

**Unedited Captioning Transcript of the Government
Oversight/Audit and Appointments Committee Meeting - March 8,
2023.**

Good afternoon. This is the regularly scheduled meeting of the government oversight audit and appointments committee council woman, Cindy Fowler and I'm joined by my vice chair.

Kevin Kramer, we also joined virtually by councilman Benson Stewart. I'm counsel woman, Donna.

Councilman mobile hill.

Kumar Rashad and Scott Reed.

And Dr Barbara Shanklin did I miss anybody? And councilman BLACKWELL Dr.

And in chambers, we're joined, then we know Reno weather and councilman dance and I think that's it.

Looks like we got a full house. Okay. So, um.

We've got think 3 appointments, and then a discussion at the end with an overview of the retirement fund in between.

So, the 1st, Adam, would you read the.

This meeting is being held present to care at 61.806 in council rule 5, a running full.

Thank you. Ms. okay. And so.

The 1st Atom, we're going to hold off until the end. Adam number 2 is a p0 32223 PJ appointment.

Apologize into the criminal justice commission term expires December 31st, 2024 2, a hair emotion. first two thousand and twenty four two a hair emotion

Motion side service.

Thank you property before us and I'm sorry the Jackson please.

I am the a Jackson mayor Greenberg office we are asking for the appointment of Paul Johnson. Mr Johnson will be filling a seat due to a vacancy. Mr.

Johnson is a 60 year plus, um.

Resident of Louisville, Jefferson County out of district. 16 has a wealth of.

Experience from the United States Secret Service to papa John's, chief of global security to his own consultant company.

So we are asking for him to be appointed to fill this bank and see on the criminal justice commission.

Thank you. Ms Jackson. Are there any questions from the committee?

Seeing that this can be a voice vote all those in favor say, aye.

He knows about, like, son, we're also joined by councilman Pat Mulvihill and counsel Jennifer chapel.

So this will go to the consent calendar.

Um, Adam, number 3 is a P3 2223 dB appointment of.

Daniel bealer to the commission for persons with disability term expires December, 12 2023, do a hair motion.

Motion motion 2nd purpose.

Probably moved and seconded at miss Jackson.

This appointment is for the commission for persons with disabilities, and it had to be filled with the representative from a regional college or university and so miss bealer feels this.

Requirement she is employed by the University of Louisville, Trager Institute. She is a social worker program coordinator. She is at a district 10.

she is very excited to be considered for this.

This position, and so we are asking for her appointment to fill this prescribed seat on the commission for persons with disabilities.

Thank you. Ms Jackson. Are there any questions from the committee?

I've seen then this is an appointment that can be voted on with a voice vote all those in favor say, aye aye.

Uh, knows about lifestyle.

Ok, so that also passes and we'll go to the consent calendar.

The next item is 032223 K. J. reappointment of Kelly Jones to the downtown development overlay. District term expires January 31st. 2026. do I hear emotion? Please.

Motion purpose 2nd chapel.

Probably moved and seconded MS Jackson.
So this is for re, appointment to the downtown development review of light board. This is for a prescribed seat miss Jones is filling the prescribed seat of a landscape architect.

So, we are asking for she's been a great board member and so we are asking for her re, appointment to this board.

Thank you. Ms Jackson. Are there any questions from the committee?

Saying, none, this Adam can be a voice vote all those in favor. Say, aye aye aye. Knows about lifestyle.

This will pass and go to the consent calendar.

Um, let's see.

The next item is 0 dash. I'm sorry. Oh, Dash. 042 dash 23 ordinance amending the metro metro code of ordinances section.

Section 32.130 regarding the administration of the Policemen's retirement fund. Do I hear a motion?

Wow.

Anyone 2nd, thank you.

Properly moved the 2nd, is before us, I believe that there is someone here to speak to this Bob.

Yep.

Yes.

Yes.

Sorry, I missed your name.

Okay, thank you. Bob swap out the administrator for the, uh, local police retirement fund.

It is a, as you probably know a terminal fund since, uh.

The police officers today, and since 1985 all.

Become members of the state system, the.

Ordinance amendment that we have is to try to.

Broaden the field of people who can serve on the board.

Uh, the aging population of the board, our president is now 907 the average age is 85 of the members.

Many of them are not in a position to serve.
And this ordinance would allow us to.

A point, or for a vacant position.

And then later be elected would allow the election of a descendant of a member.

Or their power of attorney, or.

Someone who is in a capacity to.

Serve and.

Has the best interest in making sure that people still receive their benefits?

And councilman Mulvihill, did you have would like to speak to this.

Certainly, uh, as a member of this board by being by being on this metro Council.

We have an appointee and I have served, I think.

For most of the time that I've been been here, you know, it's important as we all know to have quorums. And I think.

Uh, with an aging population that.

I have a lot of different, uh, needs and sometimes troubles.

To to meet that quality that this is the reason for it, uh, as.

