind me of civil rights and public
8 corruption investigations.

9 DIRECTOR JOHNS: Absolutely.

10 CHIEF QUAKA: They are some of the most
11 difficult, tedious, and time-consuming
12 investigations I have ever been a part of.
13 So I don't want anybody on the board or
14 anyone in this room to think, "Hey this is a
15 case you can wrap up in two or three days."
16 They are not.

17 That was eye opening for me to know how
18 many investigations they have assigned to
19 them. You know, if I had ten of those it
20 would take every minute of every day for
21 weeks and months.

22 So I just don't want us to get under the
23 impression, "Hey, next month they're going to
24 have 16 ready for us to go." That's not
25 reality in those types of investigations.

1 So if this was the FBI there would be a
2 squad of six of them doing that case load
3 these two have.

4 DIRECTOR JOHNS: Well, in conversations
5 with the commissioner even before getting
6 here, I think the vision of this board is
7 that you strategically need people from the
8 coast to the state line with Memphis and that
9 you have them -- and then I would
10 wholeheartedly agree with you.

11 Not only asking for it to be served in
12 person from a state agency to -- you know,
13 with a legitimate administrative subpoena,
14 but to wait until your 30 days is almost
15 expired and then ask.

16 So I've asked them to start putting in
17 the subpoenas, if you want this physically
18 served you must reply within five days. And
19 to state that in the -- and I'll get with
20 Luke to make sure five days is the right
21 language -- but that we add in that. Because
22 we had a city that waited, I think, 25 --
23 closer to 25 --

24 MS. BAPTISTE: I'm still waiting for
25 one.

1 DIRECTOR JOHNS: And then we have some
2 non-compliance. And it is distressing, and
3 it highlights -- and Donna Rogers could give
4 you about the number. And this surprised me
5 when I got here because some of it was people
6 I knew and called a good friend.

7 The number of times that she sends out a
8 letter asking for information, and I don't
9 know if they throw it in the trash, but
10 they're certainly not answering it. And
11 that's just been very discouraging. We
12 should be in this together.

13 That when sheriffs and chiefs don't
14 reply about, "Hey, what is this termination
15 report for." And she has to send request
16 letter after request letter, and it's
17 crickets. You know, or you send the
18 subpoena, and its crickets.

19 How would that go with -- how would that
20 go at the federal level if you sent a
21 subpoena duces tecum out and there was
22 crickets on it, you know?

23 CHIEF QUAKA: It wouldn't go.

24 DIRECTOR JOHNS: It's eye opening. And
25 I appreciate your comments, because it is an

1 eye opening procedure.

2 CONSTABLE HANCOCK: Question on that. I
3 know a lot of stuff that we -- you know, we
4 have to serve a lot of stuff. And anything
5 that goes directly to a state agency we have
6 an agent of process, that is the Attorney
7 General.

8 So anything that goes to Medicaid for
9 subpoenas, requests, or whatever else --
10 DPS -- well, it's Capital Police or whoever
11 else, all has to go to the Attorney General's
12 office.

13 Do we think we need to get an Attorney
14 General's opinion about who that needs to go
15 to. So they're saying that it needs to come
16 directly to that chief? Or can it just go to
17 that -- the city who actually holds and
18 records those records?

19 DIRECTOR JOHNS: Well, and we've
20 actually had a discussion about that about
21 whether or not -- but I believe that we may,
22 in some cases, have simultaneously served
23 both the clerk and the chief as well.

24 MS. BAPTISTE: Yeah. Because I'll go to
25 the -- I do the city or board chair for

1 county, and then I also do the actual head of
2 the agency because there's other documents I
3 know they will have that the other side won't
4 have.

5 So I'm simultaneously asking both for
6 the same thing and additional if somebody has
7 something else on it.

8 MS. CRANFORD: I think that's a great
9 thing to do. I think one question -- one
10 thing we may want to brainstorm about at some
11 point is the method of service. I mean, it
12 sounds like right now y'all are extending it
13 maybe by --

14 DIRECTOR JOHNS: Electronically.

15 MS. CRANFORD: -- email, getting no
16 response, and then having to turn around and
17 try to effectuate personal service.

18 And so I think talking a little bit
19 about the manner in which we do that -- we
20 even talked a little bit on the side the
21 other day about the possibility of serving
22 them certified so that they have to sign for
23 it. And then we proved that they received
24 it. And that gives you a little bit more
25 ammunition, you know, as far as the knowledge

1 that you are disregarding a -- essentially a
2 court order.

3 But I do think y'all are doing a great
4 job. I do want to echo everything that Chief
5 Quaka said. We work public corruption cases
6 quite a bit. If I had a case load of 56, I
7 would probably be pulling my hair out.

8 I think y'all are doing a great job.
9 Y'all have elevated this to a level that I
10 have been waiting to see for a number of
11 years. I feel more informed when we're
12 making our decisions, and I think that's the
13 whole key. So kudos to everybody that's
14 involved with that change.

15 DIRECTOR JOHNS: Thank you so much.

16 CHAIRMAN JOHNSON: Yeah. And the fact
17 that anybody was here prior to them coming
18 aboard truly understands the headache that we
19 went through. But I agree. And the sheriffs
20 can certainly fill in. I'm not speaking for
21 the sheriff's association, I'm just part of
22 it.

23 But I think that a lot of your
24 department heads may not even realize that we
25 now have the capability of investigators.

1 They are used to just maybe a letter coming
2 or not coming or a phone call.

3 And I know that Dr. Johns is speaking at
4 the sheriffs' conference to bring up that,
5 "Hey, these are our investigators. They're
6 going to be contacting you. We would like --
7 you know, if you will just work with them."

8 I think that will help a lot speaking on
9 the sheriffs' side. I can't speak for the
10 chiefs.

11 CHIEF QUAKA: Yeah. The main point I
12 want to get across is the quality of their
13 product is at a very high level. And I don't
14 want us to sacrifice that for quantity.
15 There's no way we're going to be able to make
16 up this backlog of years in six months to a
17 year. Is just going to take some time.

18 DIRECTOR JOHNS: And it's frustrating.

19 CHIEF QUAKA: Yeah.

20 DIRECTOR JOHNS: That you -- I mean,
21 really and truly you'd like somebody on it
22 today.

23 CHIEF QUAKA: Right.

24 DIRECTOR JOHNS: And you know there's a
25 human factor in that that there's only so

1 much -- you know, they can't work 24 hours a
2 day. And you realize that too. And you
3 know, we're very grateful for both of them
4 and the work that they do every day.

5 I would like to segue since that came up
6 and the letter came up if Director Broman
7 doesn't mind coming back up. Would you talk
8 about -- and we discussed this some the other
9 day -- the timeline of funding and hiring of
10 the state personnel board? Do you mind
11 speaking to that?

12 DIRECTOR BROMEN: So most of you are
13 aware we don't have a budget for next year,
14 right? So when you talk about bringing on
15 more investigators -- (indiscernible) -- I
16 don't have a budget at the moment.

17 So when we talk about FTEs, even if we
18 got the approval July 1 to bring on
19 additional people -- I've told the
20 investigators -- they've asked me. I said,
21 "Guys, it's Thanksgiving. I mean, I'm just
22 being -- it's Christmas."

23 Like, before they are here making
24 widgets to have two more investigators and
25 then when you add in the components of

1 weapons, badges, cars -- you guys know. You
2 hire people all the time.

