

***THE NORTH CAROLINA SHERIFFS’  
EDUCATION AND TRAINING STANDARDS COMMISSION  
FINAL AGENCY DECISION MINUTES***

**DATE:** November 21, 2024

**TIME:** 1:00 P.M.

**LOCATION:** Best Western Plus Burlington  
770 Huffman Mill Road, Burlington, North Carolina 27215

**SUBMITTED BY:** Richard Squires, Director

**I. CALL TO ORDER**

**Sheriff Alan Norman**

The North Carolina Sheriffs' Education and Training Standards Commission’s Final Agency Decision meeting was called to order by Sheriff Alan Norman on Thursday, November 21, 2024. Chair Alan Norman welcomed everyone to Alamance County. Chair Norman requested a roll call of Commission members. Alex Radford recorded the following:

**MEMBERS PRESENT**

**MEMBERS ABSENT**

Sheriff Jack Smith

Sheriff Shelton White (Probable Cause)

Mr. Jamie Markham

Sheriff Alan Norman

Sheriff Jeff Crisco (Probable Cause)

Mr. George Dunlap

Sheriff James McVicker

Sheriff Mike Roberson (Probable Cause)

Sheriff Banks Hinceman

Sheriff Lowell Griffin

Sheriff Don Brown (Probable Cause)

Sheriff Van Shaw

Sheriff Ed McMahon (Probable Cause)

Sheriff Terry Johnson

Major David McFadyen

Mr. Marc Nichols

Ms. Jennifer Fisher

**November 21, 2024, Minutes – N.C. Sheriffs’ Education and Training Standards Commission – Final Agency Decisions**

**STAFF**

Richard Squires	North Carolina Sheriffs' Standards Division
Alex Radford	North Carolina Sheriffs’ Standards Division
John Congleton	North Carolina Department of Justice
Joy Strickland	North Carolina Department of Justice

Alex Radford announced that a quorum was present.

Chair Norman noted that Mr. John Congleton, Assistant Attorney General, would serve as the Commission Legal Counsel. Mr. Congleton read the ethics statement to the Commission members and reminded everyone that both the Petitioner and the Respondent would be limited to 30 minutes of oral argument.

Chair Norman welcomed everyone to the North Carolina Sheriffs’ Training and Standards Commission meeting and asked the visitors to stand and introduce themselves.

**VISITORS**

Eddie Caldwell	North Carolina Sheriffs’ Association
Bob Crawford	Counsel for Michael Cannon
Michael T. Cannon	Greene County Sheriff’s Office
Donnavin John Hylarides	Counsel for Kevin Edmond
Kevin Edmond	Guilford County Sheriff's Office
Margaret Rein	Buncombe County Sheriff's Office
Daniel Meier	Counsel for Alex Aboussleman
Alex W. Aboussleman	Durham County Sheriff's Office
Steven Wilson	North Carolina Department of Justice

**II. APPROVAL OF SEPTEMBER FAD MINUTES**

**Sheriff Alan Norman**

Chairman Norman requested that his name be changed to the motion to appoint Sheriff Jack Smith as Chair on the September minutes. Chair Norman requested a motion to approve minutes for the September 19, 2024, Final Agency Decisions with the corrections.

A **MOTION** was made by Commissioner Marc Nichols to approve the minutes from the September 19, 2024, Final Agency Decision meeting; seconded by Sheriff Van Shaw. **MOTION CARRIED**

**III. FINAL AGENCY DECISION**

**Joy Strickland**

Sheriff Norman informed the Commission that the case involving Roy Caro had been continued.

**\*Alex William Aboussleman**

Mr. Aboussleman was present for the proceedings. Attorney Daniel Meier was representing Mr. Aboussleman. Mrs. Joy Strickland presented oral arguments regarding the case against Mr. Aboussleman held a general certification with the Person County Sheriff’s Office. On April 26, 2022, the Apex police department responded to a domestic incident surrounding Mr. Aboussleman and another individual. An investigation was opened, and he was charged with Assault on a Female. On another occasion, which occurred on or about March 23, 2023, he sent his ex-wife insulting and inappropriate text messages and phone calls which led to the harassing phone call and cyberstalking charges. The Commission’s counsel recommends that his justice officer certification be revoked for a period of five years for the commission of the offenses of assault on a female, harassing phone calls and cyberstalking; and indefinitely for lacking the good moral character required of a justice officer and for the commission of four or more Class B misdemeanors.

