



# Public Integrity Unit

**Case # 14-072**

**On Thursday September 11, 2014,  
Metro Council Members, Kelly  
Downard and Cindi Fowler provided  
the following information and disc.  
Also present during this meeting was  
Sergeant Marcus Laytham.**

# **Louisville Metro Council**

## **Animal Services Ad-Hoc Committee**

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8. Some of the e-mails delivered to Committee and discussed in 2<sup>nd</sup> Meeting (Sept 8, 2014)

*Provided by Cindy Fowler  
on 09/11/14 at meeting (1400 hrs)*

# **TIMELINE OF EVENTS**

**August 26, 2014 (Noon)**

- |                    |  |
|--------------------|--|
| February 2013      | Sadie (Pit Bull Mix) received by LMAS as stray animal with injury to right front leg that required amputation. Dog was apparently micro chipped which allowed LMAS to contact owner.   |
| February 3, 2013   | Dr. Patricia Kennedy / Dr. Cheever of Jefferson Animal Hospital examines Sadie. Female Pit Bull HBC was diagnosed with lameness in right front leg at point of shoulder. Mild bruising on leg. Possible old injury with hairline fracture. May require amputation if permanent deficits continue. Returned dog to LMAS same day. |
| March 2013         | Owner of Sadie claims Sadie and receives a violation notice for injuries to leg. Violation was given because owner didn't seek medical attention for animal within 48 hours of visit to veterinarian. No further action against owner is believed to have been taken.  |
| May 2013           | Justin Scally resigns as head of LMAS  |
| July/August 2013   | Sadie is again collected as stray by LMAS, owner renounces ownership of animal - euthanasia planned<br><br>Sadie sent to Jefferson Animal Hospital (4505 Outer Loop) and was either going to be put to sleep or have leg amputated.  |
| August 2013        | Heather Adkins, employee at LMAS takes Sadie for up to 6 months of foster care, as LMAS began PR to raise money for medical treatment of dog.  |
| October 2013       | Kim Ward, Adoption Coordinator, tells Heather Adkins via e-mail - Brosko was, "going to push the story and it will probably be pretty big."  |
| November 11, 2013  | Sadie self-mutilates leg, chewing through bandage and skin on paw especially at paw. Sadie is issued protective e-collar to prevent self-mutilation.   |
| Nov – Dec 2013     | Sadie chews through e-collar on multiple occasions to self-mutilate injured leg/paw. Heather Adkins makes multiple visits to her personal vet, Dr. Stephanie Pollett of East Bullet Veterinary Clinic.   |
| Late December 2013 | Margaret Brosko sends e-mail to Heather Adkins allowing her to start raising funds for Sadie's Surgery   |
| Oct- Feb 2014      | E-mail - Kim Ward appears to have also attempted to get Brosko to help Sadie and told Adkins via email that the situation was "becoming an issue of neglect on our part, as far as I'm concerned."   |

<p>Feb 28 March 2014</p>	<p>Multiple e-mails between Adkins and Brosko/LMAS are sent related to the Sadie Case.</p> <p>Adkins seeks assistance from Arrow Fund, who takes control of Sadie and transfers care to Blue Pearl Animal Hospital for Care.</p>
<p>Feb 28 March 2014</p>	<p>Sadie had again (twice in short period of time) chewed through her protective head cone and chewed on her own injured leg. Sadie ended up suffering from an obstructed bowel from ingesting bandages administered to animal due to self-mutilation to relieve leg pain. Sadie was later euthanized at least partially because of this event.</p>
<p>April-June 2014</p>	<p>4 Open records request(s) filed related to this case by Karen Dixon requesting information that was either denied or heavily redacted.</p> <p>Meeting between Adkins and LMAS Management and Union Steward regarding Adkins calling Arrow Fund Occurs. Date: _____</p>
<p>May 2014?</p>	<p>According to Heather Adkins: A month later, Robinson again called Adkins into his office to reprimand her over the open records requests LMAS was beginning to receive. He allegedly told her that if she wasn't his "star employee" he would fire her for bringing negative attention and bad press to LMAS. But he wouldn't get that opportunity. Heather Adkins left LMAS a few weeks later, still heartbroken over Sadie and disgusted by the treatment she received and the health care Sadie didn't receive.</p>
<p>July 2014 (early)</p>	<p>Margaret Brosko moved from position as Special Initiatives and Communications Manager at LMAS to Mayor's Communications Office "Please welcome Margaret Brosko to the Mayor's Communications Team. She will be the lead staff/body person for the Mayor during his many public appearances, helping juggle the Mayor's time and interactions with citizens. She will also have special communications assignments as time permits."</p>

