

**MINUTES**

**BLEOST MEETING**  
**July 12, 2018**

**Call to Order:**

The meeting was called to order at 9:04 a.m. by Chairman Mallory.

**Roll Call:**

Chairman Mallory called the roll and a quorum was established. Board members present were:

Officer Brad Carter  
Chief Don Gammage  
Sheriff Jim Johnson  
Dr. Steve Mallory  
Sheriff Billy McGee  
Constable Glenn McKay  
Hon. Ed Snyder  
Mr. Windy Swetman

**Board members not present were:**

Hon. Michael Guest  
Chief Ray Hawkins  
Mayor Gary Rhoads  
Captain Lori Travis  
Chief's Position - Vacant

**Staff members present were:**

Mrs. Mary L. Bailey  
Mrs. Bebea Boney  
Mr. Robert Davis  
Mrs. Lydia Edwards  
Ms. Geneva Hill  
Mr. Bob Morgan  
Mr. Michael Nash

**Speakers/guests present were:**

Director Dean Bearden, NMLETC  
Mrs. Elizabeth Patrick, Columbus Police Department  
Mrs. Jacquelyn Posey, Adams Co. S.O.  
Director Jacqueline Moreno, SRPSI  
Director Richard Lawrence, Rankin Co. S.O.  
Retired Chief Tom Long  
Trooper Gary M. Seale, Jr., MLEOTA  
Trooper Marcus D. Colley, MLEOTA  
Asst. Director Joe Jackson, MLEOTA  
Director Clint McMurry, CLETA

Deputy Paul Holley, Rankin Co. S.O.  
Chief Scarber, Ruleville P.D.  
Officer Jamario Sanford, Ruleville P.D.  
Alderman Mike Chatham, State Line  
Chief Glenn Young, State Line  
Asst. Chief Edrick Hall, Columbus P.D.  
Chief Frederick Shelton, Columbus P.D.  
Agent Christiane Williams, MDOC  
Com. Herman Horton, Jackson P.D.  
Deputy James Rayborn, Rankin Co. S.O.  
Attorney Katie Clay, Town of State Line  
Attorney Dennis DeBar, State Line  
Officer Jeremy Gordon, Jackson P. D.

### **Introductory Remarks:**

The guests introduced themselves and they were welcomed by Chairman Mallory. Director Davis introduced Mary Bailey and Lydia Edwards as new employees of Standards and Training.

### **Approval of Minutes:**

A copy of the minutes from the previous meeting was emailed to each member. Sheriff Johnson made a motion to approve the minutes. Mr. Swetman seconded the motion. The motion carried without opposition.

### **Old Business**

### **In-Service Training - Request for Approval:**

1. Safe Environment Training for Your Faith Community (SET Your Faith Community); Chaplains for Children; 2 day training; Advanced Safe Environment Training for Your Faith Community; 1 day training; Children's Advocacy Centers of Mississippi, 12.5 hours/6 hours.
2. 2018 Trauma Informed Care Conference "From Knowledge to Skill Practice"; First Responders Track; Department of Mental Health; 7 hours.
3. Responding to Violence Against Elders; Southern MS Planning and Development District; 5.5 hours.
4. Juvenile Justice Symposium 2018; 12 hours.
5. Color of Law; 4 hours; Cultural Diversity; 4 hours; Crisis Intervention; 4 hours; Introduction to Crisis Negotiation; 16 hours; Crisis Management; 8 hours; Crisis Negotiation Refresher; 16 hours; Jeffery Artis, Retiring FBI Agent.
6. The Street Survival Seminar (The Fatal Four) (The Impact of Stress); Calibre Press; 16

hours.

7. 2018 Opioid and Heroin Drug Summit; Attorney General's Office; 15 hours.
8. Firearms Instructor Course; Presentation by Chief Tom Long.
9. Report on Defensive Tactics Instructor Course.
10. Report on Basic Rifle Instructor Course.

Mr. McKay made a motion to approve the courses in item 1 to 7 for in-service training. Mr. Snyder seconded the motion and it passed without opposition.

Information was given to the Board concerning the course offered by Retired Chief Tom Long. Chief Long has his program in a book he titled "Advanced Combat Survival Shooting". Chief Long told the Board that he has taught this course for many years all over the country, and agencies in this state are seeking more options to have their firearm's instructors trained and certified. He stated that he would train and certify instructors in shotgun and rifle as well as handguns. His company name is "Tactical Officer Survival School". Sheriff Johnson made a motion to approve Chief Long to be a training facility to train and certify instructors. Chief Gammage seconded the motion and it passed without opposition.

Officer Gordon presented his Defensive Tactics Instructor Certification Course to the Board. The Academy Directors were asked for their impression of the Course. There were no negative comments. Mr. Snyder made a motion to approve Officer Gordon's Defensive Tactics Instructor Certification Course. Sheriff McGee seconded the motion and it passed without opposition.

Investigator Patrick presented his AR15 Instructor Certification Course to the Board at the last meeting. The Academy Directors were asked for their impression of the Course. The comments were not favorable towards this course. The request was denied due to a lack of a motion to approve.

