

# **In Re: Law Enforcement Officer Standards & Training**

**Transcript of Meeting**

**November 13, 2025**

All depositions & exhibits are available for downloading at

[www.brookscourtreporting.com](http://www.brookscourtreporting.com)

Please call or e-mail [depo@brookscourtreporting.com](mailto:depo@brookscourtreporting.com) if you need a  
**Username and Password.**



**Mississippi - Louisiana - Tennessee - New York  
1-800-245-3376**

MISSISSIPPI DEPARTMENT OF PUBLIC SAFETY  
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, November 13, 2025,  
beginning at approximately 9:00 a.m.

REPORTED BY:

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

Transcript of Meeting 11/13/2025

## Transcript of Meeting 11/13/2025

1	TABLE OF CONTENTS		
2	PAGE		
3	Title Page.....	1	
4	Appearance Page.....	2	
5	Table of Contents.....	3	
6	Exhibit Index.....	3	
7	Certificate of Court Reporter.....	142	
8			
9	EXHIBITS		
10	NO.	DESCRIPTION	PAGE
11	Exhibit 1	List of Incoming Full-Time and Part-Time Academy Cadets	40
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			

Transcript of Meeting 11/13/2025

1 CHAIRMAN JOHNSON: Call to order the  
2 meeting of Board of Standards and  
3 Training. If everyone would please rise  
4 for the invocation. First of all, the  
5 Chief from Guntown will give us the  
6 pledge.

## 7 ( PLEDGE. )

8 CHAIRMAN JOHNSON: Thanks, Chief  
9 Hall. Chief Quaka, if you'd lead us in  
10 our invocation.

11 (PRAYER.)

12 CHAIRMAN JOHNSON: All right. We'll  
13 continue with the agenda. And I want to  
14 remind everyone at the board table that if  
15 you make a motion or second, if you could  
16 call your name first for the court  
17 reporter to get it, she said that would be  
18 very, very helpful. If not, you get hit  
19 in the head with this hammer.

20 All right. Director Jordan, if you'll  
21 do a roll call.

22 DIRECTOR JORDAN: Good morning,  
23 everyone. Roll call. Honorable Anthony  
24 Chancellor.

25 (NO RESPONSE.)

## Transcript of Meeting 11/13/2025

1 DIRECTOR JORDAN: Honorable Lindsay  
2 Cranford.  
3 (NO RESPONSE.)  
4 DIRECTOR JORDAN: Honorable Kassie  
5 Coleman.  
6 MS. COLEMAN: Present.  
7 DIRECTOR JORDAN: Chief Michael Hall.  
8 CHIEF HALL: Present.  
9 DIRECTOR JORDAN: Honorable Robert  
10 Hancock.  
11 CONSTABLE HANCOCK: Present.  
12 DIRECTOR JORDAN: Major Tadd Pitts.  
13 (NO RESPONSE.)  
14 DIRECTOR JORDAN: Captain Brandon  
15 Hendry.  
16 CAPTAIN HENDRY: Present.  
17 DIRECTOR JORDAN: Sheriff Jim  
18 Johnson.  
19 CHAIRMAN JOHNSON: Present.  
20 DIRECTOR JORDAN: Chief John Quaka.  
21 CHIEF QUAKA: Here.  
22 DIRECTOR JORDAN: Chief Kenneth  
23 Rogers.  
24 (NO RESPONSE.)  
25 DIRECTOR JORDAN: Commissioner Sean

## Transcript of Meeting 11/13/2025

1 Tindell.

2 (NO RESPONSE.)

3 DIRECTOR JORDAN: Sheriff Randy  
4 Johnson.

5 SHERIFF JOHNSON: Here.

6 DIRECTOR JORDAN: Chief Billy Seal.

7 CHIEF SEAL: Here.

8 CHAIRMAN JOHNSON: Thank you,  
9 Director Jordan. We do have a quorum.  
10 Item 4 is the approval of the minutes, and  
11 we will entertain a motion for that.

12 CHIEF QUAKA: Quaka. I'll make a  
13 motion.

14 MS. COLEMAN: Kassie. I second.

15 CHAIRMAN JOHNSON: All in favor say  
16 aye.

17 ALL: Aye.

18 CHAIRMAN JOHNSON: Any opposed?

19 (NO RESPONSE.)

20 CHAIRMAN JOHNSON: There are none.  
21 Thank you very much. Next item is old  
22 business, Item 5, which is the  
23 presentation of the hearing panel  
24 recommendation. Is that Director Jordan  
25 or Mr. Williamson?

## Transcript of Meeting 11/13/2025

1 DIRECTOR JORDAN: I can do it.

2 CHAIRMAN JOHNSON: Okay. Director  
3 Jordan.

4 DIRECTOR JORDAN: You want me to do  
5 it?

6 MR. WILLIAMSON: Yeah. You're fine.  
7 You're fine doing it. There is one that  
8 needs to be amended as to the date that's  
9 in there. So I'll just speak up at that  
10 time if that's okay. Yes, sir.

11 CHAIRMAN JOHNSON: All right.

12 DIRECTOR JORDAN: All right.

13 Mr. Chairman, the first one we have is in  
14 regard to the certification status of  
15 Joanne Weathersby-Archie, certificate  
16 number 15292.

17 On October 29th, 2025, the hearing  
18 panel, comprised of members of the Law  
19 Enforcement Officer Standards and Training  
20 Board convened to consider the  
21 certification status of Joanne  
22 Weathersby-Archie and to consider evidence  
23 and testimony and determinations of the  
24 same.

25 The panel considered the following:

## Transcript of Meeting 11/13/2025

1                   Policy, Rule 4.2. The panel considered  
2                   the following evidence pertaining to --  
3                   presented by Investigator Emma Baptiste:

4                   1. Weathersby-Archie committed a  
5                   misrepresentation by her omission of  
6                   criminal history on the Mississippi Peace  
7                   Officer Standards and Training Full-Time  
8                   Law Enforcement Application for  
9                   Certification.

10                  2. Weathersby-Archie demonstrated a  
11                  pattern of sustained internal affairs  
12                  investigations at the Jackson Police  
13                  Department, including allegations of  
14                  misconduct, insubordination, and conduct  
15                  unbecoming of an officer.

16                  3. Weathersby-Archie demonstrated a  
17                  disregard of the Office of Standards and  
18                  Training directives and requests made  
19                  pursuant to Board policy.

20                  4. Weathersby-Archie committed a  
21                  misuse of law enforcement equipment of the  
22                  Jackson Police Department.

23                  5. Weathersby-Archie committed a  
24                  misrepresentation of employment history on  
25                  the Mississippi Peace Officer Standards

## Transcript of Meeting 11/13/2025

1 and Training Full-Time Law Enforcement  
2 Application.

3 6. Weathersby-Archie failed to  
4 successfully complete the Law Enforcement  
5 Officer Standards and Training required  
6 refresher of 200 hours and provide  
7 verification of first aid/CPR  
8 certification to restore Ms. Archie's  
9 inactive Mississippi law enforcement  
10 certification, as Ms. Archie has been out  
11 of law enforcement services for over five  
12 years.

13 Based on the evidence and  
14 consideration of testimony presented by  
15 the investigator and all other witnesses,  
16 the panel makes the following  
17 recommendation to the Board on Law  
18 Enforcement Officer Standards and Training  
19 to be considered at the official meeting:  
20 Cancel and recall certificate number 15292  
21 previously issued to Joanne  
22 Weathersby-Archie and prohibit  
23 reapplication for certification for a  
24 period of ten years.

25 CHAIRMAN JOHNSON: All right. You've

Transcript of Meeting 11/13/2025

1           heard the recommendation to cancel and  
2           recall certificate 15292. Do I have a  
3           motion to accept that recommendation?

4           CONSTABLE HANCOCK: I'll make a  
5           motion. Robert Hancock.

6           CHAIRMAN JOHNSON: Hancock makes the  
7           motion. Do I have a second?

8           CHIEF QUAKA: Quaka. Second.

9           CHAIRMAN JOHNSON: Quaka makes a  
10          second. Any discussion?

11          ( NO RESPONSE. )

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          All right. The next on the agenda is  
19          Joshua Dobbs; is that correct,  
20          Mr. Director?

21          DIRECTOR JORDAN: Yes, sir.

22          CHAIRMAN JOHNSON: Okay.

23          DIRECTOR JORDAN: All right. Next on  
24          the agenda is Mr. Joshua Dobbs in  
25          reference to the status of certificate

1 number 19009.

2 On October 29th, 2025, the hearing  
3 panel, comprised of members of the Board  
4 on Law Enforcement Officer Standards and  
5 Training, convened to consider the  
6 certification status of Joshua Dobbs. The  
7 panel heard that Mr. Dobbs violated  
8 specific policies; Rule 4.2 policy, to be  
9 exact.

10 The panel considered the following  
11 evidence as presented by Emma Baptiste,  
12 Investigator:

## Transcript of Meeting 11/13/2025

1 internal investigation.

2 3. Dobbs failed or omitted  
3 information on his certified application.  
4 He failed to disclose a 2008 simple  
5 assault arrest and failed to document  
6 alternative sentencing dispositions for  
7 2015 domestic violence charges.

8 4. Dobbs provided inconsistent  
9 disclosures regarding prior arrests and  
10 was involved in a domestic-related  
11 incident with his wife at his residence on  
12 February 3rd, 2022.

13 Based on the evidence and  
14 consideration of testimony presented by  
15 the investigators and all other witnesses,  
16 the panel makes the following  
17 recommendation to be considered by the  
18 Board: To cancel and recall certificate  
19 number 19009 previously issued to Joshua  
20 Dobbs and prohibit reapplication for  
21 certification for a period of ten years.

22 CHAIRMAN JOHNSON: We've had a  
23 recommendation to cancel and recall Joshua  
24 Dobbs, certificate 19009. Do I have a  
25 motion?

## Transcript of Meeting 11/13/2025

1 CAPTAIN HENDRY: Hendry.

2 CHAIRMAN JOHNSON: Hendry makes the  
3 motion. Do I have a second?

4 SHERIFF JOHNSON: Johnson. Second.

5 CHAIRMAN JOHNSON: Sheriff Johnson  
6 makes the second. That's from Jasper  
7 County, Johnson. Any discussion?

8 (NO RESPONSE.)

9 CHAIRMAN JOHNSON: All in favor say  
10 aye.

11 ALL: Aye.

12 CHAIRMAN JOHNSON: Any opposed?

13 (NO RESPONSE.)

14 CHAIRMAN JOHNSON: There are none.  
15 The next one is Farmer, Mr. Director.

16 DIRECTOR JORDAN: Mr. Chairman, next  
17 up we have in consideration of the status  
18 Akvia Farmer, certificate number 28529.

19 On October 29th, 2025, the hearing  
20 panel comprised of the members of the  
21 Board on Law Enforcement Officer Standards  
22 and Training convened to consider the  
23 certification status of Akvia Farmer and  
24 to consider the evidence and testimony and  
25 determination of the same.

Transcript of Meeting 11/13/2025

6                             1. Farmer misused Grenada Police  
7                             Department-issued equipment on March 2nd,  
8                             2024, for unauthorized off-duty employment  
9                             in violation of Grenada Police Department  
10                            policy. Although not charged, Farmer's  
11                            conduct meets the elements of violating  
12                            Mississippi Code Annotated 17-25-11 and  
13                            97-23-19, embezzlement.

14 Farmer engaged in conduct unbecoming  
15 of an officer stemming from his  
16 involvement in a September 16th, 2023  
17 incident. He pulled and fired his weapon  
18 above his head while standing in a crowd  
19 to get the crowd off of him. The conduct  
20 demonstrated behavior inconsistent with  
21 professional conduct expectation and  
22 ethical standards of law enforcement.

23 Farmer repeatedly failed to disclose  
24 employment and termination history on  
25 multiple BLEOST certification applications

## Transcript of Meeting 11/13/2025

1                   between 2022 and 2025. Farmer committed  
2                   malfeasance in the line of duty and was  
3                   terminated or resigned while under  
4                   investigation for abandonment of duty on  
5                   numerous occasions across departments and  
6                   unauthorized off-duty employment.

7                   Farmer committed malfeasance in the  
8                   line of duty by engaging in a pattern of  
9                   misconduct, including dishonesty, poor  
10                  decision-making, personal involvement in  
11                  official duties, and unauthorized use of  
12                  government property.

13                  On March 2nd, 2024, Farmer violated  
14                  Grenada Police Department policy for  
15                  outside employment, although not charged,  
16                  Farmer's conduct meets the elements of  
17                  violating Mississippi Code Annotated  
18                  17-25-11 and 97-23-19, embezzlement.

19                  Based on the evidence considered and  
20                  the testimony presented by the  
21                  investigator and all other witnesses, the  
22                  panel makes the following recommendation:  
23                  To recall certificate number 28529,  
24                  previously issued to Akvia Farmer, and to  
25                  prohibit re-application for certification

Transcript of Meeting 11/13/2025

1 for a period of ten years. That concludes  
2 the recommendation.

3 CHAIRMAN JOHNSON: Thank you. The  
4 recommendation is to recall and not be  
5 able to reapply for ten years for Akvia  
6 Farmer, certificate 28529. Do I have a  
7 motion for that recommendation?

8 CONSTABLE HANCOCK: I make a motion.  
9 Hancock.

10 CHAIRMAN JOHNSON: That was Hancock.  
11 Motion. Do I have a second?

12 CHIEF QUAKA: Second. Quaka.

13 CHAIRMAN JOHNSON: Quaka makes the  
14 second. Any discussion?

15 (NO RESPONSE.)

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

18 ALL: Aye.

19 CHAIRMAN JOHNSON: Any opposed?

20 (NO RESPONSE.)

21 CHAIRMAN JOHNSON: There are none.

22 The next hearing is James Lee Jackson.

23 Mr. Director.

24 DIRECTOR JORDAN: Mr. Chairman, in  
25 reference to the certification status of

## Transcript of Meeting 11/13/2025

1                   James Lee Jackson, certificate 24602, on  
2                   October 29th, 2025, the hearing panel  
3                   comprised of the members of the Board on  
4                   Law Enforcement Officer Standards and  
5                   Training convened to consider the  
6                   certification status of James Lee Jackson  
7                   and consider evidence and testimony and  
8                   determination of the same.

9                   The panel was requested to determine  
10                  whether any violation of policies of the  
11                  Board on Law Enforcement Standards and  
12                  Training had been violated. Specifically,  
13                  the panel considered Policy Rule 4.2. The  
14                  panel considered the following evidence,  
15                  as presented by Interim Director Derrick  
16                  Jordan:

17                  1. Jackson committed an act of  
18                  malfeasance by being arrested on October  
19                  5th, 2024, by the Yazoo City Police  
20                  Department for charges of -- for charges  
21                  concerning possession of a controlled  
22                  substance, possession of paraphernalia,  
23                  and DUI, and a refusal of an Intoxilyzer  
24                  test, to include the non-adjudication of  
25                  the DUI.

## Transcript of Meeting 11/13/2025

1                   Jackson committed an act of  
2                   malfeasance by violating policies of the  
3                   Belzoni Police Department governing  
4                   improper use of equipment and to include  
5                   unauthorized use of vehicles outside of  
6                   the municipality.

7                   3. Jackson committed an act of  
8                   malfeasance by being terminated from the  
9                   Durant Police Department on June 6th,  
10                   2023, for non-compliance with departmental  
11                   standards related to drug testing.

12                   Based on the evidence and  
13                   consideration of testimony presented by  
14                   the investigator and all other witnesses,  
15                   the panel makes the following  
16                   recommendation to the Board on Law  
17                   Enforcement Officer Standards and  
18                   Training: To recall certificate  
19                   number 24602 previously issued to James  
20                   Lee Jackson and to prohibit re-application  
21                   for certification for a period of ten  
22                   years.

23                   CHAIRMAN JOHNSON: Okay. The  
24                   recommendation is to recall and not allow  
25                   for recertification for ten years for the

## Transcript of Meeting 11/13/2025

1 certificate of James Lee Jackson, number  
2 24602. Do I have a motion to accept that  
3 recommendation?

4 SHERIFF JOHNSON: Motion. Sheriff  
5 Randy Johnson.

6 CHAIRMAN JOHNSON: Got a motion by  
7 Sheriff Johnson.

8 CHIEF SEAL: Second. Seal.

9 CHAIRMAN JOHNSON: Got a second by  
10 Chief Seal. Any discussion?

11 (NO RESPONSE.)

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 Mr. Director, Dinoion Stutts.

19 DIRECTOR JORDAN: Yes, sir.

20 Mr. Chairman, the next is the  
21 certification status of Dinoion Stutts,  
22 certificate number 12102.

23 On October 30th, the hearing panel,  
24 comprised of members of the Board on Law  
25 Enforcement Officer Standards and

## Transcript of Meeting 11/13/2025

1                   Training, convened to consider the  
2                   certification status of Dinoion Stutts to  
3                   consider evidence and testimony in  
4                   determination of the same.

5                   The panel was requested to determine  
6                   whether any violation of policies of the  
7                   Board on Law Enforcement Officer Standards  
8                   and Training had been violated. The panel  
9                   was asked to consider the following  
10                  policy: Rule 4.2 policy.

11                  The Panel considered the following  
12                  evidence as presented by Interim Director  
13                  Derrick Jordan. Stutts committed an act  
14                  of malfeasance by committing a felony and  
15                  having entered a plea of guilty to simple  
16                  assault on a law enforcement officer on  
17                  September 28th, 2017, before the Circuit  
18                  Court of Tallahatchie County.

19                  The plea stems from a June 3rd, 2016  
20                  incident wherein Stutts was on duty and  
21                  assaulted a member of the Tallahatchie  
22                  County Sheriff's Office. The Board herein  
23                  issues the following recommendations: To  
24                  cancel and recall certificate  
25                  number 12102, previously issued to Dinoion

## Transcript of Meeting 11/13/2025

1                   Stutts and to prohibit reapplication for  
2                   certification for a period of ten years.

