



**PEACE OFFICERS STANDARD AND TRAINING  
COMMISSION COMMITTEE MEETING  
APRIL 17, 2025  
DECISIONS**

- 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. WAIVER TO ATTEND ANOTHER ACADEMY**
- VII. ADMINISTRATIVE WAIVERS**
- VIII. CONSENT AGENDA ITEMS**
- IX. OLD BUSINESS**
- X. NEW BUSINESS/ITEMS FOR DISCUSSION**
- XI. PUBLIC COMMENTS**
- XII. ADJOURN**

The meeting was called to order at 9:30 am by: COMMISSIONER FAULKNER, CHAIR

**I. ADOPTION OF AGENDA**

Motion to **Approve** by: COMMISSIONER GREEN

Seconded by: COMMISSIONER JEFFERS

Remarks: Addition of presentation from MTSU on results of the Job Task Analysis. The motion to approve carried.

**II. ADMINISTRATION MATTERS**

**ROLL CALL**

**PRESENT:**

COMMISSIONER GARRY CARTER – Vice Chair  
COMMISSIONER DEBORAH FAULKNER – Chair  
COMMISSIONER DON GREEN  
COMMISSIONER JERRIED JEFFERS  
COMMISSIONER DALE LANE  
COMMISSIONER CHAD PARTIN  
COMMISSIONER TOM SPANGLER  
COMMISSIONER LACY WILBER  
COMMISSIONER BRIAN WRIGHT

**ABSENT:**

COMMISSIONER JONATHAN BEVERLY  
COMMISSIONER CLAY DOGETT  
COMMISSIONER ED JACKSON  
COMMISSIONER LOWELL RUSSELL

**DISCLAIMER – EXECUTIVE SECRETARY**

**III. APPROVAL OF MINUTES FOR MARCH 21, 2025 COMMISSION MEETING:**

Motion to **Approve** by: COMMISSIONER PARTIN

Seconded by: COMMISSIONER SPANGLER

Remarks: The motion to approve carried.

**IV. REPORT OF DECERTIFICATION SUBCOMMITTEE HEARING HELD THIS MONTH:**

Remarks: Informal hearings to follow Commission meeting. Results to be reported at May meeting.

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

**Columbia Police Department** – Request a military discharge waiver for **Cory Michael Field (PSID 6985-6345)**, hired April 7, 2025. In June of 2013, Mr. Field was discharged from the U.S. Army with a “General Under Honorable Conditions” discharge for a pattern of misconduct.

**Appearing**

Motion to **Approve** by: COMMISSIONER WRIGHT

Seconded by: COMMISSIONER LANE

Remarks: The motion to approve carried.

**Jackson Police Department** – Requests a military discharge and criminal record waiver for **Jordan Shane Neuenschwander (PSID 4740-9863)**. In May of 2015, Mr. Neuenschwander was discharged from the U.S. Airforce with a “General Under Honorable Conditions” discharge for misconduct. In February of 2015, Mr. Neuenschwander pled guilty to a DUI charge in Bibb County, Georgia and has since satisfied all court ordered sentencing, fines, and fees.

**Appearing**

Motion to **Disapprove** by: COMMISSIONER JEFFERS

Seconded by: COMMISSIONER GREEN

Remarks: The motion to approve carried.

**Lebanon Police Department** – Request a military discharge waiver for **Anthony Kenneth Jones (PSID 5329-1614)**, hired November 5, 2022. In June of 2013, Mr. Jones was discharged from the U.S. Marines with a “General Under Honorable Conditions” discharge for misconduct – drug abuse.

**Appearing**

Motion to **Approve** by: COMMISSIONER PARTIN

Seconded by: COMMISSIONER SPANGLER

Remarks: The motion to approve carried.

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

**Maury County Sheriff's Office** – Request a waiver to change academies for **Austin Billie Shangraw (PSID 8676-0779)**, hired January 13, 2025. In February of 2025, Mr. Shangraw attended the Knox County Sheriff's Office Law Enforcement Training Academy but did not complete due to an injury. The agency is requesting the waiver so Mr. Shangraw may attend the Tennessee Law Enforcement Training Academy in September of 2025.