3 So a lot of this is being created from
4 the ground up. So it does take a lot more
5 time. But we are fully aware, and we
6 anticipate additional support.

7 You know, I sat with the colonel the
8 other day. "How many back cases do we have?"

9 I said, "Sir, 5, 6, 700."

10 I couldn't even give you -- I mean,
11 because every day we find one. Literally
12 every day. And sometimes they come in via
13 fax. Sometimes they come in -- somebody just
14 picks up a file. And Ms. Donna goes,
15 (descriptive sound).

16 And I mean, so literally every day. And
17 so their case load -- I think Director Johns
18 is being nice, because he could probably give
19 them probably another 300 or 400 each. But
20 we know they would just simply walk out. So
21 he keeps a buffer on them.

22 Yes, sir?

23 CHIEF SANFORD: Is there an appetite at
24 the state level to the possibility of giving
25 you an MBI or an MBN -- a couple of people

1 temporarily reassigning someone from the
2 state level to help clear this backlog?
3 Because you don't have the money to hire
4 anybody. The spin up would be tremendous.

5 DIRECTOR BROMEN: So I don't think the
6 money is -- I think the FTEs, and I think the
7 (indiscernible), and I think everything there
8 is just not knowing what '26 is going to look
9 like yet until we have that forecast.

10 I mean we are writing the '27 budget
11 right now. So, I mean, it's --

12 SHERIFF CHANCELOR: You could do it with
13 LBO recommendation. You might be able to
14 keep the lights on.

15 DIRECTOR BROMEN: Yeah. So, I mean,
16 we're all working on those aspects. I mean,
17 that hasn't come up. But I also know --

18 SHERIFF CHANCELOR: We're all on the
19 same team, right?

20 DIRECTOR BROMEN: Yeah.

21 SHERIFF CHANCELOR: So, you know it's --
22 a person or two for six months would go a
23 long way in helping you, right?

24 CHIEF QUAKA: They're all Department of
25 Public Safety.

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1 SHERIFF CHANCELOR: Yeah.

2 DIRECTOR BROMEN: Director Johns, is
3 there anything else?

4 DIRECTOR JOHNS: No, sir. I was
5 responding back to the colonel.

6 No, sir. Thank you.

7 CHAIRMAN JOHNSON: Well, as far as
8 the -- when you come to the Sheriffs'
9 Association Conference, and you ask for
10 cooperation, I'll sing the second verse for
11 you.

12 DIRECTOR BROMEN: I appreciate it.

13 CHIEF TUTOR: And that's the same with
14 the chiefs. And I think -- you know, I think
15 at both conferences -- and I'm sure they're
16 going to be there, but they need to be there.
17 Everybody needs to see their face. Because I
18 know Coop, you've called me.

19 And I've called and said, "Yeah, he's
20 real. He really works for them, so talk to
21 him."

22 CHAIRMAN JOHNSON: It's matter of time
23 before a scammer gets his name.

24 CHIEF SANFORD: He'll be collecting
25 unpaid tolls, won't he?

1 DIRECTOR BROMEN: If I may, I think we
2 will work with Commissioner Tindell's office
3 and Bailey and maybe think about some kind
4 of, not necessarily press release, but some
5 type of a release within law enforcement.

6 But we will have a carved out area to
7 Director John's point at both conferences
8 with extended representation, not only from
9 Standards and Training, but from all of PSP,
10 Highway Safety, JAG.

11 So we are going to have lots of
12 representatives there, again, pushing that
13 customer service. Because our job here is to
14 help you guys do your job.

15 CHAIRMAN JOHNSON: Thank you. Okay.
16 Next item.

17 DIRECTOR JOHNS: Mr. Chairman, the next
18 item that I have is the hearing panel's --
19 standing hearing panels. I didn't know --
20 just going to throw that out for discussion
21 of -- you know, we've got our next hearing
22 set for the 26th.

23 But the commissioner and I -- I think
24 he's left for a speaking engagement -- had
25 suggested that perhaps we have preappointed

1 hearing panels that rotated. Or just to
2 throw that conversation piece out to go
3 ahead, and if everybody's comfortable and
4 everybody has kind of gotten exposure to a
5 hearing, do you want to set three standing
6 panels that just go on a rotation monthly for
7 hearings as we flow cases through? That
8 would help us instead of, you know, right now
9 we are doing a two-day hearing every month.

10 And so as we look into the new year
11 beginning July 1, is there something we can
12 do for standing panels to pick up and run and
13 certainly defer to board counsel on advice
14 and consent on that as well. Because, you
15 know, I know that it works them.

16 CHIEF SANFORD: I mean, you break it up
17 into two different panels. One gets to hear
18 each month and still do two days. You've got
19 them here. And once we're here, we're here.
20 So, just --

21 DIRECTOR JOHNS: You know, I thought
22 something today. You know, we have two
23 hearings this afternoon. We could do that,
24 which will put you on every month's schedule
25 as well, even though it's the full board.

1 You could have an afternoon of hearings since
2 we typically only spend a couple of hours on
3 business.

4 And that would give then the other month
5 that you've got the -- you know, you've got a
6 standing two-day hearing. And so that
7 probably would help with the -- you know,
8 with the backlog some then as well.

9 Which I think that was some of the
10 initial backlog before hearing panels is you
11 had to wait for a board meeting to have a
12 hearing. And then you were tied for, you
13 know, countless times. And you didn't have
14 the information that you now -- with this
15 efficient information, to me now, you'll have
16 hearings that come with attorneys and kind of
17 identifying -- and certainly Luke I have
18 worked on this.

19 You know, perhaps setting aside one of
20 those two-day hearings for people with
21 attorneys and one for those more efficient
22 ones that occur, like the other day when
23 nobody had an attorney representing them.

24 So I think that ebb and flow -- and then
25 perhaps in the hearing notice say, "If you

1 are going to bring witnesses and/or
2 representation, you must advise us in your
3 notice that you are going to do so." So that
4 we know how to sort those between the days
5 and times.

6 CHAIRMAN JOHNSON: I think -- I mean, I
7 was used to and accustomed to having a board
8 meeting and then hearing, or it being tied
9 into it. I don't see anything wrong with --
10 most of the time we can handle board business
11 before lunch. And while everybody is here,
12 surely to goodness three people can stay to
13 go ahead and have a hearing.

14 I've done traveled down here. You've
15 done paid for it. So I think the day of
16 the -- the day of the regular board meeting
17 to go ahead and schedule some hearings that
18 afternoon.

19 CHIEF SANFORD: Or split us into two
20 groups and go into another room, and let's
21 knock a couple out.

22 MS. CRANFORD: I think that's an idea.
23 If we are all already here --

24 CHIEF SANFORD: We're here.

25 MS. CRANFORD: -- if you want to

1 double -- like, be a force multiplier. And
2 can we split into two groups and go into two
3 rooms and run two hearing panels at a time if
4 we are all already down here.

5 (Indiscernible crosstalk.)

6 CHAIRMAN JOHNSON: And I do think that
7 the off month that we don't have a meeting, I
8 think the only way you're going to get this
9 thing knocked down is you're just going to
10 have to schedule hearings on the months we
11 don't meet. And surely to goodness three
12 people can show up as a standard rule -- at
13 least do that.