3                   CHAIRMAN JOHNSON: We have a  
4                   recommendation to cancel and recall  
5                   certificate 12102 to a Dinoion -- that's  
6                   spelled D-I-N-O-I-O-N -- Stutts,  
7                   S-T-U-T-T-S -- and not be able to reapply  
8                   for ten years. Do I have a motion to  
9                   accept that recommendation?

10                  MR. WILLIAMSON: Mr. Chair, before  
11                  that --

12                  CHAIRMAN JOHNSON: Yes. I'm sorry.

13                  MR. WILLIAMSON: There is an  
14                  involuntary omission of a paragraph from  
15                  this written recommendation. I would ask  
16                  for the Board to allow me to amend it to  
17                  put the paragraph in. It just says, based  
18                  on the evidence that was presented the  
19                  hearing panel makes the following  
20                  recommendation.

21                  That was contained in the other  
22                  recommendations, but it's omitted from  
23                  this. I can amend that and resubmit that.  
24                  If we could just allow that as a part of  
25                  the record today, then I think that would

## Transcript of Meeting 11/13/2025

1                   be cleaner.

2                   CHAIRMAN JOHNSON: Okay. That was a  
3                   recommendation by Luke Williamson, the  
4                   attorney for the Board. Based upon that  
5                   amendment being made by Mr. Williamson, I  
6                   will entertain a motion to include that  
7                   amendment. Do I have a motion for that to  
8                   be --

9                   CHIEF QUAKA: I make that motion.  
10                   Quaka.

11                   CHAIRMAN JOHNSON: Quaka makes the  
12                   motion. Do I have a second?

13                   MS. COLEMAN: Kassie. I would  
14                   second.

15                   CHAIRMAN JOHNSON: Kassie makes the  
16                   second. Any discussion? Anything else  
17                   further, Mr. Williamson?

18                   MR. WILLIAMSON: No, thank you,  
19                   Mr. Chair.

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 11/13/2025

1           Thank you. Mr. Director, Timothy Dean  
2           Covington is the next.

3           DIRECTOR JORDAN: Yes, Mr. Chair. In  
4           reference to the certification status of  
5           Timothy Dean Covington, certificate  
6           number 8231, on October 30th, 2025, the  
7           hearing panel, comprised of members of the  
8           Board on Law Enforcement Officer Standards  
9           and Training, convened to consider the  
10           certification status of Timothy Dean  
11           Covington and to consider evidence and  
12           testimony and determination of the same.

13           The panel was requested to determine  
14           whether any violation of the policies of  
15           the Board on Law Enforcement Officer  
16           Standards and Training had been violated.  
17           The panel considered the following:  
18           Policy Rule 4.2.

19           The panel considered the following  
20           evidence as presented by Interim Director  
21           Derrick Jordan. Covington committed a  
22           misrepresentation by repeatedly omitting a  
23           January 20th, 2010 misdemeanor simple  
24           assault charge from multiple law  
25           enforcement employment applications,

Transcript of Meeting 11/13/2025

1 including the Hinds County Sheriff's  
2 Department application and subsequent  
3 Pearl Police Department application and  
4 Forest Police Department application.

5 Covington failed to indicate on the  
6 Hinds County Sheriff's Department  
7 application dated December 2nd, 2014, that  
8 Covington was charged on January 20th,  
9 2010, concerning a misdemeanor simple  
10 assault in Rankin County. On January  
11 29th, 2010, the Court remarks as no  
12 authority.

13 Covington resigned from the Pearl  
14 Police Department due to conduct  
15 unbecoming of an officer in a domestic  
16 situation at home with Mr. Covington's  
17 wife due to alcohol use. Covington was  
18 charged with simple assault by menace of  
19 fear by the Brandon Police Department for  
20 an off-duty March 8th, 2018 altercation at  
21 an ATM involving threats with a firearm,  
22 and charges were later expunged.

23 Covington, to date, has failed to  
24 successfully complete the law enforcement  
25 officers training program required

## Transcript of Meeting 11/13/2025

1                   refresher training, 200 hours, and provide  
2                   verification of first aid/CPR  
3                   certification to restore his inactive law  
4                   enforcement certification, as Covington  
5                   has been out of law enforcement for over  
6                   five years.

7                   Based on the evidence and  
8                   consideration of the testimony presented  
9                   by the investigator and all other  
10                  witnesses, the panel makes the following  
11                  recommendation to the Board on Law  
12                  Enforcement Officer Standards and Training  
13                  to be considered: To declare Timothy  
14                  Covington eligible for certification upon  
15                  submission of proof of completion of the  
16                  refresher course as required by Board  
17                  policies.

18                  CHAIRMAN JOHNSON: We have a  
19                  recommendation for certificate number 8231  
20                  by Timothy Dean Covington to be eligible  
21                  for certification once he meets the 200  
22                  hours on the refresher course. Do I have  
23                  a motion based upon that recommendation?

24                  SHERIFF JOHNSON: Motion. Sheriff  
25                  Randy Johnson.

## Transcript of Meeting 11/13/2025

1                   CHAIRMAN JOHNSON: I have a motion by  
2                   Sheriff Johnson. Do I have a second?

3                   CHIEF QUAKA: Second. Quaka.

4                   CHAIRMAN JOHNSON: Second by Chief  
5                   Quaka. All in favor say aye.

6                   ALL: Aye.

7                   CHAIRMAN JOHNSON: Are there any  
8                   opposed? We have three opposed: Hendry,  
9                   Kassie, and Chief Hall from Guntown. Can  
10                  I see the --

11                  CONSTABLE HANCOCK: I had recused  
12                  myself from voting last time on that case,  
13                  so I'm recusing myself from voting on this  
14                  one.

15                  CHAIRMAN JOHNSON: Can I see again by  
16                  a show of hands the ones that accept the  
17                  recommendation? Four to three. That  
18                  motion will carry. Thank you. The next  
19                  one's Charles Thomas.

20                  DIRECTOR JORDAN: Yes, Mr. Chair. In  
21                  reference to the certification status of  
22                  Charles Thomas, Jr., certificate  
23                  number 6519.

24                  On October 29th, 2025, the hearing  
25                  panel composed of members of the Board on

## Transcript of Meeting 11/13/2025

1 Law Enforcement Officer Standards and  
2 Training convened to consider the  
3 certification status of Charles Thomas,  
4 Jr., to consider evidence and testimony  
5 and determination of the same.

6 The panel was requested to determine  
7 whether any violation of the policies of  
8 the Board on Law Enforcement Officer  
9 Standards and Training had been violated.  
10 The panel considered the following policy:  
11 Policy Rule 4.2. The panel considered the  
12 following evidence as presented by Interim  
13 Director Derrick Jordan:

14 1. Thomas falsified or misrepresented  
15 information on applications to various law  
16 enforcement agencies. Mr. Thomas  
17 initially represented to the Mound Bayou  
18 Police Department that he possessed a high  
19 school diploma, but according to the  
20 department, he was unable to provide  
21 acceptable proof of this claim.

22 Later, on March 1st, 2025, in his  
23 application to the Quitman County  
24 Sheriff's Department, Thomas failed to  
25 disclose that the Mound Bayou Department

## Transcript of Meeting 11/13/2025

1                   had recorded his separation as a  
2                   resignation to avoid termination and  
3                   resignation during an investigation.

4                   2. Thomas failed to meet and document  
5                   education standards. On January 26th,  
6                   2024, the Office of Standards and Training  
7                   received an application for Thomas in  
8                   which he indicated that he graduated from  
9                   Coahoma Junior High School in Clarksdale,  
10                  Mississippi. Thomas submitted a  
11                  certificate claiming a high school  
12                  diploma.

13                  On November 21st, 2024, the office  
14                  specifically advised the Mound Bayou  
15                  Police Department that Thomas's transcript  
16                  could not substitute for the required high  
17                  school credentials and directed him to  
18                  obtain a GED or ACT of at least 50 -- of  
19                  at least 15.

20                  Thomas then provided an Excel High  
21                  School transcript dated August 8th, 2025.  
22                  However, the acceptance of the transcript  
23                  remains pending until BLEOST verifies that  
24                  Excel High School is accredited by the  
25                  Association of Colleges and Schools as

## Transcript of Meeting 11/13/2025

1                         noted on the official transcript.

2                         Thomas has not complied with the  
3                         required medical and/or physical review.  
4                         BLEOST files contain no mental health  
5                         screening at the relevant times.

6                         According to the Mound Bayou Police  
7                         Department, Thomas later claimed severe  
8                         PTSD without documentation from the Mound  
9                         Bayou Police Department.

10                        However, Thomas received a  
11                         September 19th, 2025 assessment finding no  
12                         evidence of PTSD. Regardless of the  
13                         outcome, the screening requirement was not  
14                         timely satisfied.

15                        Based on the evidence and  
16                         consideration and the testimony presented  
17                         by investigators and all other witnesses,  
18                         the panel makes the following  
19                         recommendation to the Board on Law  
20                         Enforcement Officer Standards and Training  
21                         to be considered: The Excel High School  
22                         transcript dated August 8th, 2025, is  
23                         accepted by BLEOST as a high school  
24                         transcript accredited by the Southern  
25                         Association of Colleges and Schools as

Transcript of Meeting 11/13/2025

1                   noted on Thomas's official transcript.

2                   Thomas will be eligible for  
3                   certification of certificate number 6519  
4                   upon completion of a psychiatric  
5                   examination. That concludes the  
6                   recommendation.

7                   CHAIRMAN JOHNSON: The recommendation  
8                   is to accept the transcript once the  
9                   evaluation is done on Charles Thomas,  
10                   certificate 6519. Do I have a motion to  
11                   accept this recommendation?

12                   SHERIFF JOHNSON: Sheriff Randy  
13                   Johnson. Motion.

14                   CHAIRMAN JOHNSON: Sheriff Johnson  
15                   makes the motion. Do I have a second?

16                   CAPTAIN HENDRY: Hendry.

17                   CHAIRMAN JOHNSON: Hendry has a  
18                   second. Any more discussion?

19                   ( NO RESPONSE. )

20                   CHAIRMAN JOHNSON: All in favor, show  
21                   of hands and say aye.

22                   ALL: Aye.

23                   CHAIRMAN JOHNSON: Are there any  
24                   opposed?

25                   ( NO RESPONSE. )

## Transcript of Meeting 11/13/2025

1                   CHAIRMAN JOHNSON: The last one, I  
2                   believe, is Thomas Lynch; is that correct,  
3                   Mr. Director?

4                   DIRECTOR JORDAN: We have one,  
5                   Vernell Sago, to be added on to it.

6                   CHAIRMAN JOHNSON: All right.  
7                   Mr. Timothy Lynch.

8                   DIRECTOR JORDAN: In reference to the  
9                   certification status of Timothy Lynch,  
10                   certificate number 26858. On  
11                   October 30th, 2025, the hearing panel,  
12                   comprised of members of the Board on Law  
13                   Enforcement Officer Standards and  
14                   Training, convened to consider the  
15                   certification status of Timothy Lynch and  
16                   to consider evidence and testimony in  
17                   determination of the same.

18                   The panel was requested to determine  
19                   whether any violation of policy of the  
20                   Board on Law Enforcement Officer Standards  
21                   and Training were violated. Specifically,  
22                   the panel considered Policy Rule 4.2. The  
23                   panel considered the following evidence as  
24                   presented by Interim Director Derrick  
25                   Jordan:

## Transcript of Meeting 11/13/2025

1                   1. Lynch committed the act of  
2                   malfeasance by failing a drug test while  
3                   employed with the Southaven Police  
4                   Department, and this incident resulted in  
5                   termination of his employment in 2021.

6                   Lynch committed the act of malfeasance  
7                   by committing multiple acts resulting in  
8                   departmental discipline while employed  
9                   with the Bolivar County Sheriff's Office  
10                   in 2023 and 2024, including discipline for  
11                   unprofessional conduct, failure to report  
12                   to work, failure to complete official  
13                   reports, use of intimidation, and the  
14                   misappropriation of county property.

15                   3. Lynch committed an act of  
16                   malfeasance by striking Brandon James with  
17                   a closed fist on July 29th, 2024, while  
18                   James was an arrestee and was in  
19                   handcuffs.

20                   Based on the evidence and  
21                   consideration of the testimony presented  
22                   by the investigators and all other  
23                   witnesses, the panel makes the following  
24                   recommendation to the members of the Board  
25                   on Law Enforcement Officer Standards and

Transcript of Meeting 11/13/2025

1                   Training: To cancel and recall  
2                   certificate number 26858 previously issued  
3                   to Timothy Lynch and prohibit  
4                   reapplication for certification for a  
5                   period of ten years. That concludes the  
6                   recommendation.

7                   CHAIRMAN JOHNSON: Thank you. The  
8                   recommendation is to cancel and recall and  
9                   not allow him to reapply for ten years on  
10                  Timothy Lynch, spelling of last name  
11                  L-Y-N-C-H, certificate 26858. Do I have a  
12                  motion to accept that recommendation?

13                  CHIEF HALL: Motion. Hall.

14                  CHAIRMAN JOHNSON: Hall makes the  
15                  motion. Do I have a second?

16                  CONSTABLE HANCOCK: Second. Hancock.

17                  CHAIRMAN JOHNSON: Hancock makes the  
18                  second. Any discussion?

19                  (No Response.)

20                  CHAIRMAN JOHNSON: All in favor say  
21                  aye and raise your hand.

22                  ALL: Aye.

23                  CHAIRMAN JOHNSON: Any opposed, same  
24                  sign?

25                  (No Response.)

## Transcript of Meeting 11/13/2025

1 CHAIRMAN JOHNSON: There are none.  
2 That motion will carry. You said we have  
3 one more?  
4 DIRECTOR JORDAN: Yes, sir,  
5 Mr. Chair. We have one additional add-on,  
6 Vernell Sago.  
7 CHAIRMAN JOHNSON: Could you spell  
8 that, please?  
9 DIRECTOR JORDAN: V-E-R-N-E-L-L, last  
10 name Sago, S-A-G-O, II.  
11 CHAIRMAN JOHNSON: Thank you.  
12 DIRECTOR JORDAN: Mr. Chair, in  
13 reference to the certification status of  
14 Vernell Sago, II, certificate  
15 number 22828, on June 25th, 2025, and  
16 October 29th, 2025 --  
17 MR. WILLIAMSON: Mr. Director, this  
18 is the one that needs to be amended, as  
19 well. The prior date was actually  
20 September 11th, not in June. That was my  
21 error looking back at him being on the  
22 June agenda, but we didn't actually hear  
23 him in June. We heard him September 11th  
24 and then again on October 29th. So if we  
25 could amend that -- I'll submit that to

Transcript of Meeting 11/13/2025

1 the Director.

2 DIRECTOR JORDAN: The amendment, on  
3 September 11th, 2025, and October 29th,  
4 2025, the hearing panel comprised of  
5 members of the Board on Law Enforcement  
6 Officer Standards and Training convened to  
7 consider the certification of Vernell  
8 Sago, II, and to consider evidence and  
9 testimony in determination of the same.

10 The panel was requested to determine  
11 whether any violation of policy for the  
12 Board on Law Enforcement Officer Standards  
13 and Training were violated. Specifically,  
14 the panel considered Policy Rule 4.2.

22 Sago has continued employment as a law  
23 enforcement officer since 2019, despite  
24 having failed to successfully complete the  
25 law enforcement officers program requiring

## Transcript of Meeting 11/13/2025

1                   refresher training and to provide  
2                   verification of first aid and CPR  
3                   certification to restore Sago's inactive  
4                   Mississippi law enforcement certification.

5                   Based on the evidence and  
6                   consideration of the testimony presented  
7                   by the investigator and all other  
8                   witnesses, the panel makes the following  
9                   recommendation to the Board on Law  
10                   Enforcement Officer Standards and Training  
11                   to be considered: To cancel and recall  
12                   certificate 22828 previously issued to  
13                   Vernell Sago, II, and to prohibit  
14                   reapplication for certification for a  
15                   period of ten years. That concludes the  
16                   recommendation.

17                   CHAIRMAN JOHNSON: Thank you. The  
18                   recommendation, including the amendment by  
19                   Honorable Williamson to change the dates  
20                   to September 11th, 2025, and October 29th,  
21                   2025, to cancel and recall and not allow  
22                   for reapplication for ten years for  
23                   Vernell Sago, II, certificate 22828, do I  
24                   have a motion to accept that  
25                   recommendation?

## Transcript of Meeting 11/13/2025

1 CHIEF QUAKA: Motion. Quaka.

2 CHAIRMAN JOHNSON: Quaka makes the

3 motion. Do I have a second?

4 CHIEF HALL: Second. Hall.

5 CHAIRMAN JOHNSON: Chief Hall makes

6 the second. Any discussion?

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: All in favor say

9 aye and a show of hands, please.

10 ALL: Aye.

11 CHAIRMAN JOHNSON: Any opposed?

12 (NO RESPONSE.)

13 CHAIRMAN JOHNSON: There are none.

14 Does that conclude the hearing panel

15 recommendations?

16 DIRECTOR JORDAN: Yes, Mr. Chair, it

17 does.

18 CHAIRMAN JOHNSON: Okay. Anything

19 else from the Board on the hearing panels?

20 (NO RESPONSE.)

21 CHAIRMAN JOHNSON: All right. We'll

22 go to the next item of new business.

23 Number 6, certification of officers.

24 Ms. Turpin, you're up.

25 MS. TURPIN: Standards and Training

## Transcript of Meeting 11/13/2025

1                   would like to request the Board's approval  
2                   for the incoming full-time and part-time  
3                   academy. I have four listed for  
4                   Mississippi Delta Community College Law  
5                   Enforcement Training Academy. The dates  
6                   are from January 4th to March 19th, 2026;  
7                   April 12th to June 25th, 2026; August 9th  
8                   to October 22nd, 2026; and January 3rd to  
9                   March 18th, 2027.

