

In Re: Law Enforcement Officer Standards & Training

Transcript of Meeting

September 11, 2025

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Transcript of Meeting 9/11/2025

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

TRANSCRIPT OF MEETING

Taken at Mississippi Department of
Public Safety Planning,
152 Watford Parkway Drive,
Canton, Mississippi,
on Thursday, September 11, 2025,
beginning at approximately 9:00 a.m.

REPORTED BY:

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

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1 CHAIRMAN JOHNSON: I call the Board
2 of Law Enforcement Standards and Training
3 meeting to order. Before we start, I ask
4 that we stand in reference of 9/11 and the
5 recent events that happened yesterday for
6 just a moment of silence.

7 Thank you. Chief John Quaka will lead
8 us in our invocation. Following that, the
9 Honorable Lindsay Cranford will lead us in
10 our pledge.

11 CHIEF QUAKA: Please bow your heads
12 with me.

13 (PRAYER.)

14 MS. CRANFORD: Attention; salute;
15 pledge.

16 (PLEDGE.)

17 CHAIRMAN JOHNSON: You may be seated.
18 Welcome all the members and guests. If
19 the guests will make sure that they have
20 signed the sign-in sheet over here by
21 these gentlemen before you leave today.
22 We need a record of your attendance.

23 First of all, I want to welcome
24 Interim Director Derrick Jordan to the
25 driver's seat, and keep it in the middle

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1 of the road. That's what we do.

2 We have two new board members. We
3 have gotten rid of the Ole Miss side and
4 brought on the Mississippi State side --
5 Hail State -- and we have the chief of
6 Mississippi State, Mr. Kenny Rogers. So
7 tell us a little bit about yourself.

8 CHIEF ROGERS: Well, good morning,
9 everyone. I've been at Mississippi State
10 for -- I started year 30 August 1st. Done
11 a little bit of everything as I've been
12 there at the university.

13 I also serve as a CALEA assessor.
14 I've been an assessor for CALEA since
15 2009, a really interesting part of what
16 some of the things that I do. But I also
17 pastor. I pastor a church. I'm here in
18 Madison County; up in Camden is where my
19 congregation is. Couparle United
20 Methodist Church is where I pastor. I've
21 been there for three years. I've been
22 there for three years.

23 I'm married. I've been married to my
24 wife for as long as I've been at
25 Mississippi State. I have two sons, Blake

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1 and Connor, and both of them are at
2 Pittsburg State University in Pittsburg,
3 Kansas. Connor is on basketball
4 scholarship, and Blake is a part of the
5 coaching staff for the basketball team.

6 But born and raised in Starkville.
7 Been in Starkville all my life. Was a
8 two-year student at Jackson State
9 University. So been in Jackson. Know a
10 little bit about Canton and Jackson, but
11 really excited to be a part of the Board.

12 I know previously Chief Rice was a
13 member of the Board, and then Daniel
14 replaced him. And so, I was a little
15 apprehensive when he asked, but, again,
16 really was appreciative and honored that
17 he would ask me to take his place as a
18 member. So really looking forward to
19 being a part of this.

20 CHAIRMAN JOHNSON: Good. Welcome
21 aboard. Thank you. We have the colonel
22 of the highway patrol, Tadd Pitts. So
23 welcome.

24 COL. PITTS: Yes. Thank you. I'm
25 about a month and a half in my interim

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1 position. I started with the Rankin SO.
2 I've been with the highway patrol for 18
3 years now.

4 For the last 12 years or so, I've been
5 in government affairs at the Capitol. We
6 do executive protection and then
7 government affairs as far as trying to get
8 our budget and other things passed. So
9 I've worked closely with some of y'all in
10 the room. I hope to get to visit some of
11 the other ones today.

12 Me and my family live in Brandon. I
13 have three daughters. So, yeah. It's
14 kind of wild in my house anyway. But I'm
15 trying to soak it in. And if I could do
16 anything for any of y'all, though, I look
17 forward to it.

18 CHAIRMAN JOHNSON: Good. So thank
19 you. Welcome aboard. Y'all will enjoy
20 serving with these gentlemen. All right.
21 Director Jordan, if you want to do a roll
22 call, we'll go from there.

23 INTERIM DIRECTOR JORDAN: Yes, sir.
24 Mr. Chairman. Roll call, let's start.
25 Honorable Anthony Chancellor.

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1 MR. CHANCELLOR: Here.

2 INTERIM DIRECTOR JORDAN: Honorable

3 Lindsey Cranford.

4 MS. CRANFORD: Here.

5 INTERIM DIRECTOR JORDAN: Honorable

6 Kassie Coleman.

7 MS. CRANFORD: She's not able to be

8 here today. She actually called me this

9 morning and said they're trial-prepping on

10 a murder.

11 INTERIM DIRECTOR JORDAN: Chief

12 Michael Hall.

13 CHIEF HALL: Here.

14 INTERIM DIRECTOR JORDAN: Honorable

15 Robert Hancock.

16 CONSTABLE HANCOCK: Present.

17 INTERIM DIRECTOR JORDAN: Colonel

18 Tadd Pitts.

19 COL. PITTS: Present.

20 INTERIM DIRECTOR JORDAN: Captain

21 Brandon Hendry.

22 CAPTAIN HENDRY: Here.

23 INTERIM DIRECTOR JORDAN: Sheriff

24 Johnson.

25 CHAIRMAN JOHNSON: Here.

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1 INTERIM DIRECTOR JORDAN: Chief John
2 Quaka.

3 CHIEF QUAKA: Here.

6 CHIEF ROGERS: Present.

7 INTERIM DIRECTOR JORDAN:

8 Commissioner Sean Tindell.

9 COMMISSIONER TINDELL: Here.

12 SHERIFF TUCKER: Here.

15 CHIEF SEAL: Here.

16 CHAIRMAN JOHNSON: Thank you,

17 Director. That does establish a quorum.

18 I'll entertain a motion on Item 4 for the
19 approval of the minutes.

20 MR. HENNING: Motion.

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

23 CHIEF QUAKA: Second.

24 CHAIRMAN JOHNSON: Any discussion?

25 (NO RESPONSE.)

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1 CHAIRMAN JOHNSON: All in favor, say
2 aye.

