



INVESTIGATION INTO DEATHS AT LOUISVILLE METRO CORRECTIONS DEPARTMENT

INVESTIGATION INITIATED BY
LOUISVILLE METRO COUNCIL

INVESTIGATION INTO DEATHS AT LOUISVILLE METRO CORRECTIONS DEPARTMENT

- Metro Council initiated investigation as a result of:
 - Increased number of deaths at LMDC
 - FOP concerns being voiced
 - Media reports

INVESTIGATION OVERVIEW

- Over 60 interviews
 - Executive staff both prior and current
 - LMDC current and former employees
 - Other jail administrators
- Multiple (5) visits to all jail facilities to assess conditions and procedures
- 3 visits to Training Academy to:
 - Assess facility
 - Observe training provided to both new recruits and in-service personnel
 - Review records and curriculum
- Visit the Oldham County Jail to review facility and procedures
- Extensive review of records pertaining to 9 of 13 deaths - 69 pages

ISSUES REVIEWED

- Leadership
- Deaths
 - Numbers
 - Individual cases
- Facility
- Staffing Shortage
- Recruiting & Retention
- Discipline & Accountability
- Training
- Medical Care
- Security
- Contraband
- Policies Procedures
- Sexual Harassment
- Budget & Overtime
- Morale & Employee Wellbeing
- FOP Contract

PRIMARY FINDINGS

- ❖ Prior leadership shortcomings
- ❖ Woefully inadequate antiquated facility
- ❖ Inadequate staffing
- ❖ Failure to adhere to basic security protocol
- ❖ Medical care program needs remediation to include better coordination and communication between medical staff and corrections officers

REVIEW OF DEATHS

Common issues in many of the cases

- Most incidents could have been prevented by direct supervision jail design
- Lack of jail space – Dunbar case
- Two instances of cameras recording use of drugs or stumbling – Anderson & Williams
 - Not viewed real-time but captured on DVR
 - Staffing
- Many instances of failure to perform required observation checks –Anderson, Bradshaw,Dunbar,Smith,Starnes
- Poor and inconsistent logs
- Better medical facilities, staffing and care

Deaths and Causes – 2005 - 2020

**THIRTEEN DEATHS IS A
DEPARTURE FROM NORM
OVER PAST 15 YEARS**

**A Combined Total of 19 Suicides and
Overdose Deaths in Past 15 years –
Average of 1 or less per Year**

Year	Suicides	Overdose	Natural	Homicide
2005	1	0	2	
2006	1	0	2	
2007	1	1	1	
2008	0	1	2	
2009	0	0	2	
2010	1	0	2	
2011	0	1	1	
2012	1	0	7	
2013	1	0	2	1
2014	2	1	3	
2015	3	1	0	
2016	0	0	0	
2017	1	1	1	
2018	0	0	4	
2019	0	0	1	
2020	0	1	1	
TOTALS	12	7	31	1

Deaths and Causes – Nov. 2021 to March 2023

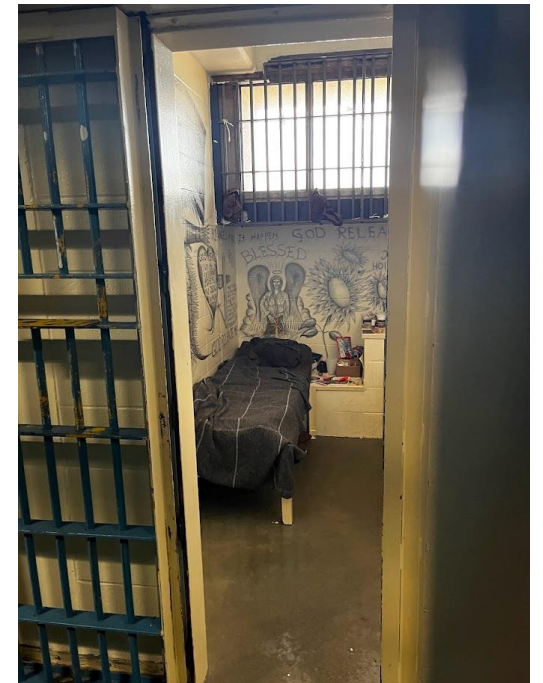
Name	DOD	Suicide	Overdose	Natural	Homicide
Hall, Kenneth	11/29/2021			x	
Smith, Rickitta L.	12/3/2021		x		
Dunbar, Stephanie	12/4/2021	x			
Wetherill, Gary	1/1/2022	x			
Smith, Keith	1/9/2022			x	
Starnes, Lesley	2/6/2022	x			
Anderson, Moman	3/12/2022		x		
Williams, Barry	3/28/2022		x		
Sheckles, Norman	7/8/2022		x		
Bradshaw, Thomas	8/26/2022	x			
Stephens, Buddy	7/8/2022	x			
Ghazawi, Bashar	8/26/2022		x	x	
Puckett, Ishamel	1/9/2023				
	TOTALS	5	5	3	0

