

MINUTES COMMITTEE POST COMMISSION MEETING

December 11, 2015

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The Tennessee Peace Officer Standards and Training Commission met on Friday, December 11, 2015, at 9:30 a.m, at the Tennessee Law Enforcement Training Academy Annex, 3025 Lebanon Road, Nashville, Tennessee.

Chairman Ric Wilson called the meeting to order and welcomed everyone to the meeting. The chairman entertained a motion for adoption of the agenda. Commissioner Williamson so moved, seconded by Commissioner Baker. The motion carried.

Chairman Wilson recognized Commissioner Wallace, who read the following disclaimer into the record: **All POST Commissioners have previously agreed to recuse themselves from any vote that would constitute a conflict of interest. The most obvious of these would include issues that involve our own departments or someone we know personally. Because we have already agreed to this, it should be noted that on routine matters, it will be assumed nonverbally that these commissioners have abstained from the vote. In bigger, more controversial issues that may have a more overt conflict of interest or may have an appearance of impropriety, applicable commissioners will still verbally abstain from those votes.**

**The chairman called on Director Ray Farris to conduct roll call, which reflected the presence or absence of the following commissioners: Baker – present; Chrisman – absent; Fanion – present; Jenkins – absent; Lewis – present; Long – present; Rhoades – present; Wallace – present; Wheeler – absent; Williamson – present; Wilson – present; Rept. Todd – present; Sen. Bell – present; General Cherry; present.**

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**Director Farris noted a quorum was present.**

**Chairman Wilson entertained a motion for the approval of the Minutes from the November 13, 2015 POST meeting. Commissioner Lewis moved to approve, seconded by Commissioner Baker. The motion carried.**

**Chairman Wilson turned the floor over to Executive Secretary Brain Grisham for the report from the Informal Hearing Committee, which met on Thursday, November 12, 2015.**

**Mr. Grisham reported the committee is making the following recommendations. Matthew Ward Ainsworth, Carter County SO – recommending a default order of decertification. Carl Fields, Chattanooga PD – recommending a default order of decertification. However, Mr. Fields has notified POST he wishes to surrender his certification. If the certification is received, that will take precedence. The matter of Lukasz Balazy, Chattanooga PD was continued pending his civil service hearing. Edwin Millan, Cleveland PD – a default order of decertification on the ground of termination for disciplinary reasons. James Campbell Kensinger, Germantown PD – a default order of decertification based on the ground of termination for disciplinary reasons. Jason Holt, formerly of Grainger County SO – default order of decertification based upon numerous criminal convictions. Jeff Edwin Baker, Hamilton County SO – default order of decertification on grounds of criminal conviction and termination for disciplinary reasons. Brad Depew, formerly of Hawkins**

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**County SO – default order of decertification based upon criminal conviction. Charles Readus, Henning PD – referred to the full commission for a formal hearing. Terence Dabney, Memphis PD – continued. Marcus McCall, formerly of Memphis PD – recommending a default order of decertification based on a resignation in lieu of termination or while a civil service matter was pending. Carl Haynie, formerly of Westmoreland PD – referred to the full commission for a formal hearing. Justin Phillips, formerly of White County SO – recommending a default order of decertification based on a guilty plea to two crimes and termination for disciplinary reasons.**

**There being no questions or discussion, Commissioner Williamson moved to adopt the recommendations, seconded by Sen. Bell. The motion carried.**

**APPEARING BEFORE THE COMMISSION/  
WAIVERS FOR PREEMPLOYMENT REQUIREMENTS  
– 1110-02-.03 + 1110-9-.04**

**Lewisburg Police Department – Duncan, Joseph G. H. – Requesting a waiver for charge of bad check for the amount of \$13.00 on September 5, 1996. Fine and court costs were paid on February 11, 1997, and the case has been closed. Officer Duncan stated that he had disclosed this incident with his past employers and thought it was taken care of. Previous law enforcement departments include: New Johnsonville Police Department, January 15, 2001 through July 4, 2001, and was re-hired January 7, 2002 through April 17, 2003; Humphreys County Sheriff's Office September 1, 2003 through August 12,**

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2004; McEwen Police Department December 15, 2004 through September 6, 2005; Benton County Sheriff's Office December 26, 2005 through April 14, 2013; Marshall County Sheriff's Office May 10, 2013 through July 31, 2014. He began with the Lewisburg Police Department on October 8, 2015. The department is requesting the waiver to be granted so that Officer Duncan's POST certification can remain valid.

Officer Duncan was present requesting the waiver. He explained he had just gotten out of the military and had gone to Jackson, TN for a job interview. While there, he wrote a check for gasoline. The market held the check for a while and in the interim, Officer Duncan said he had closed the account. The check was returned. Officer Duncan said upon learning of the matter, he returned to Jackson and took care of the problem. He added he had not heard anything else about it in the twenty years since that time.

Commissioner Baker asked Officer Duncan if he was working on getting the charge expunged. Officer Duncan responded he did not know that it had even shown up on his record until this time. The commissioner told Officer Duncan the matter would continue to show up on his record until it is expunged and he needs to consider doing that.

Commissioner Baker moved for approval of the waiver, seconded by Commissioner Lewis. The motion carried.

**Jackson Police Department** – Brawley, Barton Lynn – Requesting a waiver for Criminal Trespass that occurred on April 16, 2011. Mr. Brawley pled guilty and paid all restitution

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to the property owner and court fines. He began employment with the department on November 30, 2015. The department is requesting for this incident to be waived so that he may attend TLETA, April 2016 basic course. A waiver of the six-month rule is also requested.