3 ALL: Aye.

4 CHAIRMAN JOHNSON: Any opposed?
5 (NO RESPONSE.)

6 CHAIRMAN JOHNSON: There are none.

7 Item 5 is old business. Director Jordan.

8 INTERIM DIRECTOR JORDAN: So I can
9 recall the last meeting, there was a
10 committee that was set up for, I think --
11 Luke, the committee, is there any
12 information or progress on --

13 MR. WILLIAMSON: On the policy
14 committee?

15 INTERIM DIRECTOR JORDAN: Yes.

16 MR. WILLIAMSON: I have been
17 receiving some feedback from some Board
18 members about some potential changes that
19 we need to make, and I intend to make a --
20 have some further discussions with other
21 members of the committee, make some
22 proposed changes to the committee.

23 And then hopefully, if we can get
24 those changes ironed out and agreed upon,
25 then we'll present those to the Board in

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1 November.

2 INTERIM DIRECTOR JORDAN: Is there
3 anything that you've got?

4 CHAIRMAN JOHNSON: Not anything that
5 I know of. Anybody else have any old
6 business?

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: All right. Move
9 to Item 6 to the new business. Director
10 Jordan.

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1 Just go to the website, fill out your
2 rosters, and once you fill out those
3 rosters, we will send them to our ACADIS
4 manager for the software, and they will
5 send you an email letting you know when
6 they will -- when they're going to
7 implement those -- implement your rosters
8 into the system.

9 Then you'll be able to create your
10 portal accounts and be able to upload your
11 documentation on there in the software
12 system. So just make sure that your
13 rosters are in.

14 To ensure that, I'm doing a second --
15 I created a spreadsheet, and the ladies in
16 the office are going to -- just sending
17 out calls and reminders to make sure that
18 everyone knows that their rosters are due.
19 So that's the main thing. You said you
20 already have -- you've had -- I know the
21 Constables Association has. Yes. Okay.
22 Did you have -- did y'all have any
23 problems with anything?

24 CONSTABLE HANCOCK: Not yet. We're
25 still getting them.

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1 INTERIM DIRECTOR JORDAN: Y'all are
2 still getting them? Okay. Good.

3 CHAIRMAN JOHNSON: Anybody else have
4 any new business?

5 COMMISSIONER TINDELL: At the
6 appropriate time, I'd like to go into
7 executive session -- to make a motion
8 to go into executive session to discuss
9 some personnel matters.

10 CHAIRMAN JOHNSON: We have a motion
11 to go into executive session for personnel
12 matters. Do I have a second?

13 CHIEF QUAKA: Second.

14 CHAIRMAN JOHNSON: Any discussion?

15 (NO RESPONSE.)

16 CHAIRMAN JOHNSON: All in favor, say
17 aye.

18 ALL: Aye.

19 CHAIRMAN JOHNSON: Any opposed?

20 (NO RESPONSE.)

21 CHAIRMAN JOHNSON: There are none.

22 All right. We'll be in executive session,
23 so everyone except the Board will -- you
24 can go across the hall, and the restrooms
25 are down that way. Just keep opening

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1 doors, you'll find it. And we'll call you
2 back in in just a moment.

3 (BOARD ENTERS EXECUTIVE SESSION.)

4 (OFF THE RECORD.)

5 (BOARD EXITS EXECUTIVE SESSION.)

6 CHAIRMAN JOHNSON: All right. We're
7 back in regular session. We've already
8 taken the vote to come out of the
9 executive session, so we are at that
10 point. We were on Item 6 of new business.
11 Kind of threw that in. Was there anything
12 else, Director, on the new business?

13 INTERIM DIRECTOR JORDAN: No, sir.

14 CHAIRMAN JOHNSON: Anybody else on
15 the panel got any business they want to
16 discuss that's not on --

17 COMMISSIONER TINDELL: Mr. Chairman,
18 I do have one thing that I'd like to bring
19 up. I've been doing this 82 counties in
20 82 days, and so, I've met with a number of
21 you so far. We're halfway through that.
22 I appreciate y'all taking the time to meet
23 with me when I come out. I'm looking
24 forward to the rest of the meetings across
25 the state.

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1 I do want to bring up just a couple of
2 things for y'all to be contemplating. One
3 of the things that seems to be a very
4 popular thought is having a way to
5 transition some part-time certified law
6 enforcement officers to full-time status
7 with some sort of bridge academy to
8 facilitate that. And I think that's
9 something ultimately the Board will need
10 to consider if that's the direction you
11 want to go. And we can, at a later time,
12 discuss the ins and outs of that.

13 But I do get a lot of feedback that
14 there are a lot of good part-time
15 certified that have been doing it a long
16 time, and while they shouldn't just be
17 given full-time status, maybe if there was
18 a bridge academy to accomplish that, it
19 could help, particularly some of these
20 smaller departments.

21 And, again, I think that would be very
22 much a Board decision. So I just wanted
23 to bring that up, and that was it.

24 CAPTAIN HENDRY: Commissioner, I'll
25 just make one comment on that. I'm on

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1 your same wavelength. I already submitted
2 the policy amendment to do just that. So
3 we'll have that in discussion.

4 COMMISSIONER TINDELL: Would that
5 require any legislation? I mean, that's
6 one thing I haven't figured out.

7 MR. WILLIAMSON: I don't believe so.
8 And I think that -- I think that that
9 achieves two goals simultaneously. I know
10 the Board's been discussing for a while
11 having one standard that all certified law
12 enforcement officers meet. And so, I
13 think that would help cement that and
14 would also give an appropriate avenue for
15 people to get there.

16 COMMISSIONER TINDELL: Excellent.
17 That's good news. I'll start letting
18 people know it might be a reality.

19 CHAIRMAN JOHNSON: On that -- and
20 this is not the time to discuss it. You
21 have -- if you have one standard and one
22 type of training, then obviously that's
23 got to be a full-time certificate. And
24 so, does that require -- we have so many
25 part-time academies that have been

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1 approved for part-time certification.

