

**COMMISSION ON LAW ENFORCEMENT STANDARDS AND TRAINING**

**COMMISSION MEETING**

**NOVEMBER 19<sup>TH</sup> & 20<sup>TH</sup> 2025**

**ARKANSAS STATE POLICE HEADQUARTERS**

9:00 A.M. Meeting called to order.

Commissioners present:

Chairman Doc Holladay  
Vice Chair Barry Phillips  
Major Stacie Rhoads  
Sheriff Lafayette Woods  
Sheriff Phillip Miller  
Mr. Thomas Marsh  
Mr. Richard Wingard  
Mr. James Montgonery  
Chief Mike Reynolds  
Chief Heath Helton

Others present:

Chris Chapmond, ADLEST Director  
Jason Lawrence, ADLEST Deputy Director  
Kelvin Sergeant, ADLEST Deputy Director  
Steve Taylor, DPS Attorney  
Jesi Feld, DPS Attorney  
Kreasha Williams, ADLEST Paralegal  
Molly Wrigley, ADLEST Paralegal  
Barbra Varnell, ADLEST Education Coordinator  
Sue Albritton, ADLEST Administrative Assistant  
Charles Moulton, Hearing Officer  
Coby Copeland, Court Reporter  
Laura Robbins, DPS Communications  
Eric Wacaster, DPS Chief Legal Counsel  
John Woods Jr., Pine Bluff  
Tonya Burks-Woods, Pine Bluff

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Daniel Pace, Monticello  
Jerome Perez, Monticello  
Christopher Russell, Gourdon PD  
Jimmy Edwards, Gurdon PD  
George Blair, Crittenden Co. SO  
Dallas Watson, Crittenden Co. SO  
Mitch Nolan, City of Gurdon  
LaDarian Pace, Monticello  
Dan Garrison, Drew Co. Sheriff's Off.  
Jamin Crawford  
Darrin Buffington  
Dr. Fransha Anderson, NAACP  
Tonya Chambers, Attorney  
DeShawn Bennett, Pine Bluff PD  
Robert Newcomb, Attorney  
Antwain Robinson  
William West, Monticello PD  
Allison Hatfield, Dept. Commerce  
Brian Berry, Univ. of AR Hope  
Terry Donaldson, McGehee PD  
Stephanie Banks, McGehee PD  
Dawn McAdoo  
Eric Frank, Carlisle PD  
Kate Hawthorn, Saline Co. SO  
Lucian Gilliam, Attorney  
John Hogue, Jefferson Co. SO  
Tess Bradford, DPS  
Cardarious Walker, Pulaski Co. SO  
Joseph Amundson, ASP  
Zach White, Texarkana PD

Clarissa Pace, Monticello  
Jason McGlawn, CLEST  
Don Childers, Gurdon PD  
Tim Nichols, Drew Co. Sheriff's Off.  
John Knighton, Crittenden Co. SO  
Chris Austin, Drew Co. Sheriff's Off.  
Larry Thomerson, Mayor, Gurdon  
Jerome Pace, Monticello  
Jordan Abels, England Police Dept.  
Orlando Jones  
Barry Jefferson, NAACP  
Billy Tarpley, Gurdon  
Shirley Warrior, Pine Bluff PD  
Gabriel Pace, NAACP  
Butler Bernard, Attorney  
Carlos Garcia, Monticello PD  
Michael Barton  
Lori Plant, Dept. Commerce  
Freddie Parks, Univ. of AR Hope  
Tyler Perry, McGehee PD  
Tyler Millins, City of Colt  
Travis Browing, Heros Behind the Line  
Mike Bowden, Bauxite PD  
Tim Green, Bryant  
Sparkle Bailey, Little Rock  
Marcus Daniel, ASP  
Dominic Bruner, Pulaski Co. SO.  
Sam Green Pulaski Co. SO  
Ed Chattaway, Texarkana PD  
Toby Garner, Gurdon PD

A motion to accept the minutes of the September meetings was made by Commissioner Montgomery and seconded by Commissioner Helton. Motion carried.

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Item I: Item one was a request from the Arkansas Department of Commerce to establish a police department. A motion to grant the request was made by Commissioner Rhoads and seconded by Commissioner Wingard. Motion carried.

