

In Re: Law Enforcement Officer Standards & Training

Transcript of Meeting

July 10, 2025

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Transcript of Meeting 7/10/2025

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

TRANSCRIPT OF MEETING

Taken at Mississippi Department of
Public Safety Planning,
152 Watford Parkway,
Canton, Mississippi,
on Thursday, July 10, 2025,
beginning at approximately 9:00 a.m.

REPORTED BY:

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

Transcript of Meeting 7/10/2025

1 BOARD MEMBERS PRESENT

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

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

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

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

9 John Quaka, Chief, Tupelo Police Department

10 Michael Hall, Chief, Guntown Police Department

11 Kassie Coleman, Esq., District Attorney

12 Robert Hancock, Constable, Mississippi Constables
13 Association

14 Anthony Chancelor, Sheriff, Clarke County

15 Luke Williamson, Esq.

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Transcript of Meeting 7/10/2025

1	TABLE OF CONTENTS	
2		PAGE
3	Title Page.....	1
4	Appearance Page.....	2
5	Table of Contents.....	3
6	Certificate of Court Reporter.....	119
7		
8		
9		
10		
11		
12		
13		
14		
15		
16		
17		
18		
19		
20		
21		
22		
23		
24		
25		

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: We're going to
2 call the meeting to order. We want to
3 welcome everybody here. If you would,
4 please stand for the invocation, as well
5 as Chief Sanford from Ole Miss is going to
6 lead us in our pledge. Director Johns.

7 (PRAYER.)

8 CHIEF SANFORD: Attention. Salute.
9 Pledge.

10 CHAIRMAN JOHNSON: Thank you. You
11 may be seated. First on the agenda is to
12 certify a quorum. We'll do a roll call.
13 Director Johns.

14 DIRECTOR JOHNS: Sheriff Anthony
15 Chancellor. (No verbal response.)

16 DIRECTOR JOHNS: The Honorable
17 Lindsay Cranford. (No verbal response.)

18 DIRECTOR JOHNS: Honorable Kassie
19 Coleman.

20 MS. COLEMAN: Present.

21 DIRECTOR JOHNS: Chief Michael Hall.

22 CHIEF HALL: Here.

23 DIRECTOR JOHNS: Honorable Robert
24 Hancock.

25 CONSTABLE HANCOCK: Present.

Transcript of Meeting 7/10/2025

1 DIRECTOR JOHNS: Colonel Charles
2 Haynes. (No verbal response.)
3 DIRECTOR JOHNS: Captain Brandon
4 Hendry.
5 CAPTAIN HENDRY: Here.
6 DIRECTOR JOHNS: Sheriff Jim Johnson.
7 CHAIRMAN JOHNSON: Here.
8 DIRECTOR JOHNS: Chief John Quaka.
9 CHIEF QUAKA: Here.
10 DIRECTOR JOHNS: Chief Daniel
11 Sanford.
12 CHIEF SANFORD: Here.
13 DIRECTOR JOHNS: Commissioner Sean
14 Tindell. (No verbal response.)
15 DIRECTOR JOHNS: Sheriff Randall
16 Tucker. (No verbal response.)
17 DIRECTOR JOHNS: Chief Billy Seal.
18 (No verbal response.)
19 DIRECTOR JOHNS: Mr. Chairman, we
20 appear to have a quorum.
21 CHAIRMAN JOHNSON: Thank you very
22 much. Item 4 on the agenda is approval of
23 the minutes. Can I get a motion to do
24 that?
25 CHIEF QUAKA: I make a motion.

Transcript of Meeting 7/10/2025

1 MS. COLEMAN: Second.

2 CHAIRMAN JOHNSON: Any discussion?

3 (No verbal response.)

4 CHAIRMAN JOHNSON: All in favor say
5 aye.

6 ALL: Aye.

7 CHAIRMAN JOHNSON: Any opposed? (No
8 verbal response.)

9 CHAIRMAN JOHNSON: There are none.
10 Old business item number 5 is presentation
11 of the hearing panel recommendations.
12 There's several of these that we'll go
13 through. There's a packet that you'll
14 have for the members to look at.

15 DIRECTOR JOHNS: Mr. Chairman, they
16 should be in alphabetical order, which is
17 different.

18 CHAIRMAN JOHNSON: I've been advised
19 that it will be in alphabetical order, so
20 that's kind of how we'll go. Director
21 Johns, you have the floor.

22 DIRECTOR JOHNS: First one is in
23 regards to the certification status of
24 Aaron Andrew. On June 25th, the hearing
25 panel, comprised of members of the Board

Transcript of Meeting 7/10/2025

1 on Law Enforcement Standards and Training,
2 convened for consideration of the status
3 of Aaron Andrew and to consider evidence
4 and testimony in determination of the
5 same.

6 The panel was requested to determine
7 whether any violations of the policies of
8 the Board on Law Enforcement Officers
9 Standards and Training had been violated.
10 The panel considered the following
11 evidence as presented by Investigator Coop
12 Chavis of the Mississippi Department of
13 Public Safety.

14 The investigator determined that
15 Andrew knowingly falsified aspects of his
16 employment in a law enforcement
17 application, engaged in conduct of moral
18 turpitude, and was found guilty of
19 embezzlement while holding office.

20 Andrew was indicted on July 29th,
21 2024, by a Lowndes County grand jury for
22 felony fraud in violation of the
23 Mississippi Code. He was later convicted
24 on February 10th of misdemeanor
25 embezzlement under 97-23-19(A).

Transcript of Meeting 7/10/2025

1 Evidence presented at a CSC hearing
2 confirmed that Andrew knowingly clocked in
3 for law enforcement shifts, consisting of
4 seven unexcused tardies while physically
5 outside CPD jurisdiction, resulting in
6 fraudulent compensation. Supporting data
7 included GPS logs, AT&T cell tower data,
8 and TimeClock Plus records.

9 Andrew was dishonest during sworn
10 testimony, submitting conflicting
11 statements deemed not credible by CSC.
12 His full-time application with the
13 Columbus Municipal School District was
14 submitted on November 17th after his
15 misconduct had occurred without disclosing
16 the April 27th, 2023 CSC disciplinary
17 history and prior to the February 10th
18 embezzlement conviction.

19 Andrew's prior criminal history
20 includes a 2004 plea of guilty to domestic
21 battery in Illinois with a 26-week abuser
22 intervention program. Based on the
23 evidence and considering the testimony
24 presented by the investigator and all the
25 witnesses, the panel makes the following

Transcript of Meeting 7/10/2025

1 recommendation to the members of the Board
2 to be considered at an official meeting:
3 To declare Aaron Andrew's certificate
4 canceled and recalled for a period of not
5 less than ten years for reapplication.

6 CHAIRMAN JOHNSON: Heard a
7 recommendation from the hearing panel, and
8 you've heard what that recommendation was
9 based upon, and we'll entertain a motion
10 to accept that recommendation.

11 CHIEF QUAKA: I make the motion to
12 accept that recommendation.

13 CHAIRMAN JOHNSON: Chief Quaka makes
14 the motion. Do I have a second?

15 CONSTABLE HANCOCK: I second.

16 CHAIRMAN JOHNSON: Constable makes
17 the second. Any discussion? (No verbal
18 response.) All in favor say aye.

19 ALL: Aye.

20 CHAIRMAN JOHNSON: Any opposed?

21 (NO RESPONSE.)

22 CHAIRMAN JOHNSON: There are none.

23 DIRECTOR JOHNS: Mr. Chairman, the
24 State brings before the Board in regard to
25 the certification status of Jason Coleman.

Transcript of Meeting 7/10/2025

1 On June 25th, the hearing panel, comprised
2 of the members of the Board on Law
3 Enforcement Officer Standards and
4 Training, considered the certification
5 status of Jason Coleman and considered
6 evidence and testimony in determination of
7 the same.

8 The panel was requested to determine
9 whether any violation of policies of the
10 Board on Law Enforcement Officer Standards
11 and Training had been violated;
12 specifically, the panel considered the
13 following evidence presented by
14 Investigator Coop Chavis of the Department
15 of Public Safety Investigation.

16 An investigation determined that Jason
17 Tyler Coleman was terminated by the
18 Jackson Fire Department on January 19th
19 following a positive drug test for
20 marijuana administered on December 18th.
21 The termination letter referenced his
22 alleged detention by the Hinds County
23 Sheriff's Department the night prior,
24 during which he was reportedly in
25 possession of marijuana, a firearm while

Transcript of Meeting 7/10/2025

1 underage, and allegedly operating a
2 vehicle under the influence.

3 Coleman admitted to the deputy that he
4 had been drinking. Coleman later
5 confirmed in his full-time application, "I
6 was terminated for a failed drug test when
7 I worked at the fire department."

8 On April 25th, 2025, Coleman provided
9 a written statement to the Jackson Police
10 Academy Administrative Coordinator, Nikita
11 May, that he had a long-standing history
12 of anxiety, and it was presumed from the
13 Jackson Police Department background
14 packet that Coleman had been prescribed
15 sertraline, an SSRI, and was or had been
16 using it to treat anxiety and depression.

17 He stated the marijuana use helped
18 alleviate his symptoms more effectively
19 than the prescribed medication. He
20 admitted to ceasing marijuana use upon
21 hiring at the Jackson Fire Department but
22 later resumed usage during employment,
23 which resulted in the failed drug test.

24 OST submitted a records request to the
25 Hinds County Sheriff's Department on

Transcript of Meeting 7/10/2025

1 June 6th regarding the reported alleged
2 detention. The search produced no
3 incident report, deputy narrative, or
4 filed charges associated with these
5 alleged offenses.

6 Based on this evidence and considering
7 the testimony presented by the
8 investigator and all other witnesses, the
9 panel makes the following recommendation
10 to the members of the Board to be
11 considered at an official meeting: To
12 declare Jason Coleman eligible for
13 certification, with his certification
14 suspended for 12 months with said
15 suspension held in abeyance with a
16 requirement that Jason Coleman notify the
17 Board in writing of any disciplinary
18 actions, sanctions, infractions, or
19 violations of Board policy that occur
20 within the next 12 months. Mr. Chairman.

21 CHAIRMAN JOHNSON: You've heard the
22 recommendation of the hearing panel for
23 eligibility of certification on Jason
24 Coleman. I'll entertain a motion to
25 accept that recommendation.

Transcript of Meeting 7/10/2025

1 CHIEF SANFORD: Motion.

2 MS. COLEMAN: Second.

3 CONSTABLE HANCOCK: Did we not also
4 say that he needed to do a random drug
5 test, a mandatory drug test prior to?

6 DIRECTOR JOHNS: We discussed that.
7 I did not note -- Luke, did you? I did
8 note that, and I did not see it in Luke's
9 notes.

10 MR. WILLIAMSON: I didn't -- I didn't
11 see that as part of the motion.

12 DIRECTOR JOHNS: But that's certainly
13 at the pleasure of the Board.

14 CONSTABLE HANCOCK: I've got on my
15 notes it says allowed to continue for
16 certification with a two-year probation
17 and drug tests mandatory at random.

18 CHAIRMAN JOHNSON: What we'll do --
19 what we need to do is look at the
20 recommendation of the panel, and if
21 there's any addition to it, this would be
22 the time to take it up.

23 So right now, the recommendation is
24 what we heard about eligibility of
25 certification and held in abeyance, but it

Transcript of Meeting 7/10/2025

1 does not mention anything about drug
2 testing. If a member wants to amend the
3 motion to include that, we'll certainly
4 entertain it.

5 CHIEF SANFORD: I'll withdraw the
6 motion for discussion.

7 CHAIRMAN JOHNSON: The motion to
8 accept the recommendation to the hearing
9 panel has been withdrawn, and we'll now
10 entertain another motion.

11 CHIEF SANFORD: Is there any way to
12 enforce that if we required it?

13 DIRECTOR JOHNS: Well, I guess that
14 would be the State's question, is who
15 would be responsible for it? His
16 employer? We would ask the employer to
17 administer a random drug test during the
18 period of probation?

19 CHIEF QUAKA: Would it be mandatory,
20 or would we just request the employer? I
21 mean, would we be able to hold them to it
22 if we made it mandatory?

23 MR. WILLIAMSON: I think you can
24 require him to submit to it. You can't
25 necessarily require somebody to give it if

Transcript of Meeting 7/10/2025

1 we don't have jurisdiction. But we do
2 have -- the Board has jurisdiction over
3 the certificate. So you can require the
4 certificate holder to submit to random
5 drug tests.

6 CHAIRMAN JOHNSON: To his employer.
7 Does everybody understand that
8 explanation? All right. With that being
9 said, do we have a motion to amend the
10 recommendation of the hearing panel?

11 DIRECTOR JOHNS: To that verbiage?

12 CHAIRMAN JOHNSON: Yeah, to that
13 verbiage.

14 CHIEF QUAKA: I'll make the motion.

15 CHAIRMAN JOHNSON: We have a motion
16 to add to the hearing panel's
17 recommendation that it be held in abeyance
18 and subject to random drug testing by the
19 certificate holder through his employment.
20 Do I have a second?

21 CONSTABLE HANCOCK: Second.

22 CHAIRMAN JOHNSON: All in favor, say
23 aye.

24 ALL: Aye.

25 CHAIRMAN JOHNSON: Are there any

Transcript of Meeting 7/10/2025

1 opposed? (No verbal response.)

2 CHAIRMAN JOHNSON: There are none.
3 Director Johns.

4 DIRECTOR JOHNS: Mr. Chairman, the
5 State brings before the Board in regard to
6 the certification status of Barry Chester,
7 Jr. On June 26th, the hearing panel,
8 comprised of all the members of the Board
9 on Law Enforcement Officer Standards and
10 Training, convened to consider the
11 certification status of Barry Chester,
12 consider evidence and testimony, and
13 determination of the same.

14 The panel was requested to determine
15 whether any violations of the policies of
16 the Board on Law Enforcement Officer
17 Standards and Training had occurred.
18 Specifically, the panel was asked to
19 consider the following information
20 provided by Investigator Emma Baptiste of
21 the Mississippi Department of Public
22 Safety. Sustained: Internal affairs
23 violation that Chester was the subject of
24 an IA investigation, case number
25 IA2022-0016, for workplace sexual

Transcript of Meeting 7/10/2025

1 harassment.

