

MINUTES FOR COMMITTEE POST COMMISSION MEETING

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The Tennessee Peace Officer Standards and Training Commission met on Friday, March 18, 2016, at 9:30 a.m., at the Tennessee Law Enforcement Training Academy Annex, 3025 Lebanon Road, Nashville, Tennessee.

Chairman Kim Wallace called the meeting to order and entertained a motion for adoption of the agenda. Commissioner Chrisman so moved, seconded by Commissioner Baker. The motion carried.

The chairman recognized Executive Secretary Brian Grisham, who read the following disclaimer: 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 their own departments or someone they know personally. Because they 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 abstain from those votes.

Chairman Wallace turned the floor over to POST Assistant Director Farris to conduct roll call, which reflected the presence or absence of the following commissioners: Baker – present; Chrisman – present; Hannon – present; Jenkins – absent; Lewis – absent; Long – present; Wallace – present; Williamson – present; Wilson – present; Sen. Bell – present; Rept. Todd – absent; Gen. Cherry – present.

Chairman Wallace entertained a motion for approval of the Minutes of the February 19, 2016 POST meeting. Commissioner Williamson moved for approval, seconded by Sen. Bell. The motion carried.

Mr. Grisham reported the Informal Disciplinary Committee met on Thursday, March 17th and is making the following recommendations: In the matter of Everett Lamont Gray, formerly of Jackson PD – a default order of decertification based on grounds Mr. Lamont resigned in lieu of termination and was found guilty by a jury of a misdemeanor related to force. In the matter of Kevin Dunn, formerly of the Murfreesboro PD – a default order of decertification for disciplinary reasons. In the matter of Gary Bradley, formerly of the Washington County SO – a default order of decertification based on the ground that he was terminated for disciplinary reasons. In the matter of Michael Moultry, formerly of Metro Nashville PD, the recommendation is take no action as there were no grounds to proceed. In the matter of Bruce Guilderman, formerly of the Metro Nashville PD – this matter was heard and the recommendation is to dismiss that case.

Commissioner Williamson moved to approve the recommendations, seconded by Commissioner Chrisman who noted his abstention in the Kevin Dunn matter. The motion carried.

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

Benton County Sheriff's Office – Clinton Nance – Mr. Nance was hired as a deputy on 10/05/2015. A pre-employment and six-month waiver is requested so that Deputy Nance can attend the next available TLETA academy class. On May 26, 2009 Mr. Nance was involved in an incident in Paris, TN, after an argument with a gentleman. Mr. Nance punched the gentleman in the eye, and charges were later dropped. On May 18, 2014 while at a bar in Murray, KY, he drank too much alcohol and went to sleep in the bed of a truck. When he awoke, his friends had left him, and while trying to enter the truck through the sliding glass window broke it. After notifying the owner, he was charged with Alcohol Intoxication and Criminal Mischief. Mr. Nance pled guilty to the charges and was required to pay restitution and court costs.

Mr. Nance was present requesting the waiver along with Sheriff Kenny Christopher and Sgt. Vann Clark. Commissioner Williamson asked Mr. Nance if he still drinks. Mr. Nance answered if he does drink, he stays at his home. Commissioner Chrisman asked Sheriff Christopher if he concurs with the request and is comfortable with Mr. Nance being a part of the department. Sheriff Christopher answered Mr. Nance has been with the department two years and started out as a jailer and has moved on to dispatch and has done a good job. He said Mr. Nance has shown nothing but excellence since being with the department and has no reservations about hiring Mr. Nance.

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Commissioner Chrisman moved to approve, seconded by Commissioner Hannon. There being no discussion, the motion carried.

Bradford PD – William Steven Crider – Request is made to allow Officer Crider to have his certification **reinstated without** attending POST Transition School. Officer Crider completed basic training at TLETA on 11/21/1986. He worked for Carroll County SO, Bruceton PD, Milan PD, Dresden PD and Gleason PD. His last day with Gleason was 01/22/2011, and he was hired by Bradford PD on 02/01/2016. He is just over the five-year rule.

Commissioner Williamson moved to deny the request and for Mr. Crider to attend the transition school, seconded by Commissioner Wilson. The motion carried.

Cheatham County Sheriff's Office – Matthew Taylor Massingill – Mr. Massingill received an Uncharacterized Discharge from the Air Force after one month of service. The reason stated is that he failed Medical/Physical Procurement Standards. Mr. Massingill has explained that he had to take a test for asthma and failed it leading to his discharge.

Mr. Massingill was present requesting the waiver.

Commissioner Baker moved to approve, seconded by Commissioner Chrisman.

Attorney Joe Underwood noted there are some questions with regard to this applicant. Commissioner Baker withdrew her motion. Commissioner Chrisman withdrew the second.

Mr. Grisham asked Mr. Massingill if he had attempted to complete the Metro Nashville Academy and also the Walter State Academy. Mr. Massingill affirmed. Mr. Grisham noted on those applications, Mr. Massingill indicated he had no military service and asked Mr. Massingill to explain. Mr. Massingill replied when he talked to someone at Metro in Human Resources, they explained to him that in order to qualify, he could not use any military information and that he was not a veteran and to not put any of that information on the application and just to use his college background. He said he was under the impression he was doing the right thing by not putting the military information on the application and was not attempting to hide anything from anyone. Mr. Grisham noted that this is an entry level separation.

Mr. Underwood remarked POST was trying to understand the inconsistency in the paperwork. Mr. Grisham asked if the injury occurred during basic training. Mr. Massingill answered he failed the asthma test. Inv. Murphy asked Mr. Massingill if he would be eligible to join the military again if he wanted to. Mr. Massingill said it is his understanding he can join but would have to get a waiver and pass the pulmonary function test. Mr. Grisham told the commission he just wanted them to be aware Mr. Massingill had said previously he did not have military experience on his POST application but he is eligible for a waiver. Commissioner Chrisman reiterated with Mr. Massingill that he did not put the information on his application with Metro because of the advice he received from Metro when he applied. Commissioner Chrisman asked Mr. Massingill if he had put the military information on his application to Walter State. Mr. Massingill answered he did not recall. He said if he did not, it was because of the information he received from Metro and thought that was the way he should go forward. Mr. Massingill said he could not recall who he spoke to in HR at Metro in 2013. Mr. Grisham noted the application to Walter State indicates no military.

Sen. Bell remarked that he would be concerned if Mr. Massingill were trying to hide a discharge for bad conduct. Since the discharge was for medical, he said he tends to believe Mr. Massingill was following the instructions from Metro HR. Commissioner Baker added Metro will not ask for waivers. If there is an issue with military, Metro will not ask for waivers, period, even for something as simple as this. She added she cannot imagine HR telling Mr. Massingill not to put it on his application but said she can imagine a misunderstanding where it was explained and may have been a miscommunication. Mr. Grisham remarked that Metro does call POST when it is a close call on issues like this. Mr. Underwood told Mr. Massingill that POST is just concerned with the inconsistency in the paperwork.