Mr. Brawley was present requesting the waiver. He explained the incident happened when he was younger. An acquaintance invited Mr. Brawley to go trail riding with him. They did not have permission to be where they were. The Madison County Sheriff's Department showed up. Mr. Brawley said he owned up to the fact and paid court costs and restitution.

Mr. Grisham noted this is a matter which is not clear that it needs a waiver as it is a misdemeanor, however, a waiver is needed for the six-month rule.

Commissioner Lewis moved to approve the waivers, seconded by Sen. Bell. The motion carried.

**WAIVER OF BASIC TRAINING – 1110-02-.03 + 1110.9-.02**

The following requests for Waiver/Substitution of Basic Training have been reviewed and appear to meet POST requirements:

**Big Sandy Police Department** – Sukach, James Matthew – Request is made to allow Chief Sukach to attend the next POST Transition School including a waiver of the six-month rule. Chief Sukach graduated from the State of Alaska State Troopers Training Academy on May 22, 1998 with 688 Hours. He worked with the U.S. Coast Guard from 1997 through 2009.

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Chief Sukach began full-time with Big Sandy Police Department on August 24, 2015, and the request is to attend the transition school in order to become POST Certified in TN.

Chief Sukach was present. Mr. Grisham reminded the commission this matter was on the previous agenda wherein they had requested additional information relating to the Coast Guard duties. Chief Sukach explained in the state of Alaska, the Coast Guard's jurisdiction is somewhat different from the lower 48. When assigned to the Coast Guard in Alaska, there is joint jurisdiction with the state police. Between the housing and the military base itself, there is a state highway and a state park. The Coast Guard has jurisdiction on the highway and in the park. Likewise, state troopers are allowed to come on the base and conduct moving violations and such, with the exception of Coast Guard cutters. Chief Sukach added while there, he had authority to enforce some of the state laws, such as involving minors in possession or any hunting or fishing violations. Also, he would be involved in transporting minors from the island of Kodiak over to Anchorage.

There being no questions, Rept. Todd moved to approve, seconded by Commissioner Long. The motion carried.

**M.T.S.U. Campus Police Department** – Adams, Gregory Mark – Request is made to allow Officer Adams to attend the next POST Transition School. Officer Adams worked with the Syracuse, New York Police Department from September 1994 through September 2014, graduating from the Syracuse Police Academy by the Municipal Police Training Council, New York with 729.5 Hours on February 17, 1995. Officer Adams began

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employment with M.T.S.U. on November 30, 2015. The department is requesting a waiver so that he may become POST certified once he completes the transition school.

Mr. Adams was present requesting the wavier.

There being no questions or discussion, Commissioner Fanion moved to approve, seconded by Commissioner Lewis. The motion carried.

**Murfreesboro Police Department** – Joyce, Michael Shawn – Request is made to allow Officer Joyce to attend the next POST Transition School. Officer Joyce worked with the Department of Homeland Security – U.S. Border Patrol from February 2008 through January 2013. He completed the Federal Law Enforcement Training Center, New Mexico, Department of Homeland Security, CBP Border Patrol Academy, graduating May 14, 2008 with 637 Hours. Officer Joyce began employment with the Murfreesboro Police Department on November 2, 2015, requesting a waiver so that he may become POST certified once he completes the transition school.

Commissioner Baker moved to approve, seconded by Commissioner Williamson. The motion carried.

**Spring Hill Police Department** – Allen, Shawn Michael – Request is made to allow Officer Allen to attend the next POST Transition School. Officer Allen was previously employed with the Metro Nashville Airport Police Department from April 6, 2004 through March 1, 2009. He graduated at the TLETA on May 21, 2004 becoming POST certified. After a break in law

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enforcement over six years, Officer Allen started with the Spring Hill Police Department on November 30, 2015. The department is requesting for Officer Allen be granted to attend the transition school to become re-certified. The department is also requesting Officer Allen be allowed to drive solo patrol after he completes the eight weeks for Field Training until he can attend the transition school.

Commissioner Baker moved to approve the waiver and for the officer to be allowed to drive solo patrol, seconded by Commissioner Lewis. The motion carried.

**Oakland Police Department** – Davis, Terrence Michael – Request is made to allow Officer Davis to attend the next POST Transition School. Officer Davis completed the Arkansas Law Enforcement Training Academy on March 29, 2013 with 480 Hours, becoming certified on May 12, 2014 through the Arkansas Commission on Law Enforcement Standards and Training. His previous law enforcement experience included Helen/West Helena Police Department, Arkansas from September 2012 through April 2013; West Memphis Police Department, Arkansas from April 2013 through August 2015. Officer Davis became employed with the Memphis Police Department on August 24, 2015 and attended 3 months of the Memphis Police Academy. During the time in the academy, he accepted the position with the Oakland Police Department on November 6, 2015.

Commissioner Baker moved to approve, seconded by Rept. Todd. The motion carried.

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**SPECIALIZED SUBSTITUTIONS FOR IN-SERVICE TRAINING – 1110-4-.09**

The following items, Numbers 1 through 13, requests for approval of Specialized Training Substitution, have been reviewed and appear to meet the guidelines set forth in POST Rule 1110-04-9. T.C.A. mandated Child Sexual Abuse, EVOC, Mental Illness, and Firearms qualifications must be completed and documented to complete requirements for in-service training, if not included in the curriculum of these courses.