14 Just say the months that we don't meet,
15 these are the -- have two-day hearings and
16 pack as many of them things in there as you
17 can. That doesn't overload them to be able
18 to have the hearing.

19 MS. CRANFORD: So maybe that's a
20 potential -- if we all knew we had to commit
21 to one day a month for board business and
22 hearing panels, we could come one month for a
23 board meeting, and in the afternoon we could
24 split into two hearing panels and run two
25 dockets.

1 And then the second month we can just
2 have a hearing panel day. And anybody that
3 could come if we have enough for two --

4 DIRECTOR JOHNS: Since we are already
5 paying for you to be here.

6 MS. CRANFORD: You're already paying.
7 We'll run two hearing panels in two separate
8 rooms and run two dockets at a time.

9 CHAIRMAN JOHNSON: For two days.

10 MS. CRANFORD: One or two days. I mean,
11 if two days is too much, you'd still be doing
12 double duty on one day if you split into two
13 panels.

14 DIRECTOR BROMEN: The reason we haven't
15 gone that route yet is there is a
16 financial -- I was going to bring that --
17 there's a financial cost --

18 MS. CRANFORD: To the court reporter.

19 DIRECTOR BROMEN: -- to the court
20 reporter, as well as travel, the hotel rooms,
21 and all those things. And so we're trying to
22 find out where is -- and that's what we are
23 working with finance to get. Do we -- maybe
24 even regionalize it, right?

25 If Coop has five cases, do we pull three

1 of you up there, have a court reporter come,
2 either with us -- knock out those three,
3 bring those back.

4 How do we get to where it's more
5 cost-efficient for the organization as a
6 whole? Because when all of you travel down
7 that is a very expensive hearing. And then
8 if we split it, the court reporters have a --
9 the bulk of the cost for these hearings.

10 And so again, we've talked about even
11 researching people paying for hearings to
12 offset some of these costs. Because when you
13 start looking the backlog, you look at the
14 cost, you look at the frequency, at some
15 point the numbers are going to always be in
16 the black.

17 There's going to be a red point where we
18 are going to have to say, "Hey, we have to
19 wait for hearings, because we have exhausted
20 this funding."

21 So trying to look at all those things
22 and balance all those things, Commissioner
23 Tindell talked about maybe we do have one
24 pulling the people within the Jackson Metro
25 to knock out a quick couple, whether it's

1 Colonel himself, or somebody who is in
2 Jackson daily.

3 Or we travel down to the coast. We
4 knock out a couple with them -- however we
5 can do it to reduce costs.

6 CONSTABLE HANCOCK: That's a good idea.
7 I mean, if they're requesting a hearing, what
8 is the problem charging a fee for their
9 requesting a hearing?

10 DIRECTOR JOHNS: We had that discussion.
11 Georgia has a set of fees. Luke and I have
12 discussed that.

13 The other theory is that you have some,
14 like the person with the felony conviction at
15 the federal level that, you know, probably
16 wouldn't put up -- and then there's some that
17 we would call, but --

18 CONSTABLE HANCOCK: If we call that
19 would --

20 DIRECTOR JOHNS: -- people -- you know,
21 people who just request a hearing. And then
22 24 months later they want another hearing,
23 and then 24 months later -- we'll discuss
24 that later -- they want another hearing. It
25 would dissuade some of that.

1 You know, most of the time if I'm going
2 to fight tooth and nail because I believe in
3 my innocence, I'm going to put up the \$500.
4 If I'm just playing games, I'm probably not.

5 You know, and that still could go both
6 ways. But I do think it would reduce some of
7 that, "I've got nothing to lose asking for a
8 hearing," you know?

9 And Luke any color you can put on that?

10 MR. WILLIAMSON: Yeah. I mean, we
11 talked about even just charging an
12 application fee to help have a funds -- have
13 a source of funds come in to defray some of
14 these costs -- or for every applicant for
15 certification.

16 I mean, \$50 well -- you know, what's the
17 cost for you to get a driver's license? I
18 mean, what's the cost for you to get a
19 firearms permit? I mean, these are things
20 that people are accustomed to paying.

21 And I don't see any reason -- I don't
22 see any obstacle to -- as long as the fee is
23 listed as charging an application fee for
24 certification, taking that money, helping
25 defray some of these costs.

1 As far as charging an amount for a
2 hearing, I think we would need to be careful
3 what the dollar amount is and make sure that
4 we are not putting the board in a position of
5 being accused that we're putting up barriers
6 to justice -- barriers to, you know, the
7 right to do something.

8 Because, I mean, if we -- if you charged
9 criminal defendants to have jury trials you
10 would never have a jury trial, right? And so
11 we do need to careful about that. But a
12 reasonable cost, I think, can be assessed.

13 DIRECTOR JOHNS: Well, to that point --
14 and Robert knows this, he and I both -- that,
15 you know, realtors, you have to pay for
16 your -- you know, that there are licensing
17 fees that are across the board that would not
18 necessarily be impugned as a barrier to
19 justice. It's charged to everybody. That
20 would create a pathway for that.

21 And then the question of whether that
22 would have to be legislative action to create
23 that fee schedule. But certainly something
24 that between now -- you know, now is the time
25 to start talking about legislation. And

1 we're going to talk about -- things like that
2 would be something that's included.

3 Which I think is very apt if you look at
4 what other states are doing -- that they do
5 charge fees for different services.
6 Transcripts -- you can't go to any college
7 and get your transcript without paying a
8 transcript fee, whether it's online, whether
9 it's in-person.

10 And so people bury our folks every day
11 wanting to know where they worked, how long
12 they worked there, what their training that
13 we have on file, can I get a copy of that.
14 And then -- I mean, how many hundreds of that
15 do you get in a month?

16 MS. PERKINS: Oh, good lord --

17 (Indiscernible crosstalk.)

18 MS. CRANFORD: That prompts a question
19 that I have. And this is maybe for Director
20 Broman. I don't know.

21 When we are looking at Acadis, you know,
22 it sounds like some of those questions it
23 will definitely address, right?

24 DIRECTOR JOHNS: Yes.

25 MS. CRANFORD: Like the instructor

1 classes, what they're certified in, where
2 they are currently working. But what about
3 their work history?

4 Like as far as, like, where they --
5 other agencies that they've worked for. Will
6 it show -- or could it show a history of
7 other agencies worked?

8 DIRECTOR BROMEN: So you're going to
9 have kind of an AD/BC moment. All of us in
10 law enforcement would be -- are considered
11 legacy files. So aside from the staff having
12 to enter manually all of that -- because it's
13 handwritten. There's not even an AI option
14 to scan all these documents and have it
15 input. Everything would have to be manual
16 entry.

17 And so what -- under the advisement with
18 Acadis and other states, we're just going to
19 simply draw that line.

20 MS. CRANFORD: And go forward?

21 DIRECTOR BROMEN: And go forward. And
22 so Josh Broman's file will have all the paper
23 records scanned. And it will be there as an
24 attachment. However, if I leave DPS and go
25 to another agency, that record will all be

1 digital now.

2 And that's really going to be the only
3 way. Because it would take thousands of
4 man-hours to go through. And then you would
5 have to, again, manually enter that.

6 MS. CRANFORD: Sure.

7 DIRECTOR BROMEN: But all that will be
8 in there. And again, it's going to put a lot
9 of things back on departments and back on
10 officers.