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Commissioner Baker renewed the motion to approve the request, seconded by Commissioner Chrisman. There being no further discussion, the motion carried.

Greene County Sheriff's Office – Ricky Lee Finkle – Mr. Finkle is currently employed at the jail, and the department respectfully requests a pre-employment waiver in order to promote Mr. Finkle to a full-time court officer. On February 17, 1991, Mr. Finkle was charged with Public Intoxication, he pled guilty and paid the fine. On August 15, 1992, in Greene County TN, Mr. Finkle plead guilty to a DUI, he was sentenced to 48 hours in jail and fines.

There was no one present from Greene County.

Commissioner Long moved to postpone this matter to the next meeting to allow Mr. Finkle to appear. Commissioner Chrisman seconded. The motion carried.

Mt. Juliet Police Department – Michael Mullins – Deputy Chief Mullins was recently reviewing his personnel file and discovered an error in his application. He immediately brought this to the attention of his supervisor and POST. We are requesting a pre-employment waiver for Deputy Chief Mullins for a military medical discharge. He was discharged from the Army in 1993 with a Medical Uncharacterized Discharge due to a prior service injury. The application error was due to his not understanding at the time of his application. Deputy Chief Mullins has served our department with the utmost character for the past 19 years.

Mr. Mullins was present requesting the waiver. He explained there was a question on the application asking if he was a veteran. He noted he did finish basic training in the Army but did not consider himself a veteran. On his POST application, he did mark he had military service but it appears the City of Mount Juliet did not file his DD214 with POST, so he never received a waiver on his initial hire.

Commissioner Long asked what the medical issue was. Mr. Mullins answered prior to enlisting, he was in a car wreck and apparently damaged some ligaments in his knee. Upon completing basic training, he had swelling in his right knee. The military determined this was an injury prior to service and sent him home.

Commissioner Long moved to approve, seconded by Commissioner Chrisman. The motion carried.

Montgomery County Sheriff's Office – John Fleming – Mr. Fleming is currently employed at the jail and the department respectfully requests a pre-employment waiver in order to promote Mr. Fleming to a full time patrol deputy. On or about August 10, 2005, Mr. Fleming was charged with DUI by Military Police at Ft. Campbell, he pled guilty.

Mr. Fleming was present seeking the waiver. He explained he made a mistake when he was eighteen and has been trying to right his wrong since that time.

Chairman Wallace told Mr. Fleming the POST Commission had just recently had a commissioner who would tell new officers who had been charged with DUIs to go out and tell other officers about the dangers of drinking. Mr. Grisham added Mr. Fleming is being given a second chance and that alcohol is the front runner before relationship problems and smartphone issues.

Commissioner Hannon moved to approve, seconded by Commissioner Baker. 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:

Collegdale PD – David Schilling – Request is made to allow Officer Schilling to attend the next POST Transition School. Officer Schilling completed basic training at Walter State Community College Academy graduating on 09/27/2013. If he is not allowed to attend the March Transition School, we request a six-month waiver and a waiver

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so he can ride solo until the fall course. He has been a reserve with our department since 2014 and completed in-service.

Commissioner Long moved to approve contingent upon Mr. Schilling getting into the March 27th transition school, seconded by Commissioner Williamson. The motion carried.

CSX Railroad PD – Charles M. Poe – Request is made to allow Special Agent Poe to attend the next POST Transition School. Special Agent Poe completed basic training and was certified in Mississippi (320 hours) in 1985 and in 1987 completed the MS Highway Patrol Cadet Academy and (779 hours).

Mr. Poe was present. He told the commission before becoming a trooper, he was a police officer for two and a half years in Pearl, Mississippi. He became a state trooper in 1987 and retired in November of 2010 after twenty-five years. He then began working with the CSX Railroad PD working out of the Memphis Field Office.

Commissioner Baker moved to approve Mr. Poe attending the transition school, seconded by Commissioner Hannon. The motion carried.

Franklin PD – Cary Allen Bradley – Request is made to allow Officer Bradley to attend the next POST Transition School. Officer Bradley completed basic training at the Alaska Law Enforcement Training Academy (646 hours) in 1997. He was employed by the Kodiak Police Department from 1996-2010, when he moved to Montana where he attended the Montana Transition Course and worked at the Three Folks PD from 2010-2011. He was hired by the Franklin PD on February 19, 2016.

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

Kenton PD – Officer John Paul Eddlemmon - Request is made to allow Officer Eddlemmon to attend the next POST Transition School. Officer Eddlemmon completed basic training at TLETA on August 29, 2003. He was employed in full-time law enforcement until July 07, 2006. He was hired by the Kenton PD on December 15, 2015.

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

Knox County SO – Phillip Matthew Nimblette – Request is made to allow Deputy Nimblette to be **re-certified without attending** POST Transition School. Deputy Nimblette attended Knox County Sheriff's Office Regional Training Academy graduating in May 2009. He has been working as a full-time corrections officer and is now being promoted into a full-time law enforcement position. He has attended law enforcement in-service every year since graduation from the academy, including all the mandates.

Mr. Grisham noted there is a proposed rule to allow certification to remain intact as long as they attend law enforcement in-service. He noted an audit of the department years ago which indicated they do their pay supplement roster with a list of eligible and ineligible persons but certifying they are doing their training each year. Mr. Underwood replied Mr. Nimblette has never had a break in service and has continued his in-service throughout the entire time. Director Farris added he did look at those records when he did the academy audit a few weeks ago and Deputy Nimblette has completed the in-service mandates. Knox County SO does their own transition school for their employees.

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

Pellissippi State Community College PD – Terry Marvin Crow – Request is made to allow Asst. Chief Crow to attend the next POST Transition School. Asst. Chief Crow completed basic training at Anne Arundel County Police Training Academy in Davidsonville, Maryland in 1989. He worked for Arundel Police Department for 23 years. He was hired by Pellissippi State Community College PD on 03/27/2016.

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Mr. Crow was present requesting to attend the transition school. Commissioner Chrisman asked Mr. Crow if his law enforcement service has been concurrent until he went to work for Pelfissippi. Mr. Crow answered he retired in 2011 and has worked security since that time. He worked security at Dollywood and was with the TVA for a while and has been with Pellissippi for little over a year as a security supervisor.

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

Mountain City PD – Clifton Glenn Worley Jr. – Request is made to allow Officer Worley to attend the next POST Transition School. Officer Worley completed basic training at TLETA on 02/23/1995. He worked for Johnson County Sheriff's Office from 07/1994-05/2008. He was hired by Mountain City PD on 02/03/2016.

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

TSU PD – James Kinnard – Request is made to allow Officer Kinnard to attend the next POST Transition School. Officer Kinnard was hired on September 14, 2015 and we could not get him processed in time for the October 2015 Transition School. He completed basic training at Walter State Community College Academy on March 20, 2009 (475.5 hours). A six-month waiver is also requested to keep Officer Kinnard and the department in compliance.