1. Collierville PD – Request approval of Specialized Training Substitution for the following Officers:

Benjamin Lee Wardlow Media Relations – FBI –  
Southaven Police Department – Southaven MS – October  
20-22, 2015

George Clifton Vance –Follow the Money – DEA –RCTA  
– Meridian, MS –April 14-16, 2015

2. Columbia PD – Request approval of Specialized Training Substitution for the following Officers:

Allen Troy Potts – Managing Police Discipline – Thomas  
& Means Law Firm, LLP – San Antonio, TX – October  
26-28, 2015

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3. Gallatin PD – Request for approval of Specialized Training Substitution for the following Officers:

Emily Elaine Stockdale – 31st International Symposium on Child Abuse –National Children’s Advocacy Center – Huntsville, AL – March 23-36, 3015

4. Germantown PD – Request for approval of Specialized Training Substitution for the following Officers:

Robert M. Fisher -Media Relations – FBI- Southaven PD – Southaven, October 20-22, 2015 MS

5. Jackson PD – Request for approval of Specialized Training Substitution for the following Officers:

Christian Boxley – Basic Narcotics Investigation – RCTA –  
Meridian, MS – July 27-31, 2015

6. Lebanon PD –Request for approval of Specialized Training Substitution for the following Officers:

Jason Bringhurst – Mobile Forensic Training – Paraben Corporation – Ashburn, VA – September 23-25, 2015

7. Madison County SO – Request for approval of Specialized Training Substitution for the following Officers:

John Mehr – Planning of New Institutions – DOJ/National Institute of Corrections –

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Aurora, CO – August 25-27, 2015

8. Millersville PD – Request for approval of Specialized Training Substitution for the following Officers:

John Dustin Carr -31st International Symposium on Child Abuse – National Children’s Advocacy Center –  
Huntsville, AL March 23-26, 2015

9. Murfreesboro PD – Request approval of Specialized Training Substitution for the following Officers:

Jennifer West – Forensics with FRED – Digital  
Intelligence, Inc. – New Berlin, WI – November 2, 2015

10. Pigeon Forge PD – Request approval of Specialized Training Substitution for the following Officers:

Wayne E. Knight –The Masters Conference for Death  
Investigation – St. Louis University School of Medicine –  
St. Louis, MO –July 20-23, 2015

11. Sevierville PD – Request for approval of Specialized Training Substitution for the following Officers:

Michael Odom –Hazardous Devices Recertification Course  
– USDOJ – Red Stone, AL – October 19-23, 2015

12. University of TN –Martin – Request approval of

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Specialized Training Substitution for  
following Officers:

Scott Robbins -International Association of Chiefs of  
Police (IACP) 2015 –Chicago, IL October 24-27, 2015

13. Shelby County SO – Request for approval of Specialized  
Training Substitution for the following Officers:

William P. Oldham – Executive Leadership Training –  
FBI/LEEDA – Austin, TX – May 4-6, 2015

Commissioner Baker moved to approve Items 1-13, seconded  
by Commissioner Lewis. The motion carried.

**APPLICATIONS FOR TRAINING OFFICER – 1110-  
04-.03**

The following items, Numbers 1 through 6, Applications for  
Training Officer, have been reviewed by POST Investigators  
and appear to meet criteria for approval. The officers are  
required that they must complete an Instructor Development  
course within the next twelve months.

1. Bartlett PD –Schaber, Tinea - Request Captain Schaber to  
become a training officer for the department. Captain  
Schaber has 22 years in law enforcement and has completed the  
required Instructor Development.

2. Bartlett PD – Sones, Steve - Request Lieutenant Sones to  
become a training officer for the department. Lieutenant Sones

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has eleven years in law enforcement and has completed the required Instructor Development.

3. BNSF Railway PD –Trentham, Ronald Lynn to become a training officer for the department. S/A Trentham has twelve years in law enforcement and has completed the required Instructor Development.

4. Greeneville PD – Duncan, Craig – Request for Officer Duncan to become Training Officer for the department. He has sixteen years law enforcement experience and has completed the required Instructor Development.

5. Metro-Nashville PD – Carroll, Grant -Request for Lieutenant Carroll to become a training officer for the department. Lieutenant Carroll has nineteen years in law enforcement and has completed the required Instructor Development.

6. Metro Nashville PD- Stephens, Keith – Request for Capt. Stephens to become Training Officer for the department. He has seventeen years law enforcement experience and has completed the required Instructor Development.

Commissioner Lewis moved to approve Items 1-6, seconded by Commissioner Fanion. The motion carried.

**APPLICATIONS FOR CERTIFIED INSTRUCTOR –  
1110-03-.04**

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The following items, Numbers 1 through 11, have been reviewed by POST Investigators, and appear to be in order and meet minimum standards:

1. Grainger County SO – Braden, Marvin – Request for Sgt. Braden to become specialized Instructor in:

Firearms

Sgt. Braden has 17 years law enforcement experience and has completed the required courses along with Instructor Development.

2. Grainger County SO – Spoone, Edward – Request for Capt. Spoone to become Specialized Instructor in:

Firearms

Capt. Spoone has 30 years law enforcement experience and has completed the required courses and has satisfied the Instructor Development requirement with a Speech Communications Class at Liberty University.

3. Jackson Police Department – Siler, Richard Michael – Request Instructor Siler to become the General Departmental Instructor for the Jackson Police Department. Captain Siler has been with the department since 1988 and has 28 years of law enforcement experience and has completed the required course of Instructor Development.

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4. Newbern PD - Harrison, Robert L. – Request Sgt. Harrison to become Specialized Instructor in the following area(s):

Firearms

Sgt. Harrison has been with the department since 2011 and has completed the required course as well as Instructor Development.