The petitioner’s attorney, Daniel Meier presented oral arguments regarding the case. Mr. Meier stated the crimes were not committed and agrees with the decision of the Administrative Law Judge. Mr. Meier also told the commission that Mr. Aboussleman has been going to counseling and is no longer drinking. He asked if the Commission found that he committed the offenses to place him on probation instead of adopting the proposal in the Final Agency Decision.

Chair Norman asked the Commission if there were any questions.

A **MOTION** was made by Commissioner Marc Nichols to enter closed session; seconded by Sheriff Jack Smith. **MOTION CARRIED**

A **MOTION** was made by Major David McFadyen to enter open session; seconded by Sheriff James McVicker. **MOTION CARRIED**

A **MOTION** was made by Sheriff Terry Johnson in the matter of Alex William Aboussleman; Adopt the proposed final agency decision that Petitioner’s Justice officer certification is **REVOKE** for a period of **FIVE** years for the commission of the offenses of assault on a female, harassing phone calls and cyberstalking; and indefinitely for lacking the good moral character required of a justice officer and for the commission of four or more Class B misdemeanors; seconded by Sheriff James McVicker. **MOTION CARRIED.**

**\*Michael Thomas Cannon**

Mr. Cannon was present for the proceedings. Attorney Bob Crawford was representing Mr. Cannon. Mrs. Joy Strickland presented oral arguments regarding the case against Mr. Cannon. Mr. Cannon is an applicant for Deputy Sheriff with the Greene County Sheriff's Office. Ms. Strickland stated that there are two rule violations with this case: combination of Class A and Class B misdemeanors and omission of offense. Petitioner was charged in Pitt County on March 16, 1997, of the offense of Driving While Impaired. He was also charged in Franklin County for misdemeanor offense of simple assault which involved threatening phone calls and 12 convictions of simple worthless checks. The Commissions counsel recommends that Petitioner’s justice officer certification be denied for an indefinite period for convictions or commissions of a combination of Class A and Class B misdemeanors; and denied for a period of five years for material misrepresentation concerning Petitioner’s omission of offense from a Commission form that is required for justice officer certification. Ms. Strickland also stated that the current Sheriff in Greene County testified on Mr. Cannons character.

The petitioner’s attorney, Bob Crawford presented oral arguments regarding the case. Mr. Crawford stated that these charges were many years ago and stated that Mr. Cannon went back through BLET as a 52-year-old, which shows incredible dedication. Mr. Crawford asked the commission to adopt the Administrative Law Judges recommendations with the denial but allow his certification to be granted.

Chairman Norman asked the Commission if there were any questions.

A **MOTION** was made by Commissioner Marc Nichols to enter closed session; seconded by Sheriff Van Shaw. **MOTION CARRIED**

A **MOTION** was made by Sheriff James McVicker to enter open session; seconded by Sheriff Jack Smith. **MOTION CARRIED**

A **MOTION** was made by Commissioner Marc Nichols in the matter of Michael Thomas Cannon; to **ADOPT** the proposed final agency decision and that Petitioner’s certification be **DENIED**; seconded by Sheriff James McVicker. **MOTION CARRIED.**

**\*Kevin Edmond**

Mr. Edmond was present for the proceedings. Attorney Donnavin Hylarides was representing Mr. Edmond. Mrs. Joy Strickland presented oral arguments regarding the case against Mr. Edmond. Mr. Edmond currently holds a Deputy Sheriff Certification with the Guilford County Sheriff’s Office. Mr. Edmond routinely worked off-duty assignments which were managed by a third-party vendor. Petitioner accepted two shifts on February 24, 2023, and February 25, 2023. Someone reported that Mr. Edmond may have not fully worked both of those shifts but still received compensation for working them. Mr. Edmond denied the accusation but when presented with the security footage of the times when questioned and he conceded to what he came to believe the videos demonstrated. Petitioner was significantly punished with three-years of probation, suspension without pay, reassignment, no off-duty, no overtime, no promotion and reimbursement. Ms. Strickland stated that this case is based on two rule violations, Commission of the felony offense of “Obtaining Property by False Pretense” and Lack of Good Moral Character. She asked to adopt the proposed Final Agency Decision and revoke permanently the petitioner’s certification for the commission of the felony offense of obtaining property by false pretense and for an indefinite period for lack of the good moral character of a justice officer.