Commissioner Long moved to approve to attend transition school and to grant the six-month waiver, seconded by Commissioner Baker. The motion carried.

TSU PD – Carl Wayne Moriarty – Request is made to allow Officer Moriarty to attend the next POST Transition School. Officer Moriarty was hired on September 14, 2015 and we could not get him processed in time for the October 2015 Transition School. He completed basic training at Cleveland State Community College Academy on September 26, 2008 (430 hours). A six-month waiver is also requested to keep Officer Moriarty and the department in compliance.

Commissioner Baker moved to approve to attend transition school and to grant the six-month waiver, seconded by Sen. Bell. The motion carried.

Tennessee State Parks – Stacie Leigh Rains – Request is made to allow Ranger Rains to attend the next POST Transition School. Ranger Rains completed basic training at TLETA in May 2006 and worked full time with TN State Parks until 10/2009. She was rehired on November 17, 2015, and a request is made for her to attend the March Transition School.

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

Washington County SO – Ethan Brotherton – Request is made to allow Deputy Brotherton to attend the next POST Transition School. Deputy Brotherton completed basic training at the Kansas Law Enforcement Training Academy on February 28, 2014 (560 hours). He was hired by Washington County SO on February 8, 2016.

Sen. Bell asked when an individual goes to an academy in another state, does Tennessee have reciprocal agreements with those states. Director Farris said the person's basic training is sent to POST. POST makes sure the training met or exceeds Tennessee's training for that year and makes sure it meets the standards. POST also checks to make sure the individual has had in-service in the interim. Out-of-state individuals are required to go to the transition school to basically learn Tennessee law and procedures. The curriculum is submitted and the POST investigators go through the curriculum to compare it to Tennessee's curriculum. Should the individual be short in some areas such as driving, then the transition school is recommended and another week of driving to meet the minimum standards as of the year that person attended basic.

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

Watertown PD – Michael Henderlight – Request is made to allow Officer Henderlight to attend the next POST Transition School. Officer Henderlight formerly worked for Jefferson County Sheriff's Office until April 2007.

Director Farris noted Mr. Henderlight had several breaks in service for very short periods of time.

Commissioner Baker moved to approve, seconded by Commissioner Long. The motion carried with Commissioner Hannon abstaining.

Williamson County SO – Harley Lenart – Request is made to allow Deputy Lenart to attend the next POST Transition School. Deputy Lenart completed basic training at Hennepin Technical College's Law Enforcement Education Center (403 hours). She worked as an officer at Elk River PD until July 2015; Officer Lenart was hired by Williamson County SO on December 14, 2015.

Ms. Lenart was present along with Chief Deputy Rhoades requesting to attend transition school.

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

UT Memphis PD – Daniel Joseph O'Conner- Request is made for a waiver to attend the September 2016 Transition School. Officer O'Conner was hired on October 5, 2015, and due to personal matters, it is very difficult for him to attend the March 2016 Transition School. Officer O'Conner was employed with the Chicago PD from October 1993 to January 2015; he graduated from basic police school with 400 hours of training.

Mr. O'Conner was present requesting the waiver to attend transition school. Commissioner Baker noted he would also need a six-month waiver. Mr. Farris remarked that it would be almost eleven months from the time Mr. O'Conner was hired until the September transition school. Mr. O'Conner explained he is in the process of moving from Chicago to Tennessee and will be closing on the house two days after the March school begins.

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

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

There were no items for approval.

APPLICATIONS FOR TRAINING OFFICER – 1110-04-.03

The following items, Numbers 1 through 13, Applications for Training Officer, have been reviewed by POST Investigators and appear to meet criteria for approval. The officers will be informed that they must complete an Instructor Development course within the next 12 months.

1. **Chattanooga Police Department** – Russell Jason Irvin – Request Lt. Irvin to become the General Departmental Instructor (GDI) for the department. He has 19 years in law enforcement and has completed the required Instructor Development.
2. **Decatur County SO** – Travis Dunavant – Request Deputy Dunavant to become the General Departmental Instructor (GDI) for the department. He has 4 years in law enforcement and has completed the required Instructor Development.
3. **Elizabethton Police Department** – Rocky Matthew Croy – Request that Sgt. Croy to become the General Departmental Instructor for the department. Sgt Croy has over 10 years of law enforcement experience and has completed the required course of Instructor Development.
4. **Halls PD** – Jeffrey Michael Powers – Request Captain Powers to become the Training Officer for the department. He has 20 years in law enforcement and has completed the required Instructor Development.

5. **Kingsport Police Department** – Micah Allen Johnston – Request that Sgt. Johnston to become the General Departmental Instructor (GDI) for the department. He has 14 years of law enforcement and has completed Instructor Development.
6. **Knox County SO** – Phillip Eugene Dalton – Request Lt. Dalton to become the General Departmental Instructor (GDI) for the department. He has five-years in law enforcement and has completed the required Instructor Development.
7. **Knox County SO** – Requests the following officers become General Police Instructors for Basic Police Academy. The following are full time Instructors at the Knox County Police Academy and have completed the required Instructor Development.
 - a. Captain Ronald Brent Gipson
 - b. Sgt. Matthew David Lusk
8. **Knoxville PD**– Requests Sgt. Fowler become General Instructor for Basic Police Academy. He is assigned as a full time Instructor at the Knoxville Police Academy and has completed the required Instructor Development.
9. **Roane State PD** –Richard Everett Wood – Request Officer Wood to become the Training Officer for the department. He has 11 years in law enforcement and has completed the required Instructor Development.
10. **Roane State PD** –James David Perkins – Request Officer Perkins to become the Training Officer for the department. He has 8 years in law enforcement and has completed the required Instructor Development.
11. **Lincoln Memorial University Police Department** –Travis DeWayne Bailey– Request that Officer Bailey to become the General Departmental Instructor for the Lincoln Memorial Police Department. Officer Bailey has 4.5-years of law enforcement experience and has completed the required course of Instructor Development. We are also asking for a waiver of the five-years of law enforcement service due to the fact we are new department.
12. **Red Boiling Springs Police Department** – Jimmy Dale Morgan – Request that Asst. Chief Morgan to become the General Departmental Instructor (GDI) for the department. He has 9 years of law enforcement experience and has completed Instructor Development. We ask for a waiver of the requirement that he served as a Training Officer for the department due to the fact that Asst. Chief Morgan is the best choice for our GDI and we have a small department.
13. **South Fulton Police Department** – Terry Russell Singleton, Sr. – Request that Captain Singleton to become the General Departmental Instructor (GDI) for the department. He has 15-years in law enforcement and has completed the required Instructor Development.

Commissioner Chrisman moved to approve Items 1-13, seconded by Commissioner Hannon, which motion carried.