Jail Comparisons

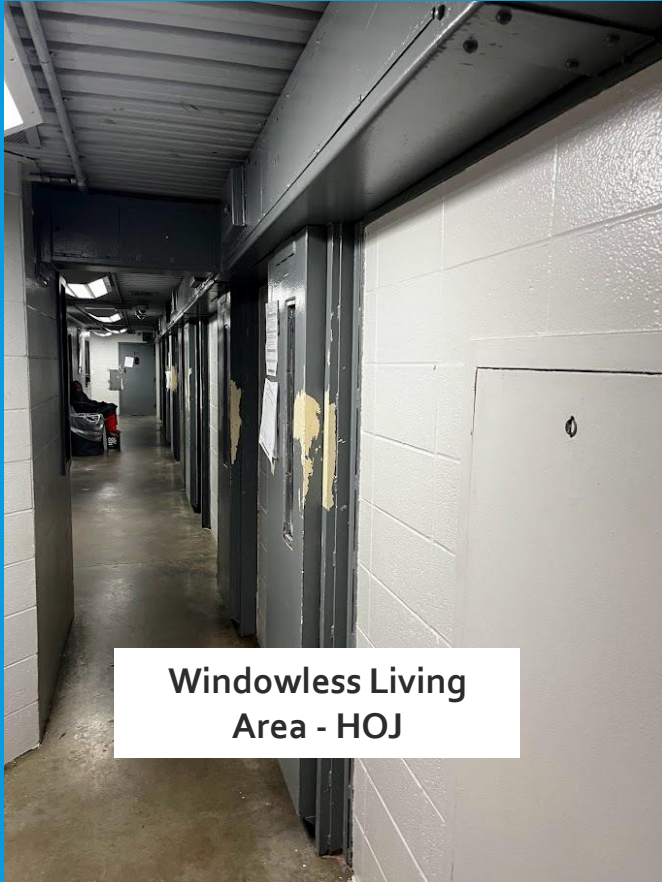
Department	Inmates	Comments
Oldham Co, KY	400	No suicides or overdoses in 20 years
Lexington, KY	1100 - 1400	Only 3 overdoses in 23 years
Washoe Co, NV	1100	No overdoses in 5 years

CURRENT JAIL

- Antiquated
- Run Down
- Inadequate
- Unhealthy for inmates; especially mental health inmates
- Unhealthy for employees
- Poorly designed for supervision
- Contributed to deaths