5. Metro Nashville PD - Carroll, Grant – Request for Lt. Carroll to become a General Academy Instructor for Metro Nashville PD. Lt. Carroll has 19 years of law enforcement experience and has completed the required Instructor Development. He is assigned to Metro Nashville PD's Training Academy.
6. Metro Nashville PD - Merlin, David – Request for Sgt. Merlin to become a General Academy Instructor for Metro Nashville PD. Sgt. Merlin has 31 years of law enforcement experience and has completed the required Instructor Development. He is assigned to Metro Nashville PD's Training Academy.
7. Metro Nashville PD - Wong, Jason – Request for Officer Wong to become a General Academy Instructor for Metro Nashville PD. Officer Wong has 9 years of law enforcement experience and has satisfied the required Instructor Development with Public Speaking Class at APSU. He is assigned to Metro Nashville PD's Training Academy.

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8. Metro Nashville PD – Whited, Blaine – Request for Sgt. Whited to become Specialized Instructor in the following areas:

Defensive tactics

Firearms

Sgt. Whited has 12 years law enforcement experience and has completed the required courses along with Instructor Development.

9. Metro Nashville PD – Carroll, Grant – Request for Lt. Carroll to become Specialized Instructor in the following area:

Criminal Investigations/Fraud

Lt. Carroll has 19 years law enforcement experience and has completed the required classes along with Instructor Development.

10. Putnam County SO – Greenwood, Jamie – Request for Sgt. Greenwood to become Specialized Instructor in following area:

Below 100

Sgt. Greenwood has 11 years law enforcement experience and has completed the required courses along with Instructor Development.

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11. Putnam County SO – Parker, Fred – Request for Deputy Parker to become Specialized Instructor in the following area:

Below 100

Deputy Parker has 35 years law enforcement experience and has completed the required classes along with Instructor Development.

Commissioner Lewis moved to approve Items 1-11, seconded by Commissioner Fanion. The motion carried.

**CURRICULUM AND TESTS – 1110-04 2015**

The following items, 1 through 21, have been reviewed by POST Investigators and appear to be in order and meet or exceed minimum standards for POST requirements:

1. Adamsville PD – In-Service, 40 Hours, Training Year 2015
2. Anderson County SO- In-Service –CID – 40 hours – November 9-13, 2015 – Clinton, TN
3. Campbell County SO- In-Service – 4 hours EVOC November 16, 2015
4. Campbell County SO – In-Service – 8 hours Firearms – November 30, 2015 – Jacksboro, TN
5. Cumberland County SO- In-Service – 40 hours- Includes

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Mandatory FA/CSA/MI/EVOC –  
2015 Training Year

6. Greenbrier PD- In-Service 40 hours- Includes mandatory CSA/EVOC/MI/FA 2015 Training Year
7. Hamblen County SO- In-Service – 8 hours FA – October 21, 2015
8. Humphreys Co SO – In-Service, 40 Hours, Training Year 2015
9. Kingston PD – In-Service – 2 hours CSA – December 17, 2015 – Kingston, TN
10. Kingston PD – In-Service – 2 hours MI – December 17, 2015 – Kingston, TN
11. Lexington PD – In-Service, 40 Hours, Training Year 2015
12. Mt. Carmel PD- In-Service – 8 hours FA – October 2015
13. Mt. Carmel PD – In-Service – 32 hours – Includes mandatory CSA – October 2015
14. Newbern PD – In-Service, 8 Hours, Firearms -2015
15. Portland PD – Firearms, 8 Hours, Training Year 2015
16. Ripley PD – In-Service, 40 Hours, w/CSA, EVOC, MI, F/A, for Training Year 2015

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17. Signal Mountain PD – In-Service – 42 hours – Includes mandatory Firearms, CSA, EVOC, MI – 2015 Training Year
18. THP- THP Basic Recruit Class- 1486 hours – Includes mandatory Firearms, CSA, MI, EVOC –Feb 1- June 18, 2015
19. Tri-Cities Airport PD- In-Service – 13 hours – Includes mandatory Firearms, MI, EVOC, CSA- September 2015
20. UT Memphis Health Science Campus Police – In-Service, 46 Hours of which V-Academy will be utilized for 30 Hours, Training Year 2015
21. Waynesboro PD – In-Service, 8 Hours F/A, 2 Hours CSA, 2 Hours Mental Health, December 2015.

Commissioner Fanion moved to approve Items 1-21, seconded by Commissioner Lewis. The motion carried.

**CURRICULUM and TESTS – 1110-04 2016**

The following items, 1 through 5, have been reviewed by POST Investigators and appear to be in order and meet or exceed minimum standards for POST requirements:

1. Hamilton County SO- Basic Law Enforcement Training for Non-Certified Personnel” – 129 hours – 2016 Training Year

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2. Hamilton County SO – “Basic Law Enforcement Training for New Reserve Officers” – 13 hours – 2016 Training Year
3. Knox County SO – In-Service – 40 hours – Includes mandatory FA/MI/CSA/EVOC – 2016 Training Year
4. Lookout Mountain PD – In-Service – 40 hours – Includes mandatory FA/CSA/MI/EVOC- 2016 Training Year
5. Montgomery Co SO – In-Service, Firearms, 10 Hours, Training Year 2016

Commissioner Fanion moved to approve, seconded by Commissioner Baker. The motion carried.

**SPECIALIZED TRAINING CURRICULUM – 1110-04-09  
2015**

The following items, 1 through 32, have been reviewed by POST Investigators and appear to be in order and meet minimum standards for Specialized Training Substitution. Child Sexual Abuse, EVOC, Mental Illness, and Firearms must be completed and documented to complete requirements for In-service training.