2 The investigation contained violations
3 of General Order 3.09 based on complaints
4 from Sergeant Erica Jimenez. Unwelcome
5 conduct: Jimenez reported months of
6 inappropriate conduct culminating in an
7 incident on August 19th where Chester
8 forcefully hugged or attempted to kiss her
9 while on duty.

10 Explicit messages: Chester admitted,
11 under Garrity, to sending a text to
12 Jimenez stating, "I want to eat your pussy
13 one time," but claimed he did not recall
14 sending it. Garrity interview, deception:
15 Chester initially denied the physical
16 contact but later admitted that their
17 mouths got a little too close, which the
18 investigator cited as evidence of
19 dishonesty. He also falsely claimed she
20 kissed him back but offered no explanation
21 when challenged on that.

22 Termination and reporting: Chester
23 was placed on administrative leave and
24 terminated on September 2nd, 2022, by
25 Sheriff Troy Peterson, who submitted a

Transcript of Meeting 7/10/2025

1 certification recall/revocation letter to
2 BLEOST on December 6th, 2022.

3 Based on this evidence and considering
4 testimony presented by the investigator
5 and all other witnesses, the panel makes
6 the following recommendations to the
7 members of the Board to be considered at
8 an official meeting: To declare Barry
9 Chester not eligible for certification and
10 certification canceled and recalled for a
11 period not less than ten years.

12 CHAIRMAN JOHNSON: You heard the
13 recommendation of the hearing panel to
14 cancel and recall Barry Chester, Jr.'s
15 certification. Do we have a motion?

16 CONSTABLE HANCOCK: Motion.

17 CHAIRMAN JOHNSON: Do we have a
18 second?

19 MS. COLEMAN: Second.

20 CHAIRMAN JOHNSON: Any discussion?

21 (NO RESPONSE.)

22 CHAIRMAN JOHNSON: All in favor say
23 aye.

24 ALL: Aye.

25 DIRECTOR JOHNS: Any opposed? (No

Transcript of Meeting 7/10/2025

1 verbal response.)

2 CHAIRMAN JOHNSON: There are none.
3 Director Johns.

4 DIRECTOR JOHNS: Mr. Chairman, the
5 State brings before the Board the hearing
6 panel recommendation in regard to the
7 certification status of Mark Jennings. On
8 June 25th, the hearing panel, comprised of
9 members of the Board on Law Enforcement
10 Officer Standards and Training, convened
11 to consider the certification status of
12 Mark Jennings and to consider evidence and
13 testimony in determination of the same.

14 The panel was to determine whether any
15 violation of policies of the Board on Law
16 Enforcement Officer Standards and Training
17 had been violated. Specifically, the
18 panel considered the following evidence
19 presented by Investigator Coop Chavis of
20 the Mississippi Department of Public
21 Safety.

22 The investigation identified
23 significant issues concerning Jennings's
24 background that are relevant to BLEOST
25 eligibility and standards. On April 6th,

Transcript of Meeting 7/10/2025

1 2007, Jennings was arrested in Lee County,
2 Alabama, on three charges arising from the
3 same incident: Theft of property, second
4 degree; theft of property, third degree,
5 misdemeanor; and burglary, third degree,
6 felony.

7 The complaints in the respective cases
8 alleged that Jennings and another
9 individual unlawfully entered a residence
10 and removed multiple items, including an
11 M1 rifle, a class ring, cameras, a
12 PlayStation, and cash.

13 Although the Lee County grand jury
14 returned a no bill on all three charges on
15 September 18th, 2007, BLEOST policy still
16 requires disclosure of all arrests and
17 criminal charges, regardless of their
18 disposition, which Jennings failed to
19 provide on his application.

20 Jennings's BLEOST application lacked
21 adequate explanation for these serious
22 past allegations, and MCSOTA did not
23 conduct a comprehensive background
24 investigation as required under BLEOST
25 guidelines.

Transcript of Meeting 7/10/2025

1 A review of Jennings's Alabama driver
2 history shows he received at least 13
3 citations between 2004 and 2022, including
4 multiple speeding violations and operating
5 a vehicle without insurance. Several
6 citations resulted in a guilty plea.

7 The Law Enforcement Tactical System,
8 LETS, and the National Crime Information
9 Center check confirmed that Jennings has
10 no current criminal convictions. However,
11 BLEOST rules mandate full transparency in
12 reporting criminal history, dismissed, no
13 billed, or otherwise.

14 Based on this evidence and considering
15 the testimony presented by the
16 investigator and all other witnesses, the
17 panel makes the following recommendation
18 to the members of the Board to be
19 considered at an official meeting: To
20 declare Mark Jennings eligible for
21 certification, and he may reapply for
22 certification.

23 CHAIRMAN JOHNSON: We have a
24 recommendation by the hearing panel to
25 this Board to allow Mark Jennings to be

Transcript of Meeting 7/10/2025

1 eligible for certification. Do I have a
2 motion?

3 CAPTAIN HENDRY: Motion.

4 CHAIRMAN JOHNSON: Do I have a
5 second?

6 CONSTABLE HANCOCK: Second.

7 CHAIRMAN JOHNSON: Any discussion?

8 (NO RESPONSE.)

9 CHAIRMAN JOHNSON: All in favor say
10 aye.

11 ALL: Aye.

12 CHAIRMAN JOHNSON: Any opposed? (No
13 verbal response.)

14 CHAIRMAN JOHNSON: There are none.
15 Director Johns.

16 DIRECTOR JOHNS: Mr. Chairman, the
17 State brings before the Board the hearing
18 panel recommendations in regard to the
19 certification standards of Adarian Bush.
20 On June 26th, 2025, the hearing panel,
21 comprised of members of the Board on Law
22 Enforcement Officer Standards and
23 Training, convened to consider the
24 certification status of Adarian Bush and
25 to consider evidence and testimony in

Transcript of Meeting 7/10/2025

1 determination of the same.

2 The panel was requested to determine
3 whether any violations of the policies of
4 the Board on Law Enforcement Officer
5 Standards and Training had been violated.
6 Specifically, the panel considered the
7 following evidence presented by
8 Investigator Emma Baptiste of the
9 Mississippi Department of Public Safety.

10 Resignation during an internal affairs
11 investigation: Bush resigned following a
12 sustained internal affairs finding of
13 sexual harassment. He was served with a
14 gag order and notice of investigation on
15 December 1st and interviewed under Garrity
16 on January 11th, 2023.

17 Pattern of Sexual Harassment and
18 Coercion: Officer Laralee Williams
19 reported persistent harassment, including
20 unwanted touching, sexual comments, and
21 retaliation during FTO training. She
22 provided detailed statements corroborated
23 by digital evidence and witnesses.

24 Officer Mimi Pippins experienced
25 hostility, threats, and manipulation

Transcript of Meeting 7/10/2025

1 consistent with prior behavior, including
2 false write-ups and verbal threats.
3 Officer Linnea Tyree reported being
4 surveilled, intimidated, and harassed
5 after rejecting Bush's advances. Bush
6 admitted texting her co-worker to locate
7 her.

8 Officers Gabrielle Straub, Mia
9 Rodriguez, and Stashia Jackson experienced
10 persistent, unwanted digital contact and
11 sexually suggestive behavior. Dispatcher
12 Mary Faul and CSO Faith Smith reported
13 Bush used Snapchat to solicit explicit
14 contact, remove and add women frequently,
15 and manipulate conversations.

16 Public Corroboration: A Facebook
17 group titled, "Sis, Is This Your Man,"
18 featured public allegations against Bush,
19 including harassment following traffic
20 stops, manipulative behavior via social
21 media screenshots, and a warning ticket
22 issued by Bush on August 24th, 2021, in
23 support of one civilian's claims.

24 Dishonesty during an internal affairs
25 interview: Bush denied all allegations,

Transcript of Meeting 7/10/2025

1 including use of Snapchat for harassment.
2 However, investigators presented digital
3 evidence -- messages, photos, and logs --
4 refuting his claims. When confronted with
5 photographic evidence, Bush continued to
6 deny misconduct, even when presented with
7 corroborating evidence from both victims
8 and digital logs.

9 Admission of Omission: In a written
10 statement to former Director Robert Davis
11 dated May 16th, 2024, Bush acknowledged
12 omitting key facts during his internal
13 affairs interview and admitted to a
14 partial disclosure regarding a female
15 trainee. He conceded that he saved a
16 sexually suggestive image without
17 reporting it to command.

18 Based on this evidence and considering
19 the testimony presented by the
20 investigator and all other witnesses, the
21 panel makes the following recommendation
22 to the members of the Board to be
23 considered at an official meeting: To
24 declare Adarian Bush's certificate
25 cancelled and recalled for a period of not

Transcript of Meeting 7/10/2025

1 less than ten years.

2 CHAIRMAN JOHNSON: I have a
3 recommendation of the hearing panel to
4 recall and cancel Adarian Bush's
5 certificate for not less than ten years.
6 Do I have a motion?

7 CONSTABLE HANCOCK: I make a motion
8 to declare Adarian Bush's certificate
9 cancelled and recalled for a period not
10 less than ten years.

11 CHAIRMAN JOHNSON: Do I have a
12 second?

13 MS. COLEMAN: Second.

14 CHAIRMAN JOHNSON: Any discussion?
15 (No verbal response.) All in favor say
16 aye.

17 ALL: Aye.

18 CHAIRMAN JOHNSON: Any opposed? (No
19 verbal response.)

20 CHAIRMAN JOHNSON: There are none.
21 Director Johns.

22 DIRECTOR JOHNS: Mr. Chairman, the
23 State brings before this Board the hearing
24 panel recommendation in regard to the
25 certification status of Brandon Lambert.

Transcript of Meeting 7/10/2025

1 On June 26th, the hearing panel,
2 comprised of members of the Board on Law
3 Enforcement Officer Standards and
4 Training, convened to consider the
5 certification standards of Brandon Lambert
6 and to consider evidence and testimony in
7 determination of the same.

8 The panel was requested to determine
9 whether any violations of Board policies
10 had occurred. Specifically, the panel
11 considered the following investigative
12 evidence presented by Coop Chavis of the
13 Mississippi Department of Public Safety.

14 The investigation determined the
15 following: On January 11th, the Board
16 authorized Lambert to attend a refresher
17 course with a 200-hour curriculum while
18 employed by the Walnut Police Department.
19 On Friday, February 23rd, Lambert caused
20 damage to the department-issued Taser
21 after placing it, along with his duty
22 belt, into a washing machine.

23 Rather than immediately reporting that
24 damage, he removed the defective Taser
25 from his possession and replaced it with a

Transcript of Meeting 7/10/2025

1 functional Taser that had been assigned to
2 another part-time officer. Lambert failed
3 to promptly notify his direct supervisor
4 of the incident, only reporting the damage
5 on Sunday, February 25th.

6 This unauthorized exchange of
7 equipment created a safety risk, as the
8 non-functional Taser remained in
9 circulation and could have been relied on
10 in future situations, potentially
11 compromising officer safety. Lambert's
12 conduct demonstrated evasion of
13 responsibility, a lack of accountability,
14 and a disregard for department protocols,
15 thereby eroding public trust in the Walnut
16 Police Department.

17 Lambert resigned from the Walnut
18 Police Department before formal
19 disciplinary proceedings could be
20 initiated, and on March 4th, Lambert
21 reimbursed the City of Walnut \$600, the
22 cost of the damaged Taser, and returned
23 all issued equipment to the city.

24 Based on this evidence, and
25 considering the testimony presented by the

Transcript of Meeting 7/10/2025

1 investigator and all other witnesses, the
2 panel makes the following recommendation
3 to members of the Board to be considered
4 at an official meeting: To declare
5 Brandon Lambert eligible for certification
6 after successfully completing the required
7 law enforcement officer training protocol
8 200-hour refresher course and First Aid
9 CPR certification.

10 CHAIRMAN JOHNSON: I have a
11 recommendation that Brandon Lambert is
12 eligible for certification upon the
13 conditions just mentioned in your packet.
14 Do I have a motion?

15 CONSTABLE HANCOCK: I make a motion.

16 MS. COLEMAN: I have a couple of
17 questions about this one, and I apologize
18 I wasn't able to be here for the hearing,
19 so I'm only familiar with what was in the
20 packet, but it was very concerning to me,
21 and it sounds like maybe the testimony
22 developed some more things.

23 Was anybody here that could have a
24 recollection that could help me?

25 DIRECTOR JOHNS: I was here.

Transcript of Meeting 7/10/2025

1 CONSTABLE HANCOCK: I was there. He
2 basically just went against department
3 policy, and they didn't have a policy for
4 anything --

5 MS. COLEMAN: Well, in his messages
6 to Coop, he just kind of seems to blame
7 everybody else.

8 CONSTABLE HANCOCK: There was no
9 structured policy for anything. There was
10 no structuration of how to return that
11 item and to get a new one when he got it
12 wet -- basically when he got it wet.

13 DIRECTOR JOHNS: And he did reach out
14 to a supervisor, I think.

15 CHIEF QUAKA: Yeah. He did notify
16 his supervisor --

17 CONSTABLE HANCOCK: Yeah. He did
18 notify his supervisor.

19 MS. COLEMAN: Because it looked like
20 it was after somebody called him out on
21 it.

22 CHIEF QUAKA: Yeah. No, no, no. He
23 notified his supervisor. He attempted to
24 repair it himself for two days, and then
25 reported it on Sunday. And then on Monday

Transcript of Meeting 7/10/2025

1 or Tuesday, replaced it with one that was
2 sitting on top of a refrigerator.

3 They don't have (indiscernible)
4 armory. He was not instructed what to do
5 with it. So he took the one off the top
6 of the refrigerator and put that one on
7 top.

8 MS. COLEMAN: And then didn't notify
9 the supervisor of the switch?

10 CONSTABLE HANCOCK: He told the
11 supply guy, and apparently the supply guy
12 didn't really care. It was a
13 departmental --

14 CHAIRMAN JOHNSON: Yeah. He notified
15 his supervisor the minute it happened
16 and --

17 CAPTAIN HENDRY: It was a department
18 issue more than a board issue.

19 CONSTABLE HANCOCK: Yeah.

20 CHAIRMAN JOHNSON: And the supervisor
21 didn't really tell him anything other than
22 oh, boy, this is not good, or something
23 like that. And so, he had to go back to
24 work, and there was nobody issuing
25 nothing. And it was standard policy, I

Transcript of Meeting 7/10/2025

1 think, you just got what you could grab to
2 work with, and that's what he did.