Item II: Item two was a request from the City of Colt to establish a police department. A motion to grant the request was made by Commissioner Woods and seconded by Commissioner Reynolds. Motion carried.

Item III: Item Three was withdrawn from the agenda.

Item IV: Item four was a request from the U of A Community College for an extension Under CLEST Rule 1002 for Officer Freddie Parks. A motion to grant the request was made by Commissioner Rhoads and seconded by Commissioner Miller. Motion carried.

Item V: Item five was a request from the McGehee Police Department requesting a waiver of the two-year waiting period required under CLEST Rule 1005 for Officer Stephanie Banks. A motion to deny the request was made by Commissioner Reynolds and seconded by Commissioner Montgomery. Motion carried.

Item VI: Item six was postponed until a later date.

Item VII: Item seven was a request for recertification by Michael Barton under CLEST Rule 1034. A motion to deny the request was made by Commissioner Rhoads and seconded by Commissioner Phillips. Motion carried.

Item VIII: Item eight was a request from the Cross County Sheriff's Office for the decertification of former Parkin Officer Thomas Crutcher. A motion to proceed to a decertification hearing was made by Commissioner Rhoads and seconded by Commissioner Marsh. Motion carried.

Item IX: Item nine was a request from the Faulkner County Sheriff's Office for the decertification of former Deputy Robert Doyal. A motion to proceed to a decertification hearing was made by Commissioner Rhoads and seconded by Commissioner Montgomery. Motion carried.

Item X: Item ten was a request from the Faulkner County Sheriff's Office for the decertification of former Deputy D'kimeon Hodge. A motion to proceed to a decertification hearing was made by Commissioner Woods and seconded by Commissioner Phillips. Motion carried.

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Item XI: Item eleven was a request from the Faulkner County Sheriff's Office for the decertification of former Deputy Rusty Page. A motion to proceed to a decertification hearing was made by Commissioner Miller and seconded by Commissioner Montgomery. Motion carried.

Item XII: Item twelve was a request from the Faulkner County Sheriff's Office for the decertification of former Deputy Bobbie Spivey. A motion to proceed to a decertification hearing was made by Commissioner Rhoads and seconded by Commissioner Reynolds. Motion carried.

Item XIII: Item thirteen was a request from the Faulkner County Sheriff's Office for the decertification of former Deputy James Stracener. A motion to proceed to a decertification hearing was made by Commissioner Phillips and seconded by Commissioner Miller. Motion carried.

Item XIV: Item fourteen was a request from the Faulkner County Sheriff's Office for the decertification of former Deputy Christopher Watkins. A motion to proceed to a decertification hearing was made by Commissioner Reynolds and seconded by Commissioner Woods. Motion carried.

Item XV: Item fifteen was a request from the Faulkner County Sheriff's Officer for the decertification of former Deputy Jordon McDaniel. A motion to proceed to a decertification hearing was made by Commissioner Woods and seconded by Commissioner Phillips. Motion carried.

Item XVI: Item sixteen was a request from the 2<sup>nd</sup> Judicial Circuit Court for the decertification of former Officer Joseph Burt. A motion to proceed to a decertification hearing was made by Commissioner Rhoads and seconded by Commissioner Phillips. Motion carried.

Item XVII: Item seventeen was a request from the Conway Police Department for the decertification of former Officer Brittany Byrd. A motion to proceed to a decertification hearing was made by Commissioner Reynolds and seconded by Commissioner Marsh. Motion carried.

Item XVIII: Item eighteen was a request from the Benton Police Department for the decertification of former Officer Joshua Henderson. A motion to deny the request was made by Commissioner Rhoads and seconded by Commissioner Miller. Motion carried.

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Item XIX: Item nineteen was a request from the Corning Police Department for the decertification of former Officer Cody Hudson. A motion to deny the request was made by Commissioner Reynolds and seconded by Commissioner Rhoads. Motion carried.

Item XX: Item twenty was a request from the Hempstead County Sheriff's Office for the decertification of former Deputy Jason Johnson. A motion to proceed to a decertification hearing was made by Commissioner Woods and seconded by Commissioner Montgomery. Motion carried.