## **New Business**

### **Discuss Basic Academy Hours and Review Request to Approve Mental Health First Aid in Basic Curriculum:**

The staff reviewed the approved 480 hour curriculum and the schedules of the academies. After reviewing these schedules, the staff has determined that hours are available to add new courses to the basic curriculum. The Commissioner of Public Safety has suggested that the Board consider a course titled "Mental Health First Aid" to be included in the basic curriculum. Agent Christiane Williams, an instructor for "Mental Health First Aid", made a presentation about the goals and objectives of this course. It's an 8 hour course (the course must be taught in one 8 hour day or 2 consecutive days in 4 hour sessions) designed to train officers in recognizing the potential risk factors and warning signs for a range of mental health problems, including: depression, anxiety/trauma, psychosis and psychosis disorders, substance use disorders, and self-injury. It trains the officer to help an individual in crisis to connect with the appropriate professional help.

The National Council for Mental Health sponsors this training. Workbooks are required for each student. Agent Williams stated that workbooks can be reused. Mental Health can provide the Academies 275 workbooks that a grant will pay for. When it becomes necessary for more workbooks, if grant money is not available, the Board would need to purchase the books for the academies. Mental Health agencies will also provide instructors to the academies. When instructor training is available, the academies could send one of their instructors for this certification. The Board was advised that there needs to be one instructor per 30 students.

The recommendation to add this class would require a change to the current curriculum to free 8 hours. It was recommended to lower the Administrative Time from 18 hours to 12 hours and to free 2 additional hours by including the Photography Course with the Crime Prevention Course.

Chief Gammage made a motion to include “Mental Health First Aid” in the Basic Program and change the Administrative Time and Photography Course as mentioned. Sheriff Johnson seconded the motion and it passed without opposition.

Mr. Snyder made a motion to incorporate this training into the Basic Course effective January, 2019. Mr. McKay seconded the motion and it passed without opposition.

#### **Certification of Officers:**

Director Davis presented a list of 3 F/T Basic classes, 9 F/T equivalency candidates, 4 P/T Basic classes and 3 P/T equivalency candidates for certification pending completion of all requirements. Sheriff McGee made a motion to approve the basic classes and equivalency candidates for certification subject to meeting all requirements and Sheriff Johnson seconded the motion. The motion carried without opposition.

#### **Certification Review Hearing for Chief Glenn E. Young:**

The Board on Law Enforcement Officer Standards and Training (BLEOST) received an application from the State Line Police Department on April 14, 2017 requesting the law enforcement certification of Glenn Young. The Board’s Certification Section later received additional information that was not included in the application. With this additional information it was determined that he is not eligible for law enforcement certification.

Chief Young by way of his attorney, Dennis DeBar requested this hearing before the Board. The Court Reporter issued the oath to Chief Young and Director Davis.

Chairman Mallory asked Chief Young to confirm that he received notice of the procedures for this hearing and understood the contents of the notice and that he understood the potential outcome of the hearing. Attorney DeBar stated that he understood and was ready to proceed.

Director Davis presented a 26 page document taken from Chief Young’s law enforcement certification file.

The Board on Law Enforcement Officer Standards & Training was provided an order of expungement, dated December 30, 2016, documenting that he admitted that he committed the crime of Prescription Forgery. This criminal conduct occurred while he was serving as a law enforcement

officer with the State Line Police Department. This conduct is a breach of the established minimum standards, violates the law enforcement code of ethics, or would diminish the public trust in his competence and reliability as a law enforcement officer.

He did not reveal this information to the Board in his application for certification in April, 2017 when he was hired as the chief of the State Line Police Department.

Mississippi Code of 1972 Annotated § 45-27-21 states in part that a certified copy of every expunction and nonadjudication order shall be sent by the circuit clerk to the Mississippi Criminal Information Center where it shall be maintained in a separate confidential database accessible only upon written request by... the Mississippi Law Enforcement Standards and Training Board. Any criminal conviction which has been expunged or nonadjudicated may be... for the use of the Mississippi Law Enforcement Standards and Training Board in giving or retaining law enforcement certification.

Attorney DeBar presented that the Town of State Line was aware of the actions of Chief Young, but he has the full support of that community. He stated that he was not disputing the facts. He stated that the town needs Chief Young. He asked for leniency from the Board so the town could keep Chief Young. Chief Young did not make any statements. Mr. DeBar stated that Chief Young entered the plea so not to risk going to prison. He said that Chief Young admitted to making a mistake, he asked that the Board look at the good he has done for the town. He requested that the Board use the options they have other than cancelling his certificate.

Chairman Mallory entertained a motion to enter into closed session to consider whether to declare an executive session. Mr. Snyder made a motion to enter into closed session and it was seconded by Sheriff McGee. The vote was unanimous to enter into closed session. In closed session, Sheriff Johnson made a motion to declare an executive session to consider the allegations of misconduct and evidence produced during the open proceeding, and to consider the possible issuance of an appealable order. It received a second from Mr. Snyder. The vote was unanimous to enter into executive session.