10                  Part-time basic, we have Meridian  
11                  Public Safety Academy, September 30th to  
12                  July 7th, 2026, and Rankin County Law  
13                  Enforcement Officers Training Institute,  
14                  January 5th to June 18th, 2026. We also  
15                  have the November training list for the  
16                  skills refreshers and the tests. There's  
17                  three on here that have asterisks for the  
18                  Natchez PD. They attended the refresher  
19                  just prior to us receiving the  
20                  applications.

21                  CHAIRMAN JOHNSON: But they met all  
22                  the requirements that are needed to be  
23                  met; is that correct?

24                  MS. TURPIN: Yes.

25                  CHAIRMAN JOHNSON: This is y'all's

## Transcript of Meeting 11/13/2025

1 recommendation for accreditations; is that  
2 right?

3 MS. TURPIN: Yes.

4 CHAIRMAN JOHNSON: Okay. Luke, do we  
5 need to mark these and give them to the  
6 court reporter instead of reading them  
7 out?

8 MR. WILLIAMSON: Yes, yes. If we can  
9 do that, then that will be a better  
10 record.

11 CHAIRMAN JOHNSON: We're going to  
12 mark these as Exhibit 1, and y'all can  
13 pass these around, the order of the actual  
14 names on the list. You have them before  
15 you. You need to review them. We will  
16 entertain a motion to accept that  
17 recommendation.

18 SHERIFF JOHNSON: Sheriff Randy  
19 Johnson. Motion.

20 CHAIRMAN JOHNSON: Got a motion by  
21 Sheriff Johnson. Do we have a second?

22 CHIEF HALL: Second. Hall.

23 CHAIRMAN JOHNSON: Chief Hall makes  
24 the second. Any more discussion?

25 (NO RESPONSE.)

## Transcript of Meeting 11/13/2025

1                   CHAIRMAN JOHNSON: All in favor say  
2                   aye and a show of hands.

3                   ALL: Aye.

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

6                   CHAIRMAN JOHNSON: There are none.  
7                   That was a three-page document that we  
8                   marked as Exhibit 1?

9                   THE COURT REPORTER: That's right. I  
10                  got it.

11                  CHAIRMAN JOHNSON: Thank you.  
12                  (EXHIBIT 1 MARKED FOR THE RECORD.)

13                  CHAIRMAN JOHNSON: Okay. Next item  
14                  is Item 7, equivalency, Ms. Turpin.

15                  MR. WILLIAMSON: That was it.

16                  CHAIRMAN JOHNSON: Oh, was that it?  
17                  Okay, okay. I'm sorry. Item 8,  
18                  continuing education, Director Jordan.

19                  DIRECTOR JORDAN: Yes, sir,  
20                  Mr. Chair. The first one up is the  
21                  Mississippi Crisis Intervention Team  
22                  Leadership Development. I think I sent  
23                  out emails with attachments for some of  
24                  those with this book so I won't have to  
25                  print out as much. I hope you have had a

## Transcript of Meeting 11/13/2025

1                   chance to review this.

2                   It gives an overview of the  
3                   Mississippi Crisis Intervention Team  
4                   Leadership Development course for law  
5                   enforcement executives, which we have  
6                   approved similar courses in the past.

7                   CHAIRMAN JOHNSON: Do you want to do  
8                   them as collaborative, or do you want to  
9                   do them one at a time?

10                  MR. WILLIAMSON: All of them.

11                  CHAIRMAN JOHNSON: Any problem doing  
12                  all of them, or do you want to do them one  
13                  at a time? Let's do them all.

14                  DIRECTOR JORDAN: Okay. Do them all.  
15                  All right. So the next up is the 2025  
16                  Fall Prosecutors Conference for the  
17                  Mississippi Attorney General's Office for  
18                  CEUs. That was submitted as well, the  
19                  application package, along with the course  
20                  outline and all the training materials  
21                  that were received for that class.

22                  Next is the 2025 Mississippi Sheriff's  
23                  Association Conference for CEUs. The  
24                  outline of the course was provided to us  
25                  here. I think I provided an outline to

## Transcript of Meeting 11/13/2025

1                   each individual here at the desk today.  
2                   But this is the outline for the Sheriff's  
3                   Association for the upcoming conference in  
4                   Biloxi in December.

5                   CHAIRMAN JOHNSON: Does it say how  
6                   many hours that were approved?

7                   DIRECTOR JORDAN: I want -- we can  
8                   add it on.

9                   CHAIRMAN JOHNSON: Okay. That's  
10                  fine. Thank you. All right. Carry on.

11                  DIRECTOR JORDAN: So the next one up  
12                  is Vector Solutions. This is an online  
13                  platform that provides law enforcement  
14                  officers to get credits online, and this  
15                  is a one-hour course for search and  
16                  seizure. Applications were attached,  
17                  along with the course outline and all the  
18                  required documentation.

19                  CHAIRMAN JOHNSON: Vector Solutions  
20                  is an approved accreditation.

21                  DIRECTOR JORDAN: Correct, yes.

22                  CHAIRMAN JOHNSON: Okay.

23                  DIRECTOR JORDAN: And a second one  
24                  for Vector Solutions as well. The same  
25                  platform. This is a two-hour class for

## Transcript of Meeting 11/13/2025

1                   tactical decision-making -- making  
2                   decisions in the field. Again, the same  
3                   platform. The course description along  
4                   with all the required documentation was  
5                   submitted.

6                   Next we have the Department of Public  
7                   Safety SWAT, Level 1 SWAT School, and we  
8                   have representatives here to make that  
9                   presentation.

10                  CHAIRMAN JOHNSON: You may come  
11                  forward. Good morning.

12                  CAPTAIN DEAR: Morning.

13                  CHAIRMAN JOHNSON: We are a court of  
14                  record. If you'd -- we'll start with the  
15                  gentleman to the left here. If you'll  
16                  just state your name and spell it for the  
17                  court reporter, and then followup with the  
18                  same instructions.

19                  CAPTAIN DEAR: My name is Ralph Dear.  
20                  I'm a captain for the Mississippi Highway  
21                  Patrol. R-A-L-P-H, D-E-A-R. I'm a  
22                  current SWAT commander.

23                  MSG FRY: My name is Allen,  
24                  A-L-L-E-N, F-R-Y. I'm a master sergeant  
25                  in the training division full-time and a

## Transcript of Meeting 11/13/2025

1                   SWAT team member.

2                   CHAIRMAN JOHNSON: Thank you. Y'all  
3                   may proceed.

4                   CAPTAIN DEAR: All right. So just to  
5                   give you an introduction to where I'm at.  
6                   Our policy, our current policy, requires  
7                   that all new SWAT operators complete a  
8                   40-hour basic SWAT school.

9                   In the past, when I came on the team  
10                   in 2016, 2017, we've always put on our own  
11                   school, a 40-hour SWAT school, but we had  
12                   nothing that was accredited. There was no  
13                   established criteria; there were no boxes  
14                   to be checked. We just all got together,  
15                   trained for a week, and whoever the  
16                   current commander was gave us what he  
17                   considered to be a solid foundation for a  
18                   SWAT school.

19                   Fast-forward, and we transitioned to  
20                   outsourcing, farming out our SWAT schools.  
21                   So when we had tryouts, put new guys on  
22                   the team, what that looks like is we  
23                   request training for these guys to go  
24                   attend at least a 40-hour SWAT school.

25                   All right. So y'all know how all of this

## Transcript of Meeting 11/13/2025

1           stuff works. Sometimes we have money to  
2           spend, and sometimes we don't.

3           So what that looks like is if we're  
4           trying to send ten guys to a school, they  
5           may let two guys go or three guys go, or  
6           they may not let anybody go, or they may  
7           say, yeah, send all ten and call us back  
8           in the 13th hour and say, Oh, funds are  
9           gone; we can't send anybody. So what I'm  
10          trying to do is solve a problem that I  
11          have to deal with.

12          To be in compliance with our policy,  
13          we must have new guys attend a 40-hour  
14          basic SWAT school. And what this SWAT  
15          school is is not turning guys into Navy  
16          SEALS or Army Rangers or Green Berets.  
17          It's just a solid foundation. It's a  
18          scratching of the surface of all the many  
19          different things that we do. And Master  
20          Sergeant Fry will get into the particulars  
21          if y'all have questions about any of that.

22          But what I'm wanting to do is to get  
23          our own SWAT team school, DPS SWAT school,  
24          accredited where it's got merit, and it's  
25          got some teeth to it, and this will be

## Transcript of Meeting 11/13/2025

1                   what we train our own guys with moving  
2                   forward so that whether funds are  
3                   available or not doesn't dictate whether  
4                   we can be in compliance with our own  
5                   policy.

6                   So that's -- that's my goal. Any  
7                   questions about any of the itinerary for  
8                   the school itself? Master Sergeant Fry  
9                   and a couple of others on the team,  
10                  veteran guys on the team, we all put our  
11                  heads together, and this is what we came  
12                  up with. We all agreed that it was a  
13                  good, solid foundation for a new guy  
14                  coming onto a team.

15                  And, furthermore, pending access to  
16                  the proper facilities to put the school  
17                  on, my goal -- and, of course, my rank is  
18                  only so high; there's many bosses above  
19                  me -- but what we would like to do is open  
20                  this school up for free to outside  
21                  agencies, whether it's sheriff's  
22                  departments, city police, whoever.

23                  A lot of times, I know Sheriff  
24                  Johnson, he's used our team in the past.  
25                  And what I would like to do is piggyback

## Transcript of Meeting 11/13/2025

1 off of this and get in front of that, go  
2 around and have some free training with  
3 these guys and show them what we need that  
4 scene to look like when we show up with  
5 our armor and get ready to take over a  
6 scene.

7 A lot of times we get called out, it's  
8 pandemonium just trying to situate  
9 everything how it needs to be, and this is  
10 another solution to a problem for me of  
11 trying to get in front of some of that  
12 stuff and educate some guys on the front  
13 end. You don't know what you don't know.  
14 Nobody was born knowing everything.

15 But that's where I see this going in  
16 the future, pending approval, with  
17 everybody's blessing. Okay. I'll hand it  
18 over to Master Sergeant Fry, and he'll  
19 take any questions y'all may have about  
20 the curriculum.

21 CHAIRMAN JOHNSON: And that does  
22 consist of 28 goals and objectives for a  
23 40-hour course; is that correct?

24 CAPTAIN DEAR: Yes, sir. Yes, sir.  
25 I think we have far superseded that.

## Transcript of Meeting 11/13/2025

1           Well, it's 28 goals; it's a 60-hour  
2           course.

3           CHAIRMAN JOHNSON: 60-hour course.

4           CAPTAIN DEAR: Right.

5           CHAIRMAN JOHNSON: Okay. All right.

6           The panel's had an opportunity to somewhat  
7           look at it. Are there any questions or  
8           concerns that need to be asked before I  
9           call for a vote?

10           SHERIFF JOHNSON: You know -- Sheriff  
11           Johnson, Jasper County -- I want to say  
12           that they have helped me. And I can  
13           send -- I'm a small department, so I don't  
14           have a big SWAT team. I can send my two  
15           or three guys that do that to train with  
16           them, so when they do come, we know each  
17           other, we know what their movements are,  
18           we know what to expect with them. They've  
19           been a great help to me over the years.

20           CAPTAIN DEAR: To address the -- kind  
21           of the elephant in the room, a lot of  
22           guys, when we show up to take over, they  
23           don't understand why we want our own  
24           people on perimeter surrounding a  
25           structure. We've had instances in the

## Transcript of Meeting 11/13/2025

1                   past where a gunfight breaks out, and guys  
2                   are shooting at depth, shooting over the  
3                   tops of our guys and all that.

4                   So when we get there, we have to clear  
5                   that perimeter and make everybody leave.  
6                   I think it does a lot for everybody's  
7                   feelings and their ego if they understand  
8                   on the front end why it has to be that way  
9                   rather than just showing up and telling  
10                  all of the sheriff's best guys, you know,  
11                  you've got to go over there where it's  
12                  safe, to the neighbors; you've got to get  
13                  out of here.

14                  This is my idea, my way of trying to  
15                  clean up some of that stuff, too, to try  
16                  to mend some relationships along the way.

17                  CHAIRMAN JOHNSON: Sure. That's a  
18                  good idea. Is there any other questions  
19                  or comments? And you said you're getting  
20                  the elephant out of the room. Did the  
21                  SWAT team help on the monkeys?

22                  CAPTAIN DEAR: I never got that call.  
23                  I think the sheriff, he wrangled the  
24                  monkeys up on his own. But I am glad  
25                  they're gone, because I received many,

## Transcript of Meeting 11/13/2025

1                   many phone calls over those three monkeys.

2                   SHERIFF JOHNSON:  He lives in the  
3                   area, so he knows --

4                   CAPTAIN DEAR:  I knew that that  
5                   problem was going to work itself out.  We  
6                   all know our neighbors well enough to know  
7                   it's going to take care of itself.

8                   CHAIRMAN JOHNSON:  All right.  I'll  
9                   entertain a motion to accept this 60-hour  
10                  course.

11                  CONSTABLE HANCOCK:  I got a question.  
12                  I went through basic SWAT with MHP back in  
13                  2002.  We had a -- they opened it up for  
14                  all other agencies.  There was a listing  
15                  right there.  We had -- for testing.  Are  
16                  y'all going to have testing when y'all  
17                  open up to other agencies?

18                  CAPTAIN DEAR:  A testing as far as  
19                  the test --

20                  CONSTABLE HANCOCK:  Shooting  
21                  abilities, PT requirements.

22                  CAPTAIN DEAR:  So as of right now,  
23                  no, sir.  It's going to be free.  And,  
24                  like you stated, some agencies are  
25                  smaller, and they just don't have the

## Transcript of Meeting 11/13/2025

1 manpower and people to send maybe the  
2 best, and they just don't have a team  
3 developed yet and they want to develop a  
4 team.

5 So the point of this school is to help  
6 them develop it, and we'll cater it  
7 depending on the department. So if they  
8 send a bunch of square-away guys, we'll  
9 move on to something like the vehicle  
10 takedown and stuff like that. But if the  
11 department sends a bunch of new guys, then  
12 we'll slow it down and just focus hard on  
13 fundamentals.

14 So there won't be any prerequisites as  
15 far as that goes in the beginning.

16 MSG FRY: So if you look on here,  
17 we've got it set up so that per six  
18 students, there will be one instructor.  
19 So what that looks like real world is if  
20 we have a group of 24 guys that show up  
21 that want to go through this basic SWAT  
22 school, first thing we'll do, once we go  
23 over our safety protocol and all that  
24 stuff, we'll watch them shoot, and then  
25 we'll pair everybody with people that are

## Transcript of Meeting 11/13/2025

1 kind of at the same skill set as they are.

2                   Because you don't want to slow the  
3 whole group down. If you've got six guys  
4 there that are high-speed, you don't want  
5 to make them go at a snail's pace with the  
6 six guys right out of the academy that  
7 have never had the opportunity to receive  
8 that type of training.

9                   So that's what I see that looking  
10 like. But we don't want to do anything to  
11 discourage or keep people from coming. We  
12 don't want it to be an intimidating thing  
13 where a guy goes out there and he shoots  
14 an 80 -- at your department's  
15 qualification course, he shoots an 80 and  
16 he's, like, Man, I'm not going to go over  
17 there and embarrass myself.

18                   We don't want it to turn into that.  
19 We want it to be an opportunity for guys  
20 to come and train, and not to toot our own  
21 horn, but we've seen a lot and we've done  
22 a lot, and we were a part of the team when  
23 the team had the most call-outs in the  
24 history of the state of Mississippi.

25                   And for us to -- as time goes on, guys

## Transcript of Meeting 11/13/2025

1                   promote and they have to get off the team  
2                   and walk away from it, and that's  
3                   experience that we lost forever, and we're  
4                   not giving that to anybody. It's gone  
5                   when we walk out the door. So I want to  
6                   try to clean some of that up.

7                   We don't know everything. We check  
8                   our egos at the door. We're not trying to  
9                   do this to beat on our chest or anything  
10                   like that. But we've learned a lot along  
11                   the way, and we want to give those lessons  
12                   out for free to anybody that wants them.

13                   CHAIRMAN JOHNSON: But there is --  
14                   according to this packet, on page 3, there  
15                   is some testing system of attendance  
16                   and an acceptable performance --

17                   CAPTAIN DEAR: Yes, sir. We'll give  
18                   that back to the department. Just let  
19                   them know, Hey, they passed this portion  
20                   or they didn't pass this portion. For the  
21                   level 1, we don't want to turn anybody  
22                   away. If they want the training, we want  
23                   to give them the training.

24                   Now, when we come up with level 2 and  
25                   then go through the proper steps and get

## Transcript of Meeting 11/13/2025

1                   that, then we'll get more advanced with  
2                   it, or there will be a pre-req to come and  
3                   take that course.

4                   MSG FRY: So following up on what  
5                   he's saying, this is just a basic. This  
6                   is foundation. This is introductory. I  
7                   plan on standing up here and presenting an  
8                   advanced SWAT school and a basic sniper  
9                   school and an advanced sniper school.

10                  So this one and then -- this is kind  
11                  of the trial run, the test run. We're  
12                  coming back with three more, and hopefully  
13                  all that goes well.