11 If you went to a CPR class, and you got
12 a certificate, sometimes they send them to
13 this office. This office doesn't necessarily
14 care about that information.

15 But that officer or that training
16 officer at that department can upload that
17 into that file, and it stays there forever.

18 MS. CRANFORD: I like it.

19 DIRECTOR BROMEN: And so again,
20 whenever -- you're going to have some
21 departments that are going to absolutely kill
22 this, and those officers are going to have
23 beautiful records.

24 And you are going to have some
25 departments that are going to put in the bare

1 minimum. We know that.

2 But it's going to be back to those
3 departments and those offices saying, "Hey,
4 if you went to a class, upload it, and we can
5 sign off on it."

6 MS. CRANFORD: Okay. That is a really
7 good plan.

8 CAPTAIN HENDRY: Director Broman, is
9 there a way for agencies, like, that use --
10 let's just say us, for example -- use
11 PowerDMS for our records -- training records
12 management. Is there a way for Acadis to
13 link into that as we upload files, our own
14 files, into PowerDMS that Acadis could
15 capture that?

16 DIRECTOR BROMEN: I'm sure there is. I
17 mean, I don't know the IT lingo. But there
18 is a patch on the backside that we've talked
19 about with a few different softwares, whether
20 it's Virtual Academy, PowerDMS, but there
21 is -- there is some components that they
22 already have plugs.

23 They have told us, though, if you have a
24 software, and we don't already have that
25 communication plug, it is going to be very

1 expensive. And that would be up to that
2 agency's conversation to do that. Because
3 obviously it's not DPS issue at that point,
4 right? It's an agency issue.

5 But PowerDMS, Virtual Academy, Police1,
6 kind of your heavy hitters, a lot of those
7 integrations have already been made.

8 One of the things about Acadis, if
9 another state does something, it's passed
10 throughout the entire company. So Illinois
11 has been driving a lot of research and a lot
12 of development in the software. And they
13 just fund it. Well, it goes over to
14 everybody.

15 So it's always looking off somebody
16 else's homework, if you will, to see how we
17 can kind of get ahead.

18 Have you got a question?

19 CHIEF HALL: No, sir.

20 DIRECTOR BROMEN: Okay. You're just
21 smiling?

22 DIRECTOR JOHNS: Thank you.

23 CHAIRMAN JOHNSON: I think as far as the
24 hearing panels, if you can get two court
25 reporters the day of your regular board

1 meeting, you're at least going to have six
2 members. And you could split into two groups
3 that afternoon. And you'll knock that out of
4 the way.

5 And then on the off month, you could
6 just schedule either one or two days all day
7 long and get them going. But I think you
8 could at least go ahead and start that
9 process.

10 If y'all think -- I mean, you're already
11 here. You haven't got to figure out can you
12 be here, can you not. On a regular board
13 meeting you're going to have six people.

14 So that's three -- that's two hearings.
15 All you need now is the extra court reporter.
16 So whatever works for y'all as far as I'm
17 concerned.

18 All right. Policy and committee
19 meetings.

20 DIRECTOR JOHNS: While we're talking
21 about meetings, we had kind of delayed at the
22 policy committee getting that matter due to
23 Luke's schedule since the chairman wanted him
24 to participate in that.

25 I'm just going to get a feel for

1 scheduling teams meetings for the policy
2 committee. Because we basically need to
3 start, as we identified more and more issues
4 within the BLEOST policy that it really needs
5 to be taken from beginning to end and looked
6 through for modernization with some targeted
7 areas within that.

8 And I'll hand off to Luke for any
9 comment he would make on that process.

10 MR. WILLIAMSON: Yeah. I mean, we're
11 identifying areas, and there's -- the next
12 agenda item is one of those. There are
13 things that need to be done. So if y'all
14 will, as you think of those individually, if
15 you will email me.

16 You can just -- you know, a short line
17 that says, "Hey, do we have a policy of this?
18 If not, we need to create one."

19 So, help me identify what we need. And
20 then, I mean, it's summertime. I'll be
21 available for whenever y'all want to meet.
22 The remainder of the month I've got a lot of
23 availability. So whenever y'all want to
24 meet.

25 Director, who is on the policy

1 committee? Do we have identified members?

2 DIRECTOR JOHNS: Yes, sir.

3 CHAIRMAN JOHNSON: I appointed them.

4 MR. WILLIAMSON: Okay.

5 DIRECTOR JOHNS: Yes, sir. It's what we
6 do. And I know it's Lindsay and Cassie and
7 John Quaka.

8 CHAIRMAN JOHNSON: If they agree to
9 serve.

10 CHIEF QUAKA: (Indiscernible.)

11 MS. CRANFORD: I'm happy to.

12 DIRECTOR JOHNS: Mr. Chair, as
13 appointed, the next item is the academy
14 three-strike rule that was proposed. And
15 Luke has some language that he brought over
16 for that.

17 In the discussion -- and Captain Hendry
18 may have some comments on this as well -- is
19 that there's a feeling among this board and
20 among the academies that if someone hits a
21 moment where they washed out or left three
22 academies in a certain period of time, there
23 needs to be a cooling off period before
24 they're able to enter an academy again
25 instead of just continuing to just hopscotch

1 around with that. And Luke, do you want to
2 --

3 MR. WILLIAMSON: Yeah. This was
4 Captain Hendry's request. And it was a
5 concern that was voiced by some of the other
6 academy directors that this is a problem at
7 both the full-time academies and the
8 part-time academies.

9 We have a policy in our existing
10 policies that covers the readmission
11 procedure. If you're interested, that is
12 Rule 7.3 in our policy document. Rule 7.3,
13 1. B is what covers readmission. There is a
14 numeral one and a numeral two that covers
15 some situations.

16 We would like to see a numeral three be
17 added that creates this -- we've been calling
18 it a three-strikes rule.

19 And it would read as follows, "Any
20 student who attends an academy but does not
21 successfully complete the training shall upon
22 three unsuccessful attempts be prohibited
23 from readmittance to any training academy in
24 Mississippi for a period of five years from
25 the date of the last unsuccessful attempt."

1 So basically a five year cooling off
2 period where if you've flunked three times
3 then, you know, you've got to wait and get
4 yourself together more before you try again.

5 CHAIRMAN JOHNSON: Well, is it not
6 already in place that you can't academy shop
7 where --

8 SHERIFF CHANCELOR: That's what I've
9 always been told.

10 CHAIRMAN JOHNSON: -- if I go MLEOTA,
11 and I don't like the way they are doing it, I
12 withdraw, and I decide to go to Tupelo. I
13 don't like the way they are doing it, I can
14 withdraw. There at one time you had to have
15 a letter of release.

16 (Indiscernible crosstalk.)

17 CHAIRMAN JOHNSON: Is that pretty much
18 being honored?

19 MR. MCKINNEY: As far as I know. You
20 know, we release a few here and there. And
21 we get some when they are released from
22 somewhere else.