1. 8th JDDTF – “Interdiction Plus” – 40 hours – November 2-6, 2015 – Scott County, TN
2. FBI – Advanced Law Enforcement Rapid Response Training (ALERRT), Train the Trainer,

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40 Hours, December 7-11, 2015

3. Blount County SO – “2015 TN Chapter IAAI Conference” – 32 hours – Included mandatory CSA, MI -August 3-7, 2015 – Pigeon Forge, TN
4. GHSO- “Window Tint Meter” – 16 hours- April 21-22, 2015 Brentwood, TN
5. GHSO- “SFST Instructor Development” – 32 hours – 2015 Training Year
6. Harriman PD- “K-9 Proficiency Training” -24 hours – October 6-8, 2015 – Harriman, TN
7. Humphreys Co SO – Rifle, Pistol and Defensive Tactics, 28 Hours, December 8th, 9th, & 10th, 2015.
8. Medina PD – ASO Basic Certification, In-Service, 8 Hours, Training Year 2015
9. Metro Nashville PD – “2015 Active Killer” – 24 hours – December 1-3, 2015 –Nashville, TN
10. Metro Nashville PD- “Below 100 – Train the Trainer” – 4 hours – October 26, 2015 – Nashville, TN
11. ROCIC – GEO Time Cells Site Analysis, 3.5 Hours, October 28, 2015

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12. Spring Hill PD – Evidence Collection, 8 hours, August 11, 2015
13. Spring Hill PD – Sudden Infant Death, 2 Hours, Training Year 2015
14. Spring Hill PD – Laws, 4 Hours, Training Year 2015
15. Spring Hill PD – Field Training Officer, 32 Hours, Training Year 2015
16. Sullivan County SO – “Active Shooter Instructor” – 40 hours – June 22-26, 2015
17. TACP – December 2 -4, 2015 TACP Training Meeting, 9.5 hours
18. TBI – TBI State Academy – 198 Hours, September 21, 2015 to October 29, 2015
19. TBI – “TBI Leadership Academy” – 55.5 hours – September 14-24, 2015 –Bell Buckle, TN
20. THP – At-Scene Crash Investigation, 80 Hours, begins on November 30, 2015
21. TDOS Homeland Security – “TN Emergency Preparedness Summit” – 32 hours – November 18-19, 2015 – Jackson, TN
22. THP – “Traffic Crash Investigation and Safety Symposium”

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– 32 hours – May 26-29, 2015 –  
Franklin, TN

23. THP- “Identity Theft for Patrol Officers”- 1 hour – 2015  
Training Year
24. THP- “Identity Theft and Document Fraud” – 24 hours – 2015  
Training Year.
25. TLETA - Law Enforcement Management and Administration  
(LEMA) 32 Hours,  
w/CSA/EVOC/MI, Training Year 2016
26. TN District Attorney General Conference – Domestic  
Violence Training, 24 Hours,  
December 8-10, 2015
27. TN Dept. of Homeland Security – Identity Theft for Patrol  
Officers, 1 Hour, Training Year  
2015
28. TN Methamphetamine & Pharmaceutical Task Force, 22  
Hours, Authorized Central Storage  
Container System, December 1 – 3, 2015
29. TN Methamphetamine & Pharmaceutical Task Force, 2.5  
Hours, Dangerous Drugs  
Identifications for First Responders Course, April 14, 2015-  
Cookeville, October 19, 2015 -  
Jackson, November 2, 2015 -Maryville.

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30. TSA – December 1, 2015 thru December 3, 2015 (No. of hours to be determined by attendees)
31. UT Martin IPD – 8 Hours, Workplace Sensitivity, August 19, 2015
32. White County SO – “Drug Law Enforcement Training Program” – 24 hours – September 22-24, 2015 – Sparta, TN

Commissioner Lewis moved, seconded by Commissioner Fanion. The motion carried.

SPECIALIZED TRAINING CURRICULUM – 1110-04-.09 2016

The following items, 1 through 31, have been reviewed by POST Investigators and appear to be in order and meet minimum standards for Specialized Training Substitution. Child Sexual Abuse, EVOC, Mental Illness, and Firearms must be completed and documented to complete requirements for In-service training.

1. TBI – “Introduction to TIBRS Data Collection” - 8 hours – 2016 Training Year
  2. TBI – “TIBRS Review” – 8 hours – 2016 Training Year
  3. TBI – “Introduction to TnCOP – 8 hours – 2016 Training Year
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4. TBI – “TIBRS Overview” – 2 hours – 2016 Training Year (TLETA Only)
5. TBI – “TIBRA Overview and Report Writing” – 8 hours – 2016 Training Year
6. TBI – “TIBRS User Group Conference” – 8 hours – September 2016 – Pigeon Forge, TN
7. THP - “Identity Theft and Document Fraud” – 24 hours -2016 Training Year
8. TLETA – “Below 100 Basic”- 2 hours – 2016 Training Year
9. TLETA – “Below 100 Extended Basic”- 4 hours – 2016 Training Year
10. TLETA – “Below 100 Train-the-Trainer”- 8 hours – 2016 Training Year
11. TN Dept. of Homeland Security – Identity Theft for Patrol Officers, 1 Hour, Training Year  
2016
12. US Department of Energy’s Y-12 National Security Complex – “Alarm Response Training” – 2016 Training Year – Oak Ridge, TN
13. USDOJ – National Missing and Unidentified Missing Persons System – “Utilizing NamUS”

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– 1 to 16 hours – 2016 Training Year-various locations

14. FBI-LEEDA - Basic Supervision liability-24 Hours, Advanced Supervisor Liability-30 Hours, Media Public Relations – 30 Hours, Training Year 2016
  15. 8th Judicial District General Effler - Tennessee Search and Seizure Legal Update, 3 Hours, February 19, 2016
  16. POST - Violence at Houses of Worship and Faith Based Locations – 8 Hours – January 2016
  17. ROCIC – Narcotics, Gangs, Vice and Financial Investigations, 36 Hours, January 25th thru 29th, 2016
  18. ROCIC – Gangs and Fraud investigations, 16 Hours, January 25th & 26th, 2016
  19. ROCIC – Video Surveillance Training for Law Enforcement, 24 Hours, February 2 – 4, 2016
  20. ROCIC – Advanced Vice and Narcotics, 36 Hours, February 8 – 12, 2016
  21. ROCIC – Female Enforcers: Advanced Mental, Physical and Tactical Skills to Survive, 8
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Hours, February 22, 2016