9 CAPTAIN HENDRY: I made those
10 proposals as well in the policy change --

11 CHAIRMAN JOHNSON: That's in there?
12 Okay.

13 CAPTAIN HENDRY: -- and we needed --
14 I think we, as a committee, need to
15 discuss that from all perspectives before
16 we kind of make that decision, because
17 it's going to be controversial, I think.

24 CHAIRMAN JOHNSON: All right. Thank
25 you. All right. The next is the

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1 Certification of Officers, Perkins, Donna
2 Perkins. Item 7; is that correct?

3 INTERIM DIRECTOR JORDAN: Yes.
4 Officer Certifications, Donna and
5 Ms. Risa.

6 MS. TURPIN: Standards and Training
7 would like to request the Board's approval
8 of the academies that we have listed in
9 your packet. You have three full-time.
10 They're all three with Mississippi Law
11 Enforcement Officers Training Academy.

12 The first one's DPS Cadet Class 70.
13 May 15th -- I'm sorry, February 15th to
14 May 5th, '26. There's revised dates on
15 Class 280 from May 10th through July 23rd.
16 And the last basic class is 281 from
17 September 6th to October 19th.

18 CHIEF QUAKA: I do have a question on
19 Class 281. That's only six weeks. Surely
20 that date's not right, is it?

21 DIRECTOR CARLTON: That's not.

22 MS. TURPIN: It's not? I will
23 get. . . I don't have my email.

24 CAPTAIN HENDRY: September -- Tony,
25 September 6th is a Saturday. I'm sorry.

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1 No, that -- I'm sorry. That's wrong.

2 That's '25.

3 MS. TURPIN: I'll go check and see.

4 CHIEF QUAKA: Yeah. Tony, you
5 probably go to mid-November, don't you?

6 DIRECTOR CARLTON: I think that class
7 graduates in December, actually.

8 CHIEF QUAKA: Oh.

9 MS. TURPIN: Let me go look at my
10 email.

11 MS. PERKINS: Okay. And on my list,
12 you'll see the public training list.

13 Number 6, Michael Tucker. Last month, he
14 was on your list as meeting the basic.
15 When I got his records from Louisiana,
16 they located his name, and it had been
17 misspelled.

18 He was certified, and he did qualify
19 for the test. I'm not sure if he's taken
20 it or not, but that's the correction that
21 you'll see on the list that you have in
22 front of you.

23 They are numbered 17 through 20. I
24 have not received their records yet from
25 their out-of-state posts. Although it

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1 says test and refresher, their departments
2 have not been notified that they qualify
3 for either or. So if they come back that
4 they are not valid, they may receive a
5 basic. So although they're before you as
6 needing the test or refresher, they've not
7 received that notice yet.

14 (NO RESPONSE.)

15 CHAIRMAN JOHNSON: All right. The
16 Chair will entertain a motion on the
17 full-time basic classes that was presented
18 by Ms. Turpin only on Class 70 and on
19 Class 280. I'll entertain a motion to
20 accept that.

21 SHERIFF CHANCELOR: Motion.

22 CHAIRMAN JOHNSON: Do I have a
23 second?

24 CHIEF OUAKA: Second.

25 CHAIRMAN JOHNSON: All in favor say

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1 aye.

2 ALL: Aye.

3 CHAIRMAN JOHNSON: Any opposed?

4 (NO RESPONSE.)

5 CHAIRMAN JOHNSON: There are none.

6 We're tabling 281 --

7 THE COURT REPORTER: Who made the
8 motion and second?

9 CHAIRMAN JOHNSON: Sheriff, and Chief
10 was second. And we are going to table 281
11 till she gets those dates correct.

12 Now we'll entertain a motion on the
13 equivalency of training with a reminder of
14 item 6, 17, 18, 19, 20, and item 24. If
15 there's any discussion on that or a motion
16 to accept as is.

17 SHERIFF TUCKER: You're asking us to
18 pre-approve 17, 18, 19, those numbers
19 pending there?

20 MS. PERKINS: Yes. They've got their
21 paperwork attached to it. So they're
22 going to be a lot -- they're going to be
23 approved. I just don't have the letter
24 that I sent to their --

25 SHERIFF TUCKER: Actual letter?

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1 MS. PERKINS: Correct.

2 SHERIFF TUCKER: I make the motion.

3 CHAIRMAN JOHNSON: Okay. We have a
4 motion pending the completing of the
5 applicants' paperwork and letters to
6 approve the entire list. Do I have a
7 second?

8 CHIEF QUAKA: Second.

9 CHAIRMAN JOHNSON: Any discussion?

10 (NO RESPONSE.)

11 CHAIRMAN JOHNSON: All in favor say
12 aye.

13 ALL: Aye.

14 CHAIRMAN JOHNSON: Any opposed?

15 (NO RESPONSE.)

16 CHAIRMAN JOHNSON: There are none.

17 All right. Ms. Turpin, do you have a
18 request for that?

19 MS. TURPIN: The email had
20 October 19th. I should have caught that.
21 But it's November 19th? Okay.

22 CHAIRMAN JOHNSON: So we're changing
23 281 from September 6th to October -- to
24 November 19th.

25 MS. TURPIN: November 19th.

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1 CHAIRMAN JOHNSON: Okay. With that
2 note being changed, is there any other
3 discussion, Chief Quaka, for your
4 question?

5 CHIEF QUAKA: No.

6 CHAIRMAN JOHNSON: Okay. Entertain a
7 motion to accept Class 281 for
8 certification.

9 CHIEF QUAKA: I'll make a motion.

10 CHAIRMAN JOHNSON: Have a second?

11 SHERIFF TUCKER: Second.

12 CHAIRMAN JOHNSON: All in favor say
13 aye.

14 ALL: Aye.

15 CHAIRMAN JOHNSON: Any opposed?

16 (NO RESPONSE.)

17 CHAIRMAN JOHNSON: There are none.

18 Thank you. All right. Item 8 is
19 in-service training CEU training.

20 Director Jordan?

21 INTERIM DIRECTOR JORDAN: Yes. First
22 up for is the State Training Academy
23 Director Carlton with the firearms course.

24 DIRECTOR CARLTON: Thank you. Good
25 morning. The courses we presented, we've

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1 been using the state firearms course for
2 the academies. This has been going on for
3 over two decades with no change to that
4 curriculum or to that course.