# Summery of Persons Referenced in Various Documents Regarding LMAS

## **METRO / LMAS Employees**

**Sadiqa Reynolds** – Mayor's Cabinet Member, Chief of Community Building, Oversees LMAS

**Justin Scally** – Director of LMAS part of time (Start Date, July 2011, left Summer of 2013)

**Donald Robinson** – LMAS Assistant Director, Moved to Louisville from Tampa, FLA to work in LMAS in 2010. Robinson has 10 years of experience in managing operations in union and non-union environments. He worked for Allied Automotive Group in Tampa and formerly worked for the same company in Louisville, also believed to have a military background. Started July 2011

**Margaret Brosko** – LMAS Special Initiatives and Communications Manager, Second in command at LMAS during this period. Moved to the Mayor's Office in Communications as the Mayor's "body man" in July of 2014, previously worked at Parks before going to LMAS in July of 2011.

Key – **Kim Ward** – Foster Coordinator for LMAS, left LMAS approximately 2-3 months ago and moved to West Coast.

**Alisa Oerther** – Community Engagement Supervisor for [REDACTED]

Key – **Karen Dickson** – Started as a volunteer, moved to position of Volunteer Coordinator (June 2009 – July 2011). Position eliminated. Was supervised by Margaret Brosko [REDACTED]

Key – **Sherri Goodman** – Union Representative (Teamsters) at LMAS. Has represented multiple employees in efforts to stop disciplinary actions by Robinson and Brosko against LMAS employees. [REDACTED]

**Dee Allen** – Louisville Metro Human Resources Employee – oversees Open Records Communications.

**Nancy Barnes** – Former LMAS Employee left after FMLA in July 2013. Served as adoption coordinator and was primarily located Manslick location while also working at the Newberg Facilities. Resigned from LMAS and has since filed multiple ORR via online forms. Presently works at Shelby County Animal Shelter.

**Janet Dudick** – E-mailed on 2-4-13 regarding severe damage to leg and additional nerve damage. Suggested money was needed to be able to save dog (not leg).

**Tabatha Grey** – LMAS VET supervisor

**Rebecca Riggs** – LMAS Adoption Supervisor, was direct supervisor to Nancy Barnes, no longer works as LMAS Left LMAS in Fall 2013

y – **Heather Adkins** – [REDACTED]

**Amanda Vaughn** – leaving LMAS, [REDACTED]

### **Other persons associated with**

**Jack Conway, Kentucky Attorney General** – Has received numerous requested for assistance on receiving open records materials regarding LMAS. Karen Dickson has supposedly expressed intent to file complaint over redactions and lack of information provided in a complaint with OAG.

**SPOT Board:** 16 current members, Membership can be from 10-20 persons. Chair is selected by Mayor. Board is governed by open records and open meetings rules. Members include: Cathy Zion, Karen Little, Amber Halloran, Rudolph Davidson, Amy Wosotsky, Debbie Scoppechio, James Brammell, Julie Crutcher, Elizabeth "Betty" Brown, John Sheller, Beverly Johnson, Allison Jamison Woosley, Susan Sales, Jean Nelson, Phillip Koenig, Michael Schardein, Carol Schnell. Director of MLAS is an ex-officio member of the board/commission. Chair of Board is James Brammell (President of Louisville Water Co.) and the board treasurer is Amber Halloran (Louisville Water Company)

Funding for Sadie's surgery was to be run through the SPOT Board.

**Dr. Patricia Kennedy** – Jefferson Animal Hospital and Emergency Center Veterinary Doctor. Make original examination of Sadie on February 3, 2013.