**Appearing**

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

Seconded by: **COMMISSIONER WRIGHT**

Remarks: **The motion to approve carried.**

**VII. ADMINISTRATIVE WAIVERS**

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

**Requests for a waiver have been received for the following officers so that they as well as their departments will remain in compliance with P.O.S.T. guidelines. They are not eligible for 2024 Salary Supplement.**

**Baileyton Police Department** – Request a waiver of in-service for **Joshua Paul Ferguson (PSID 6147)**, hired August 1, 2013. Mr. Ferguson did not complete the required training for the 2024 calendar year due to unforeseen circumstances. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Approve** by: **COMMISSIONER SPANGLER**

Seconded by: **COMMISSIONER PARTIN**

Remarks: **The motion to approve carried.**

**Bledsoe County Sheriff's Office** – Request a waiver of in-service, for the second consecutive year, for **David Allen Kite (PSID 34359)**, hired December 20, 2023. Mr. Kite did not complete the required training for the 2024 calendar year and is deficient eleven (11) hours. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Defer** by: **COMMISSIONER SPANGLER**

Seconded by: **COMMISSIONER JEFFERS**

Remarks: **Commission request agency to appear at May meeting to explain. The motion carried.**

**Carter County Sheriff's Office** – Request a waiver of in-service, for the second consecutive year, for **Preston Todd White (PSID 1473-4027)**, hired December 15, 2023. Mr. White completed eighty (80) hours of in-service training but did not complete the required mandated training for the 2024 calendar year. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Approve** by: **COMMISSIONER GREEN**

Seconded by: **COMMISSIONER LANE**

Remarks: **The motion to approve carried.**

**Coffee County Sheriff's Office** – Request a waiver of in-service for **Troy Alan Huffines (PSID 7554-9844)**, hired November 6, 2024. Mr. Huffines did not complete the required training for the 2024 calendar year due to the time of hire and completion of a transition academy. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

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

Seconded by: **COMMISSIONER CARTER**

Remarks: **Commissioner Partin recused himself. The motion to approve carried.**

**Metro Nashville Police Department** – Requests waivers of in-service for the following officers who did not complete the required training for the 2024 calendar year due to the time of hire and completion of a lateral academy:

- **Mason Blaze Crosser (PSID 8846-1338)**, hired September 16, 2024.
- **Jesse Ray Hughes (PSID 5106-5234)**, hired September 16, 2024.
- **Rico Montrell Jones (PSID 4160-8322)**, hired September 16, 2024.

The waiver will allow both the agency and the officers to remain in compliance with P.O.S.T. guidelines.

**Appearing**

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

Seconded by: **COMMISSIONER LANE**

Remarks: **The motion to approve carried.**

**Montgomery County Sheriff's Office** – Request a waiver of in-service for **Francis Joseph Scarcello, III (PSID 9261-1875)**, hired October 21, 2024. Mr. Scarcello did not complete the required training for the 2024 calendar year due to the time of hire and completion of a transition academy. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

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

Seconded by: **COMMISSIONER CARTER**

Remarks: **The motion to approve carried.**

**Mountain City Police Department** – Request a waiver of in-service for **Elijah Noel Roark (PSID 3376-7622)**, hired August 22, 2022. Mr. Roark did not complete the required training for the 2024 calendar year and is deficient seven (7) hours. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

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

Seconded by: **COMMISSIONER CARTER**

Remarks: **The motion to approve carried.**

**Rocky Top Police Department** – Request a waiver of in-service for **Caleb Stephen McClurg (PSID 1994-5479)**, hired September 26, 2024. Mr. McClurg did not complete the required training for the 2024 calendar year and is deficient twenty-four (24) hours due to the time of hire. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Approve** by: **COMMISSIONER GREEN**