23 CHAIRMAN JOHNSON: Okay. I support
24 that.

25 MR. MCKINNEY: At that relies --

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1 CHAIRMAN JOHNSON: That's the policy --
2 MR. MCKINNEY: -- on the --
3 CHAIRMAN JOHNSON: -- of the board.
4 MR. MCKINNEY: -- that relies on the
5 information passed in -- you know --
6 CHAIRMAN JOHNSON: You know, they'll do
7 that --
8 MR. MCKINNEY: -- from the last
9 candidate.
10 CHAIRMAN JOHNSON: -- they'll try it.
11 CAPTAIN HENDRY: And there's a --
12 there's a form that the sheriff or the chief
13 has to sign to say they've never attended
14 another academy and that sort of thing.
15 CHAIRMAN JOHNSON: That would be
16 something for the policy committee to look
17 at, but everybody (indiscernible).
18 DIRECTOR JOHNS: Mr. Chairman, the
19 language that Luke had sent me -- and I
20 apologize, it was left out of the packet.
21 That's on me. I'm just passing that out now.
22 CHAIRMAN JOHNSON: Does that pretty much
23 address everybody's concern that was thinking
24 on that issue? That this would address it.
25 So the policy committee will certainly look

1 at that. Look at the -- there's three
2 strikes. Are there any balls?

3 (Indiscernible crosstalk.)

4 DIRECTOR JOHNS: And then part of the
5 policy committee and things doing this en
6 mass is that every time we change the policy
7 that has to go before the OLRC, Occupational
8 License Regulatory Commission, which is
9 chaired by the governor. And there is a
10 tedious process involved in that.

11 So it would be helpful if we made a --
12 any of these on the table policy revisions
13 and sent that as one policy change before the
14 OLRC due to that being added in four or
15 five years ago for OLRC.

16 CHAIRMAN JOHNSON: Because they do not
17 meet daily.

18 DIRECTOR JOHNS: They do not.

19 CHAIRMAN JOHNSON: I can tell you that.

20 MR. WILLIAMSON: All right. So we just
21 want to refer that to committee. And then
22 let that be part of whatever suggestion. Is
23 that what we want to do? So that we send
24 more --

25 (Indiscernible crosstalk.)

1 CHAIRMAN JOHNSON: All right. The next
2 item is rehearing for certification
3 requirements 24 months. I think that's --

4 DIRECTOR JOHNS: We kind of touched on
5 that. You know, one of the things that, and
6 again I will call on Luke to aid me in this,
7 is the fact that what we get -- and we're
8 expecting when we get them even before they
9 get to that -- some of them we just ruled on
10 this year are already asking when they can
11 come back -- is the mechanism.

12 Does the board have the authority to en
13 mass, just like a parole board, look at these
14 and say, "No. We're not ready to hear from
15 them again."

16 Or in the board order can we say, based
17 on what they've done, "We don't want to hear
18 back from you for 36 months. We don't want
19 to hear back from you for 48 months, for
20 60 months."

21 And I'll let Luke kind of comment on
22 what he -- on what his research has showed on
23 that.

24 MR. WILLIAMSON: Thank you, Director.
25 So Mississippi Code 45-6-11 is the statutory

1 provision in Subsection 10 that covers
2 whether a person whose certification has been
3 canceled can reapply. That obviously is one
4 category of people that come before this
5 board -- is somebody who had a certificate,
6 and we canceled it, similar to some of the
7 ones we've dealt with today.

8 The statute requires that they may
9 reapply for certification, but not sooner
10 than two years after the date on which the
11 order of the board canceling such
12 certification becomes final.

13 Now, that date, I would say, you've got
14 30 days to appeal. So you -- once we've
15 noticed you of the decision, 30 days go by,
16 and you don't appeal, that's when it will
17 become final.

18 So I don't see any provision either in
19 the law or in our policy from when the
20 board -- that would keep us from when the
21 board takes an action on certification.

22 The board also communicating to that
23 applicant, "We're denying you certification,
24 or we're canceling your certificate. You may
25 reapply in (gestures)." And then the board

1 fix the number.

2 I mean, two years, five years,
3 ten years, et cetera. I do think it would be
4 worth -- since there is -- there's not a lot
5 of statutory language on this. We haven't
6 really had a clear policy on this in the
7 past.

8 I think it would be worth asking the
9 Attorney General's office for an official
10 opinion on whether or not we can deny someone
11 the right to a hearing if they have not been
12 certified. So I want to talk about that.

13 All right. This statute says, if you had
14 a certification, and it's been canceled, you
15 can reapply. It doesn't say anything about
16 the people who have applied, and we declared
17 them ineligible for classification.

18 The reason those people get a hearing is
19 not because of a statutory right, but because
20 of our policy. Our policy in Rule 4.3,
21 Subsection H says, "Board hearings may be
22 convened at the request of the director or
23 upon the receipt of a request from an
24 individual aggrieved of a staff finding,
25 administrative action, or to obtain relief

1 under board policies."

2 That's -- and again, it uses the word
3 "individual." It does not use -- and that's
4 1, H. I'm sorry. It is does not use the --
5 (Knocking.)

6 MR. WILLIAMSON: It does not use the
7 same terminology as the Mississippi Code. So
8 that's where people who we've never certified
9 can keep coming and keep asking for hearings.

10 I think it would be worth having an
11 Attorney General's opinion that's official --
12 (Knocking.)

13 MR. WILLIAMSON: -- to say, can we
14 prohibit someone who's never had a
15 certification, and is never going to get one,
16 from having a hearing.

17 I think we would want to know whether
18 that would create any sort of due process
19 problem for this board if we adopt a policy
20 that said that.

21 (Knocking.)

22 MR. WILLIAMSON: Maybe they are
23 hammering.

24 CHAIRMAN JOHNSON: Does the policy cover
25 hammering on the walls?

1 MR. WILLIAMSON: It does not. It's not
2 prohibited, unfortunately.

3 CHAIRMAN JOHNSON: We've had a dumpster
4 come through the wall.

5 MR. WILLIAMSON: Yeah. A dumpster over
6 there -- a garbage truck.

7 CHAIRMAN JOHNSON: So the policy -- I
8 could have certainly misunderstood, which is
9 very possible -- is if we are looking at
10 recalling someone that is certified, the
11 board has the authority to say how long that
12 certification -- we can say you can't come
13 back for five years?

14 MR. WILLIAMSON: I agree. Yes.

15 CHAIRMAN JOHNSON: The only 24-month
16 opportunity that somebody gets to come back
17 is once that decision is made and that time
18 has passed, then they've got two years to
19 come back; is that right?

20 MR. WILLIAMSON: The statute that gives
21 them the right to come back says that they
22 come back -- they can come back, but not
23 sooner than two years. So that's where the
24 24 months comes from.

25 CHAIRMAN JOHNSON: Okay.

1 MR. WILLIAMSON: It doesn't say what the
2 longest amount is that we can make somebody
3 wait.

4 CHAIRMAN JOHNSON: It's just a minimum?

5 MR. WILLIAMSON: It's just a minimum of
6 two years.

7 CONSTABLE HANCOCK: But we do have --

8 MR. WILLIAMSON: So I think that the
9 board could up that minimum and say because
10 of the board's decision and the basis for the
11 board's decision, you have to wait
12 five years. Or you have to wait some other
13 term.

14 CHAIRMAN JOHNSON: So would it be your
15 recommendation based upon, let's say, the
16 hearing findings that we had today. Those
17 that we recalled and canceled, we put a
18 timeline in that motion of when they're
19 eligible to come back. Is that what you're
20 saying?