CURRENT JAIL

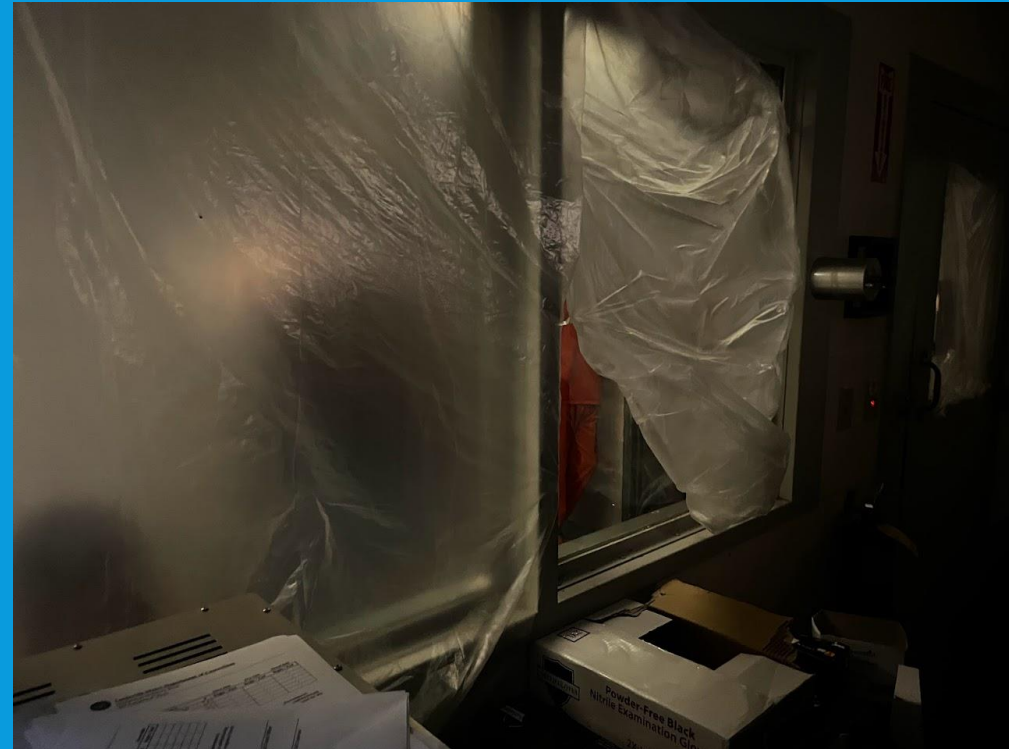


EMPLOYEE WORKING CONDITIONS

Main Control Room



Third Floor Control Room



MENTAL HEALTH INCARCERATION

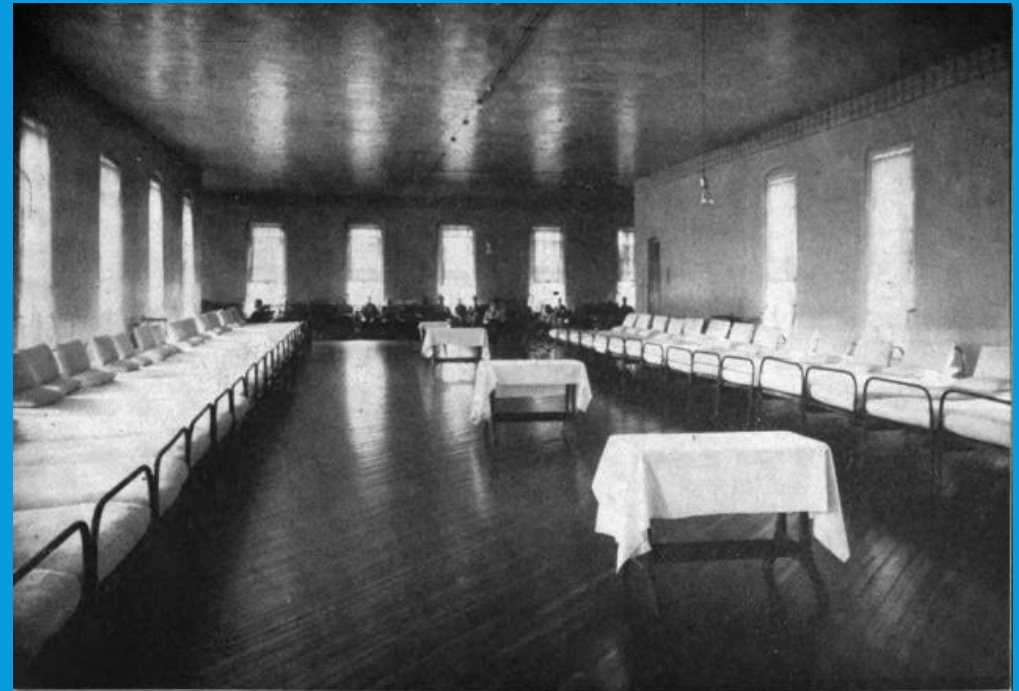
- Over the years
- Deinstitutionalize
- Results
 - Living on streets
 - Arrested
 - Housed in jails
- Past contrasted with current