14                  CHAIRMAN JOHNSON: Well, thank you.  
15                  Are there any other questions?

16                  MS. COLEMAN: I just want to clarify.  
17                  So as I understand it, you're saying we're  
18                  not going to have a pre-req but somebody  
19                  has to meet this competency but at the  
20                  end --

21                  CAPTAIN DEAR: No. For level 1 they  
22                  won't ever have to have a pre-req.

23                  MS. COLEMAN: That's what I'm saying.  
24                  There will not be that --

25                  CAPTAIN DEAR: Right. But to come

## Transcript of Meeting 11/13/2025

1 back --

2 MS. COLEMAN: -- but when they leave  
3 you, they'll be tested. You'll have a  
4 competency level to --

5 CAPTAIN DEAR: Yeah. You let the  
6 department know, because if they did  
7 terrible, then they need to know about it.

8 MS. COLEMAN: Correct.

9 CAPTAIN DEAR: Yes, ma'am.

10 MSG FRY: And then, the advanced SWAT  
11 school that will follow this up, this  
12 school will be the prerequisite for that,  
13 and we will have training records of what  
14 they did at the prior school.

15 CAPTAIN HENDRY: I just want to  
16 clarify. I think what Kassie's getting at  
17 is: Will everybody get a certificate  
18 saying, Hey, you have completed this  
19 level 1 SWAT school regardless of their  
20 performance?

21 CAPTAIN DEAR: So, no. So the  
22 pre-req -- and I might have misworded it,  
23 and I apologize -- that means there won't  
24 be any specific background they have to  
25 have or path before they get accepted.

## Transcript of Meeting 11/13/2025

1                   CAPTAIN HENDRY: To get in, right,  
2                   but to get out --

3                   CAPTAIN DEAR: But to get out --

4                   CAPTAIN HENDRY: -- when they leave,  
5                   will they get a certificate regardless of  
6                   their performance?

7                   CAPTAIN DEAR: They're getting a  
8                   completion certificate or an attendance  
9                   certificate. So completion means that  
10                  they completed to the satisfaction of us  
11                  and the department, and the attendance  
12                  certificate will be they attended, but  
13                  they still can't perform up to the  
14                  standards of the basics. Does that make  
15                  sense?

16                  CAPTAIN HENDRY: Okay. Yes.

17                  MS. COLEMAN: That's all -- we're  
18                  just -- you know what I mean? Like, not  
19                  trying to limit people from getting in  
20                  but --

21                  CAPTAIN DEAR: Not a participation  
22                  trophy.

23                  MS. COLEMAN: Bingo.

24                  CAPTAIN DEAR: Right, right.

25                  CHAIRMAN JOHNSON: If you're going to

## Transcript of Meeting 11/13/2025

1 tell the whole department to get back in  
2 the woods, you better -- yeah.

3 MS. COLEMAN: Mr. Chairman, I would  
4 make a motion to approve.

5 CHAIRMAN JOHNSON: Thank you.

6 SHERIFF JOHNSON: Sheriff Johnson.  
7 Second.

8 CHAIRMAN JOHNSON: Motion and second.  
9 Is there any more discussion?

10 (NO RESPONSE.)

11 CHAIRMAN JOHNSON: All in favor, say  
12 aye and a show of hands.

13 ALL: Aye.

14 CHAIRMAN JOHNSON: Is there any  
15 opposed?

16 (NO RESPONSE.)

17 CHAIRMAN JOHNSON: There are none.

18 Thank y'all. Good luck. When you have it  
19 again, let us know.

20 CAPTAIN DEAR: Thank y'all.

21 CHAIRMAN JOHNSON: All right. We  
22 have one more on that same -- Item 8 is  
23 Director Jordan.

24 DIRECTOR JORDAN: Yes, sir. I have  
25 Institute for Crimes Against Children

## Transcript of Meeting 11/13/2025

1                   Certification, certified investigator  
2                   course that's here to present.

3                   CHAIRMAN JOHNSON: Okay. Come  
4                   forward, please.

5                   MS. JEFFERY: Good morning.

6                   CHAIRMAN JOHNSON: If you would, the  
7                   same instructions. If you would just  
8                   state your name and spell it for the court  
9                   reporter, please.

10                  MS. JEFFERY: I'm Hollie Jeffery,  
11                  H-O-L-L-I-E, J-E-F-F-E-R-Y, and I'm with  
12                  ACE Institute.

13                  CHAIRMAN JOHNSON: Thank you,  
14                  Ms. Jeffery. You may go ahead.

15                  MS. JEFFERY: I have spent the last  
16                  24 years investigating child abuse and  
17                  neglect through the Department of Child  
18                  Protection Services and then teaching and  
19                  training at MLEOTA in their CIP program.  
20                  I'm also an adjunct professor for child  
21                  advocacy courses at Belhaven University.

22                  Child abuse and neglect, starting in  
23                  2020, has skyrocketed. In just my  
24                  experience working with officers and  
25                  teaching in the CIP course at MLEOTA, it's

## Transcript of Meeting 11/13/2025

1 just evident that our state needs  
2 something more for investigators when it  
3 comes to child abuse and neglect  
4 investigations.

5 MLEOTA is very generous. They're one  
6 of the only CFE courses in the state that  
7 gives me three days to talk about child  
8 abuse and neglect. But if you look at my  
9 packet, this course can very easily take  
10 on six to eight weeks. I've done my best  
11 to get it in four weeks for a basic and  
12 intermediate course.

13 And so, what this course would do is  
14 it would teach -- we'll take week 1, we'll  
15 focus on all of the types of physical  
16 abuse and neglect. We will talk about the  
17 impact that this has on the children. A  
18 lot of times in working with officers I  
19 will -- we've run into situations where  
20 children were abused and neglected,  
21 especially with sexual abuse, but the  
22 perpetrators were believed over the  
23 children because the children had behavior  
24 problems.

25 And so, we're going to talk about the

## Transcript of Meeting 11/13/2025

1                   crimes against children. We're going to  
2                   talk about state statutes. We're going to  
3                   talk about the indicators of abuse and  
4                   neglect, including the emotional,  
5                   behavioral, and neurobiological indicators  
6                   that sometimes officers are not taught in  
7                   some of their basic courses.

8                   We're going to cover everything.  
9                   Week 1 is physical abuse. Week 2 is  
10                  sexual abuse. Week 3 is going to be  
11                  missing children and human trafficking.  
12                  Week 4 is going to be internet crimes  
13                  against children, which right now is  
14                  probably one of the largest and fastest  
15                  growing crimes globally. I could make  
16                  internet crimes against children a  
17                  three-week course by itself.

18                  We've got a great lineup of  
19                  instructors. A great friend of mine from  
20                  Texas named Jim Sears, he's come to  
21                  Mississippi several times and trained one-  
22                  or two-day trainings. But he is an  
23                  instructor at one of their regional law  
24                  enforcement academies for their basic, but  
25                  he's a 30-year detective in crimes against

## Transcript of Meeting 11/13/2025

1                   children.

2                   We have Jay Houston, who's going to  
3                   teach our internet crimes against  
4                   children. We have Nick Brown, who will  
5                   teach human trafficking. We have Jody  
6                   Dice and Brad Dennis, who will teach us  
7                   about missing children.

8                   And so, I tried my best to get this to  
9                   a two- to three-week course, but when you  
10                  list out all the different crimes and all  
11                  the different people involved, these are  
12                  one of the only crimes that we have to  
13                  have other agencies involved, like Child  
14                  Protection Services. And so, what does it  
15                  look like to investigate that with other  
16                  agencies?

17                  Forensic interviewing with children,  
18                  which is, you know, a whole week on its  
19                  own. So we just felt like it was time  
20                  Mississippi offered a certification in  
21                  crimes against children, and we hope that  
22                  it's a program that all departments would  
23                  want to send their officers to.

24                  CHAIRMAN JOHNSON: And it looks like,  
25                  according to this page, it's a 90-hour

## Transcript of Meeting 11/13/2025

1 course; is that correct?

2 MS. JEFFERY: Yes. That's going to  
3 also include -- it could go a little bit  
4 over 90, but we're going to be doing some  
5 simulations. We're going to be having  
6 some tests at the end of the week. And  
7 so, we wanted to make sure that we gave  
8 time for that as well. And then there  
9 will be a graduation on week 4.

10 CHAIRMAN JOHNSON: Yeah. When we  
11 vote on it, that'll be the number of hours  
12 they're accredited. So we want to make  
13 sure that is correct. Are there any  
14 questions for Ms. Jeffery concerning this?

15 (MS. CRANFORD ENTERS THE MEETING.)

16 CHAIRMAN JOHNSON: We want to welcome  
17 Ms. Lindsay Cranford to our members panel.

18 MS. CRANFORD: Glad to be here.

19 CHAIRMAN JOHNSON: Do I have -- I'd  
20 entertain a motion to accept.

21 MS. COLEMAN: Mr. Chairman, I'd make  
22 a motion to accept.

23 CHAIRMAN JOHNSON: Thank you.

24 Ms. Kassie has made a motion. Do I have a  
25 second?

## Transcript of Meeting 11/13/2025

1                   CONSTABLE HANCOCK: I second.

2                   Hancock.

3                   CHAIRMAN JOHNSON: Hancock makes the  
4                   second. Any discussion?

5                   ( NO RESPONSE. )

6                   CHAIRMAN JOHNSON: All in favor by  
7                   saying aye and raising of hands.

8                   ALL: Aye.

9                   CHAIRMAN JOHNSON: Any opposed?

10                   ( NO RESPONSE. )

11                   CHAIRMAN JOHNSON: There are none.

12                   Thank you. Good course.

13                   MS. JEFFERY: Thank y'all.

14                   CHAIRMAN JOHNSON: All right. There  
15                   were 1, 2, 3, 4, 5 -- there were 5 that  
16                   were listed by Director Jordan that didn't  
17                   have a presentation that I need to  
18                   entertain a motion on.

19                   CONSTABLE HANCOCK: Did we ever get  
20                   the hours from the Sheriff's Association?

21                   CHAIRMAN JOHNSON: I don't know that  
22                   we got the hours on any of these. They've  
23                   got them, but they didn't announce them.

24                   CONSTABLE HANCOCK: Okay.

25                   CHIEF HALL: Motion. Hall.

## Transcript of Meeting 11/13/2025

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

3 MS. COLEMAN: Kassie. Second.

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

6 (NO RESPONSE.)

7 CHAIRMAN JOHNSON: All in favor of  
8 approving these five that Director Jordan  
9 said, raise your hand and say aye.

10 ALL: Aye.

11 CHAIRMAN JOHNSON: Any opposed?

12 (NO RESPONSE.)

13 CHAIRMAN JOHNSON: There are none.  
14 Thank you, Mr. Williamson. All right.  
15 That does the training. Looks like  
16 Item 9, Director's Report. Mr. Jordan.

17 DIRECTOR JORDAN: Thank you,  
18 Mr. Chairman. First, we want to start  
19 with special investigators unit caseload.  
20 As you-all know, we are in the process of  
21 on-boarding some new investigators. Our  
22 previous investigators have chosen other  
23 opportunities, and we're excited for them  
24 and happy for them.

25 But the caseload that they left was,

Transcript of Meeting 11/13/2025

1 like, 75 to 80 cases per investigator. So  
2 we will be on-boarding one new  
3 investigator in December. We have also  
4 submitted for two investigators for the  
5 central region, one for the southern  
6 region, and one for the northern region.

## Transcript of Meeting 11/13/2025

1 tomorrow with the program manager for  
2 ACADIS. So we're going to turn on the  
3 next phase of ACADIS with the uploading of  
4 the documentation of your training.

5 So now your officers will be able to  
6 go in and upload the documentation of  
7 training. There will be a spreadsheet  
8 there that will keep an accurate depiction  
9 of the training hours for each individual  
10 officer, and the training -- well, the  
11 training person, whoever is presented as  
12 the trainer person will be able to verify  
13 that these documentations are legitimate  
14 and that they'll get credit for them. So  
15 that's what the training is for tomorrow.

16 So we have five agencies that are  
17 going to do the pilot to see how that  
18 works and work out any questions or  
19 concerns that we may have. Then we're  
20 going to flip the switch on that next  
21 phase because a lot of officers are asking  
22 when can I upload my training, how can I  
23 add it, how can I do this, how can I  
24 do that. There's a lot of things you  
25 can do, but we're doing it in incremental

## Transcript of Meeting 11/13/2025

1           phases to make sure that we do it  
2           correctly with less problems as we move  
3           forward.

4           In addition to that, the policy  
5           committee has some updates, and they've  
6           asked me to add that to the agenda. I'll  
7           pass it over to Luke.

8           MR. WILLIAMSON: Sure. Thank you,  
9           Director. Did everyone receive the policy  
10          amendments -- proposed policy amendments  
11          in two parts? I want to first explain why  
12          they're in two parts.

13          Part 1 is focused on just making  
14          changes that have come up during some of  
15          the previous Board meetings and in  
16          discussions with individual Board members  
17          that concern functions of academies or  
18          things like that. These are some of the  
19          changes that have been discussed over time  
20          but had never actually been formally  
21          proposed as changes. These would be  
22          effective immediately upon approval by the  
23          OLRC.

24          Part 2 is focused on eliminating the  
25          part-time certification option for law

## Transcript of Meeting 11/13/2025

1 enforcement. Because that is such a  
2 substantial change and would affect as  
3 many people as it does, this is structured  
4 in a way where it would be effective after  
5 approval by OLRC on January 1st, 2027,  
6 which gives additional time for public  
7 comment for consideration by OLRC at  
8 potentially more than one meeting and  
9 would be something that could kind of  
10 phase in over time so that there would be  
11 more time for notice and adjustment at the  
12 academy level or even at the department  
13 level.

14 Part 1 has several changes. It is a  
15 13-page PDF that affects a few different  
16 sections of policy. I would note -- just  
17 to start with, there has been some  
18 feedback on the very first one on part 1.  
19 So I would ask the Board to discuss any  
20 possible amendments to these that are  
21 necessary.

22 But specifically, as to Rule  
23 2.2(1)(C)(1), the proposed amendment is  
24 that an officer be at least 21 years of  
25 age upon graduation from a training

## Transcript of Meeting 11/13/2025

1 academy.

2 Captain Hendry brought up, and I think  
3 in conjunction with some other academy  
4 personnel, that we may want to include in  
5 this section a specific policy that allows  
6 for people who have been emancipated for  
7 the purpose of military service  
8 especially. We do have a separate section  
9 that refers to certifying people who have  
10 served in the military, but we don't have  
11 anything that specifically allows them to  
12 be certified when they're under 21.

13 So we have done that. I think in the  
14 past we have allowed for that based on the  
15 statutory sections that apply to military  
16 service members who seek any licensing or  
17 certification in any profession, but we  
18 may want to add that here. We may want to  
19 say be at least 21 years of age upon  
20 graduation from a training academy or have  
21 been granted emancipation by a court of  
22 competent jurisdiction.

23 So that's one thing: Do you want that  
24 in there explicitly, or does the Board  
25 want to continue to operate in the way

## Transcript of Meeting 11/13/2025

1                   that it has in the past? But I think we  
2                   should consider part 1. And then, part 2  
3                   is an area that probably needs some  
4                   additional discussion.

5                   So, Mr. Chair, I would invite comment  
6                   or discussion from the Board as to any of  
7                   these policy changes contained in part 1  
8                   or part 2.

9                   CHAIRMAN JOHNSON: All right. You've  
10                  heard the recommendation, and you've got  
11                  the PDF. Is there any discussion on what  
12                  Mr. Williamson has presented so far?

13                  CHIEF QUAKA: I have a question,  
14                  Mr. Chairman. So, Mr. Williamson, as of  
15                  right now, prior to any changes being  
16                  made, do we recognize emancipation?

17                  MR. WILLIAMSON: The office and the  
18                  Board have due to the statutory  
19                  requirements that the office do so. Yes,  
20                  sir.

21                  CHIEF QUAKA: Okay. I have a problem  
22                  with a 19-year-old being a police officer.  
23                  That's just bottom line. I'll cut to the  
24                  chase. Now, what's good and works for me,  
25                  though it may not be good or work for

## Transcript of Meeting 11/13/2025

1                   every place else, I get it, in the state  
2                   of Mississippi, but I'm personally never  
3                   going to hire someone under the age of 21.  
4                   I'm just not going to.

5                   I know some departments do, and it's  
6                   maybe because they have to. Maybe they're  
7                   a really rural area, and that's maybe all  
8                   they get. But my recommendation would be  
9                   not to recognize emancipation.

10                  CHAIRMAN JOHNSON: This is just for  
11                  myself, I guess. When a court deems a  
12                  person emancipated, what requirements from  
13                  the court are wanted in order to do that?  
14                  Is it set up for, like, hey, there's  
15                  nobody else in this family and we got to  
16                  have somebody to -- this child has nobody,  
17                  they can't buy -- they can't do anything,  
18                  so let's emancipate them so they can live  
19                  life? Or is there some testing? How do  
20                  you get emancipated? I don't even know.

21                  MR. WILLIAMSON: There's a filing  
22                  that occurs in chancery court that seeks  
23                  emancipation of a minor. Now, the  
24                  important thing, for the purpose of this  
25                  discussion, is Mississippi, for these

## Transcript of Meeting 11/13/2025

1                   purposes, for certification and employment  
2                   purposes, considers a minor to be a person  
3                   who's under 21.

4                   So a person can be 18 but still need  
5                   to be emancipated to serve in the  
6                   military, and that is what is commonly  
7                   seen by this Board, is a person who was  
8                   emancipated after they were 18 or slightly  
9                   before they were 18 so that they can  
10                  immediately, upon graduation from high  
11                  school, join the military, serve in the  
12                  military.

13                  And then when they finish serving in  
14                  the military for that initial requirement,  
15                  many of them will come back and apply for  
16                  certification and won't quite be 21 even  
17                  by the time they graduate from the  
18                  academy.

19                  CHAIRMAN JOHNSON: But they have  
20                  served in some military position?

21                  MR. WILLIAMSON: Yes, sir.

22                  CHAIRMAN JOHNSON: This one, right  
23                  now, if they've been emancipated and never  
24                  served in the military, they could go to  
25                  the academy?