Mr. Donnavin asked the Commission to agree with the Judges decisions. Mr. Donnavin stated that Mr. Edmond made a mistake because he was exhausted at the time and has paid back the money in questioned.

Mr. Edmond spoke to the Commission and stated that he would not make the same mistake twice.

Chairman Norman asked the Commission if there were any questions.

A **MOTION** was made by Sheriff Terry Johnson to enter closed session; seconded by Commission Marc Nichols. **MOTION CARRIED**

A **MOTION** was made by Sheriff Jack Smith to enter open session; seconded by Sheriff Van Shaw. **MOTION CARRIED**

A **MOTION** was made by Commissioner Marc Nichols in the matter of Kevin Edmond; **ADOPT** the proposed final agency decision, with the correction of the burden of proof; seconded by Sheriff Terry Johnson. **MOTION CARRIED.**

**\*Margaret Rein**

Ms. Rein was present for the proceedings. Mrs. Joy Strickland presented oral arguments regarding the case against Ms. Rein. Ms. Rein is an applicant for Detention Officer Certification with the Buncombe County Sheriff's Office. An application was submitted on Mr. Rein in August 2021. She has filled out her F-3 and listed that she had been charged with the felony offense of 2<sup>nd</sup> degree robbery and possession of heroin. It was also found that she had a combination of the commission or conviction of 4 or more class A and B misdemeanors. The Administrative Law Judge found that the code is very clear, and these convictions and commission are a bar to her certification. Proposed Final Agency Decision recommends petitioner's certification be denied permanently for the commission of the felony offenses of 2<sup>nd</sup> degree robbery and possession of heroin and denied for an indefinite period for the commission and/or conviction of a combination of four or more Class A and B misdemeanors.

Mr. Rein spoke to the commission and thanked them for allowing her to speak. She stated that she struggled with addiction in the past but has changed and is working on bettering her life by working security with the Buncombe County Sheriff's Office. She stated that she wanted to prove to the commission that she is no longer that person.

The commission commended her on life changes and stated that whatever the decision is made that she continues to keep moving forward.

Chairman Norman asked the Commission if there were any questions.

A **MOTION** was made by Sheriff Terry Johnson to enter closed session; seconded by Commissioner Marc Nichols. **MOTION CARRIED**

A **MOTION** was made by Sheriff Jack Smith to enter open session; seconded by Sheriff Lowell Griffin. **MOTION CARRIED**

A **MOTION** was made by Sheriff Van Shaw in the matter of Margaret Rein; **ADOPT** the proposed final agency decision, the certification is **DENIED** for the Commission of the felony offense of 2<sup>nd</sup> degree robbery and possession of heroin and denied for an indefinite period for the commission and or conviction of four or more class A and B misdemeanors permanently; seconded by Sheriff Lowell Griffin. **MOTION CARRIED.**

**\*Christopher Torrance**

Mr. Torrance was not present for the proceedings. Mrs. Joy Strickland presented oral arguments regarding the case against Mr. Torrance. Mr. Torrance is a certified detention officer with the Pitt County Sheriff’s Office. Mr. Torrance was charged with assault on a female and with a violation of a domestic violence order that had been issued against him. Proposed Final Agency Decision recommends petitioner’s certification be revoked for a period of five years.

Chairman Norman asked the Commission if there were any questions.

A **MOTION** was made by Commissioner Marc Nichols to enter closed session; seconded by Sheriff James McVicker. **MOTION CARRIED**

A **MOTION** was made by Commissioner Marc Nichols to enter open session; seconded by Sheriff Terry Johnson. **MOTION CARRIED**

A **MOTION** was made by Sheriff Terry Johnson in the matter of Christopher Torrance; **ADOPT** the proposed final agency decision, the certification is **REVOKED** for a period of **FIVE** years; seconded by Sheriff Lowell Griffin. **MOTION CARRIED.**

**IV. LEGAL COUNSEL’S REPORT**

**Joy Strickland**

Mrs. Joy Strickland summarized the Legal Counsel’s Report, and reviewed the various stages of litigation for the administrative cases as follows:

- 23 active cases.
- 3 cases closed since the September 19, 2024, meeting.
- 3 cases pending judicial review

**V. RECESS**

A **MOTION** by Commissioner March Nichols to recess the November 2024 Sheriff’s Final Agency Decision meeting; Seconded by Sheriff Jack Smith. **MOTION CARRIED**