Seconded by: **COMMISSIONER SPANGLER**

Remarks: **The motion to approve carried.**

**Sullivan County Sheriff's Office** – Request a waiver of in-service, for the second consecutive year, for **Robert Samuel Bowlin (PSID 3447-6350)**, hired March 10, 2022. Mr. Bowlin completed thirty-eight (38) hours of in-service training and is deficient two (2) hours of the required training for the 2024 calendar year due to an administrative oversight. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Approve** by: **COMMISSIONER LANE**

Seconded by: **COMMISSIONER CARTER**

Remarks: **The motion to approve carried.**

**Sullivan County Sheriff's Office** – Request a waiver of in-service for **John Justin Williams (PSID 3298-4347)**, hired October 29, 2012. Mr. Williams completed thirty-eight (38) hours of in-service training and is deficient two (2) hours of the required training for the 2024 calendar year due to an administrative oversight. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Approve** by: **COMMISSIONER CARTER**

Seconded by: **COMMISSIONER LANE**

Remarks: **The motion to approve carried.**

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

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

**Brownsville Police Department** – Requests three (3) six (6) month waivers for **Shaquille Ilijujuan Smith (PSID 1197-8226)**, hired January 11, 2024. Mr. Smith is unable to begin training due to military orders. He is scheduled to return in September 2025.

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

Seconded by: **COMMISSIONER SPANGLER**

Remarks: **The motion to approve carried.**

**Hamblen County Sheriff's Office** – Request a six (6) month waiver for **Angela Jean Hodge (PSID 6894-9607)**, hired October 1, 2024. Ms. Hodge was scheduled to attend the Walters State Law Enforcement Training Academy in January 2025 but was unable to begin training due to staffing issues. Ms. Hodge began training in April 2025.

Motion to **Approve** by: **COMMISSIONER GREEN**

Seconded by: **COMMISSIONER CARTER**

Remarks: **The motion to approve carried.**

**Hamblen County Sheriff's Office** – Requests two (2) six (6) month waivers for **Travis McKinley Whitaker, Jr. (PSID 0140-2599)**, hired August 16, 2024. Mr. Whitaker was scheduled to attend the Walters State Law Enforcement Training Academy in January 2025 but was unable to begin training due to staffing issues. Mr. Whitaker began training in April 2025.

Motion to **Approve** by: **COMMISSIONER GREEN**

Seconded by: **COMMISSIONER CARTER**

Remarks: **The motion to approve carried.**

## VIII. CONSENT AGENDA ITEMS

(See Attached)

Motion to **Approve** by: COMMISSIONER PARTIN

Seconded by: COMMISSIONER LANE

Remarks: **The motion to approve carried.**

## IX. OLD BUSINESS

**Brownsville Police Department** – During the March meeting, the agency presented an in-service waiver request for **Robert Lee Haley, Jr. (PSID 3629-7183)**. Mr. Haley did not complete the required training for the 2024 calendar year due to not meeting firearms qualification. The Commission requested an update on the action that has been taken regarding the in-service training deficiency. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Approve** by: COMMISSIONER SPANGLER

Seconded by: COMMISSIONER GREEN

Remarks: **The motion to approve carried.**

**Brownsville Police Department** – During the March meeting, the agency presented an in-service waiver request for **Nigel Lamont Peeples (PSID 4370-1030)**. Mr. Peeples did not complete the required training for the 2024 calendar year and is deficient three (3) hours. The Commission requested an update on the action that has been taken regarding the in-service training deficiency. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Approve** by: COMMISSIONER SPANGLER

Seconded by: COMMISSIONER GREEN

Remarks: **The motion to approve carried.**

**Crossville Police Department** – During the March meeting, the Commission deferred action on the in-service waiver request for **Tyrel Scott Lorenz (PSID 9914-4801)** due to pending criminal charges. The agency is to provide an update on the outcome of those charges. Mr. Lorenz did not complete the required training for the 2024 calendar year and is deficient eight (8) hours of firearms training. The waiver will allow both the agency and the officer to remain in compliance with P.O.S.T. guidelines.