21 MR. WILLIAMSON: It is. I think that's
22 --

23 CHAIRMAN JOHNSON: We're good to do that
24 now?

25 MR. WILLIAMSON: We should start

1 doing -- particularly with some. I mean,
2 y'all have heard some, and potentially even
3 one today, where somebody has been convicted
4 of a crime while they're on duty. I think
5 it's unlikely that that person ever would get
6 certification from this board.

7 (Indiscernible crosstalk.)

8 CHIEF QUAKA: Do we have to give a
9 definite date?

10 MR. WILLIAMSON: I don't think you can
11 say never based on the statutory language
12 saying that you can come back at some point.
13 But I think that for most people in this
14 business, if you say 10 years, 10 years is
15 probably the same as never.

16 So if you told somebody you can reapply
17 again in ten years, I think that's consistent
18 with the statute, consistent with the board
19 policies, and would probably solve that
20 problem.

21 CHAIRMAN JOHNSON: We wouldn't hear it
22 again.

23 (Indiscernible crosstalk.)

24 CONSTABLE HANCOCK: Heck, he's not going
25 to hear next month. And he's the one that

1 stirred it up.

2 CHAIRMAN JOHNSON: Okay. Well, we
3 will -- if y'all will help remind from this
4 point on to put a time limit.

5 CHIEF QUAKA: So do you think we need to
6 go back to those and put a date on it?

7 MR. WILLIAMSON: I think we could.

8 DIRECTOR JOHNS: I would say today when
9 the board rules on those adoptions that they
10 go back and say whatever. You know, add to
11 these that you've ruled on today is what
12 you're saying -- that they have already
13 passed?

14 MR. WILLIAMSON: Uh-huh (affirmative
15 response). These have already been voted on.
16 It's up to y'all. If you want to go ahead
17 and notify these people when they are
18 eligible to reapply in their -- in their same
19 notification they are going to get about the
20 action.

21 CHIEF QUAKA: So Luke, so some people
22 may get a different timeframe than others?

23 MR. WILLIAMSON: I think you could. I
24 think it's up to this board. I mean, I think
25 that there are reasons that you would want a

1 shorter timeframe for some or longer for
2 others.

3 CHIEF QUAKA: I agree.

4 MR. WILLIAMSON: Yeah. And as long as
5 it's not less than two years, and we don't
6 say never, then I think we are in line with
7 what the statute requires.

8 CHAIRMAN JOHNSON: When we get through
9 with this, prior to breaking for lunch, if
10 anybody wants to make a motion to put a time
11 limit on what we just voted on. We need to
12 do it pretty quick before we start these
13 other hearings and have to do it.

14 So we will reserve that until -- we've
15 got a couple more items here to take care of.

16 DIRECTOR JOHNS: And one of them is real
17 quick, and one of them -- so well, actually
18 both of them are real quick.

19 So currently -- and I may defer to some
20 help from Captain Hendry on this that we --
21 in our changes to how we did part-time
22 academy reimbursements for agencies or even
23 reimbursements at the academy. Part-time is
24 a misnomer here.

25 When they apply for reimbursement,

1 because Harrison County -- and I'm just using
2 him as an example, because this applies to
3 any of them -- doesn't charge Harrison
4 County -- doesn't charge themselves for
5 tuition to attend the academy. We cap them
6 at only getting up to \$2000 of salary.

7 So that other \$2000 of the normal \$4000
8 reimbursement they're ineligible for, because
9 there's not a tuition transaction.

10 And so I just kind of brought that for
11 the board's consideration in those cases.
12 Should we reimburse more of salary in time
13 that's under the \$2000 cap or because --
14 where there is no tuition charge, because the
15 employee is employed by the same agency that
16 operates the academy. I think that's how I'm
17 trying to say that.

18 CHAIRMAN JOHNSON: And it's got
19 part-time on here, but that applies to full
20 time.

21 DIRECTOR JOHNS: Strike that part-time
22 from that. Just academies or agencies --

23 CHAIRMAN JOHNSON: Does everybody
24 understand what the question is?

25 CHIEF TUTOR: So Chief Quaka, if you

1 send five people to the academy, you get no
2 money?

3 CHIEF QUAKA: I get half of what you
4 get. So if you send five cadets to my
5 academy this year, you'll get reimbursed 4000
6 apiece times 5, \$20,000.

7 If I send five of my own employees to my
8 academy, I'm going to get half of that. I'm
9 going to be reimbursed 2000 apiece.

10 CHAIRMAN JOHNSON: Because you're
11 paying -- your paying for the salary, and
12 you're having to pay Tupelo the tuition fee.

13 Tupelo is only getting the salary,
14 because they're not paying their self for
15 tuition.

16 CHIEF TUTOR: But they're still having
17 to pay their instructors.

18 DIRECTOR JOHNS: They're still incurring
19 the expense.

20 CHIEF TUTOR: Exactly.

21 CHAIRMAN JOHNSON: It's the same thing.
22 It's just that they're not getting --

23 CHIEF TUTOR: I mean, in my opinion they
24 should get money just like I do. That's my
25 opinion.

1 CAPTAIN HENDRY: And I have learned a
2 little bit about this through the fiscal part
3 of this. And the reason we don't -- I mean,
4 we could certainly generate a transaction and
5 transfer \$4000 from our training line to the
6 general fund, because that's where our
7 tuition is -- our revenue is deposited.

8 But we're just -- then we're just losing
9 that \$4000 out of our training budget that we
10 could send other people to other training
11 for. You know what I'm saying? Does that
12 make any sense?

13 So in other works, we are spending 4000
14 to get 2000 back. Or we're transferring 4000
15 out of our training budget to get 2000 more
16 added to the general fund. We don't see any
17 of that money at the --

18 SHERIFF TUCKER: Yeah. We don't get our
19 general fund.

20 (Indiscernible crosstalk.)

21 CHAIRMAN JOHNSON: I think who it
22 affects is the departments that run
23 academies. This vote is not going to affect
24 me at all.

25 CHIEF TUTOR: Right.

1 CHAIRMAN JOHNSON: I mean, regardless --
2 but if the consensus of the people that run
3 an academy that it is affecting -- want it
4 done, I don't mind supporting it. If they
5 don't want it -- if they want to leave it
6 alone, then I'll support whatever they want.

7 SHERIFF CHANCELOR: I agree. I'm like
8 him, like Chief Tutor, I mean, they are still
9 incurring -- they have the expenses and all
10 that.

11 CHAIRMAN JOHNSON: That's right.

12 SHERIFF CHANCELOR: So, you know.

13 CAPTAIN HENDRY: The only -- I think the
14 question raised at least from the Standards
15 and Training Office is from an auditing
16 standpoint, how are we reimbursing something
17 that wasn't paid?

18 I think that was the red flag that
19 everybody raised was how do we give you \$4000
20 if you don't have -- how do we reimburse you
21 for \$4000. It's more like a grant rather
22 than a reimbursement.

23 SHERIFF CHANCELOR: Well, then how would
24 they get the 2?

25 SHERIFF CHANCELOR: Because we do -- we

1 can show that we pay the salary.

2 SHERIFF CHANCELOR: Got you.

3 DIRECTOR BROMEN: And that's -- when we
4 looked at all the past -- one of the things
5 that we identified as a huge issue was they
6 were not asking for proof of documentation.
7 And so I've got to show that. Supporting
8 documents have got to go with it.