APPLICATIONS FOR CERTIFIED INSTRUCTOR – 1110-03-.04

The following items Number 1 through 19, have been reviewed by POST Investigators, and appear to be in order and meet minimum standards:

1. **Franklin Police Department** –Christopher Carney Harris – Request that Officer Harris to become a certified instructor in Firearms. Officer Harris has been with the department since 2011 and has completed a required course in Instructor Development.
2. **Franklin Police Department** –Matthew Steven Lamarr – Request that Officer Lamarr to become a certified instructor in Firearms. Officer Lamarr has been with the department since 2006 and has completed a required course in Instructor Development.
3. **Franklin Police Department** –David Lee Mullins – Request that Sgt. Mullins to become a certified instructor in Firearms. Sgt. Mullins has been with the department since 1996 and has completed a required course in Instructor Development.
4. **Johnson City Police Department** –Keith Lynn Sexton – Request that Master Police Officer Sexton to become a certified instructor in Street Survival and Advanced Street Survival. Master Police Officer Sexton has been with the department since 1991 and has completed a required course in Instructor Development.
5. **Johnson City Police Department** –Garry A. Clevinger – Request that GDI Clevinger to become a certified instructor in Field Training Officer. GDI Clevinger has been with the department since 1997 and has completed a required course in Instructor Development.
6. **Johnson City Police Department** –Garry A. Clevinger – Request that GDI Clevinger to become a certified instructor in Street Survival and Advanced Street Survival. GDI Clevinger has been with the department since 1997 and has completed a required course in Instructor Development.
7. **Knox County Sheriff's Department** –Trina Ellen Gregory – Request that Officer Gregory to become a certified instructor in Crime Scene Management and Investigations. Officer Gregory has been with the department since 2002 and has completed a required course in Instructor Development.
8. **Hawkins County Sheriff's Department** –Michael Paul Lipe – Request that Officer Lipe to become a certified instructor in DUI Detection (Standardized Field Sobriety). Officer Lipe has been with the department since 2008 and has completed a required course in Instructor Development.
9. **LEOSA** – Darren Scott Brickle – Request that Mr. Brickle to become a certified instructor in Firearms for LEOSA. Mr. Brickle has over five years of law enforcement service and meets the firearms training standard and has completed the required course in Instructor Development.
10. **LEOSA** – Edward C. Wolff – Request that Mr. Wolff to become a certified instructor in Firearms for LEOSA. Mr. Wolf has over five years of law enforcement service and meets the firearms training standard and has completed the required course in Instructor Development.
11. **Livingston Police Department** –Jacob Linvle Boswell – Request that Detective Boswell to become a certified instructor in Tactical Medical Instructor. Detective Boswell has been with the department since 2002 and has completed a required course in Instructor Development.
12. **Manchester Police Department** –Mitchell Jay West– Request that Captain West to become a certified instructor in Patrol Rifle and Phazzer. Captain West has been with the department since 1998 and has completed a required course in Instructor Development.
13. **Spring Hill Police Department** –Robert A. Carden – Request that Detective Carden to become a certified instructor in Firearms. Detective Carden has been with the department since 2005 and has completed a required course in Instructor Development.

14. **White County Sheriff's Department** –James Anderson Blankenship – Request that Deputy Blankenship to become a certified instructor in K-9. Deputy Blankenship has been with the department since 2009 and has completed a required course in Instructor Development.
15. **Warren County Sheriff's Department** –Herbert Jason Rowland– Request that Investigator Rowland to become a certified instructor in Firearms. Investigator Rowland has been with the department since 2007 and has completed a required course in Instructor Development.
16. **Manchester Police Department** –Daryn Lynn Gadeken – Request that Officer Gadeken to become a certified instructor in Firearms. Officer Gadeken has been with the department since 2007 and has completed a required course in Instructor Development.
17. **Wilson County Sheriff's Department** –Jeremy Hale Reich – Request that Detective Reich to become a certified instructor in Firearms. Detective Reich has been with the department since 2002 and has completed a college level speech course in lieu of Instructor Development.
18. **Wilson County Sheriff's Department** –Jeremy Hale Reich – Request that Detective Reich to become a certified instructor in Active Shooter. Detective Reich has been with the department since 2002 and has completed a college level speech course in lieu of Instructor Development.

Director Farris noted on #19, there are some questions that need to be answered.

Commissioner Baker moved to approve Items 1-18, seconded by Commissioner Chrisman. The motion carried.

19. **Bradley County Sheriff's Department** –Richard Taylor - Request that Mr. Taylor to become a certified instructor in K-9 and K-9 Search Operations. Mr. Taylor was in various positions with the Bradley County Sheriff's Department from 1980 – 1994. He became an Area Coordinator for TEMA in 1994. He became a Reserve in 2008 with Polk County SO and then with Bradley County in 2014. He received his K- 9 Training in 1991-1992 and has completed several Instructor Development courses with the latest in 2005.

Mr. Farris stated since Mr. Taylor's certifications are dated in 1991 and 1992 and he is applying now to be a POST certified instructor. He asked Mr. Taylor to explain and clarify how he is still current in those techniques and what makes him eligible to be a POST instructor so many years after attending the training.

Mr. Taylor explained he did attend the training early and began training dogs in approximately 1990. He had a file with information concerning his time engaged in the activity. Mr. Taylor said he has not stopped training dogs since 1990. He has been involved in hundreds of searches and currently serves as the search and rescue coordinator for the Cherokee National Park. Mr. Taylor said dog training is a resource and an asset to be used, but it is not the only asset and has its limitations. He has worked with TEMA and was lead search and rescue instructor with TEMA for almost twenty years. Mr. Taylor added he has two men at the Bradley County Sheriff's Office who came to him last year wanting to take up bloodhound work. He has been working with them for the last year. They have two dogs ready to go. A lot of time and effort has been put into that.

Mr. Taylor commented that with dog training, it is not the classroom part that gets the job done, but rather the time behind working with the dog and learning where your failures are, what the dog's purposes are. He said he feels very compelled that bloodhounds need to continue to be used in search and rescue work and to find criminals. He said he finds a lot of the commercial operations for rescue dogs are exactly commercial operations. He is not interested in charging money to anyone to qualify their dog.

Mr. Taylor explained he has been a reserve and special deputy for Bradley County upon leaving TEMA but now would like to pass the training of the dogs over to younger people. He added he wants to continue working human remains recovery dogs and air scent dogs in the forest but also wants to be able to pass down a legitimate program to

the young officers who will take the program and keep it legitimate. The sheriff also wants the younger officers trained by people who know what to do and Mr. Taylor was selected to do that. He thanked the POST Commission for their interest and in legitimatizing what he does. Mr. Taylor assured the commission there would not be any trash in the program. If someone comes through the program and he says they are ready to go, they will be ready to go and not just getting a picture in the paper. Mr. Taylor added these dogs are not trained for hunting for drugs and will only be non-aggression dogs.