5 This is just to add to that. It's a
6 more advanced course. It incorporates
7 some moving and shooting, and it's just
8 things that brings us up to a more current
9 place where we are. So it's not to take
10 the place of that one. It is to add to
11 it. So you would have other options to
12 pick from for certification.

13 So a lot of agencies think that
14 that's -- they have to shoot that same
15 course every year, and so, they recognize
16 that the Board has approved it, so they
17 use it. So we want to just add more
18 courses to that list.

19 CHIEF QUAKA: So what you're saying,
20 this is an option. The academy doesn't
21 have to use it, but now they've got two
22 different courses they can select from?

23 DIRECTOR CARLTON: Correct.
24 Actually, I think it would be three there.
25 CHIEF QUAKA: Oh, three.

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1 DIRECTOR CARLTON: Yes, sir.

2 CAPTAIN HENDRY: And so, this would
3 be -- we're just voting on this being an
4 approved BLEOST qualification course --

5 DIRECTOR CARLTON: Correct.

6 CAPTAIN HENDRY: -- For any agency to
7 use?

8 DIRECTOR CARLTON: Any agency or any
9 academy.

10 CAPTAIN HENDRY: Right, right. And
11 now on the -- I just -- on a technical
12 basis, you and I and Luke can kind of hash
13 this out, in the firearms curriculum in
14 the policy manual, we don't -- I think we
15 would be, as an academy, limited to using
16 their qualification score only based on
17 what's in the training curriculum.

18 In other words, what came to mind is
19 one of the courses includes prone
20 shooting.

21 DIRECTOR CARLTON: Correct.

22 CAPTAIN HENDRY: Prone shooting is
23 not in the curriculum.

24 DIRECTOR CARLTON: Correct.

25 CAPTAIN HENDRY: So how do we say you

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1 meet the standard when we don't train
2 to -- it's not in the curriculum? Now,
3 you might go above and beyond and do that.

4 DIRECTOR CARLTON: Correct.

5 CAPTAIN HENDRY: But, in other words,
6 me, we don't necessarily do prone
7 shooting. My firearms instructor, I would
8 not allow him to use that course as a
9 qualification course, because we don't
10 teach it. You know what I'm saying?

11 DIRECTOR CARLTON: Right.

12 CAPTAIN HENDRY: Is that something we
13 need to address, or is that -- I don't --
14 I'm not against a policy change, but I
15 guess what I'm saying is, as far as when
16 you, as an academy, write down their
17 passing score on that qualification sheet,
18 we need to just make sure that there is a
19 standard that we're teaching that to in
20 the curriculum that addresses that, if
21 you're going to use that course at an
22 academy.

23 MR. WILLIAMSON: I agree. I think
24 over and above is fine, but I agree with
25 you. To be in compliance with the policy,

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1 it needs to be the course that's reflected
2 within the curriculum as part of the
3 policy until the policy can be changed.

4 So, I mean, over and above is great
5 and probably necessary. But to your point
6 about the scoring of it, the scoring would
7 need to reflect what's already been made a
8 part of the approved group.

9 CAPTAIN HENDRY: And just so we're
10 clear as directors, as well, if Director
11 Carlton did above and beyond training and
12 he can show that he did the appropriate
13 curriculum or the class, the teaching that
14 goes on for that skill, could he still use
15 that even if it's an approved course for a
16 basic class cadet, in other words? Does
17 that make sense?

18 MR. WILLIAMSON: I think -- I think I
19 understand.

20 CAPTAIN HENDRY: So if he goes above
21 and beyond and does additional training
22 beyond the basic class curriculum --

23 MR. WILLIAMSON: Yes.

24 CAPTAIN HENDRY: -- and includes
25 prone shooting, for example, and then,

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1 when he submits his packet to Standards
2 and Training with a graduating course and
3 he has that qualification course that
4 includes that, how does -- is he still
5 good to use that qualification course for
6 a basic class student even though it's not
7 on the basic class curriculum?

8 MR. WILLIAMSON: I think as long as
9 the other elements of the basic class
10 curriculum are in there, then it's fine.
11 Yes, sir.

12 CAPTAIN HENDRY: Okay. Does that
13 make sense to you?

14 DIRECTOR CARLTON: Yep.

15 CHAIRMAN JOHNSON: So what we're
16 saying is, hypothetically, there are three
17 points that you have to complete to
18 graduate the academy when it comes to
19 firearms, that the state says you've got
20 to be able to do these three things.

21 He's wanting to have those three
22 things and then add 4, 5, and 6, but he's
23 got to train 1, 2, and 3 to get their
24 certificate. He may train on 1 through 6,
25 but it's got to be 1, 2, and 3. Is that

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1 the way?

2 MR. WILLIAMSON: That's the way it
3 is.

4 CHAIRMAN JOHNSON: Now is there -- we
5 have one academy. Other academy? Are you
6 familiar with what he's talking about,
7 or -- it's going to affect you.

8 DIRECTOR MCKINNEY: We can still use
9 the current curriculum to get our officers
10 qualified, and then, if we want to add
11 what Director Carlton added, then that
12 would just be over and above and beyond.

13 Is that where I'm getting at?

14 DIRECTOR CARLTON: Correct.

15 DIRECTOR MCKINNEY: Because we
16 have -- when we started with 44 in this
17 class, we probably had 15 who had never
18 handled a firearm in their life, so -- and
19 only have so many hours in a week just to
20 get the safety and static shooting done
21 where they're on targets, you know.

22 I don't really know what sideline it
23 is or (indiscernible). So it's a
24 challenge just to get them qualified with
25 the basic qualification we have now.

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1 But I do get what he's saying. If we
2 would have time to do the others, then
3 obviously we would probably work on that
4 as well, as long as it's not the only
5 qualification we have. I don't think we
6 would have time at our academy to be able
7 to do that.

8 CHAIRMAN JOHNSON: So it would be
9 over and above, not replacement. It would
10 have to be added to the 480-hour course.
11 Okay.

12 CAPTAIN HENDRY: So this is what we
13 do, and we do above and beyond training as
14 well, but we train them to the minimum
15 standard during that week. Like, we train
16 them, and they prove themselves by
17 Wednesday or Thursday that they can shoot
18 and qualify on the BLEOST qualification
19 course.