9 Because we've found a few instances
10 where agencies were basically floating, not
11 paying the academies, putting in for
12 reimbursement, getting checks, sending -- and
13 you just simply can't do that. It's not a
14 reimbursement at that point.

15 And so we just need something
16 documentation-wise from the academy showing
17 that, whether it's an internal transfer, or
18 whether -- something from you guys to say,
19 "Hey, John Doe, Jane Doe went to the academy
20 from this time to this time. There was an
21 expense incurred" -- whether it's just your
22 internal expenses incurred -- "that equal
23 this amount."

24 That's all we need, just to show the
25 documentation portion.

1 CAPTAIN HENDRY: So you don't need a --
2 you don't need to transfer funds from the
3 sheriff's office to show that we paid some
4 sort of -- I'm confused on what you're asking
5 for.

6 DIRECTOR BROMEN: Supporting documents,
7 whether it be -- somebody comes in and says,
8 "Hey, prove to me why you gave Harrison
9 County \$4000 for John Doe and \$4000 for Jane
10 Doe." Right?

11 I have the 2000. I have the pay stub
12 that shows you guys paid them. Where was the
13 tuition?

14 And whether that's, you know, a letter
15 from the sheriff that says that -- I need a
16 document that says, "This person went, and
17 funds were exhausted."

18 Because right now I don't have anything
19 to support it. It's just me giving you "x"
20 amount of dollars. And we need those
21 supporting documents to abide by state laws.

22 CHAIRMAN JOHNSON: I think what you're
23 going to have to do is you're going to have
24 to get with your comp person to decide --

25 CAPTAIN HENDRY: And quantify the

1 expense.

2 CHAIRMAN JOHNSON: -- how you categorize
3 and justify them giving you this money.

4 They know how to do it. There's a way
5 to do it.

6 (Indiscernible crosstalk.)

7 CHAIRMAN JOHNSON: But I mean, that's
8 how it's going to have to be done. That's
9 going to be something for y'all's comp people
10 to figure out how to do. And if you come up
11 with a way, share it.

12 CHIEF QUAKA: Director, do you have
13 specific example of a letter that maybe
14 you've seen before that maybe could be
15 helpful for us to use?

16 DIRECTOR BROMEN: No. But, I mean, I'm
17 happy to work with you guys to draft one up
18 and run it by the sniff test with the DFA to
19 say, "Hey, is this -- would this be
20 sufficient on an audit?"

21 CHIEF TUTOR: Wouldn't the simple thing
22 be -- I don't know how you would -- how y'all
23 do it. But when I -- that \$4000 comes out of
24 my training budget. It comes out of my
25 training budget. When that bill -- when I

1 turn that bill in to City Hall, that comes
2 out of my training budget.

3 CHAIRMAN JOHNSON: That's right. But
4 when you get the reimbursement it goes back
5 in the general fund.

6 CHIEF TUTOR: Right. It's just like a
7 car wreck.

8 CHAIRMAN JOHNSON: That's right.

9 CHIEF TUTOR: But --

10 CHAIRMAN JOHNSON: So you're depleting
11 your training budget.

12 CHIEF TUTOR: Yeah. And, but --

13 DIRECTOR BROMEN: And the commissioner
14 and I had talked to Colonel, and I had talked
15 about that concern. That doesn't happen in
16 every city. So depending on the magic code
17 that is on the reimbursement, there are
18 several cities where that reimbursement goes
19 back to their training fund. So that's city
20 specific. And that's one of the things that
21 --

22 CHIEF TUTOR: Well, I need that number.

23 DIRECTOR BROMEN: Does your city have
24 one? And so we've identified several cities
25 where they may have a magic code that says,

1 "City of 'x.' Police department of 'x.' Fire
2 department of 'x.'"

3 Well, if the reimbursement code goes to
4 the general fund of the city, that's where
5 the money is going. And so it's not
6 consistent through the state. Some chiefs --

7 CHIEF TUTOR: Yeah. We only have one
8 magic number.

9 DIRECTOR BROMEN: And so, again, that's
10 working with your team to say, "Hey, we need
11 one for the police department." So that
12 training fund expenditure comes back in.

13 And that offsets you sending somebody
14 else to an additional training. Because
15 that's where the money is supposed to track.

16 SHERIFF CHANCELOR: Well, could it be as
17 simple as a line item like the sheriff --
18 Harrison County Sheriff's Office Internal
19 Training verses the training academy? I
20 wonder if they are all together -- if they
21 are all in the same situation.

22 You know, like, sheriff's -- you know,
23 Harrison County, that's a -- pays out four
24 grand to send John Smith to the Harrison
25 County Law Enforcement Officer Training

1 Academy. And they show that transaction to
2 the academy. Would that -- I wonder if that
3 --

4 DIRECTOR BROMEN: But the money going --

5 SHERIFF CHANCELOR: -- would be as
6 simple as that.

7 DIRECTOR BROMEN: Sorry. The money
8 going into the general fund is not to buy a
9 new park bench. It's not to buy new plants.
10 It's not to buy public works stuff.

11 That money is supposed to go back to the
12 departments. And that's how it's outlined in
13 the statute. That's how it's outlined in
14 everything.

15 Again, that's working with your
16 individual comptrollers in your cities and
17 saying, "We expended this." Those funds
18 should come right back into the department,
19 and you should be in net neutral.

20 CAPTAIN HENDRY: I'm not an expert on
21 how our accounting administration runs, but
22 from my understanding, we don't have -- we
23 have a training -- and the academy falls into
24 this, it's a training line item.

25 We don't have a training account, per

1 say. So I can't go deposit a check into an
2 account for training. I don't have any
3 way -- mechanism to get the money back to
4 that.

5 CONSTABLE HANCOCK: You just have a line
6 item?

7 SHERIFF CHANCELOR: I just wonder if
8 maybe next year if they can separate your
9 sheriff's office, your employees' internal
10 training separate from the training academy
11 itself.

12 And it might be just as simple as that.
13 Because you've got -- it's coming out of one
14 and going to the other to pay for that. That
15 might satisfy the state audit there.

16 DIRECTOR BROMEN: We can work with Tawny
17 or Finance afterwards. And we can look up
18 and tell you how many magic codes Harrison
19 County has, how many your cities have.

20 And you would be surprised. There's a
21 lot of them in there. Cities have set them
22 up, and they just don't access them.

23 But a lot of that is getting the right
24 person. And it started, somebody retired,
25 somebody left, and it went back to the other

1 way.

2 CHAIRMAN JOHNSON: Well, and I would say
3 if you've already got a city that's got the
4 pattern, let Josh get that and get that to
5 your comp guy, and say this is how you do it.
6 And you obviously know somebody that's doing
7 it.

8 DIRECTOR BROMEN: Yeah.

9 CHAIRMAN JOHNSON: So there you go. All
10 right. Any other discussion on that?

11 DIRECTOR JOHNS: Mr. Chair, that
12 concludes the directors report.

13 CHAIRMAN JOHNSON: Okay. The director
14 did amend the last item. He found the answer
15 while we were talking about that. So with
16 that being said --

17 CONSTABLE HANCOCK: I make a motion --

18 CHAIRMAN JOHNSON: Anybody want to make
19 a motion, and we go back quickly and look at
20 these to see if we want to put a timeline on
21 them?

