



**PEACE OFFICERS STANDARD AND TRAINING  
COMMISSION COMMITTEE MEETING  
DECEMBER 11, 2020  
MINUTES**

- I. ADOPTION OF AGENDA**
- II. ADMINISTRATIVE MATTERS**
- III. APPROVAL OF PREVIOUS MONTH(S) MINUTES**
- IV. INFORMAL DECERTIFICATION HEARING COMMITTEE REPORT**
- V. APPEARING BEFORE THE COMMISSION/  
WAIVERS FOR PRE-EMPLOYMENT REQUIREMENTS**
- VI. WAVIER TO ATTEND ANOTHER ACADEMY**
- VII. WAIVERS OF BASIC TRAINING**
- VIII. ADMINISTRATIVE WAIVERS**
- IX. APPLICATIONS FOR TRAINING OFFICER**
- X. APPLICATIONS FOR CERTIFIED INSTRUCTOR**
- XI. CURRICULUM AND TESTS/SPECIALIZED TRAINING CURRICULUM**
- XII. OLD BUSINESS**
- XIII. NEW BUSINESS/ITEMS FOR DISCUSSION**

**I. ADOPTION OF AGENDA**

✓ **Motion to Approve** by: **COMMISSIONER BUD HULSEY**  
Second by: **COMMISSIONER BOBBY WAGGONER**  
Remarks: **The Motion carried.**

**II. ADMINISTRATION MATTERS**

**ROLL CALL**

- ✓ **COMMISSIONER RAFAEL BELLO**
- ✓ **COMMISSIONER KIM BIRCHFIELD - Not Present**
- ✓ **COMMISSIONER BRENT CHERRY**
- ✓ **COMMISSIONER MARK DUNBAR**
- ✓ **COMMISSIONER RAY FARRIS**
- ✓ **COMMISSIONER DEBORAH FAULKNER**
- ✓ **COMMISSIONER WILLIAM FORRESTER III**
- ✓ **COMMISSIONER BUD HULSEY**
- ✓ **COMMISSIONER ED JACKSON**
- ✓ **COMMISSIONER CHAD PARTIN-Vice Chair**
- ✓ **COMMISSIONER LOWELL RUSSELL**
- ✓ **COMMISSIONER TOM SPANGLER-Chair**
- ✓ **COMMISSIONER BOBBY WAGGONER**
- ✓ **COMMISSIONER BRIAN WRIGHT**

**DISCLAIMER – DIRECTOR BRIAN GRISHAM**

✓ **Motion to Approve** by: **COMMISSIONER BRIAN WRIGHT**  
Second by: **COMMISSIONER BRENT CHERRY**  
Remarks: **The Motion carried.**

**III. APPROVAL OF MINUTES FOR NOVEMBER 20, 2020 P.O.S.T. COMMISSION MEETING:**

Remarks: Approval of November 20, 2020 minutes has been tabled to the January 15, 2021 Commission meeting, due to error reported in minutes.

**IV. DECERTIFICATION HEARING HELD THIS MONTH**

NONE HELD THIS MONTH

Remarks: **No Vote Required.**

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

**Greene County Sheriff's Department** – Request a military waiver for **Terry Elijah Proffitt (PSID# 5688-3732)**. On August 12, 2013, Mr. Proffitt was discharged with a General (Under Honorable Conditions) from the United States Marine Corps due to a physical condition.

**Appearing**

✓ **Motion to Approve** by: **COMMISSIONER BRIAN WRIGHT**

Second by: **COMMISSIONER BRENT CHERRY**

Remarks: **The Motion to Approve carried.**

**Henderson County Sheriff's Office** – Request a conviction waiver for **David Allen Schenk (PSID# 2997-8522)** (hired November 17, 2020). On July 4, 2003, Mr. Schenk was arrested in Sumiton, Alabama and charged with Public Intoxication. On August 6, 2003 Mr. Schenk plead guilty to Public Intoxication. He has since satisfied all court ordered fines and fees.

**Appearing**

✓ **Motion to Approve** by: **COMMISSIONER BRIAN WRIGHT**

Second by: **COMMISSIONER BRENT CHERRY**

Remarks: **The Motion to Approve carried.**

**Ridgley Police Department** – Request a conviction waiver for **Michael Andrew Kilgore (PSID# 6875-3851)** (hired September 16, 2020). On February 3, 2005, Mr. Kilgore was arrested in Carrollton, Georgia and charged with Consumption Underage and a DUI. On March 17, 2005, Mr. Kilgore plead guilty to the offense of Consumption Underage and a DUI. Mr. Kilgore has since satisfied all court ordered fines and fees.