MENTAL HEALTHCARE OF PAST

Central State Dining Hall - Circa 1906

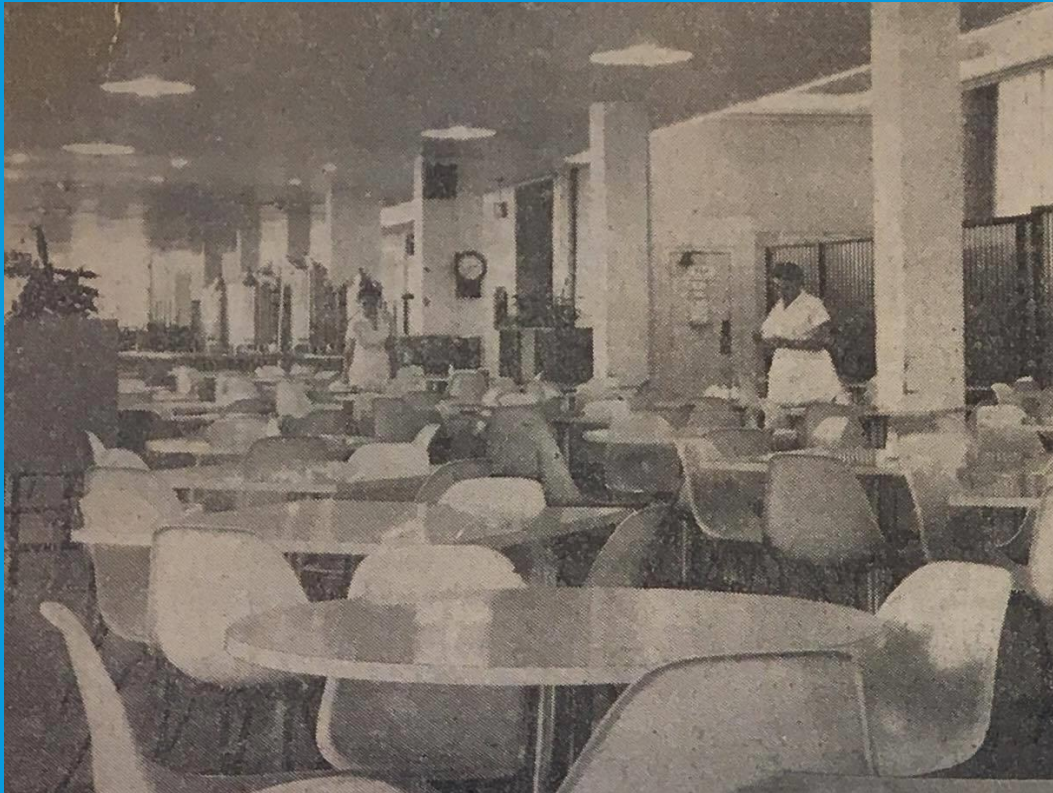


Central State Male Quarters - Circa 1906



MENTAL HEALTHCARE OF PAST

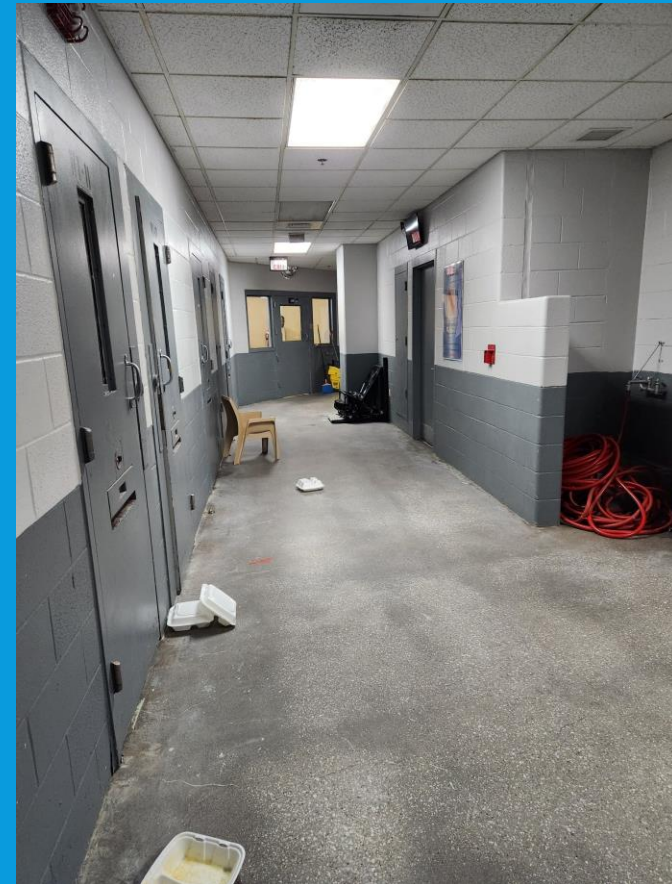
Central State Dining Hall - Circa 1959



Central State Dining Hall - Circa 1933



MENTAL HEALTHCARE LOUISVILLE- 2023



MENTAL HEALTHCARE LOUISVILLE- 2023



NASHVILLE JAIL – BEHAVIORAL CARE CENTER



DALLAS JAIL - MEDICAL AND MENTAL FACILITY



IMPLICATIONS OF STATUS QUO

- Civil liability
 - Jensen v. Shinn – U.S. District Court – Arizona
 - The Court's Findings of Fact and Conclusions of Law establish Defendants' basic model and staffing decisions for the provision of medical and mental healthcare create an unconstitutional substantial risk of serious harm to Plaintiff
 - Strict requirements re facility, recreation area, medical and mental health facilities, staffing, ot of cell time
- U.S. Department of Justice Civil Rights Investigation

U.S DEPARTMENT OF JUSTICE CASES

March 8, 2023 - Press Release

[Justice Department Finds Civil Rights Violations by the Louisville Metro Police Department and Louisville/Jefferson County Metro Government](#)

January 25, 2023 - Press Release

[Justice Department Finds Louisiana Department of Public Safety and Corrections Violates the Constitution By Incarcerating People Beyond Their Release Dates](#)

December 20, 2022 - Press Release

[Justice Department Secures Agreement with Massachusetts Department of Correction Investigation Involving Individuals in Mental Health Crisis](#)

December 15, 2022 - Press Release

[Justice Department Finds Alaska Unnecessarily Segregates Children with Behavioral Health Disabilities in Institutions](#)