Item XXI: Item twenty-one was a request from the Little Rock Police Department for the decertification of former Officer Tashia Mayo. A motion to proceed to a decertification hearing was made by Commissioner Rhoads and seconded by Commissioner Phillips. Motion carried.

Item XXII: item twenty-two was a request from the Helena/West Helena Police Department for the decertification of former Officer Gregory McDaniel. A motion to proceed to a decertification hearing was made by Commissioner Rhoads and seconded by Commissioner Marsh. Motion carried.

Item XXIII: Item twenty-three was a request from the Monticello Police Department for the decertification of former Officer Blake Middlebrooks. A motion to proceed to a decertification hearing was made by Commissioner Woods and seconded by Commissioner Marsh. Motion carried.

Item XXIV: Item twenty-four was a request from the Paris Police Department for the decertification of former Officer Stephen Nguyen. A motion to proceed to a decertification hearing was made by Commissioner Phillips and seconded by Commissioner Miller. Motion carried.

Item XXV: Item twenty-five was a request from the Sherwood Police Department for the decertification of former Officer Jacqueline Schichtl. A motion to deny the request was made by Commissioner Montgomery and seconded by Commissioner Rhoads. Motion carried.

Item XXVI: Item twenty-six was a request from the Arkansas State Police for the decertification of former Trooper Steven Seitz. A motion to proceed to a decertification hearing was made by Commissioner Montgomery and seconded by Commissioner Reynolds. Motion carried. Commissioner Rhoads and Commissioner Miller recusing.

Item XXVII: Item twenty-seven was a request from the Arkansas State Police for the decertification of former Trooper Kirt Williams. A motion to proceed to a decertification hearing was made by Commissioner Marsh and seconded by Commissioner Phillips. Motion carried. Commissioner Rhoads recused.

Item XXVIII: Item twenty-eight was a request from the Arkansas State Police for the decertification of former Trooper Steven Payton. A motion to proceed to a decertification hearing was made by Commissioner Montgomery and seconded by Commissioner Miller. Motion carried. Commissioner Rhoads recused.

On November 19, 2025, decertification hearings were held. Five (5) Consent Orders were presented for a final vote on behalf of **Jonathan Barnat, John Pollard, Ashlee Frost, Amber Carter, and Olivia Jentsch**. A motion to accept the Consent Orders and to decertify these five individuals was made by Commissioner Miller and seconded by Commissioner Woods.

Motion carried. A hearing was held for **Jamin Crawford**. After hearing all evidence presented, a motion that the Findings of Fact and Conclusions of Law had been met and to decertify Jamin Crawford was made by Commissioner Miller and seconded by Commissioner Marsh. Motion carried. Jamin Crawford was decertified. A hearing was held for **Daniel Pace**. After hearing all evidence presented, a motion that the Findings of Fact and Conclusions of Law had been met but did not rise to the level of decertification was made by Commissioner Reynolds and seconded by Commissioner Montgomery. Motion carried. Daniel Pace was not decertified. A hearing was held for **John Woods**. After hearing all evidence presented, a motion that the Findings of Fact and Conclusions of Law had been met but did not rise to the level of decertification was made by Commissioner Miller and seconded by Commissioner Marsh. Motion carried. John Woods was not decertified. Commissioner Woods recusing.

On November 20, 2025, decertification hearings were held. A hearing was held for **Sparkle Bailey**. After hearing all evidence presented, a motion that the Findings of Fact and Conclusions of Law had been met and to decertify Sparkle Bailey was made by Commissioner Montgomery and seconded by Commissioner Miller. Motion carried. Sparkle Bailey was decertified. A hearing was held for **Dominic Bruner**. After hearing all the evidence presented, a motion that the Findings of Fact and Conclusions of Law had been met and to decertify Dominic Bruner was made by Commissioner Miller and was seconded by Commissioner Marsh. Motion carried. Dominic Bruner was decertified. A hearing was held for **Natallia Carpenter**. After hearing all the evidence presented, a motion that the Findings of Fact and Conclusions of Law had been met and to decertify