20 Beyond that day, they do advanced
21 training, moving and shooting, you know,
22 the whole -- the whole extra stuff. And
23 then they'll -- our firearms instructor
24 also has a separate qual course that he
25 makes them run as just a fun thing that

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1 they do, and it goes toward their points
2 toward the top shooter award or whatever
3 that is.

4 I guess my thing is, like, if that's
5 the case, if it's just above and beyond
6 and we still are using the standard BLEOST
7 curriculum and qualification course that
8 they have to train that, too, why do we
9 have to approve it if it's above and
10 beyond the basic?

11 DIRECTOR CARLTON: Yeah, I agree.

12 CHAIRMAN JOHNSON: Well, when you
13 started explaining, that was my question.
14 It's almost like the running. You got a
15 test you've got to pass, but they may run
16 five miles Wednesday, and they may run
17 one. But at the end, they got a test
18 they've got to pass. If they do
19 over and above that, is there a need to
20 improve it?

21 CAPTAIN HENDRY: I see that -- I
22 mean, I see the angle of -- if Clarke
23 County Sheriff's Office firearms
24 instructors wanted to use that course of
25 fire as an advanced training course that

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1 that agency would like to use as
2 continuing education and their own
3 interdepartmental qualifications, I would
4 see approving it based on that.

5 SHERIFF CHANCELOR: But not in lieu
6 of.

7 CAPTAIN HENDRY: Exactly. Well, I
8 would say in lieu of.

9 SHERIFF CHANCELOR: Well, for
10 continued education.

11 CAPTAIN HENDRY: For continued
12 meaning --

13 CHAIRMAN JOHNSON: For your 24 hours.

14 CAPTAIN HENDRY: Right. Meaning --

15 SHERIFF CHANCELOR: For continued
16 education. But not your --

17 CAPTAIN HENDRY: So, for example, if
18 you need to do quals twice a year for your
19 accreditation or whatever, you could use a
20 state approved alternate course, like he's
21 presenting today, to fulfill that, not
22 just the one BLEOST qual course that is
23 present.

24 CHAIRMAN JOHNSON: And get more
25 hours.

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1 MR. WILLIAMSON: And I think that's
2 the benefit, that if the Board approves
3 it, it can be used towards the continuing
4 education requirement and wouldn't replace
5 the standard curriculum that's here for
6 the academies but would be available
7 towards meeting that requirement.

8 CAPTAIN HENDRY: Yeah. I'm all good
9 on that. Yeah.

10 CHAIRMAN JOHNSON: Is that -- are you
11 understanding it?

12 DIRECTOR CARLTON: Yes, sir.

13 CHAIRMAN JOHNSON: Okay. It's not
14 just a presentation to do away with the
15 old and give a new one. Okay. All right.
16 Now that we're good and confused, can we
17 hit the broadside of a barn on this? I'll
18 entertain a motion for this to be accepted
19 as continuing education.

20 CAPTAIN HENDRY: I'll make that
21 motion.

22 CHAIRMAN JOHNSON: We have a motion.

23 CONSTABLE HANCOCK: Second.

24 CHAIRMAN JOHNSON: Have a second.
25 Any other discussion -- any other

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1 presentation, Director Carlton?

2 DIRECTOR CARLTON: No, sir. Thank
3 you.

4 CHAIRMAN JOHNSON: All right. All in
5 favor say aye.

6 ALL: Aye.

7 CHAIRMAN JOHNSON: And that is -- any
8 opposed?

9 (NO RESPONSE.)

10 CHAIRMAN JOHNSON: There are none.

11 CHIEF HALL: I oppose.

12 CHAIRMAN JOHNSON: Okay.

13 CHIEF HALL: I just see a safety
14 issue of the officers. You know, I don't
15 think that -- there's some guys that I
16 have that I trust my life on the line
17 doing it, but if we're in the academy and
18 we're rushing and doing things, I just see
19 a safety issue, and that's why I'm against
20 it.

21 CHAIRMAN JOHNSON: Okay. We have one
22 opposed. You already voted for it. All
23 right. Other training.

24 INTERIM DIRECTOR JORDAN: Yes. So
25 next up is -- this is an instructor

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1 development course that was submitted by
2 Ms. Vanderford. She couldn't be here
3 today. I did submit the courses to
4 everyone through email. I hope you
5 received it and was able to open it.

6 So it's an instructor development
7 course through the Mississippi Law
8 Enforcement Officers Training Academy out
9 in Pearl.

10 CHAIRMAN JOHNSON: Okay. Is this a
11 recommendation on behalf of the Director
12 to accept it?

13 INTERIM DIRECTOR JORDAN: Yes.

14 CHAIRMAN JOHNSON: All right.

15 CHIEF QUAKA: Motion.

16 CHAIRMAN JOHNSON: We have a motion.
17 Do I have a second?

18 CONSTABLE HANCOCK: Second.

19 CHAIRMAN JOHNSON: Do we have any
20 discussion?

21 CHIEF QUAKA: Yeah. I couldn't open
22 mine, so could we get a brief synopsis of
23 it?

24 CHAIRMAN JOHNSON: One page.

25 CHIEF QUAKA: One page would be

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1 great. Should I read this to everyone for
2 everyone's benefit?

3 SHERIFF CHANCELOR: Yes, please do.

4 CHIEF QUAKA: All right. Course
5 duration: 4 days, possibly 5. Maximum
6 students 10. Classroom starting at
7 8:00 a.m. Course fee \$500 per officer.

8 The course description is this: The
9 instructor development course is designed
10 to help new instructors develop their
11 lesson plan and gain confidence in new
12 knowledge and about existing and/or
13 different teaching practice/materials.

14 This course will guide the instructor
15 on their role in teaching adults,
16 classroom setup, and the use of equipment
17 to benefit their students in learning.
18 Each attendee, once complete, will earn
19 their State of Mississippi instructor
20 certification.

21 Instructor goals are as follows: To
22 develop the use of a positive approach to
23 instruction and classroom management; to
24 develop the use of a positive approach to
25 leading; to develop support for students

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1 and co-workers; to understand
2 research-based theories of learning,
3 education, and behavior change; and to
4 develop critical thinking skills.