December 1, 2022 - Press Release

[Justice Department Secures Settlement with State of Iowa Addressing Unconstitutional Conditions at Glenwood Resource Center](#)

MODERN JAIL FACILITIES

Dallas, Texas



Podular Design Example



MODERN JAIL FACILITIES

DIRECT SUPERVISION MODELS

Washoe County, Nevada



Suffolk County, New York



STAFFING, RECRUITING & RETENTION

- Understaffed
 - Results in extensive overtime – costly & adverse impact on staff and security
- Recruiting
 - Additional staffing needed for unit
 - Metrics to validate efforts
 - Use of training academy staff
 - Salaries, benefits, work environment, work/personal life balance
- Retention
 - Many of same factors
 - Retirement program

SEXUAL HARASSMENT

- Problem
- Culture
- New Policy
- Training

GLOBAL ISSUES

- Get back to basics
 - Lost direction during Covid
 - Reinforce contact with prisoners
 - Cell Inspections
 - Doors locked

GLOBAL ISSUES

- Antiquated software throughout institution – inhibits or precludes proper data analysis; difficult to extract information efficiently
- Many independently created Excel spreadsheets for capturing data
 - Access limited to person who created
 - Manually inputted by highly paid managers
 - Difficult to extract information or do data evaluation
 - Examples
 - Human Resources
 - Training Academy
 - Classification – Handles Inmate Grievances
 - Need a unified data software program that can easily produce reports and highlight aberrations
 - Notify if someone is deficient on training or other time sensitive (i.e., Inmate Release)
 - Starnes case – officer not current on CPR certification

