

MINUTES OF ARKANSAS STATE POLICE COMMISSION MEETING
SPECIAL CONFERENCE CALL MEETING
December 05, 2019

The Arkansas State Police Commission met for a Special Conference Call meeting on Thursday, December 05, 2019 at 1:30 p.m. at the Arkansas State Police Administrative Headquarters, 1 State Police Plaza Drive, Little Rock, Arkansas.

MEMBERS ON CONFERENCE CALL:

Commissioner Bob Burns, Chairman
Commissioner Jane Christenson, Vice Chairman
Commissioner Neff Basore, Secretary
Commissioner Steve Edwards
Commissioner William Benton
Commissioner Jeff Teague

MEMBERS ABSENT:

Commissioner John Allison

STATE POLICE PERSONNEL ATTENDING ON CONFERENCE CALL:

Colonel William J. Bryant

STATE POLICE PERSONNEL ATTENDING:

Major Charles Hubbard
Lt. Colonel Tim K'Nuckles
Donna Humphries

Commission Chairman Burns called the meeting to order at 1:31 p.m.

NOTIFICATION OF MEDIA:

The media was notified of this meeting on December 05, 2019 at 11:21 a.m.

Commission Chairman Burns asked Donna to poll the board just so they could be officially recognized. At the time, all Commissioners were on the call except Commissioners Allison and Teague.

NEW BUSINESS:

Commission Chairman Burns stated he thinks most of you are aware that Colonel Bryant asked for the meeting today for the purpose of making official the Recruit Class for the new school. Commission Chairman Burns stated Colonel Bryant, I will let you go ahead and introduce that. Colonel Bryant stated thank you Mr. Chairman, I appreciate everyone calling in, I am in New Orleans for the Gulf Coast HIDTA Executive Board Meeting. We have completed the processes of recruitment and interviews. I believe we interviewed about 107 applicants and today what we want to do is as we have done in past years it requires the ASP Commission's approval for an eligibility list. Looking at our vacant budgeted positions, we have 40, what was sent to you all was a list of 40 individuals selected with their assignments and then we have an additional 20 for alternates. We had a very good pool of quality applicants so it was a very difficult decision this year to come up with this list. During the interim from present time until the end of January when we start Troop School, we might be able to add more positions, more than 40 and that is why we have 20 alternates on the list. Mr. Chairman, I hope everyone on the Commission got a copy of the list and we would request permission from the Commission to put them on the eligibility list where we can start the procedure of the medicals and psychological exams.

Commission Chairman Burns stated just one quick note Colonel Bryant one of the individuals, Brian Palmer, Brian's mother worked for me for almost 38 years and she retired yesterday.

Commissioner Christenson asked on the alternate list do those come off like they are listed, starting from number 41, is that how those are chosen? Colonel Bryant stated yes, it kind of depends, I will let Major Hubbard answer. Major Hubbard stated we would select them based on where they want to go and demographics would play a role in that. We would

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basically try to match the person that is leaving, we would try to match them with a very similar candidate on the eligibility list from the alternate side. Commissioner Christenson stated so it is not in that order. Major Hubbard stated it is not in a specific order, no. Colonel Bryant stated I would also add we are probably going to go ahead and do the psychological exams and medical exams on at least 10 additional on the alternates list because as you know during the process, some could drop off. We are just trying to be cost effective and we will not do psychological exams on the remaining 10 of the 20 in order to be cost efficient. As always, you ask me what the break down is on the first 40 positions, there is 95% male, 5 % female. There are 80% white and 20% minority and overall of the 40, 31 white males, 1 white female, 1 Hispanic female, 6 black males, and 1 Hispanic male. So that is the breakdown of the diversity, we only had 2 female applicants this time and if you remember last troop school we had 3 females that graduated.

Commissioner Basore stated I think that is important because we do not want to go down the road to far and find out we are so far out of whack that we cannot promote a balanced agency. Commissioner Basore stated back on the alternates, if we take 41-50 and do psychological and medical exams that will limit; I mean I am just trying to get a feel. I know that Major Hubbard said that he would look at the person who dropped out and say it was Troop L, Benton County and one of the 10 alternates that we have done psychological and medical exams wanted Troop L Benton County, does that mean he would get first call. Colonel Bryant stated we are just trying to be cost effective, Commissioner usually what happens is once we start the process of the psychological and medicals we will have some drop off, they will be disqualified a month or so before Troop School starts. We only substitute alternates during the first week of troop school. We will have plenty of time to make those up once we figure out, after the first phase going through medical and psychological that will tell us if we need to start testing the additional ones to go forward.