When executive session was finished, everyone was called back into the meeting room and the Chairman entertained a motion to come out of executive session. Chief Gammage made a motion to come out of executive session, it received a second from Mr. Swetman, the vote was unanimous.

The Chairman announced that in Executive Session, after considering the facts presented, the Board voted unanimously (7-0) to cancel the certificate in the name of Glenn Young, and made the finding that Glenn E. Young engaged in conduct that: would breach the established minimum standards; violate the Law Enforcement Code of Ethics, and would greatly diminish the public trust in the competence and reliability of a law enforcement officer.

### **Certification Review Hearing for Officer Jamarion D. Sanford:**

The Board on Law Enforcement Officer Standards and Training (BLEOST) received an application from the Ruleville Police Department on April 5, 2017 requesting the law enforcement certification for Officer Jamarion D. Sanford. The Board's Certification Section later received additional information that was not included in the application. With this additional information it was determined that he was not eligible for law enforcement certification.

Officer Sanford requested this hearing before the Board. The Court Reporter issued the oath to Officer Sanford, Chief Scarber, and Director Davis.

Chairman Mallory asked Officer Sanford to confirm that he received notice of the procedures for this hearing and understood the contents of the notice and that he understood the potential outcome of the hearing. Officer Sanford stated that he understood and was ready to proceed.

Director Davis presented a 22 page document taken from Officer Sanford's law enforcement certification file.

The Board on Law Enforcement Officer Standards & Training has been provided an order of expungement, dated November 1, 2011, documenting that he admitted that he was engaged in criminal conduct, burglary of a dwelling on or before December 18, 2008. This conduct would breach the established minimum standards, violate the law enforcement code of ethics, or would diminish the public trust in his competence and reliability as a law enforcement officer.

He did not reveal this information to the Board in his first application for certification in April, 2013, when he was hired as an officer by the Leland Police Department or in his application for certification in April, 2017, when he was hired as a patrolman by the Ruleville Police Department. He was not truthful in his application for certification and the certificate was obtained through misrepresentation or fraud.

Mississippi Code of 1972 Annotated § 45-27-21 states in part that a certified copy of every expunction and nonadjudication order shall be sent by the circuit clerk to the Mississippi Criminal Information Center where it shall be maintained in a separate confidential database accessible only upon written request by... the Mississippi Law Enforcement Standards and Training Board. Any criminal conviction which has been expunged or nonadjudicated may be... for the use of the Mississippi Law Enforcement Standards and Training Board in giving or retaining law enforcement certification.

Officer Sanford told the Board that he was involved in a burglary when he was 20 years old. At the time he was not knowledgeable of what was going on and was used by some older people for his car. He was asked to give a ride to this house to pick up a man's brother's construction equipment that was left at the house. He was not aware he went there to burglarize. He parked his car in front of the house and stayed in the car. Neighbors saw him in the car. It was taking the man that went up to the house so long that he got out of the car and he saw him running back to the car so he started to leave and the man hopped back in his car. The neighbors and the home owner spoke up for him at court. He did plead guilty because he didn't want to challenge it in court. He got non-adjudicated and got an expungement and his lawyer and the judge told him never to speak of it again. That is why he didn't say anything when he was hired. He asked the Board to have mercy on him because he helps the community and is proud to be in law enforcement.

Chief Scarber of Ruleville told the Board that Officer Sanford does a good job and is very dependable as an officer.

Chairman Mallory entertained a motion to enter into closed session to consider whether to declare an executive session. Mr. Snyder made a motion to enter into closed session and it was seconded by Mr. McKay. The vote was unanimous to enter into closed session. In closed session, Mr. Snyder made a motion to declare an executive session to consider the allegations of misconduct and evidence

produced during the open proceeding, and to consider the possible issuance of an appealable order. It received a second from Mr. McKay. The vote was unanimous to enter into executive session.

When executive session was finished, everyone was called back into the meeting room and the Chairman entertained a motion to come out of executive session. Sheriff Johnson made a motion to come out of executive session, it received a second from Mr. Snyder, the vote was unanimous.

The Chairman announced that in Executive Session, after considering the facts presented, the Board voted (5-2) to not take any actions against Officer Sanford's certificate. Sheriff Johnson and Officer Carter voted against not taking any action.

**Director's Report:**

Director Davis announced that during FY 2018, 456 new officers were trained and certified. A total of 489 new certificates were issued, but 33 of the new troopers were previously certified. There were 104 part-time officers trained and certified. There were 128 full-time officers returning and 23 part-time officers returning that completed the Refresher Course.

Director Davis announced that this will be the last meeting that the "Point System" will be considered. The OLRC approved the Board's vote and the resolution has been filed with the Secretary of State to remove the "Points System" from policy, effective August 8, 2018.

**Next Scheduled Meeting:**

The next meeting was set for September 13, 2018 at 9:00 a.m. at the Public Safety Planning Building.

**Concluding Remarks; Adjournment:**

Sheriff Johnson made a motion to adjourn, the motion was seconded by Mr. Swetman and it passed without opposition. The meeting was adjourned at 12:25 p.m.

Respectfully submitted,



Director, Board on Law Enforcement  
Officer Standards and Training