BACK TO BASICS - ACCOUNTABILITY

Name	Report ID	Inc Type	Action
E-0001	2/18/2020	Performance	Suspension
E-0001	2/25/2020	Performance	1 Day Suspension
E-0002	7/22/2017	Insubordination	Written Reprimand
E-0002	8/28/2017	Time and attendance	Written Reprimand
E-0002	10/2/2017	Time and attendance	Oral Reprimand
E-0002	10/3/2017	Time and attendance	Written Reprimand
E-0002	10/10/2017	Time and attendance	1 Day Suspension
E-0002	12/4/2018	Time and attendance	1 Day Suspension
E-0002	5/8/2018	Violation of SOP	Oral Reprimand
E-0002	7/9/2018	Unauthorized absence	Written Reprimand
E-0002	8/10/2018	Time and attendance	Written Warning
E-0002	8/17/2018	Performance	Oral Reprimand
E-0002	11/20/2018	Time and attendance	Written Warning
E-0002	1/28/2019	Time and attendance	Written Warning
E-0002	7/10/2019	Time and attendance	Written Warning
E-0002	7/16/2019	Late for Work	Written Warning
E-0002	8/4/2019	Time and attendance	Oral Reprimand
E-0002	9/12/2019	Time and attendance	Oral Reprimand
E-0002	9/30/2019	Time and attendance	Written Reprimand
E-0002	10/15/2019	Late for Work	1 Day Suspension
E-0002	10/23/2019	Time and attendance	1 Day Suspension
E-0002	10/31/2019	Late for Work	Dismissed
E-0002	10/31/2019	Misconduct	1 Day Suspension
E-0002	11/1/2019	Late for Work	1 Day Suspension
E-0002	12/28/2019	Misconduct	Dismissed
E-0002	1/6/2020	Time and attendance	Written Reprimand
E-0002	3/4/2020	Time and attendance	1 Day Suspension
E-0002	3/9/2020	Insubordination	1 Day Suspension
E-0002	4/27/2020	Time and attendance	Written Warning
E-0002	5/13/2020	Time and attendance	Oral Reprimand
E-0002	5/24/2020	Time and attendance	Written Reprimand
E-0002	6/4/2020	Time and attendance	1 Day Suspension
E-0002	6/12/2020	Time and attendance	1 Day Suspension
E-0003	7/17/2017	Performance	Written Warning
E-0003	9/12/2017	Performance	Written Warning
E-0004	11/26/2017	Late for Work	Written Warning
E-0004	6/10/2019	Misconduct	Dismissed
E-0005	10/17/2017	Time and attendance	Written Warning
E-0006	10/1/2017	Time and attendance	Written Reprimand
E-0006	12/3/2017	Performance	Written Warning
E-0006	4/2/2018	Time and attendance	Written Warning
E-0006	5/2/2018	Time and attendance	Oral Reprimand
E-0006	6/28/2018	Time and attendance	Oral Reprimand
E-0006	6/28/2019	Time and attendance	Written Warning
E-0007	9/12/2017	Time and attendance	Written Reprimand
E-0007	2/24/2018	Time and attendance	3 Day Suspension
E-0007	1/12/2019	Time and attendance	Oral Reprimand
E-0007	10/12/2019	Time and attendance	Written Warning
E-0007	11/12/2021	Time and attendance	Oral Reprimand
E-0007	1/26/2022	Time and attendance	Oral Reprimand
E-0007	1/24/2022	Time and attendance	Written Reprimand
E-0008	8/30/2018	Misconduct	70 day Suspension
E-0008	10/13/2020	Time and attendance	Written Warning
E-0008	8/11/2020	Late for Work	Written Warning
E-0008	10/20/2020	Performance	Written Warning
E-0008	2/18/2021	Late for Work	Written Warning
E-0008	5/19/2021	Time and attendance	Written Warning
E-0008	6/24/2021	Performance	Written Warning
E-0008	1/23/2022	Insubordination	Written Reprimand
E-0009	10/12/2017	Insubordination	Written Warning
E-0009	10/18/2017	Insubordination	1 Day Suspension
E-0009	9/11/2018	Insubordination	5 Day Suspension
E-0009	1/12/2019	Time and attendance	Written Warning
E-0009	2/18/2019	Time and attendance	Written Reprimand
E-0009	5/2/2019	Insubordination	Dismissed
E-0009	5/12/2019	Insubordination	Dismissed
E-0009	6/1/2019	Performance	Oral Reprimand
E-0009	10/12/2019	Time and attendance	Written Warning
E-0010	3/23/2020	Late for Work	Written Warning
E-0011	5/12/2019	Time and attendance	Dismissed
E-0011	4/15/2021	Insubordination	Dismissed
E-0012	8/15/2018	Late for Work	Written Warning
E-0012	10/8/2019	Violation of SOP	Written Reprimand
E-0012	10/11/2019	Time and attendance	Written Warning
E-0012	6/15/2020	Time and attendance	Written Warning
E-0012	9/11/2020	Violation of SOP	Written Reprimand
E-0012	8/12/2021	Time and attendance	Written Warning
E-0012	3/8/2021	Unauthorized absence	Written Warning
E-0012	10/30/2021	Violation-Principles of Behavi	Written Warning
E-0013	12/14/2021	Time and attendance	Oral Reprimand
E-0013	6/8/2022	Violation of SOP	Termination
E-0014	8/29/2017	Performance	Written Warning
E-0014	4/1/2020	Misconduct	Termination
E-0015	10/15/2019	Insubordination	Oral Reprimand
E-0016	6/26/2020	Time and attendance	Written Warning
E-0016	1/18/2021	Time and attendance	Written Warning
E-0016	5/6/2021	Misconduct	1 Day Suspension
E-0016	6/2/2021	Time and attendance	Dismissed
E-0016	7/27/2021	Time and attendance	Written Warning
E-0016	8/1/2021	Time and attendance	1 Day Suspension
E-0016	4/23/2022	Insubordination	Oral Reprimand
E-0017	10/11/2020	Insubordination	Written Reprimand
E-0018	6/27/2018	Time and attendance	Written Warning
E-0018	10/23/2019	Performance	Written Warning
E-0019	6/27/2018	Time and attendance	Written Warning
E-0020	6/2/2018	Insubordination	Written Warning
E-0020	2/28/2019	Insubordination	Dismissed
E-0020	12/23/2021	Time and attendance	Oral Reprimand