Described by Bob, it's an aging population and so this would alleviate, uh.

Maybe maybe the difficulty of of meeting form they do meet monthly. I think it's the 3rd Monday at, um.

Bob, correct me I, I go to both of those meetings. I believe it's at 11. 0. A. M.

And so this is just a measure so that they can continue to do business.

And I supported, thank you, thank you for that explanation. Councilman Kramer.

Thank you Madam chair. I'm just curious. So, how many folks are still impacted by this and this is a fund that you are administering how how much revenue is left in the fund.

There's well, 1st of all their 75 members.

That are still benefiting.

At some point in the.

From the benefits there is approximately a.

I'm going to say about 5 and a half 1Million in the fund balances.

How recently has the most recently is the, how recent is the most recent of those? 75 when did that? Most recent person? No start.

So, are the benefits largely going to widows if it's going to retired officers? 19. nineteen

Officers that are still living that are receiving benefits. How long ago is the most recent retiring?

I would say 5 or 6 years. Okay. So.

He was in 85.

Almost all the officers left the fund and went to the state find.

There was 1 officer who did not leave.

That retired about 4 or 5 years ago for 6 years. Maybe.

Okay, so he will be in the fund yes for a period of time.

Okay um, are there any other questions from the committee.

I don't see any 1 of you. Sorry? I don't know if you were done um.

So this is ordinance, requiring a roll call vote.

Cancel women. Dr Shanklin.

Yes, committee member Rashad.

Yes, you remember purpose.

Yes, committee member BLACKWELL? Yes.

Committee member Reno Webber.

Present committee member.

Yes, committee member Benson.

Yes, I'm sure you have 10 years votes in 1 present.

Thank you so much so this also we'll go to the consent calendar.
Thank you for being here. Thank you. Thank you.

I'm sorry, it has to go to own business.

Okay, okay so Adam, number 6 is being hailed.

So now we're going to go back to number 1, which is a special
discussion ID 23 dash 372 corrections investigation final
written report update from David buyer with the FBI, local metro
Department of corrections.

local metro department of corrections

So, I hear motion or do I need a motion?

I guess I don't need a motion. Okay. Mr.

Thank you for being here. Thank you. Madam chair.

I'm appreciative of the opportunity to be here today and I was
told that I have about.

15 minutes to talk, and so I'm going to try to condense my
written report, which I'm hoping to get out in the next week or
so.

Is that 300 pages so to go through 300 pages today would be
rather time consuming? Yes. Can I stop you right there? Yes, you
didn't identify yourself please record. Thanks David buyer.

And I have been hired by the metro council to conduct an
investigation of metro corrections.

Thank you.

So, as you know, this was a investigation initiated by the metro
council as a result of numerous tests at the jail. There was a
lot of media attention.

Directed towards the jail and then also the.

Corrections was very vocal about the problems at the, at the
jail.

So, in in.

The investigation was initiated, I started this actually, I think it was last April or may.

During that course of time I've interviewed 60 people or or more.

That includes the executive staff of the current administration, the prior administration, a multitude of employees, both current Informer.

And then other jail administrators across the country.

In addition I interviewed a group of inmates, both male and female.

Which that was really insightful and helpful.

I've made 5 visits to the jail and the purpose of those visits was to conduct an assessment of the facilities.

I look at the procedures and the protocols that were being used and during that, during those visits.

I had many informal discussions with employees that I met along.

The hallways, and in the control rooms, I made 3 visits to the training academy and.

Purpose of that again was assess the facility sit in on recruit classes and in service classes, which again was very helpful.

I also visited the older county jail that I mentioned in a little bit.

And then we have, I have.

Along with the 2 forensic nurses that are hired.

Reviewed thoroughly the death reports on.

9 of the inmates that died.

And so that's a lot of what I've done.

And the issues that I reviewed are on this screen, I'm not going to read each and every 1 of them.

And again, to go through, each of these issues would be.

I would be here for a couple of hours.

So, I'm going to try to be succinct and.

Get to the point and tell you what I've found.

My primary findings are that the prior leadership was had some shortcomings. Of course, they were up against a covid.

And civil disobedience in downtown Louisville.

Nevertheless, good leadership can overcome that.

You think of all the military leaders that have been faced by difficult times with.

Few personnel, they've been able to push through and be Victoria, so.

The mayor former mayor.

Brought in director Collins, my experience with him is he's been.

A great new leader for the organization.
And I'll talk more about that in a minute another issue that was.

Talked about quite a bit as an inadequate staffing and there is no doubt.

That staffing is an issue, and I'll talk more about that in a minute.

1 of the other things that I have found that, um.

I know director Collins is trying to address and that is the failure to adhere to.

Basic security protocol, or what the director Collins I refer to as corrections 101 or basic corrections protocols.

Part of that's due to what happened during covid. Everybody was told to stay away from the inmates.