Commissioner Baker asked Mr. Taylor if he is going to be an employee of Bradley County or an independent contractor. Mr. Taylor answered he would be a part-time employee of Bradley County and is not interested in contracting part-time. Mr. Farris asked Mr. Taylor if he attended the reserve basic to become part-time again. Mr. Taylor answered he did and has 136 hours. Mr. Farris asked if dog certifications exist or national certifications for dogs. Mr. Taylor answered there are different certifications such as NASAR, which he said he is not a fan of. They have a program where an individual can go on-line and get a search and rescue certification for a dog. He said he wants to stay away from that sort of thing. Mr. Taylor said he can take the people he has training dogs to a conference across the country and have their dogs certified at some level. It costs a lot of money and costs a lot of time away from work. These people are training in their free time. Mr. Grisham responded that is what the commission needs to hear because they do not give industry certifications or contract with anyone to do that, because it usually ends up being a moneymaking operation. The academy stands behind the products they put out in certifying people.

Mr. Grisham thanked Mr. Taylor for clarifying what he has done since the basic training. He explained people will come in with boxes full of what they trained in years ago wanting to be an instructor but have not kept current on any of it. Mr. Taylor has remained active and has instructor development and credibility and subject matter expertise.

Commissioner Williamson moved to approve, seconded by Commissioner Hannon. The motion carried with Sen. Bell recusing himself from the vote.

CURRICULUM AND TESTS – 1110-04

POST Investigators have reviewed and approved 55 in-service classes this month as they appear to be in order and meet or exceed minimum standards set forth by the Peace Officers Standards and Training requirements.

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

SPECIALIZED TRAINING CURRICULUM – 1110-04-.09

POST Investigators have reviewed and approved 91 specialized classes this month as they appear to be in order and meet or exceed minimum standards set forth by the Peace Officers Standards and Training requirements. They have made note if these training offerings meet the POST requirements for Firearms, EVOC, Mental Illness and CSA.

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

There was no old business for discussion.

NEW BUSINESS/ITEMS FOR DISCUSSION

1. The 2015 Annual Report from The **Chattanooga Police Department Police Training Academy** was submitted to POST and is compliant with 1110-07-.06 (2)(a).
2. The 2015 Annual Report from The **Tennessee Highway Patrol Training Academy** was submitted to POST and is compliant with 1110-07-.06 (2)(a).

Commissioner Long moved to approve the annual reports, seconded by Commissioner Baker. The motion carried.

3. The 2016 audit/inspection of The **Blount County Sheriff's Office Regional Training Academy** was conducted on February 02, 2016.

Findings: None

Recommendations: N/A

Pursuant to Rule 1110-07-.06 (2)(c), it is recommended the POST Commission issue a letter advising the Blount County Law Enforcement Training Academy of the status of its **Compliance**.

Commissioner Chrisman moved for approval, seconded by Sen. Bell. The motion carried.

4. The 2016 audit/inspection of The **Cleveland State Basic Police Training Academy** was conducted on February 02, 2016.

Findings: 1. Other classes were located on the same floor designated for the academy, therefore segregation from other campus students was not met.

Recommendations: 1. Director Farris discussed with Director Williams that academies have to be stand-alone facilities not to be interfered with outside campus activities. Director Williams notified Director Farris within two days of the audit that this finding has been rectified.

Pursuant to Rule 1110-07-.06 (2)(c), it is recommended the POST Commission issue a letter advising the Cleveland State Police Training Academy of the status of its **Compliance**.

Commissioner Baker asked Director Farris if he would be going back and checking at some point to make sure Cleveland State is doing as they said. Director Farris said he would by the next meeting. The reaudit will be conducted within thirty days due to the significant infraction. Mr. Farris added the vice-president of Cleveland State came over and discussed the findings and assured Mr. Farris they would have the problem rectified. A picture was sent showing where the academy closed some doors and posted a professional sign stating no admittance, academy training in process, only law enforcement.

Commissioner Chrisman moved to approve the audit, seconded by Commissioner Hannon. The motion carried.

5. The 2016 audit/inspection of The **Knox County Regional Law Enforcement Training Academy** was conducted on February 03, 2016.

Findings: 1. One academy instructor file was missing the required General Instructor Certification for Basic Police training.

Recommendations: 1. Director Brooks immediately applied for the certification in question for his trainer.

Pursuant to Rule 1110-07-.06 (2)(c), it is recommended the POST Commission issue a letter advising the Knox County Regional Training Academy of the status of its **Compliance**.

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

6. The 2016 audit/inspection of The **Knoxville Police Department Police Training Academy** was conducted on February 02, 2016.

Findings: None

Recommendations: N/A

Pursuant to Rule 1110-07-.06 (2)(c), it is recommended the POST Commission issue a letter advising the Knoxville Police Department Police Training Academy of the status of its **Compliance**.

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

7. The 2016 audit/inspection of The **Tennessee Law Enforcement Training Academy** was conducted on February 29, 2016.

Findings: 1. The turning target system at the firearms range does not work and the range is currently in violation of POST Rule 1110-8-.03.

Recommendations: 1. The academy is currently bidding out a replacement system and will have it installed immediately upon the bid being awarded.

Pursuant to Rule 1110-07-.06 (2)(c), it is recommended the POST Commission issue a letter advising the Tennessee Law Enforcement Training Academy of the status of its **Compliance**.

Commissioner Chrisman asked Mr. Grisham if TLETA has the funding for the replacement. Mr. Grisham answered there have been some bureaucratic tie-ups on the one-time money received last year for this, but should come in under budget and the equipment will be installed before the end of the fiscal year.

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

8. **Officer Robert Carl Pipkins**, Selmer Police Department – Officer Pipkins was charged with one count of Official Oppression and one count of Assault in McNairy County. As part of a nolle/prosequi with the district attorney's office, Officer Pipkins voluntarily surrendered his POST Certification. POST has received the certification and all pertinent court documents.

Commissioner Baker moved to accept the certification, seconded Commissioner Wilson. The motion carried.

9. **Tennessee State Parks** will be starting a part-time Ranger Corp. In order to maintain their status as POST compliance, they have requested that POST oversee and advise on the start up and implementation of this program. Their goal is to continue to meet their clients' needs and safety while maintaining compliance and consistency with POST Rules. Assistant Director Farris will work directly with Chief Ranger Shane Petty on this program and the officers' training and continual compliance.

Mr. Farris explained this will be a reserve program in which the state parks want to come under the standards and give the rangers the basic training. They like to stay POST compliant should their officers go to other agencies, although POST does not regulate State agencies. Mr. Grisham added TN State Parks are going to try to just use TLETA for their reserve training, and there is room for them in the transition school.

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

10. **Motlow State Community College** has formally requested to develop and implement a full-time POST Certified Police Department; the request is to provide a safe and secure environment for all persons, on all Motlow campuses.