**Appearing**

✓ **Motion to Approve** by: **COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BOBBY WAGGONER**

Remarks: **The Motion to Approve carried.**

**VI. WAIVER TO ATTEND ANOTHER ACADEMY – P.O.S.T. Rule 1110-02-.03(3)**

NONE TO REPORT

Remarks: **No Vote Required.**

**VII. WAIVER OF BASIC TRAINING/SPECIALIZED SUBSTITUTIONS FOR IN SERVICE TRAINING – 1110-02-.03 + 1110-9-.02**

**The following requests for Waiver/Substitution of Basic Training have been reviewed and appear to meet P.O.S.T. requirements:**

P.O.S.T. Assistant Director reviewed and administratively approved 4 P.O.S.T. Transition School Waivers and all corresponding supporting documents. The reported documents appear to be in order and meet or exceed the minimum standards set forth by the Peace Officers Standards and Training requirements.

**VIII. ADMINISTRATIVE WAIVERS**

**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 P.O.S.T. guidelines as well as the department. They are not eligible for Salary Supplement.**

NONE TO REPORT

**WAIVERS OF SIX (6) MONTH RULE:**

THE TENNESSEE P.O.S.T. COMMISSION HAS RECEIVED AND REVIEWED 2 SIX-MONTH WAIVERS WHICH FALL UNDER THE PROVISIONS OUTLINED IN THE GOVERNOR’S EXECUTIVE ORDER NO. 15.30.

“The provisions of Tennessee Code Annotated, Sections 38-8-107 and 38-8-111, requiring completion of basic training and in-service credits are suspended to the extent necessary to give the Peace Officer Standards and Training Commission discretion to reasonably extend the deadline for meeting such requirements as necessary to respond to the effects of COVID-19.”

**THE FOLLOWING DEPARTMENTS ARE REQUESTING A WAIVER OF THE SIX (6) MONTH RULE TO KEEP THEIR OFFICER(S) AND THE DEPARTMENT IN COMPLIANCE.**

**Cumberland County Sheriff's Office** – Request two six (6) month waivers for **Ted Andrew Monday (PSID# 9661-4239)** (hired September 04, 2019). On January 27, 2020, Mr. Monday attended the Walters State Community College Law Enforcement Academy but was unable to complete the training due to an injury. On October 12, 2020, Mr. Monday returned to Walters State to complete his training but was not able to meet the physical requirements. Mr. Monday is planning to reattend the Walters State Basic Police Program in 2021.

✓ **Motion to Approve** by: **COMMISSIONER WILLIAM FORRESTER III**  
Second by: **COMMISSIONER CHAD PARTIN**  
Remarks: **The Motion to Approve carried.**

**Englewood Police Department** – Request a six (6) month waiver for **Michael Hillard Hayes (PSID# 9366-3300)** (hired, part-time, on January 15, 2014). On August 13, 2020, Mr. Hayes accepted the position as Chief of Police for the Englewood Police Department. In October of 2020, Mr. Hayes was unable to attend the T.L.E.T.A Law Enforcement Management & Administration course due to the class being at full capacity. Mr. Hayes is scheduled to attend the next available T.L.E.T.A Law Enforcement Management & Administration course in 2021.  
**Also, Appearing under New Business Items (Page# 8).**

✓ **Motion to Approve** by: **COMMISSIONER WILLIAM FORRESTER III**  
Second by: **COMMISSIONER CHAD PARTIN**  
Remarks: **The Motion to Approve carried.**

**Trenton Police Department** – Request a six (6) month waiver for **Stephanie Inez Haynes (PSID# 9010-0647)** (hired November 14, 2020). Ms. Haynes recently reported a medical condition preventing her from attending the Law Enforcement Training Academy. Ms. Haynes is scheduled to attend the T.L.E.T.A Basic Police School in July of 2021.