Transcript of Meeting 11/13/2025

1 MR. WILLIAMSON: If we added that to  
2 the policy, then it would allow for that.  
3 Yes, sir.

4 CHAIRMAN JOHNSON: Or currently,  
5 right now, do we allow that?

6 MR. WILLIAMSON: Currently right now,  
7 we do not. Currently, right now, the only  
8 exception to the 21 year old policy is if  
9 a person has served in the military. And  
10 that was based on a statute -- I'm looking  
11 for the specific statute number, but I'm  
12 not finding it right away.

20 And that has been the only hang-up for  
21 this Board, is that you'll see people who  
22 join the military at 18, they finish at  
23 20, they graduate the academy prior to  
24 turning 21, and based on the statute, the  
25 office has been in the position that they

## Transcript of Meeting 11/13/2025

1 have to certify the person based on the  
2 act of the legislature to be in compliance  
3 with the statutory requirements.

4 So if we added a general emancipation  
5 section to this, then it would allow for  
6 people who weren't in the military,  
7 Mr. Chair, and that may be a reason to  
8 leave it out.

9 CHAIRMAN JOHNSON: Well, that's --  
10 Director McKinney, you know where I'm  
11 going with this.

12 DIRECTOR MCKINNEY: I do. Yes, sir.  
13 We have had non-military, under 21  
14 graduate the academy and get their  
15 certification. I'm a little confused.  
16 That -- we just had one recently this last  
17 class who was 19, but he was emancipated,  
18 and he completed the academy, and as far  
19 as I know, he got a certification.

20 CHAIRMAN JOHNSON: But he didn't have  
21 military experience.

22 DIRECTOR MCKINNEY: Right. Yes.

23 CHAIRMAN JOHNSON: So that's my  
24 question is --

25 DIRECTOR MCKINNEY: I see what you're

## Transcript of Meeting 11/13/2025

1                   saying now.

2                   CHAIRMAN JOHNSON: If they're  
3                   supposed to have military experience to go  
4                   to the academy, I'm wondering how this one  
5                   slipped in the bushes.

6                   MR. WILLIAMSON: I'm not sure. That  
7                   may be something that we need to -- some  
8                   of those individual circumstances we may  
9                   need to investigate why the office felt  
10                  like they met some exception to the  
11                  21-year-old requirement.

12                  CHAIRMAN JOHNSON: Because he's still  
13                  not 21. He's 20.

14                  SHERIFF JOHNSON: He works for  
15                  Corinth.

16                  CHIEF QUAKA: He came in as a  
17                  self-sponsored, right?

18                  DIRECTOR MCKINNEY: He was  
19                  self-sponsored. Yes, ma'am.

20                  MS. VANDERFORD: We've had -- we've  
21                  had a few that were not in the military,  
22                  and they got emancipated just to attend  
23                  the law enforcement academy.

24                  CHAIRMAN JOHNSON: Yeah. That's --

25                  MS. VANDERFORD: So it's not just

## Transcript of Meeting 11/13/2025

1                   this one --

2                   CHAIRMAN JOHNSON: That was my  
3                   question.

4                   CONSTABLE HANCOCK: 30 years ago, I  
5                   mean, I didn't -- when I graduated the  
6                   academy, I was 21. When I went into the  
7                   academy, I was 20. But to be hired, I was  
8                   emancipated in Hinds County. When I got  
9                   hired as a police officer myself and  
10                   carried a gun, I was 20, and it was  
11                   approved by this office. That was 30  
12                   years ago.

13                   CHAIRMAN JOHNSON: All right. Well,  
14                   that's -- if it's currently in the policy  
15                   that they have to have military experience  
16                   on top of the emancipation, then that's  
17                   already in there.

18                   CHIEF QUAKA: But apparently we're  
19                   not following that policy.

20                   CHAIRMAN JOHNSON: No. I mean,  
21                   that's where we need to get that part  
22                   straight, I think, first of all, is to  
23                   straighten that part out.

24                   CAPTAIN HENDRY: Well, and I think  
25                   that's -- that was my intention by making

## Transcript of Meeting 11/13/2025

1                   the suggestion, is this is what we've been  
2                   doing as an Office of Standards and  
3                   Training just from practical experience.  
4                   So we either need to change the policy or  
5                   we need to follow it.

6                   So I suggested we've set precedence.  
7                   Let's change the policy.

8                   CHAIRMAN JOHNSON: Okay. And is  
9                   there a recommendation to change the  
10                   policy to no emancipation, or what?

11                   CHIEF QUAKA: Well, apparently we're  
12                   required by state statute to recognize  
13                   emancipation upon military service.

14                   MR. WILLIAMSON: Military, yes.

15                   CHAIRMAN JOHNSON: Okay.

16                   CAPTAIN HENDRY: And the question is,  
17                   should we add the general emancipation to  
18                   the policy --

19                   CHAIRMAN JOHNSON: Without --

20                   CAPTAIN HENDRY: -- without military  
21                   service? And that's what I'm saying.

22                   We -- like, in this example, we've done  
23                   before already -- like recently it's just  
24                   happened that we have apparently granted  
25                   certification to someone that has been

## Transcript of Meeting 11/13/2025

1 emancipated without military service. So  
2 we violated our own policy, essentially.

3 So we need to either amend the policy  
4 to cover that and allow it or start  
5 following the existing policy that we --  
6 what we have.

7 CHAIRMAN JOHNSON: All right. Well,  
8 Chief Quaka has a problem with anybody  
9 being emancipated.

10 CHIEF QUAKA: Well, I don't have a  
11 problem with the state statute.

12 CHAIRMAN JOHNSON: Well, we're going  
13 to have to do one or two things. We're  
14 either going to have to send a letter out  
15 to all the academies that explains this,  
16 that says from now on, you don't accept  
17 anyone unless they've got military  
18 experience that's been emancipated. We  
19 don't have to change nothing. We just let  
20 everybody know, I know we've been doing  
21 it, but let's fix it now.

22 Or does anybody want to entertain the  
23 motion to allow emancipation without  
24 military experience? That's -- I guess  
25 that's kind of where we're at right now;

## Transcript of Meeting 11/13/2025

1                   is that correct?

2                   MR. WILLIAMSON: Yes.

3                   CHAIRMAN JOHNSON: Is that right?

4                   MR. WILLIAMSON: Yes.

5                   CHAIRMAN JOHNSON: Does anybody want  
6                   to make that motion or discuss it or bring  
7                   it up?

8                   (No Response.)

9                   CHAIRMAN JOHNSON: All right. I'll  
10                  call -- we'll do it this way. I'll call  
11                  for a motion to include emancipation  
12                  without military experience to change the  
13                  policy. Do I have a motion?

14                  CHIEF SEAL: I just have one question  
15                  on graduating at 21. So you have a year  
16                  to go to academy. So you're saying they  
17                  can work at 20, just have to be  
18                  supervised? So they can work for a year  
19                  before they actually go to the academy; is  
20                  that correct?

21                  CHAIRMAN JOHNSON: They can go to  
22                  the -- they can -- they can work  
23                  unsupervised as long as it's direct  
24                  supervision by a certified officer.

25                  CHIEF SEAL: At 20?

## Transcript of Meeting 11/13/2025

1                   MR. WILLIAMSON: As a trainee. As a  
2                   trainee --

3                   CHIEF SEAL: At 20?

4                   CHAIRMAN JOHNSON: I think 21 is  
5                   graduation, is it not, Josh?

6                   CHIEF SEAL: Yeah. That's what it  
7                   said. 21 is graduation.

8                   CHAIRMAN JOHNSON: 21 is upon  
9                   graduation.

10                  DIRECTOR BROMEN: Yeah.

11                  CHIEF SEAL: So they can work a year  
12                  prior to that as a trainee.

13                  CHAIRMAN JOHNSON: They can be in the  
14                  academy at 20.

15                  MR. WILLIAMSON: Yes. As long as  
16                  they -- from their date of hire, as long  
17                  as they do everything necessary to be  
18                  certified within that first year, then  
19                  they're in compliance with the Board's  
20                  policy.

21                  So in other words, if you're 20 years  
22                  old and five months and you get hired, you  
23                  can work several months and then go to the  
24                  academy and then graduate, but you're  
25                  not -- right now, you're not going to be

Transcript of Meeting 11/13/2025

1 certified until you turn 21.

2 And as long as you do all of those  
3 things within one year of your date of  
4 hire, then you're in compliance with the  
5 Board policy, if that -- if that answers  
6 your question, Chief. It's not  
7 necessarily you're allowed to work for a  
8 year and then go to the academy, because  
9 the year -- by the time the year is up,  
10 you have to have done everything that's  
11 required.

12 CHIEF SEAL: Yes, sir. So 11 weeks  
13 short of a year, you can work at 20?

14 MR. WILLIAMSON: Yes, sir.

15 CHAIRMAN JOHNSON: Now that I threw  
16 him under the bus, I'll throw you down.  
17 Have -- what -- how have y'all handled the  
18 situation if somebody comes in at 20? Do  
19 they just have to graduate by the time  
20 they're 21 or have you ever faced that?

21 MS. VANDERFORD: I've got one who  
22 just called and said they will turn 21,  
23 like, five days after graduation. So this  
24 would cancel them. This would say, okay,  
25 you're going to come to the April class

## Transcript of Meeting 11/13/2025

1 and not the January class.

2 CHAIRMAN JOHNSON: Would you accept  
3 somebody at 20 years old if they turned 21  
4 in week 3?

5 MS. VANDERFORD: Yes.

6 CHAIRMAN JOHNSON: Okay. Well,  
7 that's --

8 MS. VANDERFORD: Because you have to  
9 be 21 upon graduation. That's what we're  
10 saying.

11 CHAIRMAN JOHNSON: But they have a  
12 birthday during the stay?

13 MS. VANDERFORD: Correct. And that  
14 happened --

15 THE COURT REPORTER: What's your  
16 name? I'm sorry.

17 MS. VANDERFORD: Amy Vanderford.  
18 Sorry.

19 CHIEF SEAL: They can graduate at 20.  
20 They just won't get their certification  
21 till three weeks later if they turn 21,  
22 correct?

23 MS. VANDERFORD: We have had  
24 departments who have hired 19, 20 -- 20,  
25 21, however old, 19 or 20, and they'll

## Transcript of Meeting 11/13/2025

1 say, okay. We're going to send them  
2 through, but they're going to go into  
3 dispatch, or they're going to go to court  
4 services or wherever. But we've got the  
5 money right now. We need to send them to  
6 basic training.

7 CHAIRMAN JOHNSON: So will you  
8 accept --

9 MS. VANDERFORD: And then they're not  
10 certified until they turn 21, and then the  
11 office. . .

12 CHAIRMAN JOHNSON: But y'all will do  
13 that?

14 MS. VANDERFORD: We have done that in  
15 the past. And that's with the  
16 emancipation, though. Not military.  
17 General. And the life circumstances --  
18 the one kid who came from -- I cannot  
19 remember what county it was. He was  
20 probably one of the best cadets we've ever  
21 had because his life circumstances made  
22 him grow up very fast.

23 CHAIRMAN JOHNSON: All right. Is  
24 there -- based upon that -- throws a  
25 hitch -- is there something that needs to

## Transcript of Meeting 11/13/2025

1           be in the policy that clears up upon  
2           certification they've got to be 21 that  
3           you shrink down when that certification  
4           takes place?

5           Because, under that situation, you  
6           could go to the academy at 19, finish,  
7           work in the jail, do non-law enforcement  
8           for a year, year and a half, and then the  
9           Board issues you at 21. That's the  
10          mechanism that gets you certified.

11          Is there something that says you got  
12          to be 21 when you graduate?

13          MR. WILLIAMSON: No, sir. The policy  
14          says you have to be 21 to be certified.

15          CHAIRMAN JOHNSON: And that  
16          certification can be stalled or delayed  
17          until that birthday.

18          MR. WILLIAMSON: If you're not  
19          working in a law enforcement capacity,  
20          yes, sir.

21          CHAIRMAN JOHNSON: What do y'all  
22          think about that?

23          CONSTABLE HANCOCK: As long as you  
24          don't work past your first year.

25          MR. WILLIAMSON: Right. If you're --

## Transcript of Meeting 11/13/2025

1                   after that first year, you would not be  
2                   allowed to -- you would not be compliant  
3                   if you were working in a law enforcement  
4                   capacity and were not certified. That's  
5                   no matter how old you are.

6                   CHAIRMAN JOHNSON: Well, we called  
7                   for a motion and did not get it on  
8                   allowing emancipation without military  
9                   experience to be accepted. I'll call for  
10                   it again.

11                   CHIEF HALL: I make that motion.

12                   CHAIRMAN JOHNSON: You do make the  
13                   motion?

14                   CHIEF HALL: I do. Hall.

15                   CHAIRMAN JOHNSON: All right. Hall  
16                   makes a motion to be allowed to go to the  
17                   academy under emancipation without  
18                   military experience. Do I have a second?

19                   CONSTABLE HANCOCK: Second.

20                   CHAIRMAN JOHNSON: I have a second.  
21                   Is there any more discussion?

22                   ( NO RESPONSE. )

23                   CHAIRMAN JOHNSON: All in favor say  
24                   aye and raise your hand.

25                   PARTIAL BOARD: Aye.

## Transcript of Meeting 11/13/2025

1                   CHAIRMAN JOHNSON: 1, 2, 3. 1, 2, 3;  
2                   is that correct? All right. All opposed,  
3                   raise your hand and state no.

4                   PARTIAL BOARD: No.

5                   CHAIRMAN JOHNSON: 1, 2, 3, 4, 5.

6                   Okay. Motion dies. So does that clear  
7                   that up?

8                   MR. WILLIAMSON: Yes, sir. So, in  
9                   other words, the proposed policy stays as  
10                   written?

11                   CHAIRMAN JOHNSON: As it is, military  
12                   and emancipation.

13                   CHIEF QUAKA: Oh, I think there needs  
14                   to be a little clarification.

15                   MR. WILLIAMSON: Yeah.

16                   CHIEF QUAKA: Yeah.

17                   MR. WILLIAMSON: So we do -- so the  
18                   rule right now just says to be certified,  
19                   you have to be at least 21 years of age.  
20                   We are proposing adding to that sentence  
21                   be at least 21 years of age upon  
22                   graduation from a training academy.

23                   So, because of the requirement of  
24                   other statutes that require us essentially  
25                   to certify people who've been emancipated

## Transcript of Meeting 11/13/2025

1 and served in the military, do we need to  
2 go ahead and state that explicitly in the  
3 policy, to say be at least 21 years of age  
4 upon graduation from a training academy or  
5 have served in the military and received  
6 an emancipation from a court of competent  
7 jurisdiction?

8 CHAIRMAN JOHNSON: That's the only  
9 way we can.

10 MR. WILLIAMSON: Right.

11 CHAIRMAN JOHNSON: Right.

12 MR. WILLIAMSON: To me, that is a  
13 different suggestion than just to let  
14 anybody that's been emancipated.

15 CHAIRMAN JOHNSON: Yes. I mean, I  
16 didn't know that that was -- I knew about  
17 this one being done, and that was just a  
18 misunderstanding.

19 DIRECTOR MCKINNEY: So the ones that  
20 we just graduated, so they're going to be  
21 able to get their certificate since the  
22 rule was unclear when they graduated?

23 MS. COLEMAN: Yeah. That was my  
24 concern all along, is I just feel as  
25 though -- it's clearly -- and, I mean, I

## Transcript of Meeting 11/13/2025

1 know that I taught in several academies,  
2 but I was told they got a law enforcement  
3 emancipation. So I think we need some  
4 clarity on what has been done because  
5 you're absolutely going to affect folks.

6 DIRECTOR MCKINNEY: I think what's  
7 been done ought to be left alone --

8 CHAIRMAN JOHNSON: Grandfathered.

9 DIRECTOR MCKINNEY: Let it go from  
10 henceforth.

11 CONSTABLE HANCOCK: Start date on it  
12 starting January --

13 CHAIRMAN JOHNSON: If we --

14 CAPTAIN HENDRY: Well, eventually  
15 they're going to turn 21.

16 CHAIRMAN JOHNSON: Well, we hope.  
17 But I think they're right. This new  
18 policy that is requiring them to turn 21  
19 at the time they graduate and you can only  
20 go to the academy if you're emancipated  
21 and served in the military should have a  
22 start date, and the rest of them should  
23 just be grandfathered in. There's no  
24 other way to do it. Do y'all think?

25 CHIEF QUAKA: Yeah. So --

## Transcript of Meeting 11/13/2025

1                   CHAIRMAN JOHNSON: I mean, you can't  
2                   call them and say, okay, you got to put  
3                   them in a jail for a year.

4                   CHIEF QUAKA: Yeah. So we don't have  
5                   any academies going on statewide right  
6                   now, do we? They've all graduated?

7                   DIRECTOR MCKINNEY: No. We're having  
8                   session.

9                   CHIEF QUAKA: Oh, you are? Okay.

10                  MS. VANDERFORD: And MLEOTA is in and  
11                  SRPSI is in, right?

12                  MS. COLEMAN: I think so.

13                  CHIEF QUAKA: So we probably need  
14                  just to -- when will these classes  
15                  graduate?

16                  CHAIRMAN JOHNSON: Is there anybody  
17                  in the academy that falls under this  
18                  problem?

19                  UNKNOWN: I don't think so. Not in  
20                  ours.

21                  CHAIRMAN JOHNSON: Is that Jackson  
22                  PD?

23                  UNKNOWN: Yes, sir.

24                  CHAIRMAN JOHNSON: Alma mater.

25                  That's a good one. Is yours? You're

## Transcript of Meeting 11/13/2025

1                   through? You're through?