Mr. Ray Higginbotham, Public Safety Director, was present along with Cindy Logan, Vice-President of Information, Technology and Administrative Services at Motlow State Communication. Mr. Higginbotham noted they are requesting to become a POST recognized law enforcement agency. Mr. Higginbotham told the commission he is retired military with a little over twenty years service, retiring honorably from the Tennessee National Guard in 2004. In April of 2015, he accepted a

position with Motlow State Community College as the chief security officer. He retired from the Tullahoma PD at that time with twenty-five years of honorable distinguished service with Tullahoma. His position at the time of retirement was Patrol Division Commander, supervising the patrol division as well as the special operations team leader. He had been the GDI for over nineteen years. Mr. Higginbotham remarked he is very familiar with the procedures for the training, and through his administrative services and learning and moving up the ranks, he has become familiar with the day-to-day operations of a law enforcement agency. Prior to service with Tullahoma, Mr. Higginbotham had a year and a half with the Estill Springs PD as well.

Mr. Higginbotham explained Motlow State CC has four campuses. He noted Motlow State was announced to be the fastest growing community college in the state last year, due to the Promise program. The enrollment numbers are up. There are campuses in Smyrna, Fayetteville, McMinnville and one in Moore County. They plan to have full-time certified officers on each of the four campuses eventually. The ultimate goal is to augment with off duty sheriffs' deputies and city police officers as a reserve force and to ultimately end up with armed protection at all times. He explained Motlow State is not a twenty-four hour college. They do not have dorms. They are in operation sixteen hours a day. The new schedule shows them to be starting Sunday classes, which will make it a seven-day operation but not 24/7.

Commissioner Baker asked what the student enrollment is on each campus. Ms. Logan answered currently the Moore County campus has approximately 1,800 students; Smyrna campus has approximately 2,300 student; McMinnville has 850 students; Fayetteville campus has approximately 300 students.

Mr. Higginbotham explained currently he is working and they are hiring another officer to be on the Smyrna campus. The ultimate goal is to place a full-time officer on the McMinnville and Fayetteville campuses. They do augment with private campus unarmed security. He said in this day and age, unarmed security on a community college campus is not getting the job done. Therefore, the ultimate goal is to have four full-time positions, in which he will be one of those positions, along with the sheriffs' deputies and the city officers who will be certified law enforcement officers.

Commissioner Baker asked Mr. Higginbotham if he has touched based with the local police departments where the campuses are located. Mr. Higginbotham said he has contacted the departments and he has also drafted MOUs and the Mutual Aid Agreements, which have been submitted to the TBR and are in the legal department being reviewed. After review, the agreements will be forwarded to the different municipalities and will be reviewed by their legal departments after which there will be a final sign-off. He explained there are a lot of logistics which have to take place. He is requesting to become the certified law enforcement agency because it kind of hinders some of those logistics.

Commissioner Chrisman asked Mr. Higginbotham if he is the only certified officer at this point. Mr. Higginbotham answered he is at this point. He added there is funding available for additional officers and presented paperwork reflecting the current budget and also the projected budget for 2017. The commissioner asked if Motlow State supports the request and anticipates providing the funding for these positions. Ms. Logan affirmed. Mr. Higginbotham noted he also has a letter of support from the president of the college and would be happy to submit, which shows support from the leadership team as well as the president. Mr. Higginbotham affirmed he has obtained an ORI from the TBI and noted the ORI would change to reflect that he is a law enforcement agency but cannot move forward until he has approval of the POST Commission.

Commissioner Chrisman asked if there are any other compliance issues that need to be taken care of before the request is approved. Mr. Grisham answered he is familiar with the facility and has taught there a couple of times. Everything appears to be in order to move forward.

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

PERRY COUNTY SO – Godfrey Goblitz – Request is made to allow Deputy Goblitz to attend the next transition school. He completed the basic law enforcement class with the Florida Highway Patrol May 12, 1989, 744 hours. He worked with the Florida Highway Patrol from January 1989 through July 1, 2013, and began employment with Perry County SO on March 4, 2016.

Mr. Goblitz was present making the request.

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

MARYLAND NETWORK AGAINST DOMESTIC VIOLENCE - Lethality Assessment Program - 8 hours for training year 2016.

Mr. Grisham informed the commission that as part of the Governor's Public Safety Subcabinet, on which Mr. Grisham sits, one of the second term emphases is to continue to work on domestic violence. OCJP has given the grant money for pilot programs. This lethality assessment process has been successful in Maryland. It is actually a document where officers work through a matrix and answer questions to determine the risks. Maryland led the charge and is going to train in Tennessee on how to conduct these lethality assessments.

Commissioner Williamson moved for approval, seconded by Commissioner Baker. The motion carried.

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

Requests for a waiver have been received for the following officers so that they will remain in compliance with POST guidelines as well as the department.

Belle Meade Police Department-Request Waiver of In-Service for Officer Shawn O'Brien who inadvertently failed to complete EVOC. He has well over the required 40 hours with the exception of this mandate. This waiver is requested so the department and Officer O'Brien can remain in compliance with POST.

Commissioner Baker moved to approve, seconded by Commissioner Chrisman, which motion carried.

Cheatham County Sheriff's Office – Request Waiver of In-Service for the following officers who failed to complete the required in-service because they came to the department after our last in-service dates were held. This waiver is requested so the department and these deputies can remain in compliance with POST.

1. Tyler Dean Haley – Hire Date: 09/03/2015
2. Anthony Ryan Hiland – Hire Date: 10/01/2015
3. Monica Dawn Mackin – Hire Date: 09/03/2015

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

Clarksville Police Department-Request Waiver of In-Service for Agent Fredrick McClintock, who failed to complete the 40 hour requirement, Agent McClintock had been internally disciplined. This waiver is requested so the department and Agent McClintock can remain in compliance with POST.

Commissioner Baker asked if the officer was disciplined because he did not complete the training. Director Farris responded he was disciplined for failure to get his in-service and the department has assured POST this will not happen again.

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

Clarksville Police Department-Request Waiver of In-Service for Officer Justin Pequignot, who was placed on light duty on October 2nd, 2015, due to an on the job injury. He was unable to return to work until November 19th, 2015 after all in-service dates had been completed. This waiver is requested so the department and Sgt. Gross can remain in compliance with POST.

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

Franklin County Sheriff's Department-Request Waiver of In-Service for Sgt. Dean Binkley who did not complete the required in-service hours. There is no excuse it simply was not completed. This waiver is requested so the department and Sgt. Binkley can remain in compliance with POST.

Commissioner Long asked if there is anything POST can do about officers who refuse to do in-service. Mr. Farris answered they will not receive their salary supplement. If they go two years without in-service, they can be decertified. Commissioner Chrisman asked if there was anything in the waiver request as to why Mr. Binkley did not complete in-service. Mr. Farris said the paperwork simply stated there is no excuse for Mr. Binkley not doing in-service and the department was not happy about it. The sheriff, training officer and chief deputy all signed the letter indicating their disapproval.

Commissioner Chrisman moved to approve the request, seconded by Commissioner Baker. The motion carried.

Jasper Police Department-Request Waiver of In-Service for Officer Donald D. Dykes who was hired late in the year and unable to complete in-service. This waiver is requested so the department and Deputy Dykes can remain in compliance with POST.