3 CONSTABLE HANCOCK: Yeah. Apparently
4 they had no policy for it, and he didn't
5 violate any BLEOST policy. So. . .

6 CHAIRMAN JOHNSON: But does that
7 help?

8 MS. COLEMAN: I think I'll just
9 abstain. It'll be easier.

10 CHAIRMAN JOHNSON: Yeah. And let me
11 say this to this group out here, if you
12 want to hear the entirety of everything
13 that goes on, it's about as entertaining
14 as watching grass grow, but this is a very
15 small 3,000-foot flyover of what we
16 actually hear, and many of the members on
17 the Board are on this hearing panel and
18 have the full evidence.

19 And I appreciate the ones that abstain
20 when they just can't make a good decision.
21 As you can see, you hear everything from
22 inappropriate phone calls to throwing
23 Tasers in the washing machine. I mean,
24 you hear everything. And so, that's the
25 question about it.

Transcript of Meeting 7/10/2025

1 And also, I'd like to mention the fact
2 that this Board only monitors the officer
3 certification. We don't have anything to
4 do with a department's hiring policies or
5 things of that nature. We can only punish
6 the certified officer.

7 So there's a lot of this stuff that
8 it's the department's fault for not
9 filling out the right paperwork and
10 everything. And you'll see that you just
11 had House Bill 565 passed that's holding
12 department heads responsible for getting
13 the information to this Board where it'll
14 all collaborate and work together.

15 So I wanted to explain that because I
16 know you're probably sitting out here
17 going, what in the world are these people
18 saying or doing? But that's the best way
19 I can explain it. Kassie, did you have
20 any other questions on that?

21 MS. COLEMAN: No, sir. Thank you,
22 Mr. Chairman.

23 CHAIRMAN JOHNSON: All right. Did we
24 get a motion?

25 MR. WILLIAMSON: You did.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: And a second, and
2 then we had the discussion.

3 MR. WILLIAMSON: We didn't have a
4 second.

5 CHAIRMAN JOHNSON: We have a motion
6 for the eligibility certification to be
7 allowed after the record -- after the
8 conditions on Brandon Lambert. Do we have
9 a second?

10 CHIEF QUAKA: Second.

11 CHAIRMAN JOHNSON: Any other
12 discussion?

13 (NO RESPONSE.)

14 CHAIRMAN JOHNSON: All in favor say
15 aye.

16 ALL: Aye.

17 CHAIRMAN JOHNSON: We have one
18 abstain, Ms. Kassie Coleman.

19 CHIEF HALL: And I oppose.

20 CHAIRMAN JOHNSON: And we have one
21 oppose with Chief Hall. All right.
22 Director Johns.

23 DIRECTOR JOHNS: Mr. Chairman, the
24 State brings before the Board the hearing
25 panel recommendation in regards to the

Transcript of Meeting 7/10/2025

1 certification standard of Darryn Severin.
2 On June 25th, the hearing panel, comprised
3 of members of the Board on Law Enforcement
4 Officer Standards and Training, convened
5 to consider the certification status of
6 Darryn Severin and to consider evidence
7 and testimony in determination of the
8 same.

9 The panel was requested to determine
10 whether any violation of the policies of
11 the Board on Law Enforcement Officer
12 Standards and Training had been violated.
13 Specifically, the panel heard the
14 following investigative evidence presented
15 by Coop Chavis of the Mississippi
16 Department of Public Safety.

17 The investigation determined that
18 Severin is not eligible for law
19 enforcement certification based on
20 multiple sustained BLEOST policy
21 violations. Criminal history and moral
22 turpitude: Severin was convicted on
23 August 13th, 2009, of three misdemeanor
24 offenses: Insurance fraud, conspiracy,
25 and wire fraud, for which he was sentenced

Transcript of Meeting 7/10/2025

1 to three years of probation under the
2 supervision of the Mississippi Department
3 of Corrections. While these charges were
4 later expunged, the convictions still
5 constitute disqualifying conduct as
6 defined by BLEOST.

7 Violation of a restraining order: On
8 February 14th, 2014, Severin was arrested
9 for willfully violating a protective order
10 under Mississippi Code 93-21-3(A). He was
11 found guilty and sentenced in the Madison
12 County Justice Court.

13 Departmental misconduct termination:
14 In 2007, Severin was terminated from the
15 Tunica County Sheriff's Department
16 following an internal affairs
17 investigation that substantiated
18 violations of Tunica County Sheriff's
19 Department Policies 2.14 and 4.9, conduct
20 unbecoming, off-duty conduct, and improper
21 evidence handling.

22 AWOL resignation from the Hollandale
23 Police Department: In December of 2024,
24 Severin resigned from the Hollandale
25 Police Department after failing to report

Transcript of Meeting 7/10/2025

1 for scheduled shifts without notification
2 for three consecutive days, receiving both
3 verbal and written reprimands.

4 Certification misrepresentation:
5 Severin failed to disclose complete and
6 accurate information regarding his
7 criminal history and employment separation
8 circumstances. An NCIC report dated
9 April 2nd, 2025, confirmed his arrest
10 history, including the 2003 charge for
11 alien smuggling, prosecution declined;
12 2009 convictions; and the 2014 contempt
13 and arrest incident.

14 Based on this evidence and considering
15 the testimony presented by the
16 investigator and all other witnesses, the
17 panel makes the following recommendation
18 to the members of this Board, to be
19 considered at an official meeting: To
20 declare Darryn Severin not eligible for
21 certification for a period of not less
22 than ten years. Mr. Chairman.

23 CHAIRMAN JOHNSON: I have a
24 recommendation from the hearing panel to
25 declare Darryn Severin not eligible for a

Transcript of Meeting 7/10/2025

1 period of not less than ten years. We'll
2 entertain a motion.

3 CHIEF SANFORD: Motion.

4 CONSTABLE HANCOCK: Second.

5 CHAIRMAN JOHNSON: Have a motion and
6 second. Any discussion?

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: All in favor say
9 aye.

10 ALL: Aye.

11 CHAIRMAN JOHNSON: Any opposed?

12 (NO RESPONSE.)

13 CHAIRMAN JOHNSON: All right.

14 DIRECTOR JOHNS: Mr. Chairman, the
15 State brings before the Board the hearing
16 panel recommendation in regards to the
17 certification of Dominique Gayden.

18 On June 25th, the hearing panel,
19 comprised of members of the Board on Law
20 Enforcement Officer Standards and
21 Training, convened to consider the
22 certification status of Dominique Gayden
23 and to consider evidence and testimony in
24 determination of the same.

25 The panel was requested to determine

Transcript of Meeting 7/10/2025

1 whether any violation of the policies of
2 the Board on Law Enforcement Officer
3 Standards and Training had been violated.
4 Specifically, the panel considered the
5 following investigative evidence presented
6 by Investigator Emma Baptiste of the
7 Mississippi Department of Public Safety.

8 Dominique Gayden began training class
9 24-4 at SRPSI without the mandatory BLEOST
10 full-time application for certification
11 being submitted by Magnolia PD, violating
12 BLEOST Rule 2.3(C)(3). Gayden has an
13 extensive criminal history, including a
14 felony false-pretense conviction on 1/13
15 of 2013, felony bad checks, misdemeanor
16 trespass, simple assault, probation
17 violations, an attempted firearm purchase
18 while under supervision on 11/8 of '11,
19 and an active warrant for game violations
20 with Pike County justice court.

21 On July 22nd, Gayden was ordered to
22 pay \$1,266 in child support. On
23 January 30th, 2025, he was arrested at a
24 Pike County court appearance for
25 non-compliance of arrears totaling

Transcript of Meeting 7/10/2025

1 45,784.34. Gayden misrepresented his
2 criminal background to Chief Sonya Woodall
3 of Magnolia PD, claiming not only a -- not
4 only a wildlife violation but possibly
5 Pike County Chancery Court issues after
6 being hired and enrolled into the basic
7 academy falsely suggesting expungement of
8 his entire record.

9 Magnolia PD admitted no thorough
10 background check was conducted, violating
11 BLEOST Rule 2.3(A)(1). The Office on
12 Standards and Training determined Gayden
13 is ineligible for certification, removing
14 him from training at the time.

15 Based on this evidence, considering
16 the testimony presented by the
17 investigator and all other witnesses, the
18 panel makes the following recommendation
19 to the members of the Board to be
20 considered at an official meeting: To
21 declare Dominique Gayden not eligible for
22 certification and that the panel
23 request -- the panel requests the Board
24 determine or to declare a duration for the
25 period for re-application.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: All right. There
2 has been a recommendation by the hearing
3 panel to declare Dominique Gayden not
4 eligible for certification, but it puts
5 the responsibility of this Board to
6 determine a period, up to ten years, to be
7 able to come back before the Board.

8 So, with that being said, do I have a
9 motion to include those number of years?

10 CHIEF QUAKA: Yes. I'll make that
11 motion to include ten years.

12 CONSTABLE HANCOCK: I second it.

13 CHAIRMAN JOHNSON: We have a motion
14 to include ten years and to declare
15 ineligible. We have a second by the
16 Constable. Is there any other discussion?

17 (NO RESPONSE.)

18 CHAIRMAN JOHNSON: All in favor say
19 aye.

20 ALL: Aye.

21 CHAIRMAN JOHNSON: Any opposed?

22 (NO RESPONSE.)

23 CHAIRMAN JOHNSON: Director Johns.

24 DIRECTOR JOHNS: Mr. Chairman, the
25 State brings before this Board the hearing

Transcript of Meeting 7/10/2025

1 panel recommendation in regard to the
2 certification status of Justin Holpe.

3 On June 26th, 2025, the hearing panel,
4 comprised of members of the Board on Law
5 Enforcement Officer Standards and
6 Training, convened to consider the
7 certification status of Justin Holpe and
8 to consider evidence and testimony in
9 determination of the same. The panel was
10 requested to determine whether any
11 violation of the policies of the Board had
12 been violated. Specifically, the panel
13 considered the following evidence
14 presented by Investigator Coop Chavis of
15 the Mississippi Department of Public
16 Safety.

17 The investigation determined that
18 Holpe had provided false information on
19 multiple BLEOST certification applications
20 and engaged in conduct that significantly
21 diminished the public trust in his
22 confidence and reliability as a law
23 enforcement officer. Holpe failed to
24 disclose his termination from the Holly
25 Springs Police Department on January 5th,

Transcript of Meeting 7/10/2025

1 2021, due to misuse of a city-issued
2 Fuelman gas card, and he answered no to
3 the question "have you ever been
4 terminated from any employment" on
5 applications submitted to both the
6 Mississippi Department of Corrections and
7 the Tunica County Sheriff's Department.

8 Evidence presented to the Board
9 included a report authored by Holly
10 Springs Police Department Officer Ernest
11 Bradley, a termination letter from the
12 Holly Springs Police Department,
13 correspondence from the Holly Springs city
14 attorney, and multiple BLEOST
15 communications requesting corrections to
16 Holpe's application disclosures.

17 Holpe misrepresented himself as a
18 Holly Springs police officer in the Holly
19 Springs Municipal Court on January 14th,
20 after his termination, and signed
21 dismissal orders under false pretense,
22 violating ethical standards and potential
23 state law.

24 Holpe admitted during the
25 certification review hearing that he had

Transcript of Meeting 7/10/2025

1 omitted his HSPD employment from the TCSD,
2 Tunica County Sheriff's Department,
3 application due to strained relationships
4 with the agency. Despite submitting
5 letters of recommendation and providing an
6 explanation for his actions, clear and
7 convincing evidence was presented to
8 BLEOST that Holpe's actions contributed to
9 dishonesty and violated BLEOST
10 certification standards and the Law
11 Enforcement Code of Ethics.

12 Based on this evidence and considering
13 the testimony presented by the
14 investigator and all other witnesses, the
15 panel makes the following recommendation
16 to the Board to be considered at an
17 official meeting: To declare Justin
18 Holpe -- that the panel takes no action
19 and his certificate remains canceled by
20 the Board through prior action of this
21 Board.

22 CHAIRMAN JOHNSON: We've heard the
23 recommendation by the hearing panel that
24 there is no action and the certification
25 remains canceled, which was the status of

Transcript of Meeting 7/10/2025

1 it when we took it up at the hearing. Do
2 I have a motion to accept that?

3 CAPTAIN HENDRY: Motion.

4 CONSTABLE HANCOCK: Second the
5 motion.

6 CHAIRMAN JOHNSON: Have a motion. Do
7 I have a second?

8 CONSTABLE HANCOCK: Second.

9 CHAIRMAN JOHNSON: Constable makes
10 the second --

11 DIRECTOR JOHNS: Mr. Chairman, the
12 only thing I have a question there to the
13 board attorney is, does the Board at this
14 time need to set a timeframe when he can
15 reapply like we've done on the others?

16 MR. WILLIAMSON: The Board certainly
17 can. Yes.

18 DIRECTOR JOHNS: Okay.

19 CAPTAIN HENDRY: All right. I'll
20 amend the motion to include ten years.

21 CHAIRMAN JOHNSON: Okay. The motion
22 has been amended to include a ten-year
23 period before this matter can be taken up
24 again, and I'll need a second on that.

25 CONSTABLE HANCOCK: Second.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: And the Constable
2 has a second. Any other discussion?

3 (NO RESPONSE.)

4 CHAIRMAN JOHNSON: All in favor say
5 aye.

6 ALL: Aye.

7 CHAIRMAN JOHNSON: Any opposed?

8 (NO RESPONSE.)

9 CHAIRMAN JOHNSON: There are none.
10 All right. Zachary Jenkins.

11 DIRECTOR JOHNS: Yes. Mr. Chairman,
12 the State brings before the Board the
13 hearing panel recommendation in regards to
14 the certification status of Zachary
15 Jenkins. On June 26th, 2025, the hearing
16 panel, comprised of members of this Board
17 on Law Enforcement Officer Standards and
18 Training, convened to consider the
19 certification status of Zachary Jenkins
20 and discuss evidence and testimony and
21 determine the same.