22. ROCIC - Ground Penetrating Workshop, 12 hours, March 22-23, 2016
23. ROCIC - Criminal and Advanced Interview and interrogation, April 26-29, 2016
24. TBI - LEARN Human Trafficking, 2 Hours, Training Year 2016
25. TLETA/POST/PATC – Five Stages of Interview & Interrogation Techniques – 20 Hours – January 19-21, 2016
26. TLETA/POST/PATC – Criminal Drug Interdiction Techniques & Concealment Locations – 20 Hours – January 25-27, 2016
27. TLETA - Law Enforcement Management and Administration (LEMA) 32 Hours, w/CSA/EVOC/MI, Training Year 2016
28. TLETA – Internal Affairs, 32 Hours, w/CSA/EVOC/MI, Training Year 2016
29. TLETA – Courtroom Security, 32 Hours, w/CSA/EVOC/MI, Training Year 2016
30. TLETA – Legal Updates, 2 Hours, Training Year 2016

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31. Ripley PD – Instructor Development, 40 Hours, March 7th thru 11, 2016

Commissioner Lewis moved to approve Items 1-31, seconded by Rept. Todd. The motion carried.

### **NEW BUSINESS/ITEMS FOR DISCUSSION**

FYI – The POST Commission has received Sheriff's Application Packets for the upcoming elections from Monroe County and Perry County. The POST Commission is currently processing those applications.

Director Lewis remarked a letter will be sent to the Monroe County and Perry County Election Commissions shortly. There were nine applicants total from those two counties. Mr. Grisham informed the commission it took three investigators four hours to process nine applications. POST is charged with more thoroughly reviewing the applications instead of taking people's word for their qualifications. Mr. Grisham added this will be a daunting task in two years when there will be ninety-five counties and 450 applications.

2015 Annual Report- Blount County Sheriff's Office Training Academy

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Director Farris commented the report appears to be in order. POST will follow up with the annual audit next month.

TLETA – Request waiver to exceed maximum number of students allowed in Basic Law Enforcement Training from 75 students to 110 students for 2016 Training Year.

Mr. Grisham noted in order to keep the numbers of persons coming through TLETA with the reduced number of classes to four annual, class size will need to be increased to approximately 110 from 75. He added that with twelve weeks basic, TLETA will be able to spend more time with each student. The second two weeks will be more practical exercises, more critique, and adding some elective certifications the students can choose to take, which will be broken down into smaller groups.

Commissioner Lewis moved to approve, seconded by Commissioner Bell. The motion carried.

**WAIVER OF IN-SERVICE – RULE 1110-09-.05**

**Request waiver for the following officer so that she will remain in compliance with POST guidelines as well as the department.**

**Dyersburg PD** – Request Waiver for 2015 In-Service for the department to remain in compliance. Officer Cara E. Johnson was placed on administrative leave pending the outcome of criminal proceedings, those charges were subsequently dismissed; however, she was unable to complete in-service. However, she did not complete eight months of service and

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only has 6.5hrs of in-service. The request is for the department to remain in compliance.

Commissioner Baker moved to approve, seconded by Commissioner Fanion. The motion carried with Commissioner Williamson abstaining.

**Rhea Co SO-Request Waiver of In-Service for Deputy Brian Hall.** He was hired full time in mid-October of this year after the department had already completed our In-Service Training for 2015. Deputy Hall is going to TLETA in the January class, and due to the limited amount of time to get him into an approved in-service class, we are asking the honorable commission for a waiver for this calendar year for Deputy Hall. This was an oversight and we ask that you grant this request.

Commissioner Lewis moved to approve, seconded by Commissioner Todd.

Commissioner Baker asked why Mr. Hall would need to go to in-service before he completed the academy. Mr. Grisham said a waiver is not needed as Mr. Hall has six months before he has to attend the academy. Mr. Underwood remarked the commission can either vote on the motion or withdraw it.

Commissioner Lewis withdrew his motion. Commissioner Todd withdrew the second. No action was taken.

**Trousdale Co SO – Request Waiver of training for Dotson, Willie Jefferson (Part-Time).** He was unable to complete the required 80 hours of initial training during the calendar year.

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Deputy Dotson did complete a 40 hour in-service program. Trousdale Co SO was unable to schedule him for an additional 40 hours Court Security class before the end of the calendar year. Request is to allow Deputy Dotson and the Department to remain in compliance.

Director Farris remarked Mr. Dotson probably did not complete the eighty hours, which is mandated for temporary, part-time, auxiliary within the first twelve months or within the year they are in that position. He did half, which does count for the in-service. But for the first year, it is an eighty-hour requirement. Mr. Underwood noted Mr. Dotson would be unable to ride alone until he completes the eighty hours. Mr. Grisham noted the commission will soon be seeing a lot of traffic on part-time, temporary and reserve officers since POST is requiring departments to report those. With the new records management system, POST will be able to track those part-time employees, whereas in the past, POST has asked the departments to keep those in their offices for audit purposes. This will enable Mr. Grisham to give accurate numbers when he gives testimony at the legislature. Mr. Grisham said he estimates there to be 6 to 7,000 part-time officers in the state.