Don't have contact with them new recruits coming out of the Academy. That's their paradigm of how to operate.

And after covid was under control.

Those restrictions seem to linger and still, there's some.

People that are still operating under that protocol.

I took a close look at the medical piece and.

Like, the metro corrections, there are a lot of dedicated, hard working people there, but I did see a number of things. The, as I said earlier, the report on the medical piece.

Is about 69 pages in length, so.

Are there are a lot of aspects of that covered at the end.

There needs to be better coordination and communications between the medical staff and corrections officers. Sometimes there's a little friction between them. Certainly the.

Facility is inadequate for the medical people.

Staffing issues for well path, which is the medical provider are similar to the corrections department and that is it's very difficult to get people to work in a jail.

And they're up against private hospitals that have a very nice environment in which to work. They offer bonuses sign on bonuses. So.

It's difficult for them to get help and that is a problem here. Metro corrections.

Now, as I went through the death records, certain things seem to be common issues in the. Reports that I was reading.

I truly believe and I'm going to get into it again in more detail. I truly believe that most of these incidents could have been prevented.

Had we haven't had a better jail 1 that's called a direct supervision model.

There are many instances where what transpired could have been observed by.

Corrections officers in a direct supervision model.

And again, I'll talk a little more about that. The lack of.

Space that's problematic for the jail at times.

There were 2 instances and this is something that is very important to also to consider is that.

There were 2 instances where cameras in the cells recorded.

In 1 instance, an inmate taking drugs.

Another camera saw, and he may coming out of a bathroom stumbling obviously um.

Having problems that were precipitated by drugs.

Those went on detected.

Because there's so many cameras for the people currently.

In the control rooms to monitor and that's 1 of the things that brought up at the interim report is that.

To, uh, director Collins credit, he's.

Installed or is going to install cameras in all single selves. It's a great idea.

But as I walked around the jail, each control room.

As minimum of 22 big monitors.

And on those monitors, people are watching 40 to 60 cameras.

And when I went into each control room, I asked the person monitoring the cameras.

How many cameras in total do you are you responsible for.

What was interesting is nobody could tell me the total number that they were responsible for.

So, what they had to do is to tell me the answer.

Pull up each different screen and many of them are responsible for 100 or 120 cameras.

And so it's a great idea to put more cameras in.

But if you don't have somebody looking at the cameras, it's not going to help you any. And, as I said.

In 2 instances of the desks that have occurred here.

Cameras had were installed, had they been monitored? We probably could have saved the lives of those 2 people.

And I get back to what I'm going to talk about at length here in a minute.

Is the facility the facility we have is.

Based on such old technology.

And it creates such problems, and it's going to continue to create problems.

Another thing getting back to the corrections 101 issue is that.

In every 1 of these cases, there were.

Errors in terms of protocol there currently is a.

Sheet that goes up by each cell or dorm, whereby the corrections officer has to go buy a minimum.

Each hour note that he was there, she was there.

And any specific findings in all of these cases.

There was evidence that that wasn't done on a timely basis.

Or some of the entries were falsified and that.

Can be corrected by again, emphasis of corrections 101, but also going to technology. And I know director Collins said that he is moving towards a technology where, when the corrections officers go by.

A key fob or some type of electronic, uh.

Device records that the officer was there, so there was no fabricating now was there at such and such a time that device will capture.

What time the officer was there and that.

That is technology that has been around for a long time. For a long time, and we're finally getting that.

Which, in my opinion is a shortcoming of leadership in the past.

So much of what I'm seeing is I look at.

Everything that I've looked at is the leadership was either bogged down with daily minutia.

Or lack the vision to look forward to what needed to be done and seize upon technology that was readily available.

And then finally, as I mentioned earlier, the staffing in the medical piece.

And the equipment that they have is inadequate.

Now, 1 of the things I want to point out is that.

Over the past 15 years over the past 15 years have been a total of 12 suicides.

And if you look at this chart that I just put up on the average.

There may have been 1, usually just 1, uh, incident, whether it's a suicide or overdose. And in many instances.

None over the past 15 years.

And then all of a sudden, in the past several years, we have this huge increase.

And again, I think part of it's attributable to the.

But even during covid basic security protocol has to be followed.

The jail is running a housing facility with people that have.

The charged with crimes many of them are potentially violent.

And they need to.

Do their job and that fell off and I think part of it's due to covid. I think part of it's due to initial training issues and then follow up in service training issues.

So, there is a huge departure from the past.

Can I interrupt you can ask you if staffing was in any way responsible for.

Yes, ma'am that that's another issue again. Staffing is a big issue here and had they.

I think what may have happened in some of these instances where people didn't come around every hour like they're supposed to is they were just bogged down doing so many other things.

And 1 of the things that again, I, I could talk all evening.

I was astounded at the duties that each corrections officer has during their shift.

Daniel Johnson, the president of the gave me this list.

There are 1516.