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

Commissioner Chrisman commented on the Franklin County Sheriff's Department and asked if the department could receive a letter from POST saying here is what the rules say about people who do not get their in-service and here are what the consequences are. Mr. Farris responded a letter can be sent but generally this goes on their salary supplement. He said he will be happy to draft a letter to all these people and let them know POST takes this serious. Commissioner Chrisman noted there are lots of people who work hard to get their in-service completed every year and when there is no excuse, it puts it back on the officer but some of the fault falls on the department also. The commissioner suggested a letter be sent to the departments reminding them what the rules say about the individual and the department should this be a recurring problem. Inv. Murphy remarked he has conveyed this message to the training officer and he is aware of it. Mr. Grisham added this is a module he is pursuing next on Acadis which will let the departments know what officers are short on their hours.

Hardin County Sheriff's Department-Request Waiver of In-Service for Deputy Stacy Lynn Moore who has been on medical leave and unable to complete in-service. Deputy Moore did complete all requirements except firearms training. This waiver is requested so the department and Deputy Moore can remain in compliance with POST.

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

McEwin Police Department-Request Waiver of In-Service for Detective Brian T. Hooper who due to an oversight did not complete CSA, although he had well over 40 hours total. This waiver is requested so the department and Detective Hooper can remain in compliance with POST.

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

Shelby County Sheriff's Office – Request Waiver of In-Service for the following officers who failed to complete the required in-service prior to retiring. This waiver is requested so the department can remain in compliance with POST. They will not be eligible for salary supplement.

- | | |
|--------------------------------------|----------------------------|
| 1. Patrolman Gordon L. Abernathie | Retired: March 31, 2015 |
| 2. Chief Deputy William Stanley Cash | Retired: July 31, 2015 |
| 3. Lt. Michael Coleman | Retired: June 30, 2015 |
| 4. Patrolman Joseph E. Gurley | Retired: February 27, 2015 |
| 5. Sgt. Roosevelt Moore | Retired: January 31, 2015 |
| 6. Patrolman Lewis A. Noblin | Retired: June 30, 2015 |
| 7. Patrolman George S. Petkoff | Retired: January 31, 2015 |
| 8. Patrolman Charles E. Tawater | Retired: April 30, 2015 |
| 9. Sgt. Travis Nelson | Retired: February 2, 2015 |

Commissioner Williamson moved to approve, seconded by Commissioner Chrisman, which motion carried.

Shelby County Sheriff's Office – Request Waiver of In-Service for the following officers who failed to complete the required in-service prior to resigning or were terminated. This waiver is requested so the department can remain in compliance with POST. They will not be eligible for salary supplement.

- | | |
|------------------------------------|------------------------------------|
| 1. Patrolman Terence Laron Shelton | Resigned: August 10, 2015 |
| 2. Patrolman John N. Checchia | Resigned: June 5, 2015 |
| 3. Patrolman Richard Elgin Davis | Resigned: June 22, 2015 |
| 4. Patrolman Justin Wayne Steele | Resigned: January 14, 2015 |
| 5. Patrolwoman Karen Leigh Chase | Resigned: July 28, 2015 |
| 6. Patrolman Nicholas M. Blumkin | Resigned: July 2, 2015 |
| 7. Patrolman Nathaniel C. Hunley | Terminated: December 14, 2015 |
| 8. Sgt. Jonathan Newton Page | Terminated: June 22, 2015 |
| 9. Patrolman Michael D. Stevenson | Terminated: December 28, 2015 |
| 10. Patrolman Willie Ward | Terminated: April 29, 2015 |
| 11. Captain Monica P. Johnson | Relieved of Duty: November 3, 2015 |

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

Smith County Sheriff's Department-Request Waiver of In-Service for Deputy Jeffrey Paul Woods who was unable to complete in-service, Deputy Woods was under a doctor's care. This waiver is requested so the department and Deputy Woods can remain in compliance with POST.

Sen. Bell moved to approve, seconded by Commissioner Chrisman, which motion carried.

Trenton Police Department-Request Waiver of In-Service for the following officers because due to a scheduling oversight only received 36 hours of in-service. They did receive all the mandates. This waiver is requested so the department and so these officers can remain in compliance with POST.

1. Sgt. Herman Williams
2. Sgt. Samora Hall
3. Sgt. Tony Harrison
4. Patrolman Gary Brett Mullins
5. Patrolman Jon Lancaster

The officers will receive salary supplement as they met the mandates.

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

Wilson County Sheriff's Department-Request Waiver of In-Service for Deputy Delter Ray Justice who did not complete in-service, Deputy Justice was suspended from 05/12/2015 until his retirement 02/19/2016 pending a ruling from the courts. This waiver is requested so the department can remain in compliance with POST.

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

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

There were no requests for military waivers.

WAIVER OF EIGHT (8) MONTH RULE:

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

Cheatham County Sheriff's Department – Officer Elvis Carmel Maddox Jr. - Officer Maddox retired after 20 years of service with our department on 08/19/2015. He did complete the 40 hour in-service requirement. Request a waiver of the eight-month rule so that Officer Maddox will be eligible for salary supplement.

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

Coffee County Sheriff's Department – Captain Jeffrey Lynn McCullough- Captain McCullough passed away on June 24, 2015. He did complete the 40 hour in-service requirement. Request a waiver of the eight-month rule on behalf of the family so that Captain McCullough will be eligible for salary supplement.

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

Oakland Police Department – Officer Brandon Foster- Officer Foster was on military duty from June 30, 2015 to November 30, 2015. He did complete the 40 hour in-service requirement. Request a waiver of the eight-month rule so that Officer Foster will be eligible for salary supplement.

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

Shelby County Sheriff's Department – Patrolman Glenn Ray Essary- Officer Essary retired on May 31 2015. He did complete the 40 hour in-service requirement and all the mandates. Request a waiver of the eight-month rule so that Officer Foster will be eligible for salary supplement.

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

Shelby County Sheriff's Department – Sgt. Robert V. Butterick- Sgt. Butterick passed away on February 11, 2015. He did not complete the 40 hour in-service requirement. Request a waiver of the eight-month rule to keep the department compliant with POST.

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

Sullivan County Sheriff's Department – The following officers retired in 2015. They both completed a POST approved 40 hour in-service. Request a waiver of the eight-month rule so that they will be eligible for salary supplement.

David Michael Malone – Retired 05/26/2015
James Franklin Sluder – Retired 05/08/2015

Commissioner Chrisman moved to approve, seconded by Commissioner Baker, which motion carried.

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.

Adamsville Police Department – Officer Rick Chandler was on medical leave from October 30 – December 05, 2015 and he was unable to attend the mandatory topics of in-service training. The request is made to keep Officer Chandler and the department in compliance.

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

Shelby County Sheriff's Department – Patrolwoman Charita Jo Davis has been unable to complete firearms in-service training. She went on medical leave on December 21, 2015. The request is made to keep Patrolwoman Davis and the department in compliance.