22 The panel was requested to determine
23 whether any violation of the policies of
24 the Board had been violated.
25 Specifically, the panel considered the

Transcript of Meeting 7/10/2025

1 investigative information provided by
2 Investigator Coop Chavis of the
3 Mississippi Bureau of Public Safety.

4 The investigation determined that
5 Jenkins engaged in multiple acts of
6 misconduct and poor judgment throughout
7 his career that undermined the standards
8 of professionalism, legal compliance, and
9 ethical behavior required by BLEOST.

10 Findings include that Jenkins failed
11 to properly provide OST an explanation on
12 Jenkins's VDP law enforcement application
13 regarding Jenkins's resignation prior to,
14 during, or at the conclusion of an
15 investigation. Jenkins was involved in
16 the pretextual and unlawful arrest of a
17 10-year-old child for public urination, in
18 violation of Mississippi Code Annotated
19 43-21-303, 97-29-31.

20 The court noted the arrest lacked
21 probable cause and constituted misuse of
22 police authority for investigative
23 leverage. Jenkins resigned from the
24 Senatobia Police Department on
25 August 21st, 2023, during an internal

Transcript of Meeting 7/10/2025

1 investigation into the arrest incident.

2 Senatobia Police Department violations
3 included Standard of Conduct 6.605(B)(C),
4 Juvenile Arrest, and 6.44, Body Worn
5 Camera. Jenkins further resigned from the
6 DeSoto County Sheriff's Department on
7 January 5th, 2013, to avoid termination
8 after an internal investigation revealed
9 he had an inappropriate relationship with
10 the spouse of a deceased individual tied
11 to an open criminal case. He violated
12 Disciplinary Policy Action III B.6 and
13 III E.5.

14 Jenkins was suspended from the Walls
15 Police Department in December of 2013
16 after improperly handling seized
17 methamphetamine, placing it into his squad
18 car and necessitating the decontamination
19 of both himself and the vehicle. He
20 resigned in January of 2014.

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

Transcript of Meeting 7/10/2025

1 Enforcement Officer Standards and Training
2 to be considered at their official
3 meeting: To declare Zachary Jenkins
4 eligible for certification, with his
5 certificate suspended for 12 months, with
6 said suspension held in abeyance with the
7 requirement that Zachary Jenkins notify
8 this Board of any disciplinary action,
9 sanctions, infractions, or violation of
10 Board policy that occur within the next 12
11 months. Mr. Chairman.

12 CHAIRMAN JOHNSON: Got a
13 recommendation to declare Zachary Jenkins
14 eligible based on these conditions. Do I
15 have a motion?

16 CONSTABLE HANCOCK: Did we -- did we
17 discuss it being suspended? We did?

18 DIRECTOR JOHNS: Yes, sir.

19 MS. COLEMAN: So I understand this
20 recommendation is just that we would
21 suspend his certificate for 12 months, and
22 then he would automatically be allowed to
23 come back assuming he has not arrested
24 anymore?

25 DIRECTOR JOHNS: It's 12 months set

Transcript of Meeting 7/10/2025

1 aside.

2 MS. COLEMAN: Okay.

3 DIRECTOR JOHNS: Is that correct?

4 MR. WILLIAMSON: Yes, suspended but

5 suspension held in abeyance.

6 MS. COLEMAN: Assuming he doesn't do

7 any more of the same?

8 MR. WILLIAMSON: Correct.

9 DIRECTOR JOHNS: Do we say what

10 happens if they do more of the same?

11 MR. WILLIAMSON: No.

12 DIRECTOR JOHNS: Okay.

13 MR. WILLIAMSON: No. It's up to the

14 Board at that time.

15 DIRECTOR JOHNS: Have to come back

16 before the Board once we learn of it?

17 MR. WILLIAMSON: Yes.

18 MS. COLEMAN: Was there testimony

19 developed that was different from what was

20 in the packet, that he arrested this child

21 for leverage to force the mom into an

22 interview?

23 MR. WILLIAMSON: He had an attorney.

24 CHAIRMAN JOHNSON: He had an

25 attorney.

Transcript of Meeting 7/10/2025

1 MR. WILLIAMSON: He testified. His
2 chief testified.

3 CHIEF QUAKA: The Senatobia chief
4 testified. There was a lot that came out
5 in the hearing.

6 CHAIRMAN JOHNSON: That was the
7 longest hearing we had. It was -- there
8 was a lot.

9 CHAIRMAN JOHNSON: All right. We've
10 heard the recommendation with some
11 explanation, and we'll entertain a motion
12 to accept the recommendation.

13 CHIEF QUAKA: I'll make a motion.

14 DIRECTOR JOHNS: Do we have a second?
15 Do we have a second?

16 CONSTABLE HANCOCK: I second it.

17 CHAIRMAN JOHNSON: All in favor say
18 aye.

19 ALL: Aye.

20 CHAIRMAN JOHNSON: Any opposed?

21 CHIEF HALL: Aye.

22 MS. COLEMAN: I'm opposed.

23 CHAIRMAN JOHNSON: Two opposed.

24 Director Johns.

25 DIRECTOR JOHNS: Yes, sir.

Transcript of Meeting 7/10/2025

1 Mr. Chairman, if you'll indulge us.

2 (OFF THE RECORD.)

3 CHAIRMAN JOHNSON: Okay. Director
4 Johns, you can continue.

5 DIRECTOR JOHNS: Mr. Chairman, the
6 State brings before this Board the hearing
7 panel recommendation in regard to the
8 certification status of Ravyn Lamar.

9 On June 26th, the hearing panel,
10 comprised of members of the Board on Law
11 Enforcement Officer Standards and
12 Training, convened to consider the
13 certification status of Ravyn Lamar,
14 consider the evidence, testimony, and
15 determination of the same.

16 The panel was requested to determine
17 whether any policies of the Board had been
18 violated. Specifically, the panel
19 considered the following information and
20 evidence presented by Investigator Emma
21 Baptiste of the Mississippi Department of
22 Public Safety.

23 Medical disqualification and Suboxone
24 use: The academy medical examination
25 completed by Nurse Practitioner Jamie

Transcript of Meeting 7/10/2025

1 Holloway on February 27th, 2025, indicated
2 Ms. Lamar was not physically fit to
3 perform the physical requirements of the
4 training program. Ms. Lamar indicated she
5 had been prescribed Suboxone due to the
6 addiction to other narcotics. As a
7 result, Mississippi Delta Community
8 College Law Enforcement Training Academy
9 denied her admission to the basic academy.

10 History of opioid dependency and
11 rehabilitation: Ms. Lamar provided a
12 sworn statement disclosing her addiction
13 originated from prescription hydrocodone
14 after a jaw fracture resulting from
15 domestic violence. She voluntarily
16 entered treatment at the Mississippi Drug
17 and Alcohol Treatment Center on April 5th,
18 2025, being successfully discharged on
19 April 11th, 2025, and has ceased to use
20 Suboxone and all other narcotic
21 medications.

22 Criminal history: From 2017 to 2021.
23 Ms. Lamar's NCIC and court records reflect
24 multiple misdemeanor offenses, including
25 DUI, possession of paraphernalia, and

Transcript of Meeting 7/10/2025

1 transporting intoxicating liquor, with the
2 most serious adjudicated in 2021. While
3 none were felonies, several offenses
4 involved substance-related misconduct and
5 moral consideration.

6 Updated medical and drug screen
7 clearance: On June 17th, 2025, Ms. Lamar
8 submitted a new BLEOST medical evaluation
9 and drug screen. She was evaluated by
10 Dr. Cary Mettetal, who certified her as
11 physically, mentally, and emotionally fit
12 for academy training and law enforcement
13 duties, and her drug screen was negative.

14 Candor and cooperation: Ms. Lamar
15 cooperated fully with the investigation,
16 voluntarily disclosed her past addiction,
17 took appropriate steps, and complied with
18 the Office of Standards and Training's
19 request for updated documentation and
20 testing.

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

Transcript of Meeting 7/10/2025

1 considered at their official meeting: To
2 declare Ravyn Lamar eligible for
3 certification with the condition of
4 sanctions for a period of two years.

5 Ms. Lamar shall submit to drug screens
6 every quarter at her own expense and
7 submit those results to the Board.

8 CHAIRMAN JOHNSON: We have a
9 recommendation for the eligibility
10 certification of Ravyn Lamar. Based on
11 these recommendations, I'll entertain a
12 motion.

13 CONSTABLE HANCOCK: I make a motion.

14 CHAIRMAN JOHNSON: Motion by the
15 Constable. Do I have a second?

16 CHIEF QUAKA: I'll second.

17 CHAIRMAN JOHNSON: Chief's got a
18 second. Any discussion?

19 (NO RESPONSE.)

20 CHAIRMAN JOHNSON: All in favor say
21 aye.

22 ALL: Aye.

23 CHAIRMAN JOHNSON: Any opposed?

24 (NO RESPONSE.)

25 CHAIRMAN JOHNSON: There are none.

Transcript of Meeting 7/10/2025

1 Director Johns.

2 DIRECTOR JOHNS: I have a question.
3 So could you use that same language in the
4 previous one we considered?

5 MR. WILLIAMSON: Yes, yes. The
6 suspension language --

7 DIRECTOR JOHNS: Well --

8 MR. WILLIAMSON: -- she does not have
9 a certificate right now. So it would be
10 on certification.

11 DIRECTOR JOHNS: Right.

12 MR. WILLIAMSON: Yes, sir.

13 DIRECTOR JOHNS: So did the JPD one
14 have -- that came from fire that had the
15 drug, where we were talking about making
16 his -- requiring him to voluntarily
17 submit, could you do the same language on
18 him to say that he has to submit drug
19 screenings directly to the Board on his
20 own, instead of placing it on the agency's
21 behest?

22 MR. WILLIAMSON: We could. Yes, sir,
23 if somebody wants to.

24 DIRECTOR JOHNS: Does that answer
25 what you were -- does that make sense,

Transcript of Meeting 7/10/2025

1 Robert?

2 CONSTABLE HANCOCK: Yes, sir.

3 DIRECTOR JOHNS: And the rest of the
4 Board?

5 CONSTABLE HANCOCK: So we'd just come
6 back to that afterwards and recall that to
7 make the motion -- to clarify it?

8 CHAIRMAN JOHNSON: What was that
9 name?

10 MR. WILLIAMSON: Jason Coleman.

11 DIRECTOR JOHNS: Jason Coleman.

12 CHAIRMAN JOHNSON: All right. Let me
13 cover this one first.

14 DIRECTOR JOHNS: Yes, sir.

15 CHAIRMAN JOHNSON: I have a motion
16 and a second.

17 DIRECTOR JOHNS: We passed it.

18 CHAIRMAN JOHNSON: We passed it.
19 Yeah. I think we did. All in favor?

20 DIRECTOR JOHNS: Did we pass it?

21 CHAIRMAN JOHNSON: No.

22 DIRECTOR JOHNS: Oh, we did not pass
23 it.

24 CHAIRMAN JOHNSON: We haven't done
25 it. All in favor say aye.

Transcript of Meeting 7/10/2025

1 ALL: Aye.

2 CHAIRMAN JOHNSON: Any opposed?

3 (NO RESPONSE.)

4 CHAIRMAN JOHNSON: There are none.

5 Now we'll go back. All right. Going back

6 to Jason Coleman, the wording on the

7 motion was to make it the responsibility

8 of the applicant to submit a drug test to

9 the agency.

10 Now that we've seen the wording in

11 this one, we will entertain a motion to

12 amend and include that wording into the

13 Coleman. Do I have that --

14 CONSTABLE HANCOCK: I make a motion.

15 CHAIRMAN JOHNSON: I have a motion.

16 Do I have a second?

17 CHIEF QUAKA: Second.

18 CHAIRMAN JOHNSON: All in favor say

19 aye.

20 ALL: Aye.

21 CHAIRMAN JOHNSON: Any opposed?

22 (NO RESPONSE.)

23 CHAIRMAN JOHNSON: All right.

24 Richard Landry.

25 DIRECTOR JOHNS: Mr. Chairman, this

Transcript of Meeting 7/10/2025

1 State brings before the Board on Law
2 Enforcement Standards and Training the
3 hearing panel recommendations in regards
4 to the certification status of Richard
5 Landry.

6 On June 25th, the hearing panel,
7 comprised of members of the Board on Law
8 Enforcement Standards and Training,
9 convened to consider certification status
10 of Richard Landry and to consider evidence
11 and testimony in determination of the
12 same. The panel was requested to
13 determine whether any violations of
14 policies of the Board on Law Enforcement
15 Standards and Training had been violated.
16 Specifically, the panel considered the
17 following evidence presented by
18 Investigator Emma Baptiste of the
19 Mississippi Department of Public Safety.

20 Sustained finding of excessive force
21 used during custodial escort of a fully
22 handicapped arrestee. Landry used
23 multiple open hand and full body shoves
24 that resulted in the subject's face and
25 head striking fixed concrete surfaces

Transcript of Meeting 7/10/2025

1 while restrained.

2 Landry admitted to acting out of
3 frustration and without a legitimate
4 threat present. Surveillance video
5 confirms unnecessary and disproportionate
6 application of force contrary to BLEOST
7 standards.

8 Based on this evidence and considering
9 the testimony presented by the
10 investigator and all other witnesses, the
11 panel makes the following recommendation
12 to the members of the Board to be
13 considered at their official meeting: To
14 declare Richard Landry's certificate
15 canceled and recalled for a period of not
16 less than ten years for reapplication.

17 CHAIRMAN JOHNSON: We have a
18 recommendation by the hearing panel to
19 cancel and recall for a period of not less
20 than ten years the certification of
21 Richard Landry. We'll entertain a motion.

22 CHIEF QUAKA: Motion.

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

25 CONSTABLE HANCOCK: Second.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: Second by the
2 Constable. Any discussion?

3 CAPTAIN HENDRY: Yes, sir. If I
4 remember correctly, the hearing panel also
5 recommended that these findings be
6 reported to the FBI. Does that need to be
7 included in this motion as well?

8 DIRECTOR JOHNS: We did not put it
9 into the recommendation, as we thought
10 that was an administrative action. But, I
11 mean, you can.