Important tasks that they have to do take people to doctors, take people to the court.

Pass out, razors, collect razors I mean, just a multitude of things and to expect them to do that.

1 hour round about is difficult for the staffing that they have. So you are absolutely correct. Better. Staffing would help tremendously also.

Now, director Collins has done so much since he's been here, he's been here just less than a year.

Today you gave me a 3 page document of all the different things that he has done. That will be included in my report.

He's broadly what I think is a truly professional executive management team that are doing an excellent job.

When I met with him, he's extremely passionate about what he's doing.

He puts in long days and I'm not going to denigrate the prior administration, but.

Director Collins, and his executive staff are what you would hope to have running a facility like this. So I commend him for all that he has done.

He's made great strides.

But Here's 1 thing that's troubling. If you look at this chart.

Over the past year since director Collins came in, and again, a lot of the things that he started was tracking incidence in.

Different issues than the jail and here's 1 example he began tracking the use of.

If you look at this chart since last April.

Last April, they have used.

On 69 people.
69 people now.

When when we say that there been 13 deaths.

You got to think about it that number could have been much greater.

But for the fact that they have and have been using that.

But it again highlights an issue that we still have that we need to get control of the contract in this facility.

And again, I think the facility itself creates some of these problems.

Staffing creates problems, training issues.

Many of these issues that I will talk in greater detail in my written report.

1 of the things in the initial phases of my investigation, when I talked to management, like I said prior and current.

I heard from the prior administration that.

Jail we're increasing across the country and it was.

Told me a quote, it's happening everywhere.

And I'm going to give you a little bit of David, by our opinion.
That's a defeatist attitude.

A good leader can overcome difficult issues.

And to take the position that it's happening everywhere.

Again, it's a defeatist attitude. Not a good leaderships.

Setting, and the fact is, it wasn't happening everywhere and
this chart shows. You specifically.

Next county over old room county.

No suicides or overdoses in 20 years.

Now, granted, they're a little bit smaller institution, but the
concept is the same.

Your housing people, you have to make sure that their search
properly.

You need to have good observation of the cells.

Lexington bought the same inmate population.

They've only had 3 overdoses in 23 years.

And I also canvas other jails throughout the country.

1 of them was the Washington County, Nevada jail.

Again, the 1500 inmates, they've had no overdoses in 5 years.

So, for somebody to sit and tell me that it's happening every.

That's incorrect. Now, the thing, the other thing that I want to
stress with this chart.

You know what all 3 of these jails have in common.

They are direct supervision facilities.

Their newer facilities where the corrections officers at their post like, if I'm the.

Control room officer, I can see everybody in this room and what they're doing.

I don't have to look at cameras and wondering what they're doing down the hall and around the corner.

And that's 1 of the things that I am going to keep stressing tonight.

These are perfect examples of having the proper facility.

That helps prevent the problems that we're having.

I know many of you visited our jail. It's very antiquated. It's run down.

It's not healthy for the inmates and similarly, it's not healthy for our, our employees.

That impacts recruiting impacts retention.

So many areas don't have Windows, and as a human being, I don't care if you're arrested for a crime, you deserve to see some sunlight.

And many places in this facility, you do not.

And again, that's true for the inmates as well as the employees.

And to work in these conditions, no wonder, we can't get enough people to work here.

I mean, all you'd have to do is walk through this facility say, no, I'm not working here. I'm going to go to wendy's and make 16 dollars an hour.

Here's some of the working conditions for.

Or corrections impulse.

Mental Health incarceration again, I'm going to get on my editorial soapbox for a minute.

Over the years, there has been a myriad of ways of handling.

People with mental health issues long time ago we had a lot of mental hospitals.

Where we institutionalize people people.

We had 1 facility here in Louisville, called central state hospital.

And I'm going to tell you a little personal story when I was a young man in college, in law school. I was a volunteer fireman for the Middletown fire department.

Central State hospital was in our fire jurisdiction and I made.

Many runs there and I walked around that facility.

And I'll tell you that I would rather be staying at Central State hospital.

Then Louisville, Metro corrections so we've got mental health patients.

That are staying in facilities that are.

Not conducive to helping them with their problems.

Here's what central state used to look like.

1906 look at a big dining hall with big windows.

906 large living quarters with Windows.

Here again, large dining areas for the patients to have their meals.

With big windows now, let's see how we've progressed over the years.

This is what we're doing currently with people that have mental health issues.

20% of the jail population are people with mental health issues.

And that's very true across the country. I don't I don't think we've improved the quality of life for people.

Who have mental health issues put somebody in 1 of the inmates told me he said, you know what.

If you don't have mental health issues, when you get here, you will on the way out.

And I guarantee it Alice contrast that with what other cities are doing Nashville prime example.

They developed a behavioral care center. I think some of you went down to see that. It's a grand idea.

They put people in this facility that have mental health issues, and my report will go into detail what they do.