5 The instructor is Amy Vanderford,
6 Director of the MDCC LETA, earned her
7 doctorate in higher education leadership
8 from Delta State, master's in criminal
9 justice from Delta State, and undergrad in
10 political science from Ole Miss. Her
11 career began with the Mississippi Bureau
12 of Narcotics in 1997, where she performed
13 undercover narcotics operations.

14 She currently teaches for MDCC, Ole
15 Miss, Faulkner University, and Columbia
16 Southern University in Alabama.

17 CHAIRMAN JOHNSON: Thank you. Any
18 other discussion or questions on that
19 matter? We have a motion and get a
20 second. We do have a second. We
21 discussed it. Any other discussion?

22 (NO RESPONSE.)

23 CHAIRMAN JOHNSON: All in favor say
24 aye.

25 ALL: Aye.

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1 CHAIRMAN JOHNSON: Any opposed?

2 (NO RESPONSE.)

3 CHAIRMAN JOHNSON: There are none.

4 All right. Third item.

5 INTERIM DIRECTOR JORDAN: So next we
6 have Mr. Jordan Jones with HOLOS, LLC.

7 MR. JONES: Yes, sir. Morning. My
8 name is Jordan Jones. I'm the founder of
9 a company called HOLOS. Just to kind of
10 give you some background of who we are.
11 We're a performance and wellness company.
12 We started inside of special operations.

13 I have 20 years inside the military,
14 the first half of that as a combat
15 engineer serving as a master fitness
16 trainer. I then went to selection in the
17 Q course and became a special forces
18 medical sergeant. I ran that for roughly
19 12 years.

20 At the end of that, I was also given
21 the job as human performance and wellness
22 coordinator for the 2nd Battalion, 20th
23 Special Forces Group. When they gave me
24 the job, they said they didn't really know
25 what that position was or how to attack

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1 wellness inside of special operations. So
2 I just started with the commander's
3 intent, what is the most important thing
4 on his book, and it was suicide.

5 So we looked at suicide and suicide
6 awareness and figured we're all aware.
7 We're all aware that suicide is the number
8 one killer. How do we get left of that?
9 That took us to divorce rates, addiction
10 rates, and then burnout. So if we can get
11 all the way back to burnout, how do we
12 prevent burnout?

13 I took that, and, over the last three
14 years leading up to this, I built a
15 protocol that incorporates physical
16 therapy, nutrition coaching, cognitive
17 coaching, and strength and conditioning
18 coaching, and put all those underneath one
19 silo so that you get a full, holistic
20 approach to health for each individual.

21 From that, we built the classes, a
22 one-day class and a three-day class, where
23 we would go out and actually spend time
24 with the teams, teach them these things,
25 educate them about the hazards of the job,

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1 whether it's TBI, hormonal disruption, you
2 name it, sleep disruption, nutrition, why
3 that's important and why that creates the
4 issues that we see.

5 After that, as I was building that,
6 RCTA actually reached out to me. I spent
7 some time out there teaching Teacher IC
8 for RCTA. They saw what I was doing with
9 it and that we were seeing success inside
10 of special operations and asked me to come
11 over and present the program to them. I
12 did, and we were accepted as a contractor
13 there.

14 We also have our first class coming up
15 at MLEOTA on October 30th with the
16 Mississippi Bureau of Narcotics. With all
17 that being said, there's been interest
18 also in distance learning for continuing
19 ed throughout the year in wellness so that
20 it is a cultural change, a lifestyle
21 change.

22 We started building the distance
23 learning platform, which will be --
24 wellness is a hard sell to begin with. So
25 we tried to make it as, for lack of a

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1 better term, cool as we possibly could
2 using our background and the things that
3 we know, the way we like to learn.

4 So we have educational podcasts built
5 into it, talking heads, which would just
6 be like me standing there talking or one
7 of the other coaches. And then we also do
8 Loom, which is a slide deck, but it has an
9 instructor in the bottom. I don't know if
10 you guys are familiar with that. So with
11 three different platforms, we can educate.

12 We have eight hours ready to launch
13 October 1st, but none of that matters
14 without being continuing education. If we
15 come out from underneath the silo of RCTA,
16 all the classes, nobody gets continuing
17 education in it. It's a hard sell
18 already. And so, it's hard to get
19 officers or firefighters or military to
20 commit when they're not getting some sort
21 of accreditation with it from the state.

22 So that's what we're seeking, is
23 validation that we are a certified
24 continuing ed for Mississippi. If you
25 guys didn't receive the email, I do have

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1 paper copies that have our capabilities
2 brief, if anybody needs that or wants to
3 look at that.

4 I also have a printout of our distance
5 learning, eight hours of it. That would
6 be the example of what the students would
7 learn inside of that, what the topics look
8 like.

9 Once they become our student, they
10 also get access, so that -- the difference
11 in HOLOS and any other company that we've
12 seen, and this is what worked with our
13 guys, is not just educating the operator
14 or the officer; it is creating a call to
15 action to actually make change in your
16 day-to-day activity, change in your
17 culture.

18 So we created the HOLOS app. So if
19 they're getting the CEs from us, they also
20 have access to a physical fitness app that
21 my coaches are on the backside of. So
22 you'd get strength and conditioning
23 programming already built in, nutrition
24 programming built in, a cognitive coach on
25 the backside, and "my physical therapist"

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1 that allows you to have self assessments
2 and self therapies with demonstrated
3 videos already built in.

4 You can see that we partnered with
5 Thorne Supplements, which is approved by
6 SOCOM. We went through the trouble of
7 becoming an affiliate so that we could
8 provide 20 percent off to all law
9 enforcement, first responders, and
10 military for supplementation.

11 We also partnered with Core Medical
12 Group, which is a hormone replacement
13 therapy company. The reason we chose them
14 is they have CoreMed Foundation with them.
15 So if an officer gets his labs drawn, sees
16 that he is vitamin deficient -- he or she
17 is vitamin deficient, their hormones are
18 out of whack, they get to the point of
19 actually purchasing it or whatever the
20 cost is for their treatment and they can't
21 afford it, CoreMed Foundation actually
22 provides it for a year for that individual
23 when they come through HOLOS.