12 CHAIRMAN JOHNSON: You can. You can
13 put it in the motion.

14 CHIEF QUAKA: I mean, do we want it
15 in the motion, or do we just want to go
16 ahead and designate somebody to --

17 CHAIRMAN JOHNSON: We just want to
18 make sure it's done.

19 DIRECTOR JOHNS: Yeah. I mean, we
20 can put in the motion to administratively
21 refer it, but, I mean, we just didn't put
22 it in because we didn't know if you wanted
23 it to be a part of the motion. So we
24 just --

25 CHIEF QUAKA: Yeah.

Transcript of Meeting 7/10/2025

1 DIRECTOR JOHNS: -- we just kind of
2 said we've noted doing that, and at DPS,
3 we'll refer it to the FBI.

4 CHIEF QUAKA: I'm fine with that.

5 CHAIRMAN JOHNSON: We good with that?
6 Okay.

7 DIRECTOR JOHNS: And I guess we can
8 put that in the minutes.

9 CHAIRMAN JOHNSON: We can put that in
10 the minutes that it will be referred for
11 investigation by the appropriate agency.
12 All right. Any more discussion?

13 (NO RESPONSE.)

14 CHAIRMAN JOHNSON: All in favor say
15 aye.

16 ALL: Aye.

17 CHAIRMAN JOHNSON: Any opposed?

18 MS. COLEMAN: I'm opposed.

19 CHAIRMAN JOHNSON: Got one opposed.
20 All right. Last one is Cory Jones.
21 Director Johns.

22 DIRECTOR JOHNS: Mr. Chairman, the
23 State brings before this Board the hearing
24 panel recommendation in regards to the
25 certification status of Cory Jones.

Transcript of Meeting 7/10/2025

1 On June 25th, the hearing panel,
2 comprised of members of this Board on Law
3 Enforcement Officer Standards and
4 Training, convened to consider the
5 certification status of Cory Jones and
6 consider evidence, testimony, and
7 determination of the same. The panel was
8 requested to determine whether any
9 violation of policies of the Board on Law
10 Enforcement Standards and Training had
11 been violated.

12 Specifically, the panel considered the
13 following evidence presented by
14 Investigator Coop Chavis of the
15 Mississippi Department of Public Safety.
16 On March 3rd, 2024, Cory resigned from the
17 Florence Police Department to prevent
18 termination. He had taken a marked
19 Florence PD patrol unit without
20 authorization to attend a job interview at
21 the Flowood Police Department, an action
22 that violated department protocol and led
23 to internal scrutiny.

24 Shortly thereafter, Jones failed to
25 report for the scheduled shifts and did

Transcript of Meeting 7/10/2025

1 not produce medical documentation for
2 absences and ultimately turned in his
3 equipment and resigned without notice.
4 The Florence Police Department officially
5 listed him as ineligible for rehire.

6 On May 3rd, 2024, while completing
7 part 2 of the full-time law enforcement
8 application for certification with the
9 Flowood Police Department, Jones falsely
10 affirmed, under oath, that he had never
11 resigned under investigation. This
12 constitutes a material misrepresentation
13 on an official certification document.

14 On October 8th, 2024, an internal
15 investigation by the Flowood Police
16 Department revealed that Jones had used
17 prescription medications hydrocodone and
18 Xanax not prescribed to him and attempted
19 to obtain Adderall from another officer
20 via text message. Jones admitted to
21 taking the substances and declined the
22 offer of assistance for rehabilitation.

23 Jones was subsequently terminated on
24 August 9th, 2024, for violations of the
25 Flowood Police Department and City

Transcript of Meeting 7/10/2025

1 Substance Abuse Policy. On May 21st,
2 2025, the Reservoir Police Department
3 Chief, Carlos DiPuma, provided Jones's
4 March 15th, 2025 specimen results
5 indicating negative urine results for
6 drugs in Jones's provided screen.

7 Based on this evidence and considering
8 the testimony presented by the
9 investigator and all other witnesses, the
10 panel makes the following recommendation
11 to the members of this Board to be
12 considered at their official meeting: To
13 declare Cory Jones cancelled and recalled
14 for a period of not less than four years
15 for re-application, which may be shortened
16 to two years if Jones provides evidence of
17 completion of a rehabilitation program
18 through a certified state program and the
19 results of a mental health examination for
20 fitness.

21 CHAIRMAN JOHNSON: We've heard the
22 recommendation by the hearing panel on
23 Cory Jones. We'll entertain a motion
24 based on that recommendation.

25 CONSTABLE HANCOCK: I make a motion.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: Constable makes
2 the motion. Do I have a second?

3 CHIEF QUAKA: Second.

4 CHAIRMAN JOHNSON: Chief makes the
5 second. Any discussion?

6 (NO RESPONSE.)

7 CHAIRMAN JOHNSON: All in favor say
8 aye.

9 ALL: Aye.

10 CHAIRMAN JOHNSON: Any opposed?

11 (NO RESPONSE.)

12 CHAIRMAN JOHNSON: There are none.

13 DIRECTOR JOHNS: Mr. Chairman, we
14 were to have Chester Ray Wescovich on here
15 as well. He did not show and claimed not
16 receiving notice, although he has
17 communicated with us through the email
18 that he received one of those notices on.

19 And so, I did bring that forward to
20 the Board and the attorney's pleasure of
21 whether we will grant that continuance.
22 He could not be here today due to his
23 civilian employment. And I believe
24 Investigator Chavis may have been in touch
25 with him, if there's further commentary

Transcript of Meeting 7/10/2025

1 needed.

2 CHAIRMAN JOHNSON: He was called
3 three times last time; is that correct?

4 DIRECTOR JOHNS: Yes, sir.

5 CHAIRMAN JOHNSON: And it was
6 scheduled and --

7 DIRECTOR JOHNS: And we heard it in
8 abeyance -- I mean, heard it in absentia.

9 CHIEF SANFORD: So for clarification,
10 we have heard it. He just wasn't here.
11 And we have confirmed that he did receive
12 notice.

13 DIRECTOR JOHNS: Yes, sir.

14 CHAIRMAN JOHNSON: He's asked for a
15 continuance, so we will defer to the
16 attorney if that can be granted.

17 DIRECTOR JOHNS: Our supposition is
18 he received notice, because he's
19 corresponding with us on the same email
20 notice that we have. We didn't have any
21 way to confirm that he received the
22 written notice.

23 MS. COLEMAN: Did he say he did get
24 it? He was just asking for a
25 continuance --

Transcript of Meeting 7/10/2025

1 DIRECTOR JOHNS: No.

2 MS. COLEMAN: -- or he claimed he did
3 not get it?

4 DIRECTOR JOHNS: He claims he did not
5 receive it.

6 INVESTIGATOR BAPTISTE: He claims he
7 did not receive it at all in his email.
8 Said he checked his junk and his spam. I
9 confirmed the email that he was actually
10 corresponding with the Director on was the
11 email that I actually sent his hearing
12 notice through.

13 CHAIRMAN JOHNSON: He's getting every
14 email but the hearing notice.

15 MS. COLEMAN: I'm just -- I was just
16 making sure I was hearing it correct.

17 CHAIRMAN JOHNSON: The way I'm
18 reading it.

19 CHIEF SANFORD: He's actually getting
20 that, because he's continuing the
21 conversation on the email screen, it
22 sounds like, on the one that actually
23 tells him when his hearing was.

24 DIRECTOR JOHNS: And he's a long-haul
25 trucker --

Transcript of Meeting 7/10/2025

1 INVESTIGATOR CHAVIS: Yes.

2 DIRECTOR JOHNS: -- or something,
3 Investigator Chavis?

4 INVESTIGATOR CHAVIS: He drives
5 Interstate Commerce trucks. Yes, sir.

6 DIRECTOR JOHNS: I don't know if you
7 want to set it for August, and if he
8 doesn't make it, just go back to the
9 original.

10 CHIEF SANFORD: I think we've heard
11 it. That's up to y'all.

12 MS. COLEMAN: While y'all are
13 thinking on that, may I just put something
14 in the record just to qualify?

15 CHAIRMAN JOHNSON: Sure.

16 MS. COLEMAN: As to Mr. Landry, I
17 voted no. I agree with canceling the
18 certificate. I just think we should
19 report it to the FBI. Just wanted that to
20 be clear. Sorry.

21 And then, I don't -- so y'all went
22 forward with Mr. Chester Ray's hearing, we
23 just don't have it in our packet?

24 DIRECTOR JOHNS: Right.

25 MR. WILLIAMSON: We had the hearing.

Transcript of Meeting 7/10/2025

1 Investigator Chavis testified. Exhibits
2 were offered. His recommendation was --
3 his evidence and his recommendation were
4 similar to Mr. Bush, who's already been
5 considered.

6 It was just a question of whether,
7 based on what the recommendation was, if
8 it was more prudent to give him another
9 opportunity to appear or whether the Board
10 was comfortable acting and proceeding in
11 absentia.

12 MS. COLEMAN: I'll defer to those of
13 you that were here on that.

14 CHIEF SANFORD: What is the
15 recommendation of the board attorney?

16 DIRECTOR JOHNS: Cancel and recall?
17 Is that what --

18 MR. WILLIAMSON: About whether or not
19 we continue.

20 CHIEF SANFORD: Yeah. We've done
21 with him what we've done with everybody
22 else. What makes this one different
23 than. . .

24 CHAIRMAN JOHNSON: He was scheduled
25 that morning. We called him. They're

Transcript of Meeting 7/10/2025

1 scheduled at 9:00 or at 1:00. We called
2 him at 9:00, when he was scheduled, and he
3 didn't show up. And then, at the end of
4 the day, we called again, and he would
5 not -- still wasn't present.

6 MR. WILLIAMSON: All that's correct.
7 And that was the latter of the two days,
8 as I recall, also. So we were here all
9 day.

10 CHAIRMAN JOHNSON: We were here past
11 all day.

12 DIRECTOR JOHNS: We were.

13 MR. WILLIAMSON: It's strictly up to
14 the Board's comfort level.

15 MS. COLEMAN: For those of you that
16 were here, is there anything that he could
17 present that would change your minds?

18 CHAIRMAN JOHNSON: Well, let's hear
19 from the investigator that worked the case
20 of his recommendation, I guess.

21 INVESTIGATOR CHAVIS: Well, he texted
22 me inquiring about his hearing date, which
23 I was very confused, because I said there
24 has to be some lack of communication.

25 I do not remember saying this at all,

Transcript of Meeting 7/10/2025

1 because I don't know when the hearing
2 dates are, and he said, I thought you were
3 going to tell me when the hearing date
4 was.

5 And I said, well, that's the reason
6 why we got your phone number and your
7 email, or your home address. Now, we were
8 texting on a number that he provided. He
9 said it was his spouse's phone number.
10 Now, he was in Charles- -- no. He was in
11 Columbia, South Carolina when I first
12 talked to him.

13 So I -- I didn't really have anything
14 to say, sir. I -- you know, I was under
15 the understanding with the email address
16 he gave us that was -- that was the
17 email -- when I talked with Emma, that was
18 the email he was corresponding with
19 Director Johns with. So I just want to
20 make clarity that was mine and his
21 discussion, sir.

22 MR. WILLIAMSON: But you didn't have
23 any contact with him on the actual day of
24 the hearing?

25 INVESTIGATOR CHAVIS: No. I didn't

Transcript of Meeting 7/10/2025

1 know the actual date, sir. I just -- I
2 leave that up to Director Johns and this
3 office to send that out.

4 INVESTIGATOR BAPTISTE: If I could
5 address the Board, when I sent everybody's
6 notice of hearings, every single one of
7 those emails had a read receipt. It's
8 apparent that there was no read receipt
9 received by me indicating he even opened
10 that email.

11 But he obviously is using the same
12 email to correspond with our office. It's
13 just apparent he might not have just
14 opened that one email.

15 CHAIRMAN JOHNSON: The question the
16 Board's got to answer is you've already
17 heard the investigative package. Do you
18 want to give him an opportunity, to hear
19 his side, or accept the recommendation
20 that -- because we voted on him based on
21 the information we had without hearing his
22 side in his absence.

23 So that's where we're at. Do we want
24 to hold up on that final decision or
25 accept that hearing?

Transcript of Meeting 7/10/2025

1 CHIEF SANFORD: If there's any
2 question that he received the hearing
3 notice, the right thing to do, by him, is
4 to give him another opportunity. It may
5 not change a thing, but. . .

6 DIRECTOR JOHNS: Well, and I'll give
7 you an example. You know, we continued
8 Dexter and did change -- from the absentia
9 vote, hearing from her did change the
10 result of that.

11 CHIEF SANFORD: So I make a motion we
12 grant his continuance request and continue
13 it to the next one.

14 CONSTABLE HANCOCK: I second that.

15 MS. COLEMAN: I would second that,
16 based off of representations from the
17 investigators.

18 CHAIRMAN JOHNSON: We have a motion,
19 and a second, and a third.

20 DIRECTOR JOHNS: So we'll set that
21 for the August meeting.

22 CHAIRMAN JOHNSON: For the August
23 meeting. All in favor say aye.

24 ALL: Aye.

25 CHAIRMAN JOHNSON: Any opposed?

Transcript of Meeting 7/10/2025

1 (NO RESPONSE.)

2 CHAIRMAN JOHNSON: And could you
3 notify him through that email and that
4 mystery text number, both?

5 INVESTIGATOR CHAVIS: I have -- I
6 actually have his good text number.

7 CHAIRMAN JOHNSON: Do it, I would
8 recommend, two different ways.

9 CONSTABLE HANCOCK: I got a question.

10 CHAIRMAN JOHNSON: Okay.

11 CONSTABLE HANCOCK: So if we're
12 sending -- making sure these notices get
13 out and we're having to give them like 30
14 days before the next date, why are we not
15 sending them a letter? I know we're --

16 DIRECTOR JOHNS: We do. We mail them
17 a letter.

18 CONSTABLE HANCOCK: You do? Okay.
19 So he was mailed a letter, as well?

20 DIRECTOR JOHNS: Uh-huh.
21 (Affirmative response.) To the address
22 that we had on file.

23 CHAIRMAN JOHNSON: And that's another
24 reason we ask for that --

25 CONSTABLE HANCOCK: Yeah.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: -- we write that
2 address down at the hearing for them to
3 hear the results, because it could change.