Here's Dallas, here's their mental health facility and their medical care facility.

Tremendously different than what we subject people to.

And not only the inmates again, but think about working in this environment.

These are the what our corrections officers are required to do on a daily basis.

Now, the implications of staying with what we have.

Are potentially severe to this community.

There could be civil liability by inmates.

Bring in lawsuits, Here's an example federal district court case where the judge found that the facilities were inadequate and mandated.

64 pages of corrective action 64 pages.

U. S. Department of justice civil rights investigation. I think this community is very familiar with that.

In fact, what I went out of the Department of justice website.

Our city's police department is number 1 on the list.

And I don't have to tell you what it means to have the Department of justice come in here and look at our corrections department.

It is tremendously time consuming.

It's tremendously expensive and you lose so much control.

So much control over what you do, and how you do it.

And so my, I'm telling you.

A new jail facility something that needs to be done.

It's been talked about for years, talked about for years.

And I'm just here to tell you, that's what needs to be done. Are a couple of examples of modern jails see how they're open and the, the officers can see everything that's going on in there.

And they've also shown that these types of facilities.

The inmates are if you take a human being.

Hook them up into a little cell. It's like putting.

Animals into a cage and.

Our jail cells hold 20 to 24 people. Supposedly.

And, um, my walk around there were 35 and 40 people in these dorms.

Sleeping on concrete floors, staffing and recruiting. Those are big issues.

1 of the things in the recruiting piece, we need to get some more personnel there.

I know personnel is a staffing shortage or a staffing shortage is a big issue, but we need to get people on the ground getting people into this facility.

And 1 of the things we are not doing is that we're not capturing data.

On what recruiting techniques are working for us.

We can send people all the job fairs of colleges. We want.

But if we're not getting applicants out of those efforts.

We're wasting our time and so there needs to be a process. I don't care if it's job fairs.

Go into colleges, going to army bases whatever you're doing. We need to have data. Is this getting people into the organization?

1 other thing regarding recruiting.

The human resources director.

1 is tunstall wonderful lady hardworking lady.

She has herself 12 or 13 different responsibilities.

And she is part of the recruiting team, she actually goes out.

And does the physical ability tests on new applicants? So we have an executive.

She has an executive position and she's going out and timing people on a run.

She doesn't need to be doing that. We need to get some people to help her with that.

Such as maybe the training staff could do that.

I know I'm getting close on wrapping up here, but 1 of the issues I wanted to make sure I had the opportunity to touch on because they think it's very important and that sexual harassment.

As I said, I've interviewed over 60 people.

And every interview I asked a question, do you think sexual harassment is a problem here? Corrections?

There wasn't 1 person that ever said no, it's not a problem.

I got the answer. Yes.

And always the caveat, but it's just friendly banter.

It's a way that we decompress in distress.

And that's problematic to have a culture like that.

In some of the cases that I've looked at people pulling out their P**.

Groping women, and I'm not saying that everybody does that.

They don't there are so many good employees here at corrections.

Wonderful passionate people, but for somebody to think that they can do that on the job.

There's got to be something wrong either with the recruiting of people.

Train of people or the culture that allows something like that to happen.

Another piece of the sexual harassment that was very troubling for me is.

Director Collins again doing yeoman's work.

He Matt Golden, the former public chief.

In a county attorney, put together a new.

More robust sexual harassment policy.

And I so, commend them for that. But, you know what?

You can have the most robust, the best well, written document.

But if it's not followed or enforced, it's useless.

I asked every employee that I talked to have, you had training on sexual harassment?

The answer was oh, yes, since director Collins came in, we had a mandatory sexual harassment.

And I said, well, how long in life was that training? 30 minutes.

Did you have role plane.

No, we did not. Did you have a test? No, we did not.

And then here's the big question I asked everyone.

What's your major take away from that training? And, you know, I got a blank.

Stare from many people I had some people say.

All we already knew that had somebody else say, oh, they're just trying to scare us.

And I hate to do the next thing I'm going to say.

I don't like having to say it because it doesn't feel good for me to say this.

But when I asked the training staff, these questions.

What's the major takeaway I was hoping to hear.

Sexual harassment is a problem, and we're not going to condone it and we're going to do everything at the training academy to prevent it from happening.

Instead I heard, which is friendly banner.

Couldn't tell me a major takeaway.

And it was disappointing to me.

The people that are supposed to be ingrained in the population of this organization.

That sexual harassment is a problem.

And cannot be condoned again.

I was perplexed why they wouldn't have immediately said, but I just articulated earlier.

So, I think we need to director.

Task ahead yet to reinforce with all of his employees from top to bottom.

That there is a culture that will will change, and we're not going to tolerate it.

Director Collins told me today that he has fired 2 employees.

For violations of the new policy so that's a wonderful thing. But.

The number of people I've interviewed to get that answer back the answer's back that I got.

For me, it was very troubling.