Natallia Carpenter was made by Commissioner Woods and seconded by Commissioner Montgomery. Motion carried. Natallia Carpenter was decertified. A hearing was held for **Luka Lenderman**. After hearing all the evidence presented, a motion that the Findings of Fact and Conclusions of Law had been met and to decertify Luka Lenderman was made by Commissioner Rhoads and seconded by Commissioner Montgomery. Motion carried. Luka Lenderman was decertified. A hearing was held for **Alan Collins**. After hearing all the evidence presented, a motion that the Findings of Fact and Conclusions of Law had been met and to decertify Alan Collins was made by Commissioner Woods and seconded by Commissioner Miller. Motion carried. Alan Collins was decertified. A hearing was held for **Tim Green**. After hearing all the evidence presented, a motion that the Findings of Fact and Conclusions of Law had not met and to not decertify Tim Green was made by Commissioner Rhoads and seconded by Commissioner Marsh. Motion carried. Tim Green was not decertified. A total of **eleven (11)** individuals were decertified. A total of **three (3)** individuals were not decertified. The hearings were presided over by Hearing Officer Charles Moulton and recorded by Court Reporter Coby Copeland.

### **Suspension Hearings**

On November 19, 2025, Suspension Hearings were held. A hearing was held for **Toby Garner**. After hearing all evidence presented, a Motion that the Findings of Fact and Conclusions of Law had been met, to lift the suspension and place Toby Garner on one-year probation was made by Commissioner Rhoads and seconded by Commissioner Marsh. Motion carried. A hearing was held for **Christopher Russell**. After hearing all evidence presented, a Motion that the Findings of Fact and Conclusions of Law had been met, to lift the suspension and place Christopher Russell on one-year probation was made by Commissioner Rhoads and seconded by Commissioner Marsh. Motion carried. A hearing was held for **Jimmie Edwards**. After hearing all evidence presented, a Motion that the Findings of Fact and Conclusions of Law had been met, to lift the suspension and place Jimmie Edwards on one-year probation was made by Commissioner Rhoads and seconded by Commissioner Marsh. Motion carried. A hearing was held for the **Gurdon Police Department**. After hearing all evidence presented, a Motion that the Findings of Fact and Conclusions of Law had been met, to lift the suspension, administratively fine the department \$100,000 suspending \$90,000, requiring the remaining \$10,000 to be paid no later than December 31, 2026, and placing Gurdon Police Department on five years' probation. The hearings were presided over by Hearing Officer Charles Moulton and recorded by Court Reporter Coby Copeland.

## **Director's Report**

### Construction update-

East Camden- Progress is on schedule, interior finishes are being completed, electrical, plumbing and HVAC are in the final stages. The simulation shoot house should start framing within days. Floors are being polished, and the parking lot has been torn out and a new base laid in for new asphalt. To date we have passed all inspections.

We have added approximately \$1.5 million in additional work, leveraging savings realized throughout the project. The roofing project is 80% done and is on schedule to be completed by mid-December. The employee locker room has had a new floor poured and plumbing installed. We are expecting a completion date by December for the additional projects.

The dormitory remodel is 90% complete. Finishing touches are being completed to include paint and fixtures. The dorms will be completed ahead of schedule.

The range building frame is erected, painting completed, the roof, electrical, and concrete are in the works.

Springdale—The range is complete awaiting punch list and final reviews. This portion of the project will be completed ahead of schedule.

The main training building has moved faster than anticipated. It is 90% complete, exterior HVAC units and electrical transformers set. The shoot house has been framed, and the interior has the sheetrock hung and paint is being completed. The curb, gutter, sidewalks, and storm drainage are complete. The parking lot pavement has started and will be completed within the next two weeks. The project is scheduled to be completed by the end of the year.

Both projects remain under budget and should be ready for the 2026 A classes.

Jail Standards hosted its annual Jail Resource Day on October 9<sup>th</sup> at UCA in Conway. This event brings in National speakers on jail related topics and is coordinated by our own Sterling Penix. This year's event received high remarks and will be a continued project.

The Standards Division compliance team continues inspections and is working with numerous agencies across the state to improve their record keeping and training files. Notices have been sent out to all agencies regarding end-of-year training standards.