Commissioner Baker asked what the repercussion would be on the Trousdale County SO if the waiver is denied. Mr. Grisham responded Mr. Dotson cannot work alone. However, this appears to be a part-time court officer. They do have a year within their first year of employment to complete their training.

Rept. Todd asked Chairman Wilson if this matter can be deferred to the next meeting as this will be an issue that will be

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coming up again regarding part-time officers. He added if they begin granting waivers on situations like this, then there may be others coming up they are not anticipating.

Director Lewis also recommended deferring action until he can ascertain some more information. Mr. Underwood noted Mr. Dotson also needs to be paired with another officer until he completes the training. Director Lewis said he would remind them of the rule.

Rept. Todd moved to defer, seconded by Commissioner Hannon. The motion carried.

**WAIVERS FOR MILITARY LEAVE – RULE 1110-09-.06(5)**

**The following departments are requesting a waiver for military service for the 2015 calendar. Military orders are included along with change of status. These officers will be eligible to receive salary supplement.**

**Trousdale County SO-** Request Waiver of In-Service for Michael Shane Sexton. Deputy Sexton has been on active duty assignment with the National Guard from October 2014 to December 2015. Military orders are attached.

Commissioner Baker moved to approve, seconded by Commissioner Bell. The motion carried.

**WAIVER OF EIGHT (8) MONTH RULE:**

The following officer(s) are requesting a waiver of the eight month rule. They completed IST and will be eligible for salary supplement.

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**Jackson PD** – Lt. Melinda Wyatt –retired honorably on April 25, 2015. She had completed her 40 hours of In-Service. Request a waiver of the eight-month rule so that Lt. Wyatt will be eligible for salary supplement.

**Jackson PD** – Officer Terry Dyer – retired honorably on August 28, 2015. He had completed his 40 hours of In-Service. Request a waiver of the eight-month rule so that Officer Dyer will be eligible for salary supplement.

Senator Bell moved to approve the requests, seconded by Commissioner Fanion. The motion carried.

**WAIVER OF SIX-MONTH RULE**

**McNairy Co SO** – Request a Wavier for the six-month rule, Deputy Maxedon was unable to attend the September 2015 Transition School due to the school being full. Request a Wavier so he may attend the Spring Transition School in 2016.

Commissioner Lewis moved to approve, seconded by Commissioner Williamson. The motion carried.

**Perry County SO** –Request another waiver for the six-month rule. Michael O’Neal started Basic Law Enforcement Training at TLETA on August 2, 2015. He withdrew from the Academy to have knee replacement surgery. Request for Michael O’Neal to attend Walters State Community College Police Training in February 2016. O’Neal began training at TLETA in August

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2015, but withdrew for medical reasons – had knee replacement surgery.

Mr. O'Neal was present requesting the waiver. He said due to the physical activities at TLETA, he messed his knee up and was requesting to go to Walter State where it would be less intensive. Mr. O'Neal said he brought his medical records. He has completed his forty-hour in-service.

Mr. Grisham commented that Mr. O'Neal would have to run at Walter State also. Mr. O'Neal responded he has been running three miles a day. He said due to the hilly conditions around TLETA, his knee stayed swollen for two weeks. Mr. O'Neal commented Walter State runs one mile a day.

Commissioner Baker remarked the commission needs to be careful about granting these requests due to academy shopping. Mr. Underwood noted there is a request to grant the six-month rule and also a request allowing him to attend Walter State.

Director Farris asked if there had already been one six-month waiver to get Mr. Dotson into the August class. Mr. Dotson answered this is the second request as there was another deputy who is attending TLETA and the department can only send one person at a time.

Commissioner Williamson asked if all the academies have the same rules. Director Farris answered they all have the same training standards. How they prepare for the standards is up to the individual academy staff. Mr. Grisham added since TLETA implemented the five miles a day, no one has failed the

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PT course. All the academies have the same final exam. The preparation for the final exam may be different.

Commissioner Rhoades commented that he has no problem with Mr. Dotson coming back to TLETA. He said he does not agree with Mr. Dotson trying to find something easier and academy shopping. Mr. Dotson told the commission it was recommended to him by an instructor at TLETA to go to Walter State. Mr. Grisham questioned Mr. Dotson about who told him to go to Walter State. Mr. Dotson responded he was not for sure of the name of the instructor who told him. Mr. Dotson said he has had two knee replacements in the same knee – one in 1998 and one in 2008.

Commissioner Baker asked Mr. Dotson if he is working full duty currently as he is in uniform. Mr. Dotson answered he is working full-time.

Commissioner Lewis asked Mr. Grisham if the funds Perry County paid for Mr. Dotson to attend TLETA are prorated. Mr. Grisham answered the funds are prorated. The amount depends on when Mr. Dotson dropped out of the program. Mr. Dotson remarked on the day of the physical course when they started running up the hill, the instructor told him because of his knee replacement, he would not be able to do that program and he should go to Walter State. Mr. Dotson said he left on that day. He said he is working along with another officer in Perry County.

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Commissioner Baker moved to give Mr. Dotson another waiver on the six-month rule but that he be required to attend TLETA, not Walter State, seconded by Commissioner Rhoades.

Sen. Bell asked for clarification in the PT standards for the other academies versus TLETA. Mr. Grisham explained the preparations for performing their final examination vary. The final examination is the same. The distance running requirement is the same. How much they work out every day and how much they participate in a paramilitary discipline program may vary. Mr. Grisham said TLETA can accommodate injuries with low impact machinery. He added there is no requirement that they go on any particular course other than the obstacle course and be able to distance run. Mr. Grisham said they cannot sit in the classroom and talk about physical fitness and then go challenge the test. Mr. Grisham remarked Mr. Dotson's doctor needs to tell TLETA what Mr. Dotson cannot do. A doctor certified that Mr. Dotson could come to TLETA and go through twelve weeks of very rigorous training, so there is a disconnect. TLETA does not diagnose and does not tell a person they need to go to another academy because of a knee replacement. Total amputees attend TLETA and they are not told to go somewhere else. Mr. Grisham remarked that every class has at least one amputee because of their military career and they do very well.