✓ **Motion to Approve** by: **COMMISSIONER WILLIAM FORRESTER III**  
Second by: **COMMISSIONER CHAD PARTIN**  
Remarks: **The Motion to Approve carried.**

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

**The following officer(s) are requesting a waiver of the eight-month rule. They will receive 2019 Salary Supplement payment if they completed 2019 In-Service requirements.**

**NONE TO REPORT**

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

**The following departments are requesting a waiver for medical reasons for the 2019 calendar year, so the departments will also remain in compliance. Officers did not complete in-service training and are not eligible for Salary Supplement:**

NONE TO REPORT

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

**The following departments are requesting a waiver for military service for the 2019 calendar. Military orders are included along with change of status. These officers will be eligible to receive salary supplement, and the departments will remain in compliance.**

P.O.S.T. Assistant Director has reviewed and administratively approved 0 Military Waivers and corresponding supporting documents. All the reported documents appear to be in order and meet or exceed minimum standards set forth by the Peace Officers Standards and Training requirements.

**NONE TO REPORT**

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

P.O.S.T. Investigators have reviewed and approved 3 application(s) for Training Officer, and they appear to meet criteria for approval.

The officers listed below **if any** will be informed, they have one year to complete the Instructor Development course or approved substitute.

**Lewisburg Police Department – James Dac Burrow (PSID# 4938-7161)**

✓ **Motion to Approve by: COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BUD HULSEY**

Remarks: **The Motion to Approve carried.**

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

P.O.S.T. Investigators have reviewed and approved **46** application(s) for Certified Instructor, and they appear to be in order and meet minimum standards, and they have completed the minimum hours in attendance of required courses.

- The instructors listed below ***if any*** will be informed, they have **one year to complete Instructor Development or approved substitute:**

**None to Report**

- The officers listed below ***if any*** request a waiver of **the one-year training officer requirement:**

**Columbia State Community College PD – Russell Emory Lockard (PSID# 9420-6840)  
Memphis Police Department – Angelic Colbert-Williams (PSID# 7155-6267)**

**Motion to Approve by: COMMISSIONER BRIAN WRIGHT**

**Second by: COMMISSIONER BOBBY WAGGONER**

**Remarks: The Motion to Approve carried.**

**X. CURRICULUM AND TESTS – 1110-04 and SPECIALIZED TRAINING CURRICULUM – 1110-04-.09**

P.O.S.T. Investigators have reviewed and approved **72** in-service and specialized training 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 P.O.S.T. requirements for Firearms, EVOC, Mental Illness and CSA.

✓ **Motion to Approve by: COMMISSIONER BUD HULSEY**

**Second by: COMMISSIONER ED JACKSON**

**Remarks: The Motion to Approve carried.**

**XI. OLD BUSINESS**

**NONE TO REPORT**

**XII. NEW BUSINESS/ITEMS FOR DISCUSSION**

**Englewood Police Department** – Request a waiver to forego the P.O.S.T. Transition School for **Michael Hillard Hayes (PSID# 9366-3300)** (hired, part-time, on January 15, 2014). On August 27, 1998, Mr. Hayes completed the T.L.E.T.A Basic Police School program. On January 2, 2014, Mr. Hayes resigned from the McMinn County Sherriff’s Office. However, on August 13, 2020, Mr. Hayes accepted his current position as the Chief of Englewood Police Department.

**Appearing**

✓ **Motion to Disapprove** by: **COMMISSIONER FORRESTER III**

Second by: **COMMISSIONER LOWELL RUSSELL**

Remarks: **The Motion to Disapprove carried.**

**New Johnsonville Police Department** – On March 30, 2020, New Johnsonville Police Department hired **Amanda Lynn Jerman (PSID# 4092-6442)** as a full-time officer. However, P.O.ST. did not receive the required pre-employment paperwork until December 2, 2020.

**Appearing**

✓ **Motion to Approve** by: **COMMISSIONER LOWELL RUSSELL**

Second by: **COMMISSIONER CHAD PARTIN**

Remarks: **The Motion to Approve carried.**

**The 2020 audit/inspection of the Blount County Regional Law Enforcement Training Academy was conducted on November 5, 2020.**

**Findings:**

NONE TO REPORT

**Recommendations:**

NONE TO REPORT

✓ **Motion to Approve** by: **COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**



**The 2020 audit/inspection of the Chattanooga Police Department Law Enforcement Training Academy was conducted on October 6, 2020.**

**Findings:**

NONE TO REPORT

**Recommendations:**

NONE TO REPORT

✓ **Motion to Approve** by: **COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**

**The 2020 audit/inspection of the Knox County Law Enforcement Training Academy was conducted on November 4, 2020**

**Findings:**

NONE TO REPORT

**Recommendations:**

NONE TO REPORT

✓ **Motion to Approve** by: **COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**

**The 2020 audit/inspection of the Memphis Police Department Law Enforcement Training Academy was conducted on November 5, 2020**

**Findings:**

Two full-time instructors did not have the General Academy Instructor Certification; Officer Joneas and Officer Jefferson. The Range Master, Assistant Range Master, and Track Master certifications were found to be expired.