Commissioner Basore stated I see what you are doing; I am just trying to get a feel for, you know how all this is done. We have 40 in school and the first week, number 40 drops out and I am number 41, I would want I would think somebody to ask me do I mind going to such in such a Troop or however you would pick them. I would want the opportunity to say yes, I would not want to be skipped over I guess when I was perfectly willing to do whatever you need me to do.

Commissioner Teague stated Colonel this is Jeff and I want to let you know that I am on now. Colonel Bryant stated okay Mr. Teague, thank you.

Colonel Bryant explained they know when they are interviewed they are willing to go anywhere and then sometimes during Troop School we have to make those adjustments for those assignments. Again, we are just trying to be cost effective and within the next few weeks we will know more after the medical and psychological and if we end up needing to test all 60 we will be glad to do that.

Commissioner Basore asked do yawl need a motion now, I mean are we making a motion to approve the 40 and the second 20 as employees is that what we are doing. Colonel Bryant stated I think the proper motion is to just have the eligibility list of 60 and then I will defer to Commission Chairman Burns if that would be appropriate, because I believe what the Commissions' responsibility is that we have an eligibility list.

Commission Chairman Burns stated, I think he correctly stated our position, so I would entertain a motion. Commissioner Basore made a motion to approve the 60 applicants on the eligibility list for the up-coming 2020 Troop School. Commissioner Christenson seconded the motion and the motion passed. Below is a list of the applicants approved:

Freeman, Korbyn
Byrd, Jacob
Little, Jeb
Foreman, Matthew
Morehead, George

Duncan-Flemister, Austin
Means, Kayla
Beckwood, Ricky
Langley, Tyler
Walker, Matthew

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Lawson, Isaac

Dodd, Scott

Irvin, Blake

Guthrie, Tanner

Lace, Rand

Maag, Quinton

Whitman, Michael

Meza-Toro, Victor

Morphis, Christian

Thornell, Jackson

Nelson, Ian

Arnold, Jonathan

Matthews, Paul

Parker, Justin

Graham, Jacob

Ferrell, Andrew

Mills, Brandon

Tooley, Jacob

Little, Jackson

Smither, Zackery

Pickering, Christian

Stovall, Jason

Ledbetter, Tate

Carey, Liam

Moore, Rex

Carter, John

Middlecoff, Blaine

Miller, Landon

Bowman, William

Byrd, James

Cregget, Marquis

Green, Martino

Hall, Hunter

Palmer, Brian

Ferguson, Darwin Cody

Elkins, Ronald

Gonten, Philip

Duarte, Maria

Smedley, Seth

White, Jed

Marrone, Mason

Evans, Dairren

Cox, Jared

Hensley, Trip

Wayland, Michael

Cory, Jarmen

Mason, Dylan

Efurd, Nicholas

Scotti, Anthony

Baumgartner, Justin

Commission Chairman Burns stated it should reflect a unanimous approval.

Commission Chairman Burns stated before we leave, Commissioner Basore in reference to your email, do you think you have or would you like more time like maybe in a regular meeting to discuss it further or would you like to add anything now. Commissioner Basore stated no I would not add anything now the Colonel answered my question. My comment to the Chairman was, I wanted to make sure that we knew the racial makeup, the gender makeup, and things like that because I do think with the previous history of federal court cases and hot button issues that we need to have. I am not looking for specific individual information necessarily but certainly want to make sure that we are fulfilling our fiduciary responsibility and our legal responsibility I guess. To be sure, that we are seeing a good balance, I know it is difficult with the background checks and all the other things, but at some point, we have to be concerned about not having a good balance of recruits or eligible candidates. With those numbers that the Colonel provided us, I think you know, you can only process who applies, I just want to make sure we are doing everything we can to keep that in mind as we go forward.

Commission Chairman Burns asked Colonel Bryant do you have any more business for us today. Colonel Bryant stated no sir Mr. Chairman, we appreciate the time and effort of getting this accomplished and we will see everybody next week. Commissioner Benton stated he would like to commend Major Hubbard for a job well done.

Commission Chairman Burns stated I would entertain a motion for adjournment. Commissioner Basore motioned to adjourn the meeting, Commissioners Benton seconded and the meeting was adjourned at 1:43 p.m.

Commission Chairman

Commission Secretary