2                   CHIEF QUAKA: Would it be safe to  
3                   say, like, February 1?

4                   MR. WILLIAMSON: Well, hang on.

5                   Mr. Chair, for clarification, these  
6                   policies would not be enforceable until  
7                   after the OLRC approves them, which is  
8                   going to be later than that anyway. They  
9                   meet four times a year, and we're not  
10                  going to be on the first quarter agenda.

11                  So we're looking at somewhere between  
12                  March and June and them voting on it as  
13                  well. So we don't actually even need to  
14                  build in that time because that time's  
15                  going to be built in for this policy to be  
16                  legally effective.

17                  CHAIRMAN JOHNSON: Then the  
18                  question's going to come up is right now,  
19                  the academies have, and between that  
20                  target date, they need to understand that  
21                  the policy already says they've got to  
22                  have military experience and be  
23                  emancipated. Because right now, we're  
24                  taking them emancipated without military  
25                  experience.

## Transcript of Meeting 11/13/2025

1 MR. WILLIAMSON: Right.

2 CHAIRMAN JOHNSON: So I would say  
3 there needs to be a date on that part of,  
4 Hey, we're just letting y'all know --

5 DIRECTOR MCKINNEY: We're probably  
6 not going to do any more.

7 CHAIRMAN JOHNSON: That's probably a  
8 good idea.

9 DIRECTOR MCKINNEY: If they're  
10 self-sponsoring, you know.

11 CHAIRMAN JOHNSON: Can we make a  
12 recommendation that --

13 MS. CRANFORD: I want to clarify  
14 something. It's not that the policy  
15 already says that they have to be  
16 emancipated and have military service.  
17 That's just a prior -- that's a later --  
18 in statutory interpretation because of the  
19 Military Freedom Act that was passed, the  
20 current policy says they have to be at  
21 least 21 years of age, but it doesn't say  
22 when they have to be 21 years of age.

23 So it's a little vague at this point.  
24 So there's some room for interpretation,  
25 which is why the academies, I think, have

## Transcript of Meeting 11/13/2025

1                   been confused. But I just wanted to say  
2                   the policy does not currently say that.  
3                   It's just an interpretation of law.

4                   MR. WILLIAMSON: Yes. That's an  
5                   interpretation. It was actually, I think,  
6                   prior to me joining this Board. But that  
7                   was something that was asked of prior  
8                   board counsel, and that was the answer  
9                   that I understand was given, was that the  
10                  Board is required to certify people who  
11                  have been emancipated and served in the  
12                  military, even if they're not 21, based on  
13                  the Military Freedom Act.

14                  MS. CRANFORD: Yeah. It's solely --  
15                  it really hasn't got anything to do with  
16                  the emancipation part. It's the fact that  
17                  they have military service, and their  
18                  military service is required to be  
19                  recognized by virtue of that act.

20                  MR. WILLIAMSON: Yes.

21                  MS. CRANFORD: That's what caused the  
22                  confusion.

23                  MR. WILLIAMSON: And we do have a  
24                  policy later in the same document that  
25                  deals with what they have to do, you know,

## Transcript of Meeting 11/13/2025

1                   regarding equivalency of training and the  
2                   refresher and so forth. But the Board  
3                   has -- the under-21 requirement has  
4                   essentially been waived by the Board  
5                   because of that statute, which only  
6                   applies to military service.

7                   CHAIRMAN JOHNSON: So it may be best  
8                   to just leave everything alone and go up  
9                   on this motion that will somehow have a  
10                   target date at some time to be  
11                   implemented, and let the rest of it ride.

12                   MS. COLEMAN: I think I agree more  
13                   with what you said first. We need to set  
14                   some guidance out that these are the  
15                   current rules so that we're not admitting  
16                   new people that are going to get caught in  
17                   this rule change, and even an anticipated  
18                   we're hoping to correct this in this way  
19                   if that's approved.

20                   But that way whenever we go before --  
21                   you know, it's not somebody's already in  
22                   the February class, too. So go ahead and  
23                   at least send that guidance out.

24                   MR. WILLIAMSON: So what we can do  
25                   today -- just for clarification, on these

## Transcript of Meeting 11/13/2025

1                   policy changes, what the Board can do  
2                   today is the Board can look at what needs  
3                   to be changed in policy and then direct,  
4                   take a vote on a motion and vote to direct  
5                   board counsel to file these proposed  
6                   changes.

7                   After they're filed, after they're  
8                   published, and there's a period for public  
9                   comment, if there's a need for a hearing  
10                  for public comment, then the Board would  
11                  take that up later and approve the policy  
12                  changes. And that's when they would be  
13                  sent to OLRC for their approval.

14                  Upon their approval, they would be  
15                  final. So we would have an opportunity,  
16                  if this Board says by their vote, to file  
17                  these proposed changes, then the Board can  
18                  also communicate that these are the  
19                  changes that the Board is considering to  
20                  all of the academies in addition to the  
21                  fact that they'll be published for the  
22                  general public.

23                  So those things can happen at the same  
24                  time. In other words, we're not going to  
25                  vote on this and then be effective

## Transcript of Meeting 11/13/2025

1 tomorrow. We're going to file -- you  
2 would vote for me to file them, and then  
3 we would wait the statutorily required  
4 amount of time, I believe it's 30 days,  
5 see if there's public comment, have a  
6 hearing if we have to, and then you would  
7 approve them, and they would be submitted  
8 to OLRC. That's the policy that's -- or  
9 the procedure that's required by statute.

10 CHAIRMAN JOHNSON: Okay. In that  
11 case, we'll entertain a motion to direct  
12 Counsel Williamson to make those filings  
13 and start that process. I'll entertain a  
14 motion for that to be done.

15 MR. WILLIAMSON: If we could do it on  
16 part 1 by itself and part 2 by itself, I  
17 think that would be helpful because y'all  
18 are going to have additional comment, I'm  
19 sure, on part 2.

20 CHAIRMAN JOHNSON: Okay. This will  
21 be relevant to part 1 of the proposal to  
22 direct Mr. Williamson to file that filing.

23 MS. COLEMAN: Mr. Chairman -- and I  
24 don't want to get ahead of myself, but as  
25 I hear, we're about to go on all of

## Transcript of Meeting 11/13/2025

1                   part 1, and I have some questions about a  
2                   couple of other sections, if that's  
3                   appropriate right now, Luke.

4                   The very next section for everybody  
5                   that's reading along, where we're talking  
6                   about the administrative authority, as I  
7                   read this, it would be the arrest of any  
8                   charge other than those that are not  
9                   required to be disclosed or just traffic  
10                   citations that would still, of course,  
11                   follow. They would have the ability to  
12                   appeal and have a hearing before the  
13                   Board.

14                   My only concern with that, even if we  
15                   consider some of the ones that we just  
16                   heard and said we're going to give their  
17                   certificate back, we have a lot of  
18                   misdemeanors coming through that are being  
19                   approved to maintain their certification.  
20                   Obviously, we can all see how far we are  
21                   behind on having hearings, and so, we  
22                   could end up with somebody who's  
23                   suspended, and at that point they're not  
24                   supposed to be in law enforcement or  
25                   performing any law enforcement duties,

## Transcript of Meeting 11/13/2025

1                   whether that takes us a year.

2                   So I think that warrants some  
3                   discussion just based on the way the Board  
4                   tends to vote when things come before  
5                   them. Is that something we want to do?  
6                   And maybe even that it's not necessarily  
7                   just administratively but that's presented  
8                   to us, and we vote on it. I know that  
9                   happened, of course, with all the arrests  
10                   that were recently made, but all those  
11                   were felonies.

12                   MS. CRANFORD: Yes. The felonies, I  
13                   have less of an issue with.

14                   MS. COLEMAN: I have really no  
15                   concern on the felonies.

16                   MS. CRANFORD: Yeah. If you're  
17                   charged with a felony, I feel pretty --  
18                   pretty good that the Director should have  
19                   the administrative authority to suspend,  
20                   and they should still have their appeal --  
21                   right to appeal that decision to the full  
22                   board to make a decision.

23                   But misdemeanors, Kassie's got a good  
24                   point, because there are a lot. You know,  
25                   is that something that -- I mean, I guess

## Transcript of Meeting 11/13/2025

1                   how does the Director feel about having to  
2                   parse through those, exercise judgment on  
3                   which ones you're going to suspend versus  
4                   which ones you're going to let ride? To  
5                   me, that's where it gets -- you know, it  
6                   could hang up.

7                   MS. COLEMAN: Well, we'll take the  
8                   common domestic violence. We see a lot of  
9                   that, you know, especially -- I almost  
10                  feel like it can have some unintended  
11                  consequences that if my certificate is  
12                  immediately revoked, then I'm going to be  
13                  putting even more pressure on that victim  
14                  to drop those -- you know, to do some  
15                  things, and they may also feel compelled  
16                  to do that because I'm no longer bringing  
17                  in a paycheck.

18                  I mean, there may be some adverse  
19                  unintended consequences that I just -- and  
20                  also, you know, you get a notice today  
21                  that I've been arrested for domestic  
22                  violence, and you get a notice next week  
23                  that it's been dismissed:  
24                  Administratively, do you then reinstate  
25                  it? I mean, what does that look like?

## Transcript of Meeting 11/13/2025

1                   And I just see a lot of that that  
2                   comes through here.

3                   MS. CRANFORD: On the misdemeanors.

4                   MS. COLEMAN: Right. The  
5                   misdemeanors are my only concern. And I'm  
6                   not saying we shouldn't, but as I feel  
7                   like I'm always the tweety bird, we just  
8                   need to be consistent. And I don't feel  
9                   like we're always super consistent.

10                  MR. WILLIAMSON: So to that point, I  
11                  think -- I think there are two things  
12                  worth noting about that. One, the current  
13                  policy only lets the director  
14                  administratively suspend a person who has  
15                  been adjudicated guilty of a felony crime.  
16                  So obviously adjudicated guilty is a lot  
17                  later in the process than charged. And  
18                  that's even for felonies.

19                  So do we want the director to have the  
20                  ability to administratively suspend people  
21                  who have been charged with felonies?

22                  MS. CRANFORD: Correct.

23                  MR. WILLIAMSON: And then, separately  
24                  from that, do we want there to be anything  
25                  that's not a felony that the director can

## Transcript of Meeting 11/13/2025

1           administratively suspend for based on a  
2           charge? And, again, having that ability  
3           is discretionary. It's not automatic.  
4           The director can. It's not the director  
5           shall.

6           So I think those are two different  
7           issues that are both worthy of discussion.  
8           So I just wanted to point that out.

9           MS. CRANFORD: I'll make this  
10           suggestion just to throw out there, and I  
11           may have to think through what I'm saying.  
12           I don't necessarily have any issue with if  
13           you're charged with a felony, I feel like  
14           you should have the authority to  
15           administratively suspend that felony  
16           pending the appeals process being in  
17           place.

18           If it's a misdemeanor, what if we, I  
19           don't know, separated the misdemeanors out  
20           and said, rather than you having the  
21           administrative authority to suspend them  
22           while it's a pending charge, what if we  
23           waited and said upon adjudication or  
24           conviction?

25           MS. COLEMAN: So I would be in total

1                   agreement with how it's written, minus the  
2                   cross-out of felony. So, I mean, if we --  
3                   if we just want to address felonies,  
4                   having the administrative authority when  
5                   they are charged with or arrested on a  
6                   felony, I'm in total agreement with that.

7                   I'm also in agreement if we want to  
8                   say and adjudicated on misdemeanors,  
9                   because then you've got a little bit more  
10                   information that's been fleshed out at  
11                   that point.

12                   But, you know, I just -- I think it's  
13                   something that we need to consider because  
14                   we're going to end up with a whole lot  
15                   more hearings, and we're not going to be  
16                   able to keep up. We're going to be  
17                   impeding people's ability to have a job.  
18                   I just think we have to consider that.

19                   So whether that's an adjudication on  
20                   misdemeanors and being charged with a  
21                   felony -- and I feel like that's also  
22                   fair. There's a distinction in how  
23                   anybody would be treated in their job on  
24                   getting arrested for a misdemeanor versus  
25                   a felony.

Transcript of Meeting 11/13/2025

1 MR. WILLIAMSON: So we could change  
2 that, then, to read as follows:  
3 Administrative revocation of those  
4 certificate holders who have been charged  
5 with a felony crime or adjudicated guilty  
6 of a misdemeanor crime, other than the  
7 crimes not required to be reported. So  
8 that would be consistent with, I think,  
9 what both of you are heading for.

10 MS. COLEMAN: Right.

11 MS. CRANFORD: Exactly, Luke.

12 CHAIRMAN JOHNSON: Josh, you got a  
13 comment?

14 DIRECTOR BROMEN: Could you keep  
15 misdemeanors that were while they're in  
16 service, though, asking in the capacity of  
17 the law enforcement officer?

18 MS. CRANFORD: That's a good point.

19 MR. WILLIAMSON: That's fair.

20 MS. COLEMAN: Yeah. Absolutely.

21 Because I think those will have had a  
22 probable cause hearing before a judge and  
23 are certainly fleshed out a lot more than  
24 what we're talking about, whether that be  
25 a domestic or a public drunk or something

## Transcript of Meeting 11/13/2025

1                   of that nature.

2                   So I think I would be fine with  
3                   charged with a felony or a misdemeanor  
4                   that's had the probable cause hearing,  
5                   which would have been in the course of the  
6                   scope. I don't know how wordy that gets,  
7                   Luke.

8                   DIRECTOR BROMEN: I mean, the DUI on  
9                   duty, the shoplifting on duty.

10                  MS. CRANFORD: Yeah. Now, that I  
11                  have less problem with, right? And that's  
12                  the stuff that makes --

13                  DIRECTOR BROMEN: (Talking  
14                  simultaneously).

15                  MS. COLEMAN: Yeah. And that's what  
16                  I'm saying. All of those would have had a  
17                  probable cause hearing before a circuit  
18                  court judge. And so, I am certainly a lot  
19                  more comfortable with that than some of  
20                  the things that we've seen that were  
21                  almost immediately dismissed when they got  
22                  in front of the judge.

23                  MR. WILLIAMSON: We could add -- it  
24                  could read charged with a felony crime or  
25                  adjudicated guilty of a misdemeanor crime

## Transcript of Meeting 11/13/2025

1                   after -- an open parenthesis, after having  
2                   a necessary probable cause hearing.

3                   CAPTAIN HENDRY: I think she's  
4                   saying, Luke, that those two are separate,  
5                   meaning if he's -- if an officer is  
6                   charged with a misdemeanor crime off  
7                   duty --

8                   MR. WILLIAMSON: Off duty, right.

9                   CAPTAIN HENDRY: -- unrelated to the  
10                  scope of work, he would have to be then  
11                  adjudicated guilty --

12                  MR. WILLIAMSON: Yes.

13                  CAPTAIN HENDRY: -- versus  
14                  embezzlement with a Fuelman card on duty.

15                  MR. WILLIAMSON: Right.

16                  CAPTAIN HENDRY: Then he could be  
17                  suspended upon the probable cause hearing.

18                  MR. WILLIAMSON: Of course, that's --  
19                  now that's a felony, too.

20                  MS. CRANFORD: That's a felony.

21                  MR. WILLIAMSON: That's a felony.

22                  MS. COLEMAN: Yeah. But I think -- I  
23                  guess what I'm saying is, if you had been  
24                  charged with a felony or after a  
25                  probable-cause hearing, you know, pursuant

## Transcript of Meeting 11/13/2025

1 to -- I was looking for it. Is it  
2 99-3-28?

3 MR. WILLIAMSON: 28, uh-huh.  
4 (Affirmative response.)

5 MS. COLEMAN: Does that sound right?  
6 You know, after a circuit court  
7 determination to issue a warrant pursuant  
8 to a hearing held under that. So you'd  
9 have those two charges, a felony, or a  
10 circuit judge has issued, you know, the  
11 authorization for the warrant, or then  
12 adjudicated on any other misdemeanor.

13 Because that should cover any  
14 misdemeanor that was (indiscernible) that  
15 they would have that hearing.

16 MR. WILLIAMSON: I'm typing. One  
17 second.

18 MS. COLEMAN: I was looking for the  
19 statute number, because I couldn't  
20 remember where it was at. And I would  
21 just like to say that Luke got this to us  
22 a month ago and asked us for comment. And  
23 so, I own that we're just now giving these  
24 comments, and I apologize.

25 CHAIRMAN JOHNSON: It's like getting

Transcript of Meeting 11/13/2025

1 certified. We're just now turning 21, but  
2 we're getting there.

3 MS. COLEMAN: We looked at it several  
4 times. We just haven't actually submitted  
5 the language.

6 CHAIRMAN JOHNSON: When he gets it  
7 typed up, we'll read it in as your motion,  
8 Kassie, if that's okay.

11 MS. COLEMAN: If I am looking at the  
12 correct one, 99-3.

13 MR. WILLIAMSON: 99-3-28. Okay.

14 That's what I typed, but I didn't trust  
15 myself. Okay. So then it would read as  
16 follows: Certificate holders who have  
17 been charged with a felony crime or when  
18 probable cause is found by the court  
19 pursuant to 99-3-28 or adjudicated guilty  
20 of a misdemeanor crime, other than the  
21 crimes not required to be reported.

22 Does that encompass -- I think that  
23 encompasses any kind of felony, on duty or  
24 off, any kind of misdemeanor that entitles  
25 you to a probable cause hearing, which

## Transcript of Meeting 11/13/2025

1 means that you are a law enforcement  
2 officer acting within the scope of your  
3 duties, and then for anything else, you  
4 would have to have already been convicted.

5 So three situations are contemplated  
6 there.

7 CHAIRMAN JOHNSON: Does that satisfy  
8 y'all's concern?

9 MS. COLEMAN: It does me. I don't  
10 know if anybody else does. Other --

11 CHAIRMAN JOHNSON: Okay. Does  
12 anybody else on this particular issue want  
13 to add to this? Because we're fixing to  
14 read it in as a motion, because we need to  
15 add in the part that this -- that we are  
16 directing the director to do what he needs  
17 to do. Are we -- everybody good?