Finally, director columns are spot on, we need to get back to basics.

There's 1 other thing I want to point out accountability.

That was another refrain that I heard from so many people.

There's no accountability, why should I work hard when this other person here calls in sick all the time.

Why should I go check the doors and be vigilant?

And diligent when this other person sits, sits down, doesn't do his or her job.

So, I thought, well, I'm going to check on that. So these are these are very hard to see. This is a spreadsheet.

Disciplinary actions over the past.

Several years, and each of those colors.

Band the bands of colors where it changes it's a different person. So if you look at those bands of big red.

Blocks that's the disciplinary action for 1 individual.

For that 1 individual now.

What what message does that send to other employees?

If a person is discipline that many times.

It keeps their job, so again.

There is to his credit so much that director Collins has done.

But there's more more to do and again, my, my report is extremely lengthy.

I could go on and on.

I just again want to thank director columns and his staff for all the help that they gave me.

In particular gentlemen sergeant Tim danger.

He was instrumental in getting so much of this information for me, took me on the tours of all the facilities I visited.

And he was tremendously helpful and then finally President Daniel Johnson from the was very helpful in illuminating me and educating me on so much of what the does.

And how it interfaces with the corrections.

Executive management and I'll take a break here.

Thank you very much for that. You're welcome councilman. Uh.

Thank you Madam chair Thank you. Mr. for being here and going through this report with us. Uh, I'm looking forward to seeing the full version. I'm sure.

And digging into some of the specifics um, a couple quick statements that I have a question. 1st of all. I do want to acknowledge.

A director Collins, I similar to your experience.

Uh, as soon as he came on board, I saw immediate changes.

Um, both in his leadership style as well as the technology he brought to bear.

And implemented immediately, which, I think turned the tide very rapidly on some of the deaths that we were having in the jail. So I want to compliment him on that.

I want to extend that complement, uh, to some other folks in the room acknowledged a deputy mayor. David James, so, again, new leadership, people that have experience know what's going on.

And I'm looking forward to seeing, uh, with deputy mayor. James is going to bring to the table on this. I know he's.

Excited to make even more change and accelerate things and there's some other familiar faces let's just say in the room who I respect very much, and I expect are taking this very much to heart and want to see and have been part of some of the changes already made,

so I think there's some good news. I don't want these reports and these investigations are by design, supposed to be just a big pile of bad news.

And I know, you know, and do not take this as a dig on the media by any stretch of the imagination. But that bad news is going to be the headline tomorrow.

But I do hope that part of that includes an acknowledgement of much of the change. That's happened, which I think is very important to put into context.

By way of background for those that don't know, I think David, you know, this, and maybe maybe the deputy mayor James knows this when I was in the military, when we deployed we, I was an artillery enlisted marine, but we deployed as.

Provisional military police in order to do a corrections job, this was post grade, which everybody remembers how great that was for the military,

which also came down to leadership supervision and a bunch of the exact same things that you're citing right now,

which the final report gave us the breakdown of why that site went completely out of control and ended up with abuse of inmates and things like this. Um.

But it was post, and I remember my for those that don't know an artillery units battery, Gunnery sergeant battery as we call them is arguably the 2nd.

Highest enlisted person in the unit, and he told us before we deploy there were 3 different jobs we might have had before we deployed and he said the 1, we don't want.

Is running the corrections facility because it's.

Boring boring routine work. The other jobs are going to be military police. Excuse me? Uh, military training teams, convoy security, and a few other things and we ended up getting assigned that job.

And he was right it is for those that have never done it.

It can be shockingly boring work because if it's going, right?

It's the same thing every day, right? I'm sure I can to this day. Remember the daily process 0 6.

Lights on 215 Charles 0630securetrousers at 45 right? Head call, et cetera right?

But that discipline and routine.

Um, which includes in modern times and stateside facilities and technology is.

What makes it a safe environment?

For everybody the reason for all that boring, this was the moment.

That anything deviated from the plant of the day. It was so glaringly obvious because we were so programmed to have the standard.

Things happen that it jumped off the page and everybody knew okay we have to react.

To what's going on and to your point.

I don't see that. We have particularly a facility.

That can that can handle that and I'm going to get back to Silicon in a 2nd, let me just sexual harassment. Real quick. As I said, we deployed as provisional military police. We were combat arms MOS and Marine Corps tanks.

Artillery and infantry don't have women assigned to them, or at least at that time, we had we were augmented by.

Female Marines, when we deployed, because we were doing a different job and.

I'm not saying we were perfect. There were a few disciplinary problems.

But if the kind of sexual harassment.

And things that you were talking about now, we were in a combat zone away from our families.

Working 12 hour shifts every day. 7 days a week. For 6 months straight. There was no breaks. There was no weekends off. There was nothing.

And if I knew a Marine was doing half of what you were talking about, they would have been yanked up so fast disciplined. So quickly lost, pay, broken down and it would have been clear to everybody that that's totally unacceptable.