**Dr. Stephanie Pollett** – Heather Adkin's personal veterinary doctor and person who was prepared to operate on Sadie. East Bullet Veterinary Clinic. Dr. Pollett examined and treated Sadie on multiple occasions over 6 months due to Sadie's self-mutilation of injured leg/paw. [REDACTED]

**Arrow Fund:** Non-Profit organization that assisted Heather Adkins in euthanization of Sadie.

**Rebecca Eaves** – Arrow Fund, became involved in Sadie case when they took control of Sadie to put her down. Has been involved with LMAS on many endeavors/actions. Unwilling to discuss matter .

### **Excerpt from KRS 67C – Merger Law**

**67C.103** (13) All legislative powers of a consolidated local government are vested in the consolidated local government council. The term "legislative power" is to be construed broadly and shall include the power to:

(f) Make independent audits and investigations concerning the affairs of the consolidated local government.

## Letter from HEATHER Adkins

My name is Heather Adkins, and I am a previous employee of Louisville Metro Animal Services. I left my position in May for many reasons, the biggest of which is a current issue Ms. Karen Dickson is attempting to bring to light. For fear of retaliation, I didn't want to step forward. I'm no longer fearful.

Around September 2013, I took home my first and only foster dog, a beautiful gray pit bull named Sadie. She was about two years old, the sweetest, happiest dog you've ever met, with a horribly destroyed front leg. It dangled uselessly, likely from a previous traumatic accident that was never seen by a vet.

Sadie was impounded in March of 2013, and when the owner came to claim her, not only did the owner contest a spay (obviously because s/he was a breeder from the west end), s/he received a violation notice on Sadie's injury (images attached). When a vet notice is issued to an owner, they have to take the dog to the vet within 48 hours, and if they don't, they get taken to court.

That's exactly what happened with Sadie. Her owner didn't bother taking her to the vet, so s/he was given a court date. Which s/he didn't show up for.

This is the first instance in which Metro Animal Services dropped the ball. Nothing happened. A bench warrant was not issued. The owner was not tracked down to give proof Sadie had been seen. And the case was eventually dismissed by a judge.

Several months later in July, Sadie ended up back at the shelter. After a month, the owner told the shelter in no uncertain terms s/he would not be returning to get Sadie.

Sadie was immediately placed on the euthanasia list.

Rather than see perfectly happy and sweet Sadie put down for only the crime of A—being a pit bull, and B—having a bum leg, I took her home as a foster. This was around the first of September.

The next day, I emailed the foster coordinator at that time, Kim Ward, and asked about my options. I told her my husband and I were willing to raise funds for Sadie's surgery. As with all MAS fosters, the animals ARE MAS property, and as such, foster parents have little control over what they can or can not do, so I knew I needed permission to go forward.

Kim was right on board with this idea, and she let me know she'd run it by her boss, Margaret Brosko, and get back with me.

In the meantime, I told Tabitha Gray, the vet staff supervisor about Sadie's situation. I told her Sadie would be a wonderful adoption candidate because she loved other dogs, loved cats, loved people, and was an all-around sunny dog. Tabitha informed me her vet staff wouldn't do anything for Sadie because they wouldn't see a financial return on her.

Within a couple days, Kim emailed me back to say hold off on collection any money, because Margaret wanted to use Sadie as a PR tool. They'd received a donation from a citizen that was specified to be used to save a pit bull, and Sadie would be perfect for this. I agreed, because I didn't care how Sadie got the surgery, as long as she did.



A month passed with no word. I wasn't concerned at this time because Sadie was happy and healthy, and the leg didn't seem to bother her at all. I emailed Kim to ask what the status of her surgery was, and Kim let me know they were waiting on the surgery pack.

Another month passed. I emailed often and received vague answers: We're waiting for the surgery equipment. Oh, the equipment is delayed. The equipment is here, but we haven't heard from the vet who does our amputations. Still no word. Sorry for the delay. These emails were to/from several different people including Kim Ward, Margaret Broso, and Alisa Oerther. There is even one email I remember vividly from Margaret in response to a fairly long request from me to get the surgery going: One word. Soon.