4 DIRECTOR JOHNS: Well, we do have
5 issues with our -- unfortunately, we have
6 issues, continuous issues with our mail
7 service here in Canton.

8 CHAIRMAN JOHNSON: Anything else?
9 All right. That concludes the side of all
10 the hearings. We're going to go into the
11 regular business. We're going to take
12 about a five-minute break. All these
13 meetings, the court reporter does a lot of
14 work, so we try to be respectful to her,
15 and I'm going to blame it on you. How's
16 that? Going to take a five-minute recess.

17 (OFF THE RECORD.)

18 (SHERIFF CHANCELOR ENTERS THE MEETING.)

19 CHAIRMAN JOHNSON: We're back on the
20 record. We're at new business, item 6,
21 certification of officers.

22 DIRECTOR JOHNS: Mr. Chairman, in
23 your packet, I would bring before the
24 Board the certification of officers in the
25 part-time basic classes that are offered

Transcript of Meeting 7/10/2025

1 June 30th through October 28th, and
2 July 22nd, provided that those persons
3 meet the prescribed training from this
4 Board's policies on part-time basic
5 academies. And, Ms. Risa, would you add
6 anything to that?

7 MS. TURPIN: No, sir. That's all we
8 have for the moment.

9 DIRECTOR JOHNS: Okay.

10 CHAIRMAN JOHNSON: Okay. Your packet
11 contains 31 names of --

12 DIRECTOR JOHNS: Oh, no. This is
13 this one.

14 CHAIRMAN JOHNSON: Oh, I'm sorry. Of
15 the training. Okay. You have this in
16 front of you titled July 10th, 2025 Board
17 Meeting Full-time Basic Classes, Part-Time
18 Basic Classes for Certification. I'll
19 entertain a motion.

20 MS. COLEMAN: So moved.

21 CHAIRMAN JOHNSON: I have a motion.
22 Do I have a second?

23 CAPTAIN HENDRY: Second. Discussion.
24 I noticed one thing just simply because he
25 works at Harrison County. It's Joshua

Transcript of Meeting 7/10/2025

1 Pearson on here. We have -- he's
 2 eligible --
 3 CHAIRMAN JOHNSON: It's not -- no,
 4 no --
 5 CAPTAIN HENDRY: I'm sorry. Never
 6 mind.
 7 CHAIRMAN JOHNSON: That was my fault
 8 leading us down that road.
 9 CAPTAIN HENDRY: Yeah. I'll still
 10 second the motion.
 11 CHAIRMAN JOHNSON: All right. Any
 12 more discussion?
 13 (NO RESPONSE.)
 14 CHAIRMAN JOHNSON: All in favor say
 15 aye.
 16 ALL: Aye.
 17 CHAIRMAN JOHNSON: Any opposed?
 18 (NO RESPONSE.)
 19 CHAIRMAN JOHNSON: There are none.
 20 Item 7 is equivalency. Ms. Donna Rogers.
 21 DIRECTOR JOHNS: And to that point,
 22 Director Hendry did raise that with the
 23 office, and I'm going to get Donna to
 24 speak to that individual that she was
 25 waiting on some items.

Transcript of Meeting 7/10/2025

1 MS. ROGERS: Right. If you'll look
2 on the back, that's page number 21 -- and
3 I appreciate Captain Hendry bringing this
4 to our attention -- when I get paperwork,
5 a lot of times officers don't understand
6 what LEOTP stands for, and this individual
7 did check "no."

8 However, in his employment history --
9 and I showed this to Captain Hendry -- he
10 listed that he was employed as an officer.
11 So I felt the need to contact his former
12 state and that post. I have not heard
13 back from them.

14 Captain Hendry brought it to my
15 attention, this individual is not a
16 certified officer. He is enrolled in the
17 basic class at Harrison County. So I'm
18 holding his paperwork. I will send a
19 basic notice.

20 We have no way of knowing because
21 these officers put "no," however, they
22 list employment as a deputy, as a police
23 officer, as a corrections officer. We
24 don't know. So I go on what they put. So
25 I will withdraw his name on this list, and

Transcript of Meeting 7/10/2025

1 I will send a basic notice.

2 CHAIRMAN JOHNSON: And that's
3 item 21, correct?

4 MS. ROGERS: Correct.

5 CHAIRMAN JOHNSON: You'll make that
6 note to exclude number 21 from your
7 packet.

8 DIRECTOR JOHNS: Mr. Chairman, just
9 for general discussion, might I add that
10 we do occasionally receive -- and I have
11 seen one of these in the ten months that
12 I've been here -- correctional deputies
13 that had been through law enforcement
14 training in their state and have arrest
15 powers within -- and we've had a couple of
16 those that come through based on their
17 state's statute defining that they have
18 met or exceeded the 480 hours of training
19 and do have arrest hours in their capacity
20 as a criminal deputy or as a
21 correctional -- not criminal, but
22 correctional deputy.

23 And so, in those cases, if they are
24 granted arrest power, it's the State's
25 understanding -- and I'll, I guess,

Transcript of Meeting 7/10/2025

1 include the board attorney in this -- that
2 they are a law enforcement officer, as
3 opposed to -- and I'm not sure what the
4 status --

5 CAPTAIN HENDRY: From what I
6 understand, she's not received a response
7 from Oregon, and only simply because I
8 know this gentleman who said I wasn't a
9 law enforcement officer.

10 DIRECTOR JOHNS: Okay. So that's not
11 one of those cases where we're debating
12 whether all their classification may be
13 correctional, but they've been through
14 some type of academy. But not something
15 that is not --

16 CAPTAIN HENDRY: Likewise, his son is
17 Brian Pearson, who was post certified in
18 Oregon and had law enforcement hours.

19 DIRECTOR JOHNS: And some of that may
20 be right. Father and son came from
21 Oregon.

22 CHAIRMAN JOHNSON: That changes the
23 number to 30, and then 6. Do I entertain
24 a motion to accept?

25 CAPTAIN HENDRY: Make the motion as

Transcript of Meeting 7/10/2025

1 amend.

2 CHAIRMAN JOHNSON: Have a motion to

3 amended.

4 MS. COLEMAN: Second.

5 CHAIRMAN JOHNSON: Second. Any more

6 discussion?

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: All in favor say

9 aye.

10 ALL: Aye.

11 CHAIRMAN JOHNSON: Any opposed?

12 (NO RESPONSE.)

13 CHAIRMAN JOHNSON: There are none.

14 Item 8 is continuing education, Director

15 Johns. And we have some presentations?

16 DIRECTOR JOHNS: I call Director Tony

17 Carleton and Director Amy Vanderford from

18 the Mississippi Law Enforcement Officers'

19 Training Academy and the Mississippi Delta

20 Community College Training Academy.

21 CHAIRMAN JOHNSON: Good morning.

22 We're going to give Director Carleton two

23 seconds and Amy as long as she wants.

24 MS. VANDERFORD: Well, I'll go first,

25 then. A couple of years ago, about three

Transcript of Meeting 7/10/2025

1 years ago, the directors got together. We
2 developed a curriculum committee. It's
3 been since -- I don't know -- probably for
4 15 years we've had a curriculum committee,
5 but about three years ago we really got
6 serious about it and decided to start
7 standardizing the curriculum.

8 And so, defensive tactics, firearms,
9 driving, a couple of other classes were
10 discussed as far as con law, things like
11 that, and how to kind of streamline what
12 we were teaching. And so, with everyone,
13 with all of the academies, with the
14 exception of Jackson, which is not in
15 service right now, I believe, we're all
16 using SSGT.

17 So I had emailed Director Johns about
18 going ahead and standardizing SSGT as the
19 program for defensive tactics that we use
20 across the state. That is what this is
21 about.

22 DIRECTOR JOHNS: Okay.

23 MS. VANDERFORD: And that's just one
24 step towards starting to streamline and
25 standardize what we do. The first step

Transcript of Meeting 7/10/2025

1 really.

2 DIRECTOR CARLETON: It's only taken
3 two decades to get every academy to do
4 SSGT. So down at Harrison County, they
5 just hosted that course. So now they have
6 instructors as well at their academy.

7 CHAIRMAN JOHNSON: Do any other
8 academy directors got a comment on any of
9 this?

10 UNIDENTIFIED MALE: We've been using
11 SSGT for a while now.

12 CHAIRMAN JOHNSON: Good with it?

13 UNIDENTIFIED MALE: We teach it at
14 our part-time academy.

15 CHAIRMAN JOHNSON: Is there any
16 action on that?

17 DIRECTOR JOHNS: Yes, sir.

18 CHAIRMAN JOHNSON: We've had a
19 recommendation by this panel and heard
20 also from the academy directors that it
21 will directly affect the teaching. Do I
22 have a motion to accept this?

23 CHIEF SANFORD: I make the motion to
24 accept the recommendation.

25 CAPTAIN HENDRY: I second.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: We have a second.
2 Any other discussion?
3 (NO RESPONSE.)
4 CHAIRMAN JOHNSON: All in favor say
5 aye.
6 ALL: Aye.
7 CHAIRMAN JOHNSON: Any opposed?
8 (NO RESPONSE.)
9 CHAIRMAN JOHNSON: And there are
10 none.
11 MS. VANDERFORD: Thank y'all.
12 DIRECTOR CARLETON: Thank y'all.
13 CHAIRMAN JOHNSON: Thank you for your
14 time.
15 DIRECTOR JOHNS: And, Mr. Chairman,
16 the next item, we would call James Merritt
17 from the Harrison County Law Enforcement
18 Officer Training Academy to talk about a
19 long gun course for their agency.
20 CHAIRMAN JOHNSON: Good morning.
21 MR. Merritt: Good morning. How are
22 y'all?
23 CHAIRMAN JOHNSON: We're good. You
24 can go ahead.
25 MR. Merritt: I'm trying to create,

Transcript of Meeting 7/10/2025

1 or I have created a class, a firing
2 instructor class, handgun class. It's a
3 40-hour law enforcement handgun instructor
4 course to certify people to teach handgun
5 training.

6 DIRECTOR JOHNS: And you have that in
7 your packet, Mr. Chairman.

8 CHAIRMAN JOHNSON: And I think that
9 packet that you're referring to is what we
10 have in front of the panel. If you've had
11 a chance to go through it, or if there's
12 anything you're wanting to directly refer
13 to, you can.

14 CAPTAIN HENDRY: Just give a brief
15 overview of what the course is, how
16 it's -- you know, what makes it unique.

17 MR. Merritt: All right. Let's see.
18 So I guess I can go over the course
19 objectives. So for firearm instructors to
20 have a deeper understanding of shooting
21 and training and ability to communicate in
22 a simpler way, just problems I've seen --
23 let me start this over.

24 So I've been to a ton of classes for
25 the past, I don't know, 15 years. Several

Transcript of Meeting 7/10/2025

1 instructor classes. I'm on the Marshals
2 Task Force, so I get to see -- I get to
3 work with a bunch of different agencies:
4 Federal agencies, state, local. I've seen
5 a lot of problems, safety, gun handling,
6 marksmanship, a lot of that stuff
7 throughout the years.

8 So, anyway, I was approached about
9 creating a class, and at first I wasn't
10 sure about it, but then the more I've
11 actually paid attention to what people's
12 ability with firearms and safety and
13 everything else, I was like, okay, it
14 looks like this is something that needs to
15 be created.

16 So one of the -- and not to mention
17 that I teach the police academy firearms.
18 So I bring on instructors to come help me.
19 And just some of the things I've seen,
20 like the simplest way to communicate, I
21 see just problems with people
22 communicating, making things too complex.
23 So I'm trying to work on that. Just give
24 people a better idea of how to actually
25 help teach people.

Transcript of Meeting 7/10/2025

1 Then as far as, like, solutions, how
2 do we actually help problem shooters,
3 that's something I've been dealing with
4 for at least the last ten years at the
5 police academy, not to mention working
6 with Harrison County employees.

7 Let's see. Also the fact I've gone
8 through and watched lots of police
9 shooting videos to see exactly what's
10 going on as far as shooting, how it
11 actually occurs, what the police -- when
12 the shooting happens, what it actually
13 looks like versus what the typical law
14 enforcement range session goes, how that
15 goes.

16 So anyway, that's kind of what I'm
17 trying to do as far as improve things with
18 law enforcement instructors.

19 DIRECTOR JOHNS: Mr. Chairman, I have
20 a question.

21 CHAIRMAN JOHNSON: Okay.

22 DIRECTOR JOHNS: Mr. Merritt, is this
23 your training history in this packet?

24 MR. MERRITT: Yes, all the classes.

25 DIRECTOR JOHNS: Okay. I'm sorry. I

Transcript of Meeting 7/10/2025

1 was confused. I thought it was Jimmy's.

2 CONSTABLE HANCOCK: So are you trying
3 to make this a. . .

4 DIRECTOR JOHNS: Just approval of the
5 course.

6 CONSTABLE HANCOCK: Yeah.

7 DIRECTOR JOHNS: To teach the course
8 under our -- as a credit-bearing course.
9 Isn't that correct, Director?

10 CHAIRMAN JOHNSON: To get the
11 continuing credits that we accept as a
12 Board. It's not to replace the training
13 at the academy.

14 MR. MERRITT: Right, right.

15 CAPTAIN HENDRY: No. This is an
16 instructor course. Yeah.

17 CONSTABLE HANCOCK: So do you have
18 your own business?

19 MR. MERRITT: Not right now.

20 CONSTABLE HANCOCK: Okay. I'm just
21 looking at liability-wise using the
22 structure, I mean, how it --

23 DIRECTOR JOHNS: The request is from
24 the academy itself. It's not from an
25 individual. He just happens to be the --

Transcript of Meeting 7/10/2025

1 CONSTABLE HANCOCK: How are the
2 certificates presented to the instructors?

3 CAPTAIN HENDRY: They'll be
4 through --

5 CHAIRMAN JOHNSON: Through the
6 academy.

7 CAPTAIN HENDRY: They'll be through
8 Harrison County Law Enforcement Training
9 Academy.

10 CONSTABLE HANCOCK: Because I know
11 when -- I know when Pat Cronin was over
12 MLEOTA before, he tried to do the same
13 thing, tried to create a course, and he
14 was wanting it -- move it from like the
15 NRA to a state certification style. I
16 didn't know if this was kind of similar to
17 what he was trying to do or not.