So, whatever we need to do from a training perspective to.

Reject that culture of sexual harassment and get back to state of professionalism. It's not only going to. And this is not just a male female thing. This is not just creating an environment where female corrections officers feel more safe.

It's an environment where, you know, I wouldn't have felt comfortable.

Right if that's how my unit was treating that right? I would have been sickened and rejected and been like, I, I don't want to work here.

Right.

So we're losing, I'm sure excellent male and female corrections officers because of those again, to your point, it's not everybody it's going to be a handful, but if we don't discipline them and discipline quickly, then then the recruiting issues is not just about money. It's going to be about culture.

Before I wrap up a facilities.

As far as supervision, can you talk about what your report has come up with or what you saw?

Because we've seen this with with some of the observations that have come out into the reporting when there's overtime pay or some other things was related to supervision. And whether or not.

What I'll call, you know, line level, and I'm not sure of the rank structure and corrections and how they do it. I know how we did it in the core. But.

The 1 that the managers that are at the lowest possible level, doing the most tactical supervision.

Do they have the tools training and support to be to be effective tactical leaders and does report address that? And anyway.

That's an excellent question. The every time someone's promoted in corrections, that Sergeant lieutenant captain major.

There's been a long period of time for a period of time with sergeants when they promoted, have not been receiving training and same way with.

Lieutenants and captains most recently, when I was at the training Academy, I was told that they reinstitute it.

A day and a half or 2 day program for sergeants.

And I think that's very critical and I think that's a great question because each step up the.

Wrong you're doing different things and you have different responsibilities in what you may have done. When you were working on the floor. Every day with people is different when you get up to in the.

Upper echelon of an organization, so I've.

Suggested that There'll be more training when you promote it. And I think it just because you, like I said, you're a sergeant you've been doing that job being a lieutenant or captain is different than being a sergeant. I think you need additional training each time that you progress in this organization. So.

Totally agree. Great. Thank you. Chairman last question commentary on facilities.

Do you believe there's any part let's just say we take all your recommendations stands facilities and we try to address all of them, except we're still in this jail. Is there any possible way?

That that results in the kind of outcomes we should be looking for as far as safe environment for inmates.

A safe environment for our employees 1 that's conducive to getting the job done properly reducing risk, reducing risk, related to potentially Department of justice rather lawsuits.

Do you see any methodology that we get there without addressing the facility?

I really don't I think you need to, at minimum, got the current facility, but you can't add Windows to the basement cells, or the basement facility. And so much of the institution doesn't have access to outside lighting.

A fresh air, you know, many many jails have.

Outdoor recreation areas where you can go out and smell smell some fresh air, get some sunlight. And I know there's a part of the community or society thinks, hey, they violated the law. They get what they get.

But again, we have to be humane to people they're human beings.

But also giving them that outdoor recreation time burns up energy.

Puts them in a better mood. So when they come back in the corrections officers aren't faced with the people that are ready to go go into battle. And I've talked to other facilities.

Where they do have more resources to do those things and that's exactly what they told me. He said, you know, what.

We let the people, you know, do these different things and 1 thing in particular. And I think again, director Collins is going to implement that.

Many jails, give the inmates notebooks, gives them access to reading material and you can control what they do.

But again, if you don't keep people their minds busy and their body's busy, and they burn up energy, you're going to have problems revenue institution. I think that's part of what's going on here as well.

Yeah, I'll just wrap up by saying, I.

We have failed, glad to take responsibility for this in my 4 years.

Here, I've only recently started focusing on this when when we started running into these issues.

But we have failed this, we have failed the officers.

And the staff that worked there, we failed the inmates that are house there, and we failed the community by doing. So I'm not exactly, you know, Mr. soft on crime over here.

But to your point, I absolutely refuse to continue putting people into these conditions and expect better results.

So, I, you know, I hope that my colleagues and I, we can partner together to figure out a methodology and I know that that, you know,

I know there's people listening to this right now that that interpret discussing facilities as we want more.

We want a bigger jail, so we can put more people into it and I'm familiar with the studies and the, and the information that seems to indicate that tends to happen. 1st of all that tends to happen when jurisdictions.

Use their facilities as a revenue generating opportunity. I have 0 interest in doing that.

Matter of fact, I'd be fine with rejecting taking any other inmates from other jurisdictions if we had the legal authority to do that. So that we can just focus on Jefferson County.

Right. Um, so I'm not interested in making a larger I'm interested in making it work.

And being a facility that is that people want to work in that people, the people that work, there can be effective when they

work in there. And that is safe for the people that are going to be housed there.

And it's going to be my 1 of my sole objectives through this budget cycle, the next several budget cycles to get there, but really appreciate.

Your incredibly detailed work on this. Um, and, uh, I think we should all.

Uh, really seriously consider if we don't take serious action coming out of this report what this could mean for this community moving forward and thank you very much Madam chair.