E-0021	1/31/2018	Time and attendance	Written Warning
E-0021	7/3/2019	Violation-Internet/Email/MTS	Dismissed
E-0021	4/1/2022	Violation of SOP	1 Day Suspension
E-0022	4/29/2018	Time and attendance	Written Warning
E-0022	4/16/2021	Time and attendance	Written Warning
E-0022	5/26/2021	Insubordination	Written Reprimand
E-0022	10/26/2021	Insubordination	1 Day Suspension
E-0022	6/16/2022	Time and attendance	Oral Reprimand
E-0023	9/9/2021	Time and attendance	Written Warning
E-0023	11/8/2021	Unauthorized absence	Oral Reprimand
E-0024	1/24/2018	Performance	Written Reprimand
E-0024	6/27/2018	Time and attendance	Written Warning
E-0024	8/28/2018	Late for Work	Written Warning
E-0024	10/20/2018	Time and attendance	Oral Reprimand
E-0024	2/18/2019	Violation of SOP	Written Reprimand
E-0024	7/2/2019	Time and attendance	Written Warning
E-0024	7/2/2019	Late for Work	Written Warning
E-0024	7/18/2019	Violation of SOP	1 Day Suspension
E-0024	7/18/2019	Time and attendance	Written Reprimand
E-0024	7/25/2019	Time and attendance	Oral Reprimand
E-0024	8/15/2019	Performance	1 Day Suspension
E-0024	9/10/2019	Time and attendance	Written Reprimand
E-0024	11/21/2019	Misconduct	5 Day Suspension
E-0024	1/15/2020	Time and attendance	Oral Reprimand
E-0024	1/15/2020	Late for Work	Written Warning
E-0024	2/22/2020	Unauthorized absence	Written Reprimand
E-0024	2/22/2020	Time and attendance	Oral Reprimand
E-0024	4/15/2020	Misconduct	7 Day Suspension
E-0024	12/24/2020	Time and attendance	Written Warning
E-0024	2/17/2021	Time and attendance	Oral Reprimand
E-0024	4/26/2021	Time and attendance	Written Warning
E-0024	5/10/2021	Time and attendance	1 Day Suspension
E-0024	7/12/2021	Time and attendance	Written Reprimand
E-0024	12/9/2021	Time and attendance	Oral Reprimand
E-0024	1/5/2022	Time and attendance	Oral Reprimand
E-0024	4/9/2022	Time and attendance	Written Reprimand
E-0025	12/14/2021	Time and attendance	Oral Reprimand
E-0025	3/14/2022	Insubordination	Dismissed
E-0025	4/28/2022	Time and attendance	Oral Reprimand
E-0025	4/28/2022	Unauthorized absence	Oral Reprimand
E-0025	5/27/2022	Time and attendance	Oral Reprimand
E-0025	6/30/2022	Time and attendance	Written Reprimand
E-0026	10/23/2018	Time and attendance	Written Warning
E-0026	2/5/2019	Time and attendance	Written Warning
E-0026	3/25/2019	Misconduct	5 Day Suspension
E-0026	4/22/2019	Insubordination	Dismissed
E-0026	4/29/2019	Insubordination	3 Day Suspension
E-0026	5/13/2019	Insubordination	Dismissed
E-0026	5/14/2019	Insubordination	Dismissed
E-0026	7/9/2019	Insubordination	Oral Reprimand
E-0026	10/12/2019	Time and attendance	Written Warning
E-0026	10/20/2019	Insubordination	Dismissed
E-0026	11/10/2019	Insubordination	Dismissed
E-0026	1/1/2020	Time and attendance	Oral Reprimand
E-0026	1/17/2020	Time and attendance	Written Reprimand
E-0026	6/10/2020	Time and attendance	Written Reprimand
E-0026	8/10/2020	Misconduct	1 Day Suspension
E-0026	2/17/2021	Time and attendance	Written Warning
E-0026	2/22/2021	Time and attendance	Oral Reprimand
E-0026	3/8/2021	Time and attendance	Written Reprimand
E-0026	3/11/2021	Time and attendance	3 Day Suspension
E-0026	3/15/2021	Time and attendance	1 Day Suspension
E-0026	4/6/2021	Time and attendance	3 Day Suspension
E-0026	4/13/2021	Time and attendance	5 Day Suspension
E-0026	5/10/2021	Insubordination	1 Day Suspension
E-0026	5/10/2021	Time and attendance	Dismissed
E-0026	6/1/2021	Time and attendance	5 Day Suspension
E-0026	7/2/2021	Insubordination	Written Reprimand
E-0026	7/5/2021	Time and attendance	Dismissed
E-0026	1/5/2022	Time and attendance	Dismissed
E-0026	3/24/2022	Time and attendance	5 Day Suspension
E-0026	5/28/2022	Performance	Written Reprimand
E-0028	6/5/2018	Violation-Principles of Behavi	Written Warning
E-0029	1/31/2018	Time and attendance	Written Warning
E-0029	3/11/2018	Time and attendance	Oral Reprimand

BUDGET & OVERTIME

FY	Annual Budget Fiscal Year (Millions)
2009	\$50.40
2010	\$50.30
2011	\$50.80
2012	\$51.40
2013	\$53.25
2014	\$53.25
2015	\$55.87
2016	\$55.49
2017	\$52.90
2018	\$55.30
2019	\$55.50
2020	\$55.60
2021	\$55.80
2022	\$57.83

OVERTIME PAID	
Year	Amount Paid
2015	\$1,731,835.50
2016	\$1,821,568.06
2017	\$3,587,402.99
2018	\$5,006,483.44
2019	\$5,368,280.03
2020	\$5,215,997.02
2021	\$4,031,154.00
2022	\$5,661,161.45
Total	\$32,423,882.49

ISSUES REVIEWED

- Leadership
- Deaths
 - Numbers
 - Individual cases
- Facility
- Staffing Shortage
- Recruiting & Retention
- Discipline & Accountability
- Training
- Medical Care
- Security
- Contraband
- Policies Procedures
- Sexual Harassment
- Budget & Overtime
- Morale & Employee Wellbeing
- FOP Contract