24 CHAIRMAN JOHNSON: Thank you. Are
25 there any questions for Mr. Jones

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1 regarding this training for approval?

2 CAPTAIN HENDRY: Are we approving all
3 of the courses that he offers or just the
4 one day that you have coming up?

5 MR. JONES: I would love for them all
6 to be approved, but at the very minimum,
7 the distance learning, simply because RCTA
8 cannot cover all the classes that we have
9 a demand for.

10 And since they can't do that through
11 the contract we currently hold with them,
12 the distance learning would actually open
13 it up to everyone. So at minimum, I would
14 request the distance learning platform to
15 be accredited, but ultimately I would like
16 it all to be able to be given outside of
17 RCTA.

18 CAPTAIN HENDRY: Have you submitted
19 the request for accreditation to the
20 office?

21 CHAIRMAN JOHNSON: No, not yet.

22 MR. JONES: No. This is the first
23 meeting we've had.

24 CAPTAIN HENDRY: Okay. So in other
25 words, we don't really have anything to --

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1 I mean, I guess we could vote on the one
2 class specifically that he described, but
3 we don't have the form to say, hey, this
4 is what I would like to get accredited.

5 MR. WILLIAMSON: Yes, sir.

6 CAPTAIN HENDRY: How many courses do
7 you offer altogether?

8 MR. JONES: We have the one day, the
9 three day. The difference there is one
10 day is all didactic learning; three day is
11 immersive, so actually doing cold plunge,
12 actually doing breath work, actually doing
13 physical therapy and learning how to do
14 physical therapy on your own if you can't
15 get to a physical therapist, and then the
16 distance learning platform, which is eight
17 hours currently.

18 CAPTAIN HENDRY: Procedurally, I
19 don't know what to do from here. I mean,
20 I would hate for them to have to come back
21 and do two more times or another time to
22 present.

23 I mean, I think they're credible. I
24 don't know if procedurally we could
25 approve all the courses in lieu of the

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1 application. I'm not sure if that's
2 correct procedure.

3 MR. WILLIAMSON: How long would it
4 take to do that?

5 CAPTAIN HENDRY: He could do it
6 today. I mean, he could submit the form
7 today, right?

8 MR. JONES: I mean, I was unaware of
9 a form, sir, to be completely honest with
10 you. But if there is any other necessary
11 paperwork, I can do it today.

12 CAPTAIN HENDRY: Yeah. It's just the
13 official document that the state uses to
14 apply the credit, and that's what we would
15 vote on.

16 (INDISCERNIBLE DISCUSSION AMONG BOARD MEMBERS.)

17 SHERIFF TUCKER: I would make the
18 motion to approve them all pending his
19 completion of the application by 5:00
20 today.

21 MR. JONES: (Indiscernible; talking
22 simultaneously) one day. It's all
23 didactic. So it's PowerPoint,
24 essentially, in the class. That is the
25 one day. It's eight hours of

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1 (indiscernible) and then the three-day, a
2 deep dive into each and actually doing
3 hands-on training over three days.

4 CHAIRMAN JOHNSON: Okay. Sheriff, I
5 think -- I'm sorry. If you've got it --
6 is it about discussion?

7 SHERIFF TUCKER: No, sir. I was
8 just --

9 CAPTAIN HENDRY: Sheriff Tucker was
10 making a motion.

11 CHAIRMAN JOHNSON: I think we have a
12 motion -- there was a motion here that may
13 clear it up.

14 SHERIFF TUCKER: I make a motion we
15 approve them all pending the successful
16 submission of an application by 5:00
17 today.

18 CHAIRMAN JOHNSON: And he's gone to
19 get it.

20 INTERIM DIRECTOR JORDAN: Yes, sir.

21 CHAIRMAN JOHNSON: Okay. We've got a
22 motion.

23 CHIEF SEAL: Second.

24 CHAIRMAN JOHNSON: Got a second. Any
25 other discussion?

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1 (NO RESPONSE.)

2 CHAIRMAN JOHNSON: All in favor say
3 aye.

4 ALL: Aye.

5 CHAIRMAN JOHNSON: Any opposed?

6 (NO RESPONSE.)

7 MR. JONES: Thank you, sir.

8 CHAIRMAN JOHNSON: And Mr. Bowman
9 will get that to you before you leave.

10 MR. JONES: Thank you. Yes, sir.
11 Thank you.

12 CHAIRMAN JOHNSON: All right. Fourth
13 item.

14 INTERIM DIRECTOR JORDAN: So, Captain
15 Vance, we're going to move him to the
16 bottom of the order. He just had to
17 leave. He'll be -- he'll return. So the
18 next one is a law enforcement symposium
19 that was submitted through the U.S.
20 Attorney's Office for approval.

21 It's a class that was out at the Band
22 of Choctaws, the Silver Star Casino, for
23 officer safety, violent personnel, packing
24 and processing evidence, sexual assault,
25 what a doctor needs from law enforcement

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1 and why, myths of deaths investigations,
2 undercover surveillance technology, human
3 trafficking, Glock switches, the aftermath
4 of traumatic trauma events, the color of
5 law, and drug field testing made simple.

6 It was a law enforcement symposium
7 that the U.S. Attorney's Office submitted,
8 and they did have the course -- all the
9 paperwork that he was --

10 CHAIRMAN JOHNSON: And this is
11 y'all's recommendation?

12 INTERIM DIRECTOR JORDAN: Yes.

13 CHAIRMAN JOHNSON: We have a
14 recommendation from the Director. Do I
15 have a motion?

16 CAPTAIN HENDRY: Motion.

17 CHAIRMAN JOHNSON: Do I have a
18 second?

19 CONSTABLE HANCOCK: Second.

20 CHAIRMAN JOHNSON: All in favor -- or
21 any discussion?

22 (NO RESPONSE.)

23 CHAIRMAN JOHNSON: All in favor say
24 aye.

25 ALL: Aye.

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1 CHAIRMAN JOHNSON: Any opposed?

2 (NO RESPONSE.)