**Appearing**

Motion to **Approve** by: COMMISSIONER PARTIN

Seconded by: COMMISSIONER JEFFERS

Remarks: **The motion to approve carried.**



**Jackson County Sheriff's Office** – Commission to revisit February 2025 vote to approve a criminal record waiver for **Ryan Carmine Dubiel (PSID 6461-5115)**. In June of 2020, Mr. Dubiel was charged with Simple Assault in Camden County, New Jersey. In February of 2021, Mr. Dubiel was found guilty of the charge.

**Appearing**

Motion to **Rescind** by: COMMISSIONER PARTIN

Seconded by: COMMISSIONER GREEN

Remarks: The motion carried to rescind the original vote to approve waiver.

Motion to **Approve** by: COMMISSIONER PARTIN

Seconded by: COMMISSIONER SPANGLER

Remarks: The Acadis record to be flagged, and the waiver denial reported to the NDI. The motion to carried.

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

**Agreed Order of Suspension for Justyn Deonne Murphy (PSID 4228-0830)**. Mr. Murphy was employed by the Tennessee Highway Patrol from February 25, 2024, until his termination on October 29, 2024. On or about April 4, 2025, Mr. Murphy agreed to the suspension of his P.O.S.T. certification.

Motion to **Approve** by: COMMISSIONER GREEN

Seconded by: COMMISSIONER JEFFERS

Remarks: Commissioner Wright opposed the vote. The motion to approve carried.

**Celina Police Department** – Requests a waiver of Rules 1110-03-.04(2)(a)(1) & (3) for **Spencer Broderick Booher (PSID 7144-4519)**, hired April 1, 2024. Mr. Booher became a certified officer on August 6, 2023 and completed an approved Instructor Development course on February 14, 2025. Due to staffing issues, the agency is requesting approval to appoint Mr. Booher as General Departmental Instructor, by seeking a waiver of the required five (5) years of full-time law enforcement experience, and one (1) year of experience as a departmental Training Officer.

**Appearing**

Motion to **Approve** by: COMMISSIONER PARTIN

Seconded by: COMMISSIONER LANE

Remarks: The motion to approve carried.

**Late Submission of In-Service Training** – P.O.S.T. Commission to determine action for late submission of 2024 in-service training for **Claiborne County Sheriff's Office**.

**Appearing**

Motion to **Approve** by: COMMISSIONER WRIGHT

Seconded by: COMMISSIONER LANE

Remarks: Agency's GDI referred to an informal hearing and the report to be turned over to the District Attorney. The motion to approve carried.

**Late Submissions of In-Service Training** – P.O.S.T. Commission to determine action for the following agencies that were late submitting in-service training for consecutive or multiple years:

- **Bethel Springs Police Department** – Years 2020 through 2024
- **Claiborne County Sheriff's Office** – Years 2023 & 2024
- **Eagleville Police Department** – Years 2020 & 2021
- **Gallaway Police Department** – Years 2020 & 2021
- **Grand Junction Police Department** – Years 2023 & 2024
- **Hornbeak Police Department** – Years 2020 & 2021
- **New Hope Police Department** – Years 2023 & 2024
- **Sharon Police Department** – Years 2020 & 2024
- **St. Joseph Police Department** – Years 2020, 2021 & 2023

**Appearing**

Remarks: No action taken.

**P.O.S.T. Investigative Report** – P.O.S.T. Investigator to report findings of an investigation conducted on the **Lebanon Police Department** for a reserve officer not meeting pre-employment standards.

Motion to **Approve** by: COMMISSIONER SPANGLER

Seconded by: COMMISSIONER PARTIN

Remarks: The motion to approve carried.

**Results of Job Task Analysis** – Representatives from **Middle Tennessee State University** presented findings from the Job Task Analysis.

## **XI. PUBLIC COMMENTS**

There were no public comments.

**XII. ADJOURN**

Motion to **Adjourn** by: **COMMISSIONER JEFFERS**

Seconded by: **COMMISSIONER SPANGLER**

Remarks: **With no further business, the motion to adjourn carried at 11:34 am.**