Commissioner Baker questioned the officer going on medical leave a week before the year was up. Mr. Farris said his recollection is the officer was pregnant and her doctor would not allow her to go to firearms training. A change of status form was submitted as of 12/20/15. The doctor's note in May said she could not wear a duty belt around her waist because of the weight. Mr. Farris said according to the doctor's note, she was off one day in May, but the department is saying she went on medical leave on December 21. He said he believes she continued to work until she went out on maternity leave. Commissioner Baker remarked she was good with the explanation and was just wanting to be sure that just in the last week of the year, Ms. Davis decided she could not do the firearms in-service training.

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

Shelby County Sheriff's Department – Patrolman Robert Daniel Harper has been unable to attend in-service training. He went on medical leave on June 21, 2015 for an on the job injury. The request is made to keep Patrolman Harper and the department in compliance.

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

Shelby County Sheriff's Department – Patrolman Leroy Green has been unable to attend in-service training. He went on medical leave on November 11, 2014 and was removed from the payroll effective May 4, 2015. The request is made to keep the department in compliance.

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

Shelby County Sheriff's Department – Lt. Willie D. Armstrong has been unable to attend some in-service training but did not complete firearms. He went on medical leave on July 27, 2015. The request is made to keep Lt. Armstrong and the department in compliance.

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

Obion County Sheriff's Department – Criminal Investigator William Joseph Sanford has been on FMLA since September 1, 2015 and he was unable to attend in-service training. The request is made to keep Investigator Sanford and the department in compliance.

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

WAIVERS OF SIX (6) MONTH RULE:

Collierville PD – Request a waiver of the six-month rule – A waiver of the six-month rule is requested for Officer Matthew Benjamin LeVier who was hired March 1, 2016 and is scheduled to start TLETA in April. Officer LeVier was employed by the Memphis PD from August 2015 – January 2016, and during the training suffered an injury. The department is seeking two waivers, an academy waiver to allow him to attend TLETA and a six-month waiver to keep him and the department in compliance.

Commissioner Baker moved to approve, seconded by Commissioner Hannon, which motion carried.

Crockett County SO – Request a waiver of the six-month rule - A waiver of the six-month rule is requested for Deputy Zachary Wayne Smith so that he may attend TLETA. He was hired full time on September 21, 2015 and has been scheduled for the April basic training class. This was the first class we could get him in.

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

Grundy CO SO – Request a waiver of the six-month rule - A waiver of the six-month rule is requested for Deputy Leslie Turner so that he may attend the next available basic training at TLETA. He was hired full time on December 07, 2015.

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

Director Farris noted the department has asked for Mr. Turner to attend the July school, so he will need two six-month waivers to remain compliant. Mr. Turner will still have to ride with a senior officer or be under their direct supervision. By the end of the year, he will have completed the academy.

Commissioner Baker moved to approve the extension of the six-month rule for Mr. Turner, seconded by Commissioner Williamson. The motion carried.

Humbolt PD – Request a waiver of the six-month rule - A waiver of the six-month rule is requested for Officer Jeremiah Brooks so that he may attend the April basic training at TLETA. He was hired full time on October 28, 2015.

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

Jefferson County SO – Request a waiver of the six-month rule - A waiver of the six-month rule is requested for Deputy Tyler Hollingworth so that he may attend the Blount County basic academy in April. He was hired full time on December 10, 2015 and is not scheduled to graduate until June 20, 10 days over the 6 month date.

Commissioner Baker moved to approve, seconded by Commissioner Wilson. The motion carried with Commissioner Hannon abstaining.

Marion County SO – Requests a waiver of the six-month rule – A waiver of the six-month rule is requested for Deputy Jessica Anderson, she was hired on August 29, 2015, and started basic training in January at TLETA. She failed and the department originally requested another six-month waiver to resend her to the April basic training school, but has since requested a waiver so she can attend the July TLETA due to budget restraints.

Director Farris remarked Ms. Anderson is enrolled in the March class. He added if this is approved, this will make three six-month waivers to get her to remain compliant. If this waiver is approved, the commission is giving Marion County SO eighteen months to get her certified in the state of Tennessee, which is three times what the rule allows. If the waiver is denied, Ms. Anderson is still enrolled in the next class. Director Farris said the chief withdrew Ms. Anderson from the next class, but that he, Director Farris, stopped her from being withdrawn pending the decision of the POST Commission. The director said he had empathy for the financial situation, but she can stay in

compliance as she is still enrolled for the next class. There is a waiting list for the next class, so even if Ms. Anderson is pulled, the slot will be filled. If the waiver is granted, Ms. Anderson will become certified fourteen months after she was hired.

Commissioner Wilson commented he thinks two waivers are enough and added he has a small department also and you just have to do it. Mr. Underwood asked what is the budgetary impact on a department. Mr. Grisham noted the academy is twelve weeks at a cost of \$3,000. Sen. Bell asked what part of the academy Ms. Anderson failed. Director Farris responded she failed Firearms, but she used up all her retests. They are given a certain number of retests and then they just fail the whole program. She failed all the retests, in essence failing the entire twelve weeks and has to repeat the entire program.

Commissioner Williamson asked if Ms. Anderson is riding the streets currently. Director Farris noted she is employed and she is supposed to be riding with someone. Commissioner Williamson remarked if something should happen and that department was involved in a lawsuit, when the lawyers started digging and looking at what POST is doing, that would not look good on the POST Commission at all.

Commissioner Wilson moved to deny, seconded by Sen. Bell. The motion carried.

Portland PD – Request a waiver of the six-month rule - A waiver of the six-month rule is requested for Officer Michael Sutherland so that he may attend the April basic training at TLETA. He was hired full time on November 30, 2015 and the January class was full.

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

Trenton PD – Request a waiver of the six-month rule - A waiver of the six-month rule is requested for Officer Xavier Keys so that he may attend the April basic training at TLETA. He was hired full time on November 28, 2015 and the January class was full.

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

Trenton PD – Request a waiver of the six-month rule - A waiver of the six-month rule is requested for Officer John Warmath so that he may attend the April basic training at TLETA. He was hired full time on November 21, 2015 and the January class was full.

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

White House PD – Request a waiver of the six-month rule - A waiver of the six-month rule is requested for Officer Ryan Spraggins so that he may attend the April basic training at TLETA. He was hired full time on November 30, 2015 and the January class was full.

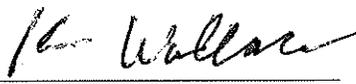
Commissioner Baker moved to approve, seconded by Commissioner Wilson. The motion carried.

There being no further business, Chairman Wallace entertained a motion to adjourn.

Commissioner Williamson moved to adjourn, seconded by Commissioner Chrisman. The meeting adjourned.

MINUTES FOR COMMITTEE POST COMMISSION MEETING
PAGE 21
MARCH 18, 2016

RESPECTFULLY SUBMITTED
Patsy Norman
Licensed Court Reporter #410
State of Tennessee

APPROVED 
KIM WALLACE
Chairman

DATE: 4-15-16