22 CONSTABLE HANCOCK: I make a motion we
23 go back to our hearing panel and make
24 adjustments for timelines.

25 CHIEF TUTOR: Second.

1 CHAIRMAN JOHNSON: We have a second.

2 All in favor say, "Aye."

3 ALL: Aye.

4 CHAIRMAN JOHNSON: Any opposed?

5 There are none.

6 CHIEF QUAKA: Mr. Chairman, you know, no
7 one knows these cases better than the
8 investigators that work them. I'd like to
9 get a recommendation from both investigators
10 on what they think a proper timeline would
11 be.

12 CHAIRMAN JOHNSON: Okay. If I'm
13 correct, we'll start with Mr. Adams. His
14 certificate was recalled. That would be one
15 that would need a timeline on it. Do we have
16 a recommendation?

17 MS. BAPTISTE: Well, just based on the
18 findings that he falsified every single
19 BLEOST application, except obviously for his
20 first one, over a span of a decade, to me
21 ten years would be sufficed.

22 SHERIFF CHANCELOR: So be it.

23 CHAIRMAN JOHNSON: We have a 10-year
24 recommendation from the investigators.
25 Anybody want to discuss that?

1 I will entertain a motion to accept that
2 and add that to the certification of
3 Mr. Adams that it apply for the ten years.

4 CONSTABLE HANCOCK: I make a motion.

5 CHAIRMAN JOHNSON: We have a motion. Do
6 we have a second?

7 CHIEF QUAKA: I'll second it.

8 CHAIRMAN JOHNSON: Any discussion?

9 CHIEF QUAKA: Yeah, I would like to
10 discuss this. So I'm going to assume -- and
11 this is just an assumption -- I'm going to
12 assume ten years is probably going to be our
13 high, high.

14 You know, I think maybe ten years might
15 be reserved for some serious felony
16 convictions maybe. I don't know.

17 MS. BAPTISTE: No. I actually agree,
18 Chief Quaka. I mean, again, I just kind of
19 went -- threw one out there.

20 CHIEF QUAKA: Yeah. This is our first
21 one.

22 MS. BAPTISTE: How about five? I would
23 say for the -- then the half -- because,
24 again, the egregiousness to me is what -- all
25 the way, five. I would think five.

1 CHAIRMAN JOHNSON: Do we have a
2 recommendation to amend the motion to five?
3 Do I have a motion?

4 CONSTABLE HANCOCK: You've got a motion.
5 I make the motion.

6 CHAIRMAN JOHNSON: We have a motion to
7 go to five years. Do I have a second?

8 CHIEF QUAKA: Second.

9 CHAIRMAN JOHNSON: Is there discussion
10 on the five years?

11 All in favor of supporting it say,
12 "Aye."

13 ALL: Aye.

14 CHAIRMAN JOHNSON: Any opposed? Okay.
15 Mr. McNeil was recalled.

16 MS. BAPTISTE: He was never certified in
17 this state.

18 CHAIRMAN JOHNSON: All right. So he
19 does not apply.

20 DIRECTOR JOHNS: He was certified in
21 Louisiana, not eligible for certification.

22 CHAIRMAN JOHNSON: Mr. Vandiver, was he
23 recalled?

24 DIRECTOR JOHNS: Yes, sir.

25 CHAIRMAN JOHNSON: Okay. Mr. Vandiver

1 is one. The investigator that handled that,
2 Mr. Chavis?

3 MR. CHAVIS: Yes, sir. Definitely
4 ten years.

5 DIRECTOR JOHNS: So he's the felony?

6 MR. CHAVIS: Yes. And I will say he was
7 charged under a felony, and it was reduced to
8 a misdemeanor.

9 He was a school resource officer. He
10 made two sales. Yeah, definitely ten years,
11 sir.

12 CHAIRMAN JOHNSON: Okay. And he was the
13 one that was on probation you asked about?

14 MR. CHAVIS: He's currently off
15 probation now, but yes, sir.

16 (Indiscernible crosstalk.)

17 CHAIRMAN JOHNSON: Pontotoc is recusing
18 themself due to being involved in the
19 investigation. So he will not -- Tutor will
20 not vote.

21 We have a recommendation from the
22 investigator that worked the case for this to
23 be recalled for 10 years before they can
24 reapply.

25 CONSTABLE HANCOCK: I make a motion.

Transcript of Proceedings - BLEOST 5/8/2025

1 CHAIRMAN JOHNSON: We have a motion.

2 SHERIFF TUCKER: Second.

3 CHAIRMAN JOHNSON: We have a second.

4 Any discussion?

5 All in favor say, "Aye."

6 ALL: Aye.

7 CHAIRMAN JOHNSON: Any opposed?

8 There are none.

9 Mr. Macon?

10 DIRECTOR JOHNS: Yes, sir.

11 CHAIRMAN JOHNSON: Mr. Macon.

12 CHIEF QUAKA: Mr. Chairman, I'm going to
13 recuse myself from voting on this one.

14 CHAIRMAN JOHNSON: I will also recuse
15 myself for the same as stated earlier.

16 Is there a recommendation by the
17 investigator?

18 MR. CHAVIS: Five years, sir.

19 CHAIRMAN JOHNSON: We have a motion --
20 or a recommendation by the investigator of
21 Mr. Macon being canceled for a period of
22 five years. Do I have a motion on that?

23 CONSTABLE HANCOCK: I say we make a
24 motion for three years. And he has to show
25 proof of psych evaluation and no domestic

1 violence history on his record.

2 CHAIRMAN JOHNSON: We have a motion for
3 three years, be evaluated psychologically,
4 and not have any domestic violence for a
5 period -- no domestic violence, period.

6 CONSTABLE HANCOCK: Correct.

7 CHAIRMAN JOHNSON: Okay. We have that
8 motion. Do we have a second?

9 All right. We have failed to get a
10 motion -- or failed to get a second on the
11 motion.

12 Do we have a motion for a different
13 timeline?

14 CHIEF TUTOR: Motion of five years with
15 basically the same criteria.

16 CHIEF SANFORD: Second.

17 CHAIRMAN JOHNSON: We have a motion for
18 five years with the same restrictions of
19 psychological evaluation as well as no
20 domestic violences. We have a second by
21 Daniel. Is there any other discussion?

22 All in favor say, "Aye."

23 ALL: Aye.

24 CHAIRMAN JOHNSON: Are there any
25 opposed?

1 There are none.

2 All right. That gets us through that.

3 All right. We will recess until -- the
4 hearings are at 1:00. If you can be back
5 about 12:45. They may get here a little
6 early.

7 (Time Noted: 11:19 a.m.)

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9 ORIGINAL: Jeff Johns, Director, Office of
 Standards & Training

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1 CERTIFICATE OF COURT REPORTER

2 I, Christa Sherman, Court Reporter and
3 Notary Public, in and for the State of
4 Mississippi, hereby certify that the foregoing
5 contains a true and correct transcript of the
6 board meeting of Law Enforcement Officer Standards
7 and Training, as taken by me in the aforementioned
8 matter at the time and place heretofore stated.

9 I further certify that, to the best of
10 my knowledge, I am not in the employ of or related
11 to any party in this matter and have no interest,
12 monetary or otherwise, in the final outcome of
13 this matter.

14 Witness my signature and seal this the
15 29th day of May, 2025.

16
17 
18 CHRISTA SHERMAN, CCR #1964



19 My Commission Expires: October 19, 2027
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