18 All right. Mr. Williamson, if you'll  
19 read into the motion that is made by  
20 Kassie Coleman, this is what the motion  
21 will be voted on.

22 MR. WILLIAMSON: The motion would  
23 direct Board counsel to file policies as  
24 written with the amendment to  
25 Rule 4.3(1)(F), reading as follows:

## Transcript of Meeting 11/13/2025

1                   The director shall have the  
2                   administrative authority to issue both  
3                   temporary or permanent declarations of  
4                   ineligibility for certification, as well  
5                   as administrative revocation of those  
6                   certificate holders who have been charged  
7                   with a felony crime, or when probable  
8                   cause is found by the court pursuant to  
9                   Mississippi Code Section 99-3-28, or  
10                  adjudicated guilty of a misdemeanor crime  
11                  other than the crimes not required to be  
12                  reported on part 2 of the Law Enforcement  
13                  Application for Certification and  
14                  Background Investigation Review.

15                  CHAIRMAN JOHNSON:  We've heard the  
16                  motion.  I'll entertain a second.

17                  CAPTAIN HENDRY:  Hendry.  Second.

18                  CHAIRMAN JOHNSON:  Hendry's got a  
19                  second.  Any more discussion?

20                  (NO RESPONSE.)

21                  CHAIRMAN JOHNSON:  Josh, you good?

22                  DIRECTOR BROMEN:  Yes, sir.

23                  CHAIRMAN JOHNSON:  Director, you're  
24                  good?

25                  DIRECTOR JORDAN:  Yes, sir.

## Transcript of Meeting 11/13/2025

1                   CHAIRMAN JOHNSON: Everybody else  
2                   good?

3                   ( NO RESPONSE. )

4                   CHAIRMAN JOHNSON: All in favor say  
5                   aye and a show of hands.

6                   ALL: Aye.

7                   CHAIRMAN JOHNSON: Any opposed?

8                   ( NO RESPONSE. )

9                   CHAIRMAN JOHNSON: And that motion  
10                  will carry.

11                  MR. WILLIAMSON: So is that all of  
12                  part 1 everybody's good with, or is that  
13                  just that part of part 1?

14                  MS. COLEMAN: I just have one other,  
15                  and it kind of goes back to just talking  
16                  about with the under 21. The very next  
17                  section where we're talking about them  
18                  voluntarily surrendering their  
19                  certificate.

20                  MR. WILLIAMSON: Yes.

21                  MS. COLEMAN: And we've had a lot of  
22                  discussion on that in my time on the  
23                  Board. And while I'm in agreement moving  
24                  forward that this should be the rule, we  
25                  have a lot of people that have been told,

## Transcript of Meeting 11/13/2025

1           if you plead to this non-adjudication or  
2           whatever, and you're not going to have a  
3           felony, and then you get your certificate  
4           back.

5           And because this is a waiver to the  
6           right to be heard by the Board, I think  
7           it's another one of those that it's got to  
8           be moving forward, not retroactive to the  
9           people that have already, you know,  
10           negotiated.

11           And I'm not saying we would let them  
12           come back, but I think to forfeit their  
13           right to a hearing when that's not the  
14           agreement they made might get some  
15           convictions or non-adjudications set aside  
16           for us on our end.

17           MR. WILLIAMSON: So then do we want  
18           to put in a start date at the end of that  
19           that just says --

20           MS. COLEMAN: Whether that's the  
21           approval or the effective --

22           MR. WILLIAMSON: -- effective July 1,  
23           2026, or something like that, whatever  
24           date the Board's comfortable with?

25           MS. COLEMAN: Right.

## Transcript of Meeting 11/13/2025

1 MR. WILLIAMSON: Okay.

2 MS. CRANFORD: Do we need to put  
3 anything in there that, you know, gives  
4 further information about this, the  
5 written instrument? I mean, does it need  
6 to be a written instrument that is a form  
7 that's been prepared by Minimum Standards,  
8 like an authorized form where it's a  
9 consistent thing, or is it just any  
10 written instrument? You know what I mean.

11 MR. WILLIAMSON: I do. That's up to  
12 y'all.

13 MS. CRANFORD: Does it need to be  
14 fleshed out any?

15 MR. WILLIAMSON: I just think it  
16 needs to be in writing, and then it's up  
17 to the Board how strict you want to be on  
18 that. Does it need to be a sworn  
19 document --

20 MS. CRANFORD: That's what I guess I  
21 was going to say --

22 MR. WILLIAMSON: -- in other words,  
23 does it need to be --

24 MS. CRANFORD: -- does there need to  
25 be --

## Transcript of Meeting 11/13/2025

1                   MS. COLEMAN: So my concern on that  
2                   was just like, before I served on this  
3                   board, not always understanding how those  
4                   things worked. And so I get the purpose  
5                   of it being in writing is because we want  
6                   to make sure it's documented.

7                   But the way I see this most often  
8                   happening is it's part of a plea petition  
9                   that's filed, which is sworn and generally  
10                  is written. But if not, you know, even if  
11                  it's just on the record that that person  
12                  was under oath and that was a part of  
13                  their agreement might help the Board,  
14                  because I think you're going to have a lot  
15                  of prosecutors that don't fully recognize  
16                  that that's not enforceable if it's not in  
17                  writing or in the plea petition.

18                  So maybe either, you know, a sworn  
19                  statement before the court or in writing.  
20                  I do fear if you put it only -- if it's  
21                  only on this form and they don't know  
22                  where to find that form or how to get that  
23                  form --

24                  MR. WILLIAMSON: Right. That's my  
25                  concern, is if there's only one acceptable

## Transcript of Meeting 11/13/2025

1                   form, what if we want to change the form  
2                   or something like that? Or if it's --

3                   MS. COLEMAN: Right.

4                   MR. WILLIAMSON: -- you know, crossed  
5                   through by some nefarious defense counsel  
6                   in some way --

7                   CHAIRMAN JOHNSON: Would a sworn  
8                   statement --

9                   MR. WILLIAMSON: But a sworn  
10                   statement, a sworn written instrument  
11                   would be a different standard.

12                   MS. COLEMAN: Or even any sworn  
13                   statement. That way you would have it  
14                   covered by written or if it was in --

15                   MS. CRANFORD: In the plea colloquy  
16                   is what she's saying.

17                   MS. COLEMAN: Exactly. Or plea  
18                   petition. Like, even if it's not  
19                   covered --

20                   MR. WILLIAMSON: So if it says any  
21                   applicant who shall have voluntarily  
22                   surrendered his or her certificate through  
23                   a written instrument or any sworn  
24                   statement --

25                   MS. COLEMAN: I like that.

## Transcript of Meeting 11/13/2025

1                   MR. WILLIAMSON: -- shall be deemed  
2                   to have waived any right to a Board  
3                   hearing effective July 1, 2026.

4                   MS. COLEMAN: Yes.

5                   MR. WILLIAMSON: Is that better?

6                   MS. COLEMAN: Yes. Thank you.

7                   That's my motion.

8                   MR. WILLIAMSON: Is that better like  
9                   a motion? Yeah.

10                  MS. COLEMAN: That's my motion.  
11                  Thank you, Luke.

12                  MR. WILLIAMSON: Yes, ma'am. Thank  
13                  you.

14                  CHAIRMAN JOHNSON: Did you or do you  
15                  want to read that into a motion? Did you  
16                  get -- you still with us? Okay.

17                  MR. WILLIAMSON: Rule 4.3(1)(G) shall  
18                  read as follows: Individuals must be  
19                  notified in writing of any administrative  
20                  sanction, including non-eligibility. The  
21                  notification letter must contain the  
22                  reasons for the sanction, as well as a  
23                  statement of the specific findings about  
24                  staff.

25                  The notification letter must also

## Transcript of Meeting 11/13/2025

1 include instructions for requesting a  
2 Board hearing. This is the new part: Any  
3 applicant who shall have voluntarily  
4 surrendered his or her certificate through  
5 a written instrument or any sworn  
6 statement shall be deemed to have waived  
7 any right to a Board hearing effective  
8 July 1, 2026.

9 CHAIRMAN JOHNSON: Kassie, verbally,  
10 is that your motion?

11 MS. COLEMAN: Yes, sir.

12 CHAIRMAN JOHNSON: We have a motion  
13 to that effect. Do I have a second?

14 CHIEF SEAL: Second. Seal.

15 CHAIRMAN JOHNSON: Chief Seal on the  
16 second. Any more discussion?

17 (NO RESPONSE.)

18 CHAIRMAN JOHNSON: All in favor,  
19 signify by saying aye and the raising of  
20 the right hand.

21 ALL: Aye.

22 CHAIRMAN JOHNSON: It is unanimous.  
23 Any more discussion on the first part that  
24 we're still talking about?

25 CHIEF QUAKA: Yeah. We just made it

## Transcript of Meeting 11/13/2025

1 to the third paragraph.

2 MR. WILLIAMSON: That's right. So,  
3 if we can, can we just walk through each  
4 proposed change and then just open it for  
5 comment, Mr. Chair?

6 CHAIRMAN JOHNSON: That's perfect.  
7 That's fine with me.

8 MR. WILLIAMSON: The next change is  
9 just having the policy reflect the hearing  
10 panels, which we have the statutory  
11 authority to do. We're just essentially  
12 adopting that into our formal policy,  
13 because right now, the policy just says  
14 that the Board itself shall constitute the  
15 hearing panel.

16 The law says we can do less than that.  
17 So the policy, I think, should reflect  
18 what the law says. And so, that's what  
19 the next change is, which is to  
20 Rule 4.3(1)(J).

21 CHAIRMAN JOHNSON: Anybody got any  
22 discussion on that one?

23 MS. CRANFORD: Motion to accept the  
24 language as proposed in Rule 4.3(1)(J).

25 MS. COLEMAN: Second.

Transcript of Meeting 11/13/2025

1                   CHAIRMAN JOHNSON: Ms. Cranford did  
2                   the motion; Kassie did the second. Any  
3                   more discussion?

4                   ( NO RESPONSE. )

5                   CHAIRMAN JOHNSON: All in favor,  
6                   signify by raising your hand and saying  
7                   aye.

8                   ALL: Aye.

9                   CHAIRMAN JOHNSON: Any opposed?  
10                   ( NO RESPONSE. )

11                   CHAIRMAN JOHNSON: That will carry.  
12                   Next.

13                   MR. WILLIAMSON: Rule 4.3(1)(A) is  
14                   amended. This is the "three  
15                   strikes rule." But this rule is  
16                   discretionary -- I'm sorry?

17                   CHIEF QUAKA: Mr. Williamson, Rule 7,  
18                   not --

19                   MR. WILLIAMSON: Rule 7.3(1)(A).  
20                   Thank you, Chief Quaka. This is giving  
21                   the academies the explicit authority to  
22                   reject an applicant if they failed on  
23                   three prior occasions.

24                   This is not requiring them to reject  
25                   that applicant, but it's giving them the

1                   discretion to reject that applicant. And  
2                   then once they are rejected, they have a  
3                   five-year waiting period that's built in.  
4                   It's my understanding this was requested  
5                   by some of the academy directors.

6                   And let me say, let me confess my sin.  
7                   I think it may have been requested that  
8                   it's if they fail twice and apply the  
9                   third time, but I wrote it as if they  
10                  failed three times. So y'all, Board and  
11                  academy directors, please tell me which  
12                  you prefer.

13                  DIRECTOR MCKINNEY: The wording, can  
14                  we say failed or quit?

15                  MR. WILLIAMSON: So it says --

16                  DIRECTOR MCKINNEY: Considering  
17                  failing as quitting.

18                  MR. WILLIAMSON: Because you don't --  
19                  you don't have this in front of you,  
20                  here's what it actually says: An academy  
21                  may properly refuse admission to any  
22                  applicant who has previously attended any  
23                  training academy on three prior occasions  
24                  without successful completion.

25                  Such an applicant, once refused, must

## Transcript of Meeting 11/13/2025

1                   wait a minimum of five years before making  
2                   any further application to any training  
3                   academy.

4                   So, in other words, you can't fail  
5                   this one three times and then go to that  
6                   one. You're out of all of them at that  
7                   point. So -- but it just says without  
8                   completion. Yes, sir.

9                   CHAIRMAN JOHNSON: Amy, are you good  
10                  with that? Okay. And there's -- any  
11                  other directors? Where did Jackson go?  
12                  Okay. Okay.

13                  CHIEF QUAKA: I have a question.  
14                  Academies, are you good with the five-year  
15                  wait period?

16                  UNIDENTIFIED: Yeah. That was what  
17                  we kind of --

18                  MS. VANDERFORD: I'm good with never.

19                  DIRECTOR MCKINNEY: Me and Amy get  
20                  the same ones. They quit her, and they  
21                  come to us. They quit us and go back to  
22                  her.

23                  CHIEF QUAKA: So none of you want  
24                  lower than five?

25                  MS. VANDERFORD: No.

## Transcript of Meeting 11/13/2025

1 CHIEF QUAKA: Okay.

2 MR. WILLIAMSON: Now, Amy, for your  
3 purposes, we talked about this at a prior  
4 meeting, and we said we're fine with you  
5 exercising your own discretion about your  
6 admittance policy, and essentially what  
7 this would do would be give y'all a little  
8 bit more of a -- of a backbone in saying  
9 no to people who meet these requirements  
10 without it being a hard and fast rule.

11 In other words, if somebody has failed  
12 three times, but there were legitimate  
13 circumstances all three times, you could  
14 take them if you wanted to, but you don't  
15 have to.

16 CHAIRMAN JOHNSON: You want to read  
17 it?

18 MR. WILLIAMSON: Yes. Rule 7.3(1)(A)  
19 shall read as follows: Each academy shall  
20 develop an admittance and enrollment  
21 procedure. This procedure must ensure  
22 that only those applicants who are of good  
23 moral character, meeting Board standards,  
24 and are physically and mentally fit are  
25 admitted to the academy.

## Transcript of Meeting 11/13/2025

1                   This is the new part: An academy may  
2                   properly refuse admission to any applicant  
3                   who has previously attended any training  
4                   academy on three prior occasions without  
5                   successful completion. Such an applicant,  
6                   once refused, must wait a minimum of five  
7                   years before making any further  
8                   application to any training academy.

9                   CHAIRMAN JOHNSON: You've heard the  
10                   new amendment to that policy. Will  
11                   somebody make that motion that was just  
12                   read without reading it again?

13                   CHIEF SEAL: Motion. Seal.

14                   CHAIRMAN JOHNSON: Chief Seal makes  
15                   that motion as read. Do I have a second?

16                   CAPTAIN HENDRY: Second.

17                   CHAIRMAN JOHNSON: Hendry makes the  
18                   second. Any more discussion?

19                   ( NO RESPONSE. )

20                   CHAIRMAN JOHNSON: All in favor, say  
21                   aye and raise your hand.

22                   ALL: Aye.

23                   CHAIRMAN JOHNSON: Any opposed?

24                   ( NO RESPONSE. )

25                   CHAIRMAN JOHNSON: Carry on. That

1 carries.

2 MR. WILLIAMSON: Mr. Chair, the next  
3 is an amendment to several sections of  
4 Rule 9.2. This was something that Captain  
5 Hendry had directed me to. Captain, I  
6 know we did, I think, share this with some  
7 of the other academy directors, and we're  
8 trying to bring consistency to this  
9 section. Was that the overall goal?

10 CAPTAIN HENDRY: Yeah. It's just a  
11 matter of trying to -- the way it goes  
12 now, there's people who are taking  
13 refresher courses that are coming in  
14 either from military service or out of  
15 state or a break in service.

16 Some are required to take the law  
17 classes or legal updates courses. Some  
18 are not. What we would like to do is to  
19 have every refresher, regardless of their  
20 break in service, have to take the state  
21 legal courses. Does that summarize it?

22 MR. WILLIAMSON: Yes, it does. The  
23 only other section that's worth discussion  
24 is there has been, I think, either some  
25 lack of understanding or lack of knowledge

## Transcript of Meeting 11/13/2025

1                   about whether you can take a refresher and  
2                   not be a Mississippi resident.

3                   The policy right now requires that you  
4                   are a Mississippi resident to take the  
5                   refresher. I'm told there may be people  
6                   who are working in law enforcement in  
7                   Mississippi who are not Mississippi  
8                   residents.

9                   So the residency requirement has been  
10                  changed in the appropriate sections to say  
11                  the Board shall issue certifications to  
12                  applicants who establish residence within  
13                  50 miles of the borders of the state,  
14                  rather than living in the state.

15                  And that would allow for people in  
16                  areas like DeSoto County. You could live  
17                  in Memphis, theoretically, or live in  
18                  Tennessee somewhere and be eligible to  
19                  take equivalency of training courses. And  
20                  then obviously there's large sections of  
21                  south Mississippi that that would apply to  
22                  as well for people who live in Louisiana  
23                  or Alabama.

24                  CHAIRMAN JOHNSON: Is that the two  
25                  changes in 9.2?

1 CAPTAIN HENDRY: And just the other  
2 part in 9.2 relative to the refreshers is  
3 removing the certified instructor. Just  
4 for the sake of uniformity of training, we  
5 would like that, because what we were  
6 seeing is we were getting just an  
7 instructor from an agency that would just  
8 pencil whip their training.

9 So we would like to make sure that  
10 they attended an accredited academy to  
11 receive the legal training for the  
12 refresher.

13 MR. WILLIAMSON: That's correct.  
14 That's the other purpose for these  
15 amendments. Captain Hendry, one point of  
16 clarification, because if this was the  
17 goal, I want to point out where it's not  
18 present.