Narcan Use – April 2022 to January 2023

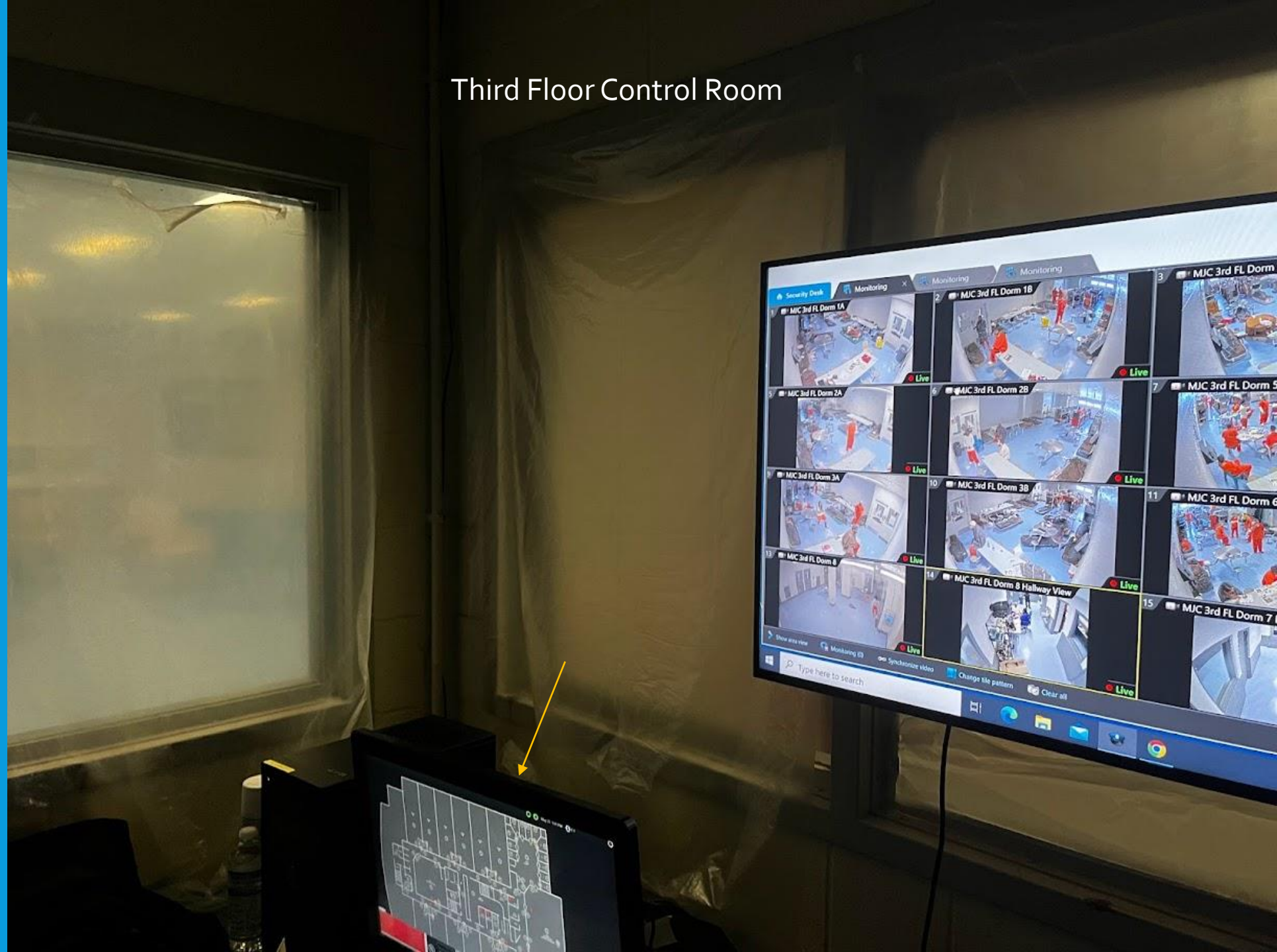
2022	Narcan Patients	Doses
April	4	9
May	6	9
June	5	13
July	9	18
August	5	10
September	10	23
October	7	17
November	2	5
December	6	13
2023		
January	15	27
Total	69	144

Medical Floor Control Room



QUESTIONS

Third Floor Control Room



Policy Review – Last Review

Date of Last Review	Number of Policies	Out for Review	Significant Topics
2014	40	6	Release dates; Vine; Security
2015	1	0	Armory
2016	8	0	HIP; Transgender
2017	91	12	Inmate counts; key control
2018	7	2	Inmate Healthcare; contraband
2019	17	1	Sexual abuse; inmate rights
2020	3	1	Body camera
2021	2	0	Releases; warrants
2022	19	0	Absenteeism; social media
2023	8	0	Discipline