18 DIRECTOR JOHNS: To my understanding,
19 this is a live-fire and training pistol
20 course conducted and operated by the
21 Harrison County Law Enforcement Academy
22 that produces a train-the-trainer type
23 mechanism for which we would approve for
24 credits.

25 MS. COLEMAN: You're just seeking

Transcript of Meeting 7/10/2025

1 approval for the credit hours to train
 2 instructors?
 3 MR. MERRITT: That is correct.
 4 MS. COLEMAN: Okay. I would make a
 5 motion to --
 6 CONSTABLE HANCOCK: After -- how long
 7 is the certification good for?
 8 MR. MERRITT: It doesn't expire.
 9 CONSTABLE HANCOCK: It does not
 10 expire?
 11 CHAIRMAN JOHNSON: Can we have a
 12 motion to accept this?
 13 MS. COLEMAN: I would make that
 14 motion.
 15 CHAIRMAN JOHNSON: Okay. Do we have
 16 a second?
 17 CHIEF SANFORD: Second.
 18 CHAIRMAN JOHNSON: We have a second.
 19 Any other discussion?
 20 (NO RESPONSE.)
 21 CHAIRMAN JOHNSON: All in favor say
 22 aye.
 23 ALL: Aye.
 24 CHAIRMAN JOHNSON: Any opposed?
 25 (NO RESPONSE.)

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: There are none.
2 Thank you.

3 MR. MERRITT: Thank you.

4 CHAIRMAN JOHNSON: All right. Item 9
5 is the director's report. Director Johns.

6 DIRECTOR JOHNS: Mr. Chairman, the
7 items that I included is just to basically
8 give you an SIU case update. I'd also
9 like to take the opportunity to note that
10 both Derrick Jordan, our Accreditation
11 North Manager, and Chris Caldwell, next to
12 him, Accreditation South Manager, also
13 work with the two investigators.

14 Both of them have extensive
15 investigative backgrounds and experience
16 in the role. So they act in support of me
17 of helping manage our investigative side
18 of the house.

19 But I was going to get Coop and Emma
20 to each tell a little bit about where
21 their caseload mechanisms are and what
22 their intake looks like and their
23 outgoing, and also kind of give you an
24 update on the fact that we are -- we do
25 have a meeting Tuesday in the

Transcript of Meeting 7/10/2025

1 Commissioner's office.

2 And part of the agenda there is
3 talking about the perhaps either contract
4 or task-force-type investigators to
5 supplement our investigators, because as
6 we were discussing, we have two people
7 covering the entire state, and they will
8 tell you they live under a waterfall
9 because, you know, every time they go out
10 to retrieve investigative records, they --
11 you know, somebody's whispering to them
12 about something else they need to look at.

13 So we certainly recognize that our
14 scope is very narrow and limited due to
15 the personnel situation that we have, and
16 we're continuously trying to address that.
17 But Emma maybe first, and then Coop, to
18 just talk about your current case status.

19 INVESTIGATOR BAPTISTE: Thank you. I
20 currently have approximately, I would say,
21 70, 75 accident cases, 15 of which are
22 under criminal investigation by other
23 agencies, whether that is MBI, the Federal
24 Bureau of Investigation, and also the ATF.

25 I currently have about 35 that I am

Transcript of Meeting 7/10/2025

1 actively working that are pretty much
2 historical. Probably have 20, 25 that are
3 new, like current. Probably there's about
4 maybe 15 in there that are historical that
5 they're nowhere active anywhere. So we
6 kind of -- I've put those on the back
7 burner to work the more substantiated
8 cases now.

9 INVESTIGATOR CHAVIS: Me? Well, at
10 one moment, we had around 62 in the
11 northern district. As I looked on my
12 board the other day, I whittled it down to
13 around 42, but as of last week, I think
14 five crop -- has cropped back in or
15 cropped up. I assume, by the end of the
16 day, I'll have mid-50s after I get up with
17 Johns and get some more older. It could
18 be back in the 60s.

19 Some of the challenges that I face,
20 we've networked. The Director here, we've
21 been in contact -- I've been in contact
22 with a lot of folks. Had some recent
23 elections that just occurred in the
24 northern district. So we had some police
25 chiefs who we had shared transparency

Transcript of Meeting 7/10/2025

1 with. They're out of the role now. They
2 weren't elected. So we're going to have
3 to start new relationships with boards of
4 aldermen and mayors and chiefs of police.

5 I'm going to be honest with y'all
6 folks -- and I've been -- and I'm not
7 bragging. I've been in this thing -- I
8 thought it was bad when Director Johns and
9 I talked last December, but there's some
10 things going on in the northern district
11 of Mississippi, and we need help.

12 I'm telling you, as a professional, 25
13 years in this role, I'm seeing things --
14 when I go in and open up a folder, and
15 we've got one issue, and there's ten
16 behind it, or I'm getting data from, hey,
17 this person did this in the past. I mean,
18 we could talk about that all day, but,
19 man, we just need some help.

20 And I appreciate everybody's
21 determination to help us, but there's a
22 lot of officers that's great, ethical
23 officers that are asking the same thing.
24 We need help. But thank you.

25 DIRECTOR JOHNS: Thank you, Coop.

Transcript of Meeting 7/10/2025

1 Derrick, do you and Chris have anything
2 y'all would add to that about working
3 these cases or what you -- I know Chris,
4 you're the newest to this. Derrick's got
5 a little more time in.

6 Anything that y'all would have as you
7 observe the investigators that you would
8 want to bring to the Board's attention?

9 MR. JORDAN: The only thing that I
10 would like to add is the additional
11 resources that the investigators need,
12 whether it be additional manpower, would
13 help expedite some of these processes even
14 more.

15 In reference to what Coop was
16 referring to in the northern district, we
17 are (indiscernible) this thing. We're
18 going to do some town hall meetings and
19 going to some of these different places to
20 educate some of these new individuals
21 about the process. I think that'll kind
22 of help alleviate some of their backlog
23 and their resistance when it comes to us
24 trying to gather information.

25 But additional personnel is one thing

Transcript of Meeting 7/10/2025

1 that more definitely can expedite the
2 process even more.

3 DIRECTOR JOHNS: Thank you, sir.

4 MR. CALDWELL: I'd just like to add
5 to that also, you can encourage agencies
6 and sheriffs and chiefs to work and
7 cooperate with the investigators. A lot
8 of times, we're met with a little
9 resistance and getting documentation, and
10 it stalemates the cases.

11 Like Emma has all kinds of cases on
12 her that she's just waiting for
13 information to come, because a lot of the
14 sheriffs and police chiefs don't realize
15 that this is a network and that it works
16 better when we all work together. So we'd
17 just like to encourage, you know, anybody
18 that you're with to ask them to work with
19 the investigators, and we will get a
20 better result. Thank you.

21 MR. WILLIAMSON: Director Johns, may
22 I?

23 DIRECTOR JOHNS: Yes, sir.

24 MR. WILLIAMSON: To that point, the
25 Chair has already mentioned House

Transcript of Meeting 7/10/2025

1 Bill 565, which became effective on
2 July 1, which does create with the full
3 force of law some penalties for agencies
4 that are noncompliant with termination and
5 reassignment forms. The legislature is
6 obviously not in session as we sit here
7 today. It will be several months before
8 they are in session.

9 But this was a bill that was proposed,
10 and the Board was included in that
11 discussion. It was proposed to assist the
12 Board with its necessary functions. It
13 may be worth discussing, either yourself
14 or the Chair or through official
15 communication from the Board, adding
16 compliance with investigatory actions,
17 including but not limited to subpoenas
18 obtained -- issued by the investigators in
19 this required compliance under penalty of
20 law.

21 CHAIRMAN JOHNSON: I think that's a
22 good idea, and it's sad that we have to
23 have a law to make people do what's right,
24 but it's where we're at. That's right.

25 DIRECTOR JOHNS: I think that's very

Transcript of Meeting 7/10/2025

1 well based. In Tuesday's meeting, I know
2 our government affairs person is in that,
3 and I'm sure there'll be some conversation
4 about that as well. It may be helpful to
5 perhaps get the leadership of the Board
6 together as we look, as we know that this
7 time of year is when legislation starts
8 coming about.

9 And so, I know the Commissioner is out
10 of town, to include him and try to get
11 something available, Mr. Chairman, you and
12 whoever you deem.

13 CHAIRMAN JOHNSON: We can do that.
14 Anything else on the caseload?

15 DIRECTOR JOHNS: No, sir.

16 CHAIRMAN JOHNSON: All right.
17 Hearing panel record discussion -- or
18 regular schedule.

19 DIRECTOR JOHNS: Just fielding for
20 kind of as an A-B on that, that when in
21 August you fine folks want to get together
22 for hearings that work for you. And then
23 the second thing is, do you want to go
24 beyond August and look at the -- some of
25 this has to do with travel -- and look at

Transcript of Meeting 7/10/2025

1 till December?

2 CHAIRMAN JOHNSON: If we could set a
3 date -- if we knew now in August, and the
4 further out would be better for me to
5 plan. But I still -- I do like the two
6 days and get as many out of the way as you
7 can, personally. That's me. I'm already
8 down here, so. . . But Wednesday and
9 Thursday seems to work the best, or it has
10 as far as attendance.

11 Are there any two days on Wednesdays
12 and Thursdays in August that's not good
13 for somebody?

14 MS. COLEMAN: The last week of August
15 would not be good for me.

16 CHAIRMAN JOHNSON: The last week of
17 August will be out. So let's look at
18 the -- let's look at the --

19 MS. COLEMAN: Really, actually, I
20 think they just put out -- Luke, didn't
21 they put out that the third week is the
22 felony prosecutors --

23 MR. WILLIAMSON: Yes.

24 MS. COLEMAN: Sorry. The last two
25 Wednesdays and Thursdays in August.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: So that backs us
2 up to the 13th and 14th of August.

3 SHERIFF CHANCELOR: The MASIT
4 conference is the 11th to the 13th.

5 CHAIRMAN JOHNSON: How many does that
6 affect?

7 SHERIFF CHANCELOR: You got me.

8 CHAIRMAN JOHNSON: Anybody else? Is
9 the 13th and 14th time enough to have
10 hearings with a notice?

11 DIRECTOR JOHNS: No.

12 CHAIRMAN JOHNSON: Okay. So it's got
13 to be beyond that.

14 DIRECTOR JOHNS: So that would push
15 us to the Board meeting on the 11th of
16 September.

17 CHAIRMAN JOHNSON: All right.

18 DIRECTOR JOHNS: Unless you wanted to
19 go and not have one between now and the
20 11th and then have one in later September.

21 CHAIRMAN JOHNSON: You could do the
22 hearings on the 13th and 14th, but move
23 the normal Board meeting. Is that what
24 you're saying?

25 DIRECTOR JOHNS: No, sir. I'm just

Transcript of Meeting 7/10/2025

1 saying not do one in August. And the
2 meeting is the 11th; you could do the 10th
3 and 11th and do the business session in
4 the afternoon of the second day.

5 CHAIRMAN JOHNSON: So the week of the
6 17th and week of the 24th is out; is that
7 right, Kassie?

8 MS. COLEMAN: We're back in August.
9 That would be for me, yes.

10 CHAIRMAN JOHNSON: Yeah. Okay.

11 MS. COLEMAN: And I don't know about
12 Luke. We have our felony prosecutors
13 conference the 21st -- 20th and 21st, and
14 then I've got grand jury the next week.
15 But I should be able to do 7th -- the 6th
16 and 7th, or the 13th and 14th, if that's
17 enough time. And then I'm also open --
18 are you suggesting that we maybe try to
19 combine it with the September meeting?

20 DIRECTOR JOHNS: Yeah. I would -- I
21 would say suggest -- I think that might be
22 a little too early for us. I would
23 suggest that we maybe look at combining it
24 with the board meeting that's the second
25 week in September.

Transcript of Meeting 7/10/2025

1 Because I know we -- also sometime
2 during that time is the NA Conference, as
3 well as I will be at FLEXI, but I think
4 that's the third week of the month that
5 I'm at FLEXI.

6 CHAIRMAN JOHNSON: So you're looking
7 at September the 10th and the 11th --

8 DIRECTOR JOHNS: Yes, sir.

9 CHAIRMAN JOHNSON: -- which the 11th
10 is the normal board meeting?

11 DIRECTOR JOHNS: Is the normal board
12 meeting.

13 CHAIRMAN JOHNSON: And that would
14 include hearings and normal --

15 DIRECTOR JOHNS: Yes, sir.

16 CHAIRMAN JOHNSON: Okay. Is
17 everybody good with the 10th and 11th?
18 Okay. Let's do the 10th and 11th of
19 September for hearings.

20 DIRECTOR JOHNS: And I don't know how
21 that sets us up going forward. So if you
22 did that on the 10th and 11th -- I'm going
23 to pose this to the investigative
24 division -- what would that make you look
25 like for the third or fourth week in

Transcript of Meeting 7/10/2025

1 October for the next set of hearings?

2 INVESTIGATOR CHAVIS: If you get me
3 some help. I'm just calling it like it
4 is.

5 INVESTIGATOR BAPTISTE: Which week in
6 October?

7 DIRECTOR JOHNS: The third and fourth
8 week, which would be the 22nd, 23rd, or
9 the 29th and 30th. What I'm trying to do
10 is look at the -- so are we messing the
11 system up by meeting during our board
12 meeting?

13 INVESTIGATOR BAPTISTE: I wouldn't
14 think so. It gives us time now, because
15 if we tried anything in August, I can tell
16 you right now, definitely, I will have
17 nobody ready by the dates you have to
18 notify people.

19 DIRECTOR JOHNS: No, no, and I
20 understand that, but I'm saying, should we
21 just skip that altogether and proceed and
22 then set -- but then that would mean we
23 would not have another hearing until
24 October.

25 But if you meet in September, then you

Transcript of Meeting 7/10/2025

1 throw the -- you throw the process off is
2 the question.