## Transcript of Meeting 11/13/2025

1                   You have to take the hands-on skill  
2                   test and law courses, but we didn't add  
3                   anything to those requirements. So,  
4                   Captain Hendry, if that was requested to  
5                   be changed, I haven't changed it, so we  
6                   can. That's Section D.

7                   In Section E, it refers to any officer  
8                   certified in the state whose break in  
9                   service was due to serving as a law  
10                   enforcement officer in another state or in  
11                   a federal jurisdiction.

12                   They're required to take the hands-on  
13                   skill test and law course of the refresher  
14                   if their break in service was more than  
15                   five years, but not if it's less than five  
16                   years.

17                   CAPTAIN HENDRY: No. I think the  
18                   intent, and with the Board's concurrence,  
19                   is to have all refreshers regardless of  
20                   their break in service.

21                   MR. WILLIAMSON: Regardless of how  
22                   long the break in service was.

23                   CAPTAIN HENDRY: Or whether it was a  
24                   closely related field, federal, out of  
25                   state, whatever the case is.

## Transcript of Meeting 11/13/2025

1                   MR. WILLIAMSON: That's why I brought  
2                   that up. So I wanted to make sure you  
3                   wanted it to apply to these as well.

4                   CAPTAIN HENDRY: I think so.

5                   MR. WILLIAMSON: Now currently, if  
6                   you have a break in service of less than  
7                   two years, then we don't --

8                   CAPTAIN HENDRY: There's no refresher  
9                   requirement.

10                  MR. WILLIAMSON: There's no refresher  
11                  requirement.

12                  CAPTAIN HENDRY: Correct.

13                  MR. WILLIAMSON: So to be consistent,  
14                  we would want to make it applicable if  
15                  your break is more than two, not more than  
16                  five.

17                  CAPTAIN HENDRY: Correct.

18                  MR. WILLIAMSON: Is that right?

19                  MS. VANDERFORD: May I say something  
20                  really quick?

21                  CAPTAIN HENDRY: Please.

22                  MS. VANDERFORD: And, Director  
23                  Hendry, I pointed this out. There is a  
24                  refresher training that's 200 hours.

25                  There is an update of skills that you only

## Transcript of Meeting 11/13/2025

1 do the skill areas, and you do the law  
2 classes if you have to.

3 I think that is confusing to  
4 departments who call us and say, Well,  
5 they say I need a refresher update. And  
6 I'm like, Do you need a refresher, or do  
7 you need the updated skills? Because it  
8 gets -- we need to delineate between --  
9 we're talking about updated skills only  
10 right now.

11 And when you throw refresher in there,  
12 then I'm thinking, okay, 200 hours, and  
13 then you -- so if we can --

14 CAPTAIN HENDRY: Well, I think --

15 MS. VANDERFORD: -- possibly change  
16 the language.

17 CAPTAIN HENDRY: -- it would either  
18 be after the new -- after the changes,  
19 Amy, it would only be either full  
20 refresher or skills update with law.  
21 Like, that would be the only two.

22 MS. VANDERFORD: That's going to be  
23 the language for refresher --

24 CAPTAIN HENDRY: That would be it,  
25 because they would all have to do law

## Transcript of Meeting 11/13/2025

1                   classes regardless.

2                   MS. VANDERFORD: And I'm perfectly  
3                   fine with that. I just wanted to clarify  
4                   the language of refresher or update  
5                   refresher.

6                   CAPTAIN HENDRY: No. That's -- I get  
7                   what you're saying, but it would do away  
8                   with just a skills update. It would just  
9                   be either skills update with law or  
10                  refresher.

11                  MR. WILLIAMSON: Let me make sure  
12                  I've got that right.

13                  CAPTAIN HENDRY: So there's a part in  
14                  there that says -- that delineates whether  
15                  or not that the law class is required.  
16                  Okay?

17                  MR. WILLIAMSON: Yes.

18                  CAPTAIN HENDRY: And so, we can  
19                  either just do away with that part that  
20                  says the law class is not required. I'm  
21                  not familiar with the exact part of that  
22                  policy, but -- and just make it where if  
23                  your break in service requires the skills  
24                  update that you -- it's just skills update  
25                  with law. That may be a simpler form, a

## Transcript of Meeting 11/13/2025

1 way to amend that --

2 MR. WILLIAMSON: That's actually what  
3 it says: By completing the hands-on skill  
4 test and law courses of the refresher  
5 course. So that's, I think, the confusion  
6 is --

7 MS. VANDERFORD: That's the part.

8 MR. WILLIAMSON: -- that the policy  
9 says that, and some people are  
10 interpreting that as the whole refresher,  
11 but it's not. It doesn't say the whole  
12 refresher. It says the skills test and  
13 law test.

14 MS. VANDERFORD: They'll be done in a  
15 week.

16 MR. WILLIAMSON: So the way it reads  
17 right now, because it makes a reference to  
18 the refresher course, it's telling you  
19 which skills test and which law courses.  
20 So I think that part of it is important.

21 It shouldn't just say complete some  
22 skills test and some law course because  
23 then we're --

24 MS. VANDERFORD: No. That's correct.

25 MR. WILLIAMSON: -- that's bad.

## Transcript of Meeting 11/13/2025

1 MS. VANDERFORD: (Talking  
2 simultaneously) very particular. It's  
3 just the "refresher" word that throws  
4 everybody off.

5 CHAIRMAN JOHNSON: The word  
6 "refresher" is in both of the scenarios?

7 MS. VANDERFORD: Right.

8 CAPTAIN HENDRY: And it only just  
9 means that they are required to take the  
10 legal -- the law classes that are taught  
11 in the refresher course.

12 CHAIRMAN JOHNSON: Is there another  
13 way to word it without that word  
14 "refresher"?

15 MR. WILLIAMSON: I don't know,  
16 because, I -- well, no. Because, I mean,  
17 that's telling you where to find the  
18 skills test and the law courses, in my  
19 mind. It's telling you which ones.

20 CAPTAIN HENDRY: So it's going to be  
21 hard. I mean, we're just going to have to  
22 know, like, and explain this as directors  
23 to agencies.

24 MS. VANDERFORD: We do. It's  
25 everyone else who calls.

1                   CAPTAIN HENDRY: And it's just going  
2                   to have to be like, you either do the  
3                   full -- and the state will do this, as  
4                   well, but you either take the full  
5                   200-hour refresher, or you have skills  
6                   update and legal classes that you're  
7                   required to take.

8                   And we know, as directors, to tell the  
9                   agencies they have to be here for this day  
10                  at this class for their law portion.

11                  CHAIRMAN JOHNSON: I think the  
12                  problem comes in where they're saying take  
13                  the law courses that's included in the  
14                  refresher. When you say "refresher," that  
15                  throws it off.

16                  MS. VANDERFORD: Maybe we need to say  
17                  constitutional law, four hours; juvenile  
18                  law, four hours. And maybe we put it in  
19                  parentheses how many hours they're  
20                  supposed to take per what they're supposed  
21                  to get in the refresher course.

22                  MR. WILLIAMSON: Would it be easier  
23                  to say -- I mean, the refresher is only  
24                  available at the academy, right? We're  
25                  removing any other places? So --

## Transcript of Meeting 11/13/2025

1 MS. VANDERFORD: No. You have --  
2 DeSoto County has a training academy or a  
3 training facility that does a refresher  
4 class as well.

5 CHAIRMAN JOHNSON: Well, that's going  
6 to fall under the part-time academy, I  
7 guess. Do they have a part-time academy?  
8 That's what they have?

9 MS. VANDERFORD: Some kind of  
10 training institute.

11 CAPTAIN HENDRY: Yeah.

12 MR. WILLIAMSON: I'm not sure how to  
13 get to the best solution.

14 CAPTAIN HENDRY: I think it's just  
15 going to be -- I think it has to refer to  
16 the -- because that --

17 MR. WILLIAMSON: To the refresher.

18 CAPTAIN HENDRY: Unless you break it  
19 out like Amy is saying, go reference what  
20 the legal courses are in the refresher and  
21 specifically just outline that in that  
22 section, or keep it as written and just  
23 refer to that.

24 MR. WILLIAMSON: So which do you  
25 want? I guess my question is, do we want

## Transcript of Meeting 11/13/2025

1 to leave it as written and have the  
2 understanding communicated among the  
3 academies that it doesn't mean the entire  
4 200 hours; it just means these sections,  
5 maybe? Can we use the word "sections" of  
6 the refresher course? Is that --

7 MS. VANDERFORD: I think that might  
8 be better.

9 MR. WILLIAMSON: -- a solution?

10 MS. VANDERFORD: And the academies  
11 get it. It's the police chiefs and  
12 sheriffs who call and say we're confused  
13 because do they have to do a refresher.  
14 Because they're -- they're trying to  
15 figure out what their guy needs to have.

16 CAPTAIN HENDRY: So in the  
17 application for certification letter that  
18 they receive back, does it -- does it  
19 only -- when someone does -- when someone  
20 is eligible for the skills update with  
21 law --

22 MS. VANDERFORD: That's what they  
23 say.

24 CAPTAIN HENDRY: Just skills. That's  
25 what it says, just skills update?

## Transcript of Meeting 11/13/2025

1 MS. VANDERFORD: Skills update with  
2 law classes.

3 CAPTAIN HENDRY: Okay. And so, as  
4 long as that doesn't say -- that doesn't  
5 say "refresher," though, that part, the  
6 letter?

7 MS. VANDERFORD: No, it does not.

8 CAPTAIN HENDRY: Okay. I mean, so --

9 MR. WILLIAMSON: We could change the  
10 policy, Captain, to say the officer may  
11 restore their certification by completing  
12 the hands-on skill test and law courses  
13 portions of the refresher course. And  
14 then, that way that portion obviously  
15 signifies less than the whole.

16 MS. VANDERFORD: I think that'd work.

17 CAPTAIN HENDRY: Okay. Law portions  
18 of the refresher course?

19 MR. WILLIAMSON: Yeah. Of the  
20 refresher course.

21 CAPTAIN HENDRY: That makes sense.

22 MR. WILLIAMSON: And then, that way  
23 it's clear for those -- for those people  
24 it's not the whole thing. It's just. . .

25 CAPTAIN HENDRY: Uh-huh.

## Transcript of Meeting 11/13/2025

1 (Affirmative response.)

2 CHAIRMAN JOHNSON: Is there any other  
3 thing dealing with 9.2?

4 MR. WILLIAMSON: Is there any  
5 discussion necessary or feedback on  
6 changing residency requirements?

7 CHAIRMAN JOHNSON: The 50-mile  
8 radius --

9 MR. WILLIAMSON: The 50-mile radius  
10 of the borders. Yes, sir.

11 CHAIRMAN JOHNSON: All right.  
12 There's no discussion on that. Anything  
13 else on 9.2?

14 MR. WILLIAMSON: I don't think so. I  
15 think we just need a motion perhaps from  
16 Captain Hendry.

17 CHAIRMAN JOHNSON: All right. We  
18 need to entertain a motion to direct  
19 Mr. Williamson to make the changes that  
20 have been discussed.

21 CAPTAIN HENDRY: Hendry. So moved.

22 CHAIRMAN JOHNSON: Hendry makes the  
23 motion. Do I have a second?

24 MS. COLEMAN: Kassie. Second.

25 CHAIRMAN JOHNSON: Kassie makes a

## Transcript of Meeting 11/13/2025

1 second. Any other discussion?

2 (NO RESPONSE.)

3 CHAIRMAN JOHNSON: All in favor say  
4 aye and raising of hands.

5 ALL: Aye.

6 CHAIRMAN JOHNSON: Any opposed?

7 (NO RESPONSE.)

8 CHAIRMAN JOHNSON: There are none.

9 All right.

10 MR. WILLIAMSON: All right. I'm  
11 getting there.

12 CHAIRMAN JOHNSON: That's fine.

13 We're going to have a whole new book when  
14 we get there.

15 MR. WILLIAMSON: That's right.

16 CHAIRMAN JOHNSON: Do you need a  
17 break?

18 THE COURT REPORTER: I would like  
19 one, unless you've just got one more left.

20 CHAIRMAN JOHNSON: Ten minute break.

21 (OFF THE RECORD.)

22 CHAIRMAN JOHNSON: We're calling the  
23 regular meeting back to order. We've had  
24 a very quick personnel matter we need to  
25 take up, and I need to entertain an

## Transcript of Meeting 11/13/2025

1                   executive session motion.

2                   CHIEF QUAKA: I'll make that motion.

3                   MS. COLEMAN: Second. Kassie.

4                   CHAIRMAN JOHNSON: Quaka makes it;  
5                   Kassie seconds. All in favor say aye and  
6                   a raising of hands.

7                   ALL: Aye.

8                   CHAIRMAN JOHNSON: All right. We're  
9                   going to be in executive session just a  
10                   few minutes. It won't take me just a  
11                   minute. So we'll have to clear the room.  
12                   Thank you.

13                   (OFF THE RECORD.)

14                   CHAIRMAN JOHNSON: Okay. We're back  
15                   in regular session. We have two more  
16                   policy items, 10.2 -- part 1, 10.2, and  
17                   14. Yes, Mr. Williamson.

18                   MR. WILLIAMSON: Mr. Chair, 10.2 is  
19                   to the continuing education requirement.  
20                   All these changes do is adopt what is  
21                   already the law as passed in House  
22                   Bill 691 in the 2024 legislative session.  
23                   So it's already the law. We are just  
24                   writing what is required by the law into  
25                   the policy for consistency purposes in

Transcript of Meeting 11/13/2025

1 10.2.

2 CHAIRMAN JOHNSON: Okay. Are there  
3 any questions, comments on that?

4 (NO RESPONSE.)

5 CHAIRMAN JOHNSON: I'll entertain a  
6 motion for that policy change.

7 MS. COLEMAN: So moved. Kassie.

8 CHAIRMAN JOHNSON: Kassie makes a  
9 motion. Have a second?

10 CHIEF QUAKA: Second. Quaka.

11 CHAIRMAN JOHNSON: Quaka makes a  
12 second. Any more discussion?

13 (NO RESPONSE.)

14 CHAIRMAN JOHNSON: All in favor say  
15 aye and raise your hand.

16 ALL: Aye.

17 CHAIRMAN JOHNSON: Any opposed?

18 (NO RESPONSE.)

19 CHAIRMAN JOHNSON: There are none.

20 Okay.

21 MR. WILLIAMSON: Rule 14.3 is changed  
22 at the request of Captain Hendry to allow  
23 for a digital library rather than a  
24 physical library at the academies. That's  
25 obviously the preferred method for a lot

Transcript of Meeting 11/13/2025

1                   of places now is to receive digital  
2                   materials rather than on-site.

3                   CHAIRMAN JOHNSON: Heard the  
4                   recommendation. I'll entertain a motion.

5                   MS. COLEMAN: So moved. Kassie.

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

8                   SHERIFF JOHNSON: Second. Johnson.

9                   CHAIRMAN JOHNSON: Sheriff Johnson  
10                  makes the second, of Jasper County. Any  
11                  discussion?

12                  (No Response.)

13                  CHAIRMAN JOHNSON: All in favor, say  
14                  aye by raising your right hand and saying  
15                  aye.

16                  ALL: Aye.

17                  CHAIRMAN JOHNSON: Any opposed?

18                  (No Response.)

19                  CHAIRMAN JOHNSON: There are none.

20                  Okay.

21                  MR. WILLIAMSON: Last one, Rule  
22                  14(C)(3)(E) dealing with revocation of  
23                  accreditation, deleting all but any action  
24                  detrimental to professional law  
25                  enforcement training.

Transcript of Meeting 11/13/2025

1                   CHAIRMAN JOHNSON: Okay. Heard the  
2 recommendation. I'll entertain a motion  
3 on that.

4                   CHIEF QUAKA: Motion. Quaka.

5                   CHAIRMAN JOHNSON: Quaka has made the  
6 motion. Do I have a second?

7                   MS. COLEMAN: Second. Kassie.

8                   CHAIRMAN JOHNSON: Kassie makes the  
9 second. Any discussion?

10                  ( NO RESPONSE. )

11                  CHAIRMAN JOHNSON: All in favor by  
12 the same sign of aye and raise your hand.

13                  ALL: Aye.

14                  CHAIRMAN JOHNSON: Any opposed?

15                  ( NO RESPONSE. )

16                  CHAIRMAN JOHNSON: There are none.

17                  MR. WILLIAMSON: Mr. Chair, I would  
18 request that we take up part 2 at a  
19 subsequent meeting due to time.

20                  CHAIRMAN JOHNSON: Do we have a  
21 motion to take that up at a later date due  
22 to time constraints?

23                  SHERIFF JOHNSON: Make a motion.

24                  MS. COLEMAN: Second. Kassie.

25                  CHAIRMAN JOHNSON: Johnson motion;

Transcript of Meeting 11/13/2025

1                   Kassie, second. All in favor, say aye,  
2                   raise your hand.

3                   ALL: Aye.

4                   CHAIRMAN JOHNSON: Any opposed?

5                   (No Response.)

6                   CHAIRMAN JOHNSON: There are none.

7                   (END OF BUSINESS MEETING AT 11:29 A.M.)

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

Transcript of Meeting 11/13/2025

1 CERTIFICATE OF COURT REPORTER

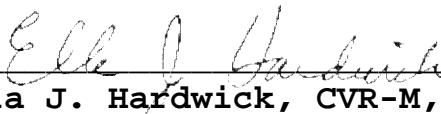
2 I, Ella J. Hardwick, CVR-M, CCR #1749, Court  
3 Reporter and Notary Public in and for the State of  
4 Mississippi, hereby certify that the foregoing  
5 contains a true and correct transcript, to the best  
6 of my ability, as taken by me in the aforementioned  
7 matter at the time and place heretofore 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 8th day  
13 of December, 2025.

14

15

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

16

My Commission Expires:  
17 February 8, 2029

18

19

20

21

22

23

24

25