Shannon Mcquin has had over 120 telecommunicators attend 40-hour online 911 telecommunicator course. This is new course designed and created by Shannon and is the first of its kind in the state. This will drastically increase the training for our dispatchers across the state.

Staff in Springdale hosted a round table discussion with Sharp Performance and approximately 50 officers from across the state. Sharp Performance and their team—comprised of former elite military operators, including Navy SEALs, Green Berets, Army Rangers, and Marine Raiders—delivers elite cognitive performance coaching to law enforcement agencies across America. By breaking down stigma and reshaping the conversation around mental resilience, we reach those who have traditionally avoided available wellness resources. Our Special Operations-inspired platform—developed by U.S. Special Operators and the sports psychologists who trained them—equips you to perform at your peak in high-pressure moments, build lasting resilience, and successfully navigate the challenges of a high-stress career. A pilot program was conducted with officers from various agencies across the state and testimonies were provided to the value of the application.

We are applying for additional grant funding through the State Crisis Intervention program. This funding will allow us to continue funding crisis intervention training, peer to peer training, leadership, wellness and resiliency training statewide. It will also allow us to host another Women of Valor and a Wellness conference in 2026. The application has been submitted, and we hope to have favorable news for the next meeting.

Invictus Award was presented to Garland County Deputy John Wright for saving an individual from a burning vehicle.

Sergeant Heath Edens from Union County will be presented with the Invictus Award in December for saving three individuals from a wrecked vehicle that was engulfed in flames.

Academies have officially been increased to 673 core hours and 40 electives from 528 in 2023. We spoke to both the Chiefs and Sheriff association and received their support to extend the academy to 14 weeks in the C class of 2026. We will increase the hours to 705 core hours and 40 electives, placing us third in the region for basic training hours for State run academies.

All new employees are trained and deployed in their respected roles.

- Academy Graduations
  - Camden-November 21<sup>st</sup>-Keynote Star City Chief Cody Drake
  - Central- November 14<sup>th</sup> completed with Chief Chris Harris, Conway, as the keynote speaker.
  - Northwest- November 6<sup>th</sup> completed with Chief Scott Miller, Siloam Springs, as the keynote speaker.

Based on the outcome of the suspension hearing yesterday, how would the commission like us to move forward when dealing with these issues? Currently we have the authority suspend and place in civilian status until the training is completed. What authority do you want us to have beyond that before we bring this to the commission for a hearing? ( 30 days-3 months failure to comply- 1 year probation, 3-6 month 2-year probation, anything beyond 6 months or violations of the suspension during the period brought to the commission, the most blatant circumstances we will weigh all the facts and determine if it meets criteria for decertification if it does, we will make the request from my position.

These are the procedures put in place based on the Gurdon event.

If an officer/deputy is suspended for not meeting minimal standards, he/she will be contacted via email, regular mail, and by phone. In addition, the training coordinator/portal administrator and Chief/Sheriff will be notified.

Flagging system that will require agents to follow up on the 30<sup>th</sup> day of any failure to meet minimum standards, placing violators in a suspended status starting the 31<sup>st</sup> day ensure the training has been completed.

If the training has not been completed, certified mail to the individual officer stating they will stay in suspended status until training requirements are met and they will be placed on a one year probation, with the consequences of failure to meet the standards with the addition 60-days will require an appearance before the commission and a 2 year probation period.

Any incident that goes beyond the 30-day period will result in additional notification of the Prosecuting Attorney, City/County Attorney, Mayor/City Manager, and secondary notification to the Sheriff and Chief. Written letters, email, and personal contact.

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Failure to comply within 3-6 month period will result in a hearing before the commission and a mandatory 2-year probation for the individual and a request that the commission consider administrative fines and penalties against the agency.

Violations of the suspension during any time frame may result in a request for administrative fines from the commission or if blatant and warranted after reviewing a request from the directors' office for a decertification.

2-year suspension from the academy. Currently used for expulsion or failure, Rule 1005, from any academy for disciplinary reasons, failure of academics or failure of firearms. This has been communicated to all statewide academies. Any change would require a rule change.

We are working on adding additional rule changes to our packet. The packet is still at Governor's office for review. There are no updates on Commissioner reappointments.