Thank you cancel woman purpose.

Family.

Miss virus, thank you for being here and I command director Collins, and doing all of what he's trying to.

To do in moving things forward and in a better direction. I just wanted to ask you, um.

Would you agree with saying that this troubling.

Culture became the norm prior to.

Director Collins coming on board yeah, absolutely. I, I think director Collins is, is.

Tried in the short time has been there to start changing the culture. So I, I, I.

Totally agree that this existed before he came on board as the leader of the.

Corrections department. Okay. Thank you. So much. It's very sad. Um.

We, as a body, we were not comfortable with the things that we were learning, but it's just so sad to know that there was leadership there that.

Accepted this behavior overlook this behavior and I hope didn't encourage this culture, but it's very,

very troubling to know that this has taken place Thank you so much for your time and I look forward to hearing from you when you come back again Thank you have a great evening.

Thank you councilman.

Thank you Madam chair. Could you tell me what the population of the.

Jail is how many bed spaces and how much of the population was the percentage of homelessness almost people.

So, the population fluctuates I think they're around 4,400 right now.

And as I said, the many of the cells of.

Or, let me say, many of the inmates live in what's called a dorm space where they have.

Rolls of bunk beds and everyone that I went to.

Had like 20 bucks, but 30+people in it.

So, if you've got a again a dorm that holds.

30 people what are you gonna do with the? Excuse me? 20 people what are you going to do with the extra 1520 people? Well, you put them on the floor and again, not only is that.

Not humane, but it is.

Precipitates or breeds problems and I'll tell you 1 out of a story that occurred to me, as I mentioned, I went to speak to the inmates.

And how I did it is, I went to 1 of those dorms.

And and I went in there by myself, actually had Dr lederman went with me, but we didn't have any corrections officers in there.

I wasn't wearing my gun that day and we sat down and.

I was at a like a bench table.

And I was getting myself situated and my knee bumped into something. I thought what in the world I hit the metal post on this bench.

And I looked under there no, it was a guy in 1 of these, what they called boats on the floor.

You was sleeping, right beneath me. And so.

I was watching the what goes on in here or in the dorm and you got people on the floor sleeping.

And other inmates walking over them and.

So that's a kind of a roundabout way to answer your question. We've got 1900 people.

But we don't have space for 1400 people and.

The other instances where we need like, a individual cell, like.

Ms. Dunbar who hung herself in an attorney client booth.

They didn't have a jail cell for her that night. So why didn't they have a jail cell for her?

Because they had overcrowding and so.

You know, the number of people is a problem and to.

I think constantly PG. E. S. P. A. judy's point.

We, we don't want to incarcerate everyone.

But many times really isn't any option. I know. So many policemen in town. They tell me stories about we get a call to a restaurant, somebody swinging a pole or a knife, you know, threatening.

Customers in the restaurant, you can't tell that person go outside and have a good day. You need to do something with them.

And as I articulated earlier in the old days.

You could take them to a mental health facility. Now, the jails have become mental health facilities.

And as I said there, at least 20% of the population here.

And in many facilities across the country, that house mental health.

Patients Thank you and I wanted to thank director Collins for everything you're doing and we've, uh.

Everything we do anything we do to help you. We will thank you can't swarm and chapel.

I just wanted to make a comment that when the new council people were brought on many of us were invited excluding the new positions of 368 were invited to the jail by director Collins to take a tour and.

take a tour and

It was very, it was very somber day for all of us touring that facility. It was my 1st time inside. It was very apparent how much director Collins cares about.

His job and doing it well, and making sure that our is the best that it can, but through that tour, it was.

Very apparent the lack of cleanliness.

Lack of natural light, a lack of common spaces, supervision, and just basic human dignity and I.

Our jail is simply not working for us not to mention it's an old office building. That's structurally not sound enough to hold all of the Plexiglas and steel that's in it.

But I, I just wanted to say that I appreciated that opportunity to take a tour of the jail. And I really look forward to working on these issues with you all. And we need to make sure that these conditions are humane.

And we're doing the best that we can to support the programming in the jail to prevent recidivism.

You.

I don't see anyone else in the queue. Is there anyone else that wants to speak before we.

I'm close Madam chair. Could I? Yes, please make a comment.

I want to reiterate again councilman touched on it.

Director Collins in his staff have done an excellent job and.

I had a short term to be able to present present information and, of course, I've focused on what I thought were some of the more egregious matters and matters that.

Really reading it in in a report.

Doesn't do justice, so there are so many employees that I encountered on my.

Visits who are dedicated, hardworking, diligent people and I don't want to denigrate or.

Paint them with a broad brush, but there are some people and there is.

A culture that needs to be have a paradigm shift. So again.

I don't want to be all the wonderful corrections people that are working hard.

Thank you thank you. I appreciate you being here today and if there are no other questions, we are adjourned.

Thank you.