3 INVESTIGATOR BAPTISTE: Because they
4 would be -- well, how would it -- would it
5 throw the process off if they're actually
6 being seen by the actual Board? Because
7 if we do have hearings available on the
8 10th, and the Board panel is there, you're
9 literally going to hear probably --

10 DIRECTOR JOHNS: That's really not
11 how the hearing panels are set up to work.

12 INVESTIGATOR BAPTISTE: Huh?

13 DIRECTOR JOHNS: I said that's really
14 not how the hearing panels are set up to
15 work. We're trying to avoid hearing them
16 on a full board meeting, because that was
17 what was bogging the board meetings down
18 to start with, which is the whole reason
19 that 691 exists, to create hearing panels.

20 INVESTIGATOR BAPTISTE: (Talking
21 simultaneously). I think it will give us
22 more time to actually review cases.

23 INVESTIGATOR CHAVIS: I think it'll
24 allow us to put some in a box.

25 DIRECTOR JOHNS: Mr. Chair, can I

Transcript of Meeting 7/10/2025

1 table that subject to call to the Board?

2 CHAIRMAN JOHNSON: The second hearing
3 date or the first hearing date?

4 DIRECTOR JOHNS: The first hearing
5 date.

6 CHAIRMAN JOHNSON: The September one?

7 DIRECTOR JOHNS: Yeah, the September
8 one.

9 CHAIRMAN JOHNSON: Yes.

10 DIRECTOR JOHNS: If you don't mind,
11 if we can table that until I can discuss
12 it further with them.

13 CHAIRMAN JOHNSON: Okay. We'll table
14 the hearing panel schedule.

15 DIRECTOR JOHNS: And that ties to
16 some of our due process issues that we're
17 working on with Luke, and it may be that
18 August is just a no-go. Well, we know
19 August is no-go, but I have concerns about
20 setting the Board up to kind of go back to
21 the old way of doing things, because
22 that's contrary to what we were doing.

23 CHAIRMAN JOHNSON: So the only thing
24 we have in concrete now is the
25 September --

Transcript of Meeting 7/10/2025

1 DIRECTOR JOHNS: September the 11th.

2 CHAIRMAN JOHNSON: -- September Board
3 meeting.

4 DIRECTOR JOHNS: Board meeting. But
5 we will make a decision on that quickly.

6 CHAIRMAN JOHNSON: Okay. Policy
7 committee meeting.

8 DIRECTOR JOHNS: We have not -- we
9 have named a policy committee, but have
10 not had a meeting for that, and I think it
11 is important that -- especially as we're
12 looking at maybe new legislation, that we
13 get that. And I know several members of
14 the policy committee, like Lindsay, are
15 not here.

16 But I would like to make sure that
17 we're mindful of getting that committee
18 together, because I think this is the
19 second or third board meeting since we
20 named the committee, and we've not gotten
21 them together. But there's a lot going
22 on.

23 CHAIRMAN JOHNSON: We need to make it
24 proactive anyway. The Academy Three
25 Strike Rule.

Transcript of Meeting 7/10/2025

1 DIRECTOR JOHNS: So the Board
2 discussed -- as a matter of fact, came
3 forward and discussed an amendment -- and
4 I thought I had included that in the
5 packet -- I did not -- but amending and
6 adding to the policy that, upon the
7 incompletion or the failure to complete
8 the academy three times, or withdraw from
9 the academy three times, that you are then
10 required to wait for a period of five
11 years before you can apply for another
12 full- or part-time academy.

13 We seem to be seeing that so much. As
14 a matter of fact, we just had a guy enter
15 on his fourth attempt, I think, Director.
16 Luke, my question was, in absence of going
17 forward with a full regulation, is there a
18 board order that can be temporarily
19 imposed on that until we can, I guess,
20 codify regulation?

21 CONSTABLE HANCOCK: Could you make it
22 somewhere that the person would actually
23 have to be a self-sponsor, to pay for it
24 himself, or be ineligible for agency
25 reimbursement upon completion, because

Transcript of Meeting 7/10/2025

1 he's past his three strikes?

2 DIRECTOR JOHNS: Well --

3 CHAIRMAN JOHNSON: Well --

4 DIRECTOR JOHNS: Oh, I'm sorry.

5 CHAIRMAN JOHNSON: No. I --

6 DIRECTOR JOHNS: Never got
7 reimbursement, because they never passed
8 it. So. . .

9 CONSTABLE HANCOCK: That's what I
10 mean, not eligible.

11 DIRECTOR JOHNS: Yeah.

12 CHAIRMAN JOHNSON: I think what
13 you're doing -- I think what you're
14 preventing was the whole idea was academy
15 shopping and people that just are not
16 going to make it continuing to bog down
17 the academy. The academy directors, is
18 there any help y'all want to give the
19 Board on what your thought process is?

20 What we're talking about is in a
21 period of -- they've tried it three times
22 and hadn't made it, and making them sit
23 out an additional five years before they
24 even can try to come back. So that's what
25 the discussion is, and we'll certainly

Transcript of Meeting 7/10/2025

1 hear from y'all if you want to comment.

2 UNIDENTIFIED MALE: We had a few
3 that's come to Tupelo twice. I think
4 maybe he went to Ms. Vanderford's once and
5 didn't ever make it past the first or
6 second day. And I told him last time he
7 left the last class, I said I'm not
8 letting you come back to mine, and I may
9 not even release you to go to another one,
10 you know. So he's just wasting everyone's
11 time is what he's doing.

12 MS. VANDERFORD: We don't release --
13 and I talked to Director Johns. I think
14 we put a two-year gap on a couple of
15 people. I know I've done that with
16 Director Davis, because it's just -- it's
17 such a waste of time. This would be the
18 best thing, three strikes, you're out, and
19 you're done. I wouldn't put any kind of
20 time limit on them.

21 CHAIRMAN JOHNSON: Just forget the
22 five years.

23 MS. VANDERFORD: No law enforcement.

24 UNIDENTIFIED FEMALE: I think we're
25 all handling it the same way. We're just,

Transcript of Meeting 7/10/2025

1 like, don't apply again. I'm not letting
2 you in. But I know there's one pending
3 right now, and it's -- they're not
4 self-sponsored.

5 These are people being hired by
6 departments, knowing that they have not
7 made it, but some agencies are so
8 shorthanded --

9 MS. VANDERFORD: And I would say that
10 you cannot self-sponsor, because they'll
11 just try to back door it.

12 CHIEF SANFORD: What do you see in
13 this -- the hang-up for them? What are
14 they not getting?

15 MS. VANDERFORD: They're out of
16 shape, physically not capable. There's a
17 laundry list.

18 CHAIRMAN JOHNSON: Time is not
19 helping.

20 MS. VANDERFORD: No. Time is not --

21 CHAIRMAN JOHNSON: Worsening them.

22 MR. WILLIAMSON: Mr. Chair and
23 Director Johns, to be responsive to your
24 question, the current Board policy,
25 Rule 7.3, number 1, subsection A,

Transcript of Meeting 7/10/2025

1 subsection 1, as it's written and as it's
2 in force right now, says, "Each academy
3 shall develop an admittance and enrollment
4 procedure." If the academies already are
5 considering the fact of reapplication and
6 prior failures in that, I think that's
7 consistent with this policy, and they have
8 that authority. That's something that can
9 be "blessed" by this Board as the desire
10 of this Board until there is a formal
11 policy just under our existing policy
12 that's written right there.

13 CHAIRMAN JOHNSON: So the academies
14 could control this?

15 MR. WILLIAMSON: Yes, sir. They can.

16 CHAIRMAN JOHNSON: They would just
17 have to be all on the same page until we
18 get it in policy. Does that make sense?
19 Tony, you got something?

20 DIRECTOR CARLETON: Does that include
21 the part-time academy? So they'll
22 circumvent us, because we don't -- I may
23 not know if somebody leaves me and goes to
24 a part-time academy. I may not have a
25 clue. And then I find out, oh, they're

Transcript of Meeting 7/10/2025

1 part-time certified.

2 MR. WILLIAMSON: The policy affects
3 both. Yes, sir.

4 DIRECTOR JOHNS: So it'd be prudent
5 to ask the Board to direct the Director to
6 issue a letter saying that the Board is
7 encouraging that you utilize 7.3(1)(A), et
8 al?

9 MR. WILLIAMSON: To disallow.

10 DIRECTOR JOHNS: To disallow anyone
11 who has exceeded three attempts, at either
12 full or -- at a full- or part-time academy
13 and that that question be asked?

14 MR. WILLIAMSON: Yes, sir.

15 CHAIRMAN JOHNSON: And they can
16 enforce it immediately based upon us
17 having time to make it a --

18 DIRECTOR JOHNS: Having time to
19 make --

20 CHAIRMAN JOHNSON: That's right.

21 DIRECTOR JOHNS: -- 7.1(C).

22 CHAIRMAN JOHNSON: Did y'all
23 understand that? Now, we're going to
24 leave it up to y'all to enforce that rule.
25 You have the authority to do it now.

Transcript of Meeting 7/10/2025

1 DIRECTOR CARLETON: So that would --
2 with that change, that would mean that the
3 part-time academy director would have to
4 contact us to get a release?

5 DIRECTOR JOHNS: Yes. And we will
6 send that out --

7 MS. VANDERFORD: Okay. I just told
8 someone who doesn't have a release to go
9 to part-time, and she's tried us twice.
10 So do I need to call them back, or were
11 you doing this for today, starting today?

12 CHAIRMAN JOHNSON: He's sending them
13 a letter.

14 DIRECTOR JOHNS: We will send out a
15 letter telling them that we are asking
16 them to impose that, to not allow, whether
17 full-time or part-time, any, I assume,
18 effective on passage here.

19 CHAIRMAN JOHNSON: And there also
20 needs to be an issue addressed of an
21 academy releasing. Because you're not --
22 it's already in policy.

23 DIRECTOR JOHNS: We'll get with you.

24 CHAIRMAN JOHNSON: If you go to one
25 academy, you can't attend another one

Transcript of Meeting 7/10/2025

1 until that one releases you.

2 CAPTAIN HENDRY: Well, the difference
3 is the part-time and full-time status, in
4 other words. Amy, do you guys have a
5 part-time academy?

6 MS. VANDERFORD: We don't.

7 CAPTAIN HENDRY: So they don't have a
8 part-time academy. Therefore, they would
9 have to go somewhere else to get a
10 part-time certification. And I think
11 maybe -- I'm just throwing this idea out.
12 I hadn't thought about it very much.

13 But upon the third attempt, and we say
14 as directors, under that rule, you're no
15 longer allowed to apply to another
16 academy, I'm not going to release you, and
17 you're not allowed to come back, that we
18 would report that then to Standards and
19 Training that person's ineligible status
20 as under this rule --

21 DIRECTOR JOHNS: So that we can then
22 show them ineligible.

23 CAPTAIN HENDRY: -- even if they go
24 to a part-time academy, they will never
25 receive certification.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: That's right.
2 That's going to be your mechanism. That's
3 going to give the directors the authority
4 to enforce this thing.

5 DIRECTOR JOHNS: That's right.

6 CAPTAIN HENDRY: Does that cover the
7 bases?

8 CHAIRMAN JOHNSON: Does that make
9 sense? Will that work? I'm sorry.

10 DIRECTOR CARLETON: That's great.

11 DIRECTOR JOHNS: And, Director, we'll
12 run by the seven -- we'll run by the
13 directors the language before we put that
14 out to make sure that it's consistent with
15 what we're all thinking, and by the Board.

16 MS. VANDERFORD: Sounds good. Thank
17 y'all.

18 DIRECTOR JOHNS: Okay. Anything else
19 on that from y'all?

20 CHIEF SANFORD: So this is applying
21 what's already written, right,
22 temporarily?

23 DIRECTOR JOHNS: Use it as a
24 temporary fix, until we can get 7.3(1)(C)
25 created.

Transcript of Meeting 7/10/2025

1 CHAIRMAN JOHNSON: It clears up what
2 authority the academy directors actually
3 have had. They might have been able to
4 exercise it, but it will be able to
5 implement what we're trying to get done;
6 isn't that right?

7 CAPTAIN HENDRY: And it'll close this
8 part-time loophole.

9 CHAIRMAN JOHNSON: That's right.
10 Yep.

11 MR. WILLIAMSON: Mr. Chair, do you
12 want a Board vote on that, on the
13 director? Is there any -- is there any
14 reason not to go ahead and have the
15 Board --

16 DIRECTOR JOHNS: Yeah. I think
17 that'd probably be a good move just to
18 show the Board ratified it.

19 CHAIRMAN JOHNSON: We're going to
20 entertain a motion to implement that
21 particular -- what policy is it?

22 MR. WILLIAMSON: 7.3.

23 CHAIRMAN JOHNSON: 7.3(1)(A)(1), and
24 we'll need a motion to implement that to
25 the academy directors.

Transcript of Meeting 7/10/2025

1 CAPTAIN HENDRY: I'll make that
2 motion.

3 CHAIRMAN JOHNSON: We have a motion.
4 Do I have a second?

5 CHIEF HALL: I'll second it.

6 CHAIRMAN JOHNSON: Second by Chief.
7 Any other discussion?

8 (NO RESPONSE.)

9 CHAIRMAN JOHNSON: All in favor say
10 aye.

11 ALL: Aye.

12 CHAIRMAN JOHNSON: Are there any
13 opposed?

14 (NO RESPONSE.)

15 CHAIRMAN JOHNSON: There are none.
16 All right. Is that it, until lunch?

17 DIRECTOR JOHNS: That'll bring us to
18 lunch recess.

19 CHAIRMAN JOHNSON: All right. We
20 will be in recess until 1:00 p.m., and if
21 you Board members will be back about 12:40
22 to be prepared to let's start this thing
23 at 1:00 o'clock straight up. We're in
24 recess.

25 (END OF MEETING AT 10:57 A.M.)

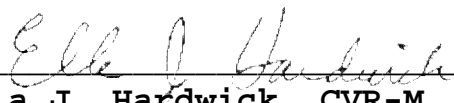
Transcript of Meeting 7/10/2025

1 CERTIFICATE OF COURT REPORTER

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

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

12 Witness my signature and seal this the 22nd day
13 of July, 2025.

14
15 
16 Ella J. Hardwick, CVR-M, CCR #1749

17 My Commission Expires:
18 February 8, 2029
19
20
21
22
23
24
25