The motion carried.

Mr. Dotson remarked his medical paperwork shows he does not need to be walking up stairs and running up inclines. Mr. Grisham responded that is a part of the obstacle course.

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Director Farris told Mr. Dotson he can take alternative training to prepare for the final test, but the final test includes climbing up a flight of stairs and climbing over an eight-foot wall. He noted those are minimum job functions of any law enforcement officer in the state of Tennessee. Mr. Farris told Mr. Dotson TLETA will modify how they get Mr. Dotson to that point. But in order to be a police officer, a doctor must say Mr. Dotson can meet the minimum physical capabilities, which includes saving people's lives, climbing fences, running down railroad tracks and running up hills. Director Farris said he will put these letters in Mr. Dotson's file but he must have a doctor's clearance in order to enroll. The director told Mr. Dotson the academy will work with him in every possible way to get him ready for the final exam.

### **WAIVER FOR MEDICAL – RULE 1110-09-.06**

The following departments are requesting a waiver for medical reasons for the 2015 calendar. Officers did not complete in-service training.

**Lewisburg PD** – Request Medical Waiver for 2015 In-Service training for Sergeant Kevin James Patin. Sergeant Patin underwent shoulder surgery after suffering an off duty injury in September and he will be on Medical Leave until at least January of 2016. Because of the injury, he was unable to complete his required firearms training for this year. Request a waiver for in-service training to allow Sergeant Patin and the department to remain in compliance. Sergeant Patin will not be eligible for Salary Supplement Payment.

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Commissioner Lewis moved to approve, seconded by Commissioner Hannon. The motion carried.

**Dickson PD** – Request Medical Wavier for Officer John Donegan who was injured on April 25, 2015 and at this time has not been medically cleared to return to work. Officer Donegan has not completed in-service and will not be eligible for Salary Supplement Pay.

Rept. Todd moved for approval, seconded by Sen. Bell. The motion carried with Commissioners Baker and Lewis abstaining.

**Humboldt PD** – Request Medical Wavier for Officer Jay Green who had a medical injury since April of 2015 and has been unable to work on a steady basis. He underwent surgery to correct the problem, however, he was unable to attend annual in-service training. Request Waiver of POST Rule 1110-08-.5 so that he and the department will remain in compliance with POST. Officer Green understands he will be ineligible for Salary Supplement Pay for 2015.

Rept. Todd asked what is a steady basis. Chairman Wilson answered it would be his opinion that Mr. Green is not working a full forty-hour schedule. Director Farris said there is no information as to what the medical injury is.

Rept. Todd moved to get more information on Mr. Green's inability to work on a steady basis and the nature of the medical condition, seconded by Commissioner Hannon. The motion carried.

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**Administrative Waiver:**

Metro Nashville PD- Stephens, Keith – Request for Capt. Stephens to become General Departmental Instructor (GDI) for the Department. Capt. Stephens is seeking a waiver of POST Rule 1110-03-.04 (3)(a)3 - One year as Training Officer before becoming GDI. He has seventeen years law enforcement experience and has been fulfilling the responsibilities of Training Officer since December 2014. Capt. Stephens serves as Captain over the Training Division at Metro Nashville PD. During 2015, he has completed the required Instructor Development course and has attended a number of Acadis Workshops, a POST Rules Workshop, and the TN Law Enforcement Academy Directors Conference at Montgomery Bell State Park.

Capt. Stephens was present seeking the waiver.

Commissioner Fanion moved to approve, seconded by Commissioner Lewis. The motion carried with Commissioner Baker abstaining.

Mr. Grisham asked to move the January meeting from January 14<sup>th</sup> and 15<sup>th</sup> to January 21<sup>st</sup> and 22<sup>nd</sup>. The informal hearing committee will meet on the 21<sup>st</sup> at 1:00 p.m., with the regular POST meeting to be on January 22<sup>nd</sup>, 2016. Commissioner Baker noted she would need to recuse herself from the informal committee meeting on the 21<sup>st</sup>. Commissioner Rhoades will attend the meeting instead.

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JACKSON PD

After a short break, Mr. Grisham noted there were some requests for waiver of the six-month rule from Jackson Police Department. There are three officers who are in need of the waiver. Barton Brawley appeared earlier in the meeting and received a waiver. The following officers will need the waiver until they can enroll in the April basic class: William Lewis, Cameron Preslar, and Jarod Tisdale. Kendra Thomas is no longer a candidate for hire.

Commissioner Lewis moved for approval, seconded by Commissioner Fanion. The motion carried.

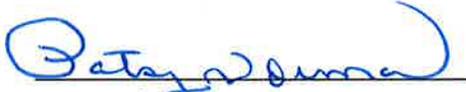
There being no further business, the meeting adjourned.

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Respectfully Submitted

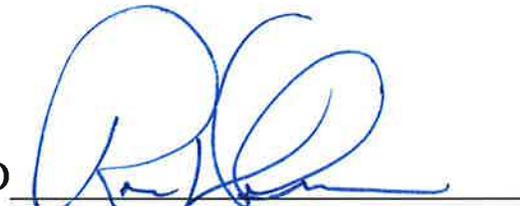


Patsy Norman

LCR #410

State of Tennessee

APPROVED



RIC WILSON

Chairman

DATE: 2-19-16