All deficiencies have been corrected.

**Recommendations:**

NONE TO REPORT

✓ **Motion to Approve** by: **COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**

**The 2020 audit/inspection of the Metro Nashville Police Department Law Enforcement Training Academy was conducted on October 21, 2020**

**Findings:**

Defensive Tactics Instructor completed a forty-hour course; however, he was not P.O.S.T. Certified. All required paperwork for P.O.S.T. certification has been filed with P.O.S.T.

**Recommendations:**

NONE TO REPORT

✓ **Motion to Approve by: COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**

**The 2020 audit/inspection of the Shelby County Sheriff Office Law Enforcement Training Academy was conducted on November 6, 2020**

**Findings:**

NONE TO REPORT

**Recommendations:**

NONE TO REPORT

✓ **Motion to Approve by: COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**

**The 2020 audit/inspection of the Tennessee Highway Patrol Training Academy was conducted on October 15, 2020**

**Findings:**

NONE TO REPORT

**Recommendations:**

NONE TO REPORT

✓ **Motion to Approve by: COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**

**The 2020 audit/inspection of the Tennessee Law Enforcement Training Academy (TLETA) was conducted on December 1, 2020**

**Findings:**

NONE TO REPORT

**Recommendations:**

NONE TO REPORT

✓ **Motion to Approve** by: **COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**

**The 2020 audit/inspection of the Walters State Police Academy was conducted on November 13, 2020.**

**Findings:**

NONE TO REPORT

**Recommendations:**

The two current fulltime instructors' specialized certifications to be updated in Acadis® to an Active status. Walters State Police Academy provided all needed paperwork to P.O.S.T. and certifications have been updated to a current status.

✓ **Motion to Approve** by: **COMMISSIONER CHAD PARTIN**

Second by: **COMMISSIONER BRIAN WRIGHT**

Remarks: **The Motion to Approve carried.**

**Tennessee Law Enforcement Training Academy (TLETA) – Requests approval of the 2020 Annual Report for the Tennessee Law Enforcement Training Academy (TLETA).**

✓ **Motion to Approve** by: **COMMISSIONER BOBBY WAGGONER**

Second by: **COMMISSIONER MARK DUNBAR**

Remarks: **The Motion to Approve carried.**

**Tennessee Law Enforcement Training Academy (TLETA) – Requests a waiver of the Rule 1110-07.03(1b) requirement that Basic Law Enforcement Schools be limited to 75 persons. TLETA requests that it be permitted to hold four Basic Law Enforcement Schools of up to 135 persons each during the 2021 calendar year.**

✓ **Motion to Approve** by: **COMMISSIONER BOBBY WAGGONER**

Second by: **COMMISSIONER MARK DUNBAR**

Remarks: **The Motion to Approve carried.**

**Union County Sheriff's Office - Comptroller Report**

Remarks: The P.O.S.T. Commission request the Union County Sheriff's Office be ineligible to receive the 2020 Salary Supplement

✓ **Motion to Approve** by: COMMISSIONER BOBBY WAGGONER

Second by: COMMISSIONER CHAD PARTIN

Remarks: The Motion to Approve carried.

**Union County Sheriff's Office - Request William Franklin Breeding II (PSID# 1788-8875) and Brian Lynn Smith (PSID# 17582) appear in front of the full Commission for an Informal Hearing.**

✓ **Motion to Approve** by: COMMISSIONER WILLIAM FORRESTER III

Second by: COMMISSIONER BUD HULSEY

Remarks: The Motion to Approve carried.

**Tennessee Law Enforcement Training Academy (TLETA) – Request a hardship waiver on behalf of the cadets listed below, so they can begin working, until they are able to complete TLETA basic police school.**

**Smyrna Police Department - Josue Ariel Barker (PSID# 6086-6791)**

**Gallatin Police Department - Austin Brodie Eugene Scharkley (PSID# 3891-5874)**

**Gallatin Police Department - Keziah Faith Oakes (PSID# 0411-9135)**

✓ **Motion to Approve** by: COMMISSIONER CHAD PARTIN

Second by: COMMISSIONER BRIAN WRIGHT

Remarks: The Motion to Approve carried.