3 CHAIRMAN JOHNSON: There are none.

4 All right. Tactical Building Search Plan.

5 INTERIM DIRECTOR JORDAN: So that
6 was -- that's part of -- that was part
7 of --

8 CHAIRMAN JOHNSON: That was part of
9 it?

10 INTERIM DIRECTOR JORDAN: All that
11 was part of this.

12 CHAIRMAN JOHNSON: Okay. And the
13 gang at the U.S. Attorney. So did that
14 clear all of that up?

15 INTERIM DIRECTOR JORDAN: That's
16 cleared all of that until he comes back.

17 CHAIRMAN JOHNSON: Okay. All right.
18 We'll table that till he comes back. All
19 right. Item 9 is Director's Report.

20 INTERIM DIRECTOR JORDAN: So the
21 special investigations -- I'm going to
22 start with the special investigations unit
23 with the two investigators that we have.
24 Currently our case volume is anywhere
25 between 65 and 75 cases per investigator.

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1 That's for the Northern Division and for
2 the Coast. So we have currently put in a
3 request to fill for two additional
4 investigators. I think the job posting
5 closed yesterday.

6 So once that filters through and we
7 get those applications, we should have two
8 more investigators to alleviate that
9 caseload from the two that we have now.
10 So we're looking at a total of four here
11 in the near future. So four investigators
12 total, which will probably be more cases.

13 We are receiving cases after cases of
14 bond cases. As we complete these
15 investigations and go through the
16 investigative process, more things are
17 being discovered as we close out one
18 additional case. Then we'll get
19 information about another case and about
20 another case. So these two investigators
21 are needed.

22 The next thing is the ACADIS software.
23 I touched on it briefly earlier. But to
24 enhance that even more, we have identified
25 an ACADIS manager to manage the software

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1 to make it run even more efficient to help
2 those agencies when they have issues with
3 the uploads and the things that we can do
4 as far as their training and everything
5 that comes with the software management.

6 In addition to that, we identified
7 some support staff for the ACADIS manager,
8 because what we're looking at having to do
9 is all the old files, all these old law
10 enforcement files, have to be scanned and
11 placed into the system. So there will be
12 legacy files. They will have to attach
13 that on the back end.

14 So the support personnel is
15 specialized in doing that to help the
16 ACADIS manager move that forward. So
17 that's where we are with that. In
18 addition to that, we have launched the
19 ACADIS system, and within that system, as
20 of today -- let me find my report here.
21 As of today, this month, we launched and
22 went live August 1st, and as of that day,
23 we have 662 officers who are in that
24 system, and that's within 28 departments
25 also.

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1 So the system is moving and moving
2 fast. So as soon as those rosters are
3 submitted properly and vetted through our
4 office, then they're submitted to the
5 ACADIS managing software partners, and
6 then your department will get an email
7 saying, hey, you're going to start seeing
8 the applications come through for your
9 officers.

10 Now, one thing, once the department is
11 imported into the system, it's important
12 that each officer will have their own
13 portal login. So they'll receive an email
14 separate so they can log in separately.
15 They'll be able to upload their training
16 documentation, all the training files and
17 all that, right there in hand.

18 You'll be able to check and see if an
19 officer is current with their
20 certification. If you're looking to hire
21 someone, we won't have to do the whole
22 call-around and say, hey, tell me about
23 this person. You'll be able to see it in
24 real time. So that's what we're working
25 on.

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1 MS. CRANFORD: Can I make one
2 comment? I asked, while we were sitting
3 here, my director of investigations just
4 the status of what our office had done,
5 and he said that the AG's Office,
6 everybody has created accounts. Their
7 status with their roster is up-to-date.

8 The only question they had is, once,
9 you know, we've uploaded that roster and
10 turnover, people leave, and then we get
11 new people in, are they supposed to give
12 you a new roster each time, or will they
13 have admin privileges to be able to add
14 and delete people from our roster?

15 INTERIM DIRECTOR JORDAN: That's a
16 great question, but on the roster it asks
17 for admin. That admin can make those
18 changes, add to the roster, overturn.
19 They don't have to submit a new roster.

20 MS. CRANFORD: Okay.

21 INTERIM DIRECTOR JORDAN: The good
22 part about this is, once a roster is
23 submitted, you won't have to ever do this
24 again. Now you can -- you'll have admin
25 privilege to add and delete.

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1 MS. CRANFORD: So I just need to tell
2 him to make contact or send something in
3 that says who the administrator would be?

4 INTERIM DIRECTOR JORDAN: Right. It
5 should have been on the initial roster,
6 but it was point for who's the
7 administrator.

8 MS. CRANFORD: All right. I'll ask
9 him about that. Thank you.

10 CONSTABLE HANCOCK: So are you saying
11 you're doing away with the roster at
12 this -- after this is implemented?

13 INTERIM DIRECTOR JORDAN: After this
14 is implemented, you don't have to do it
15 again. Your admin person can go in and
16 just add personnel and delete them.

17 That's all I have.

18 CHAIRMAN JOHNSON: Okay. Thank you.
19 And thank you for the work y'all are doing
20 on that.

21 INTERIM DIRECTOR JORDAN: Yes, sir.

22 CHIEF SEAL: You said you have a
23 manager here?

24 INTERIM DIRECTOR JORDAN: He's going
25 through the background phase right now, so

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1 we expect to have him on here, hopefully.

2 CHAIRMAN JOHNSON: All right. It
3 looks like that may be all on the normal
4 agenda. I apologize for not doing this
5 when we were there before, but I'm going
6 to ask for a motion to go into executive
7 session to discuss a possible hearing
8 matter that may be coming up, if I could
9 get that.

10 CHIEF QUAKA: I'll make that motion.

11 CHAIRMAN JOHNSON: Do I have a
12 second?

13 MS. CRANFORD: Second.

14 CHAIRMAN JOHNSON: All right. All in
15 favor say aye.

16 ALL: Aye.

17 CHAIRMAN JOHNSON: And that'll be all
18 that we do. So unless y'all want to come
19 back in and wait for lunch, we'll
20 reconvene at 1:00 p.m.

21 (END OF MEETING.)

22

23

24

25

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1 CERTIFICATE OF COURT REPORTER

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

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

12 Witness my signature and seal this the 24th day
13 of September, 2025.

14

15



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

16

My Commission Expires:
17 February 8, 2029

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