By this time, it was November, and Sadie began to chew on the paw. I guessed as it got colder outside, the leg began to ache, the way an athlete's old injury might. It wasn't serious at first; I'd just catch her nibbling at it, never hurting herself. But one morning I awoke to find she chewed through her paw, including several toenails, so I rushed her to my personal veterinarian, Doctor Stephanie Pollett in Bullitt County. Dr. Pollett cleaned her, bandaged her, and gave me the first of many cones for Sadie's neck.

At work that day, I emailed Margaret. This was around November 11th, I believe. I told her that Sadie had self-mutilated the night before, and I woke up to find her bloody paw. I said she was fine now, but the situation had hit crisis mode and we needed to get the surgery done NOW.

My husband and I were stunned by what happened next. I was informed that because they never heard from the amputation vet, that they'd had to use that pit bull donation on another dog. It had to be used "right away." So there was no money for Sadie. They couldn't do anything for us.

Sadie broke through two e-collars and got to her leg twice, each time consisting of me waking up to her bleeding and rushing her to my personal vet and spending out of pocket to get her cleaned and bandaged, plus purchasing another e-collar.

For most of the fall, I was very communicative with Dr. Pollett about how the shelter had promised Sadie help and hadn't done anything for her yet. Dr. Pollett offered very early on to do the surgery for low cost—it would include a hospital stay at her own practice, all equipment, all meds, everything. So I had emailed Margaret and told her the price Dr. Pollett stated, and that I was willing to raise this money myself and take care of everything if she would just give me permission to do so.

She said she would need to get permission from the SPOT board. (No evidence SPOT Board was ever asked or made aware of Sadie)

At a meeting just after Sadie's death in March, Margaret stated face-to-face she had told me Dr. Pollett was more money than they had raised. This was NEVER communicated to me. How would that have been an issue, when I specifically stated I would raise the money myself if they would give me permission?

On or around December 21st, three weeks after Sadie began self-mutilating and I notified Kim and Margaret, Margaret finally sent me an email giving me permission to raise the money ourselves and let Dr. Pollett do the surgery.

Conf. E-mail to  
Adkins to start raising  
\$ for Sadie Surgery

Over the course of January and February, Sadie did well as we raised money for her surgery. She stopped going after her paw, and was able to be out of the e-collar for long periods of time without paying it any mind.

At work, I personally received and cashed at least three payments on behalf of Sadie. One from my best friend, Ann Hunter, in the amount of \$50. One from a family friend, Judy Sampson, in the amount of \$10. And a third from a Facebook friend, Christine Posey. I've contacted all three to request proof of their payment. When they were entered in the shelter's Chameleon software system, they were referenced as "Sadie's surgery" and donated as a DONATION SPOT. This is only three I know of; there were definitely others.

Checks  
received  
for  
Sadie

We hit our surgery goal on a Friday. That next Monday, I woke up to find Sadie had completely chewed through her bandages and reached her paw again. We visited the vet and cleaned up, talked about setting up Sadie's surgery—I just needed to let Margaret know we were ready to do so, if SPOT was ready to write the check. Then I took her back home.

As a side note here, I recently found out that a SPOT board member stated no information was ever brought to them regarding Sadie. They had never heard of her, nor had they given permission to do the donations through them to pay for the surgery. She stated they likely would not have been a part of this situation in the first place. So whether Margaret lied to me, or this SPOT member was misinformed, I'm not sure.

Within two days, Sadie went downhill. She began to cough and be lethargic. On Wednesday, she vomited several times. On Thursday, I took her to see Dr. Pollett, who did X-rays and found Sadie had actually consumed some of the bandages this time. She then suggested I contact the Arrow Fund and ask for help.

Ingestion of  
Gause

Which I did. I sent Sadie's story to the Arrow Fund via email that same night, and then spoke by phone with Rebecca Eaves. She wanted to help, and by early the next morning, Sadie was transferred into the care of the Arrow Fund. Her condition at this point was too severe—she'd developed pneumonia from the constant vomiting, on top of the bowel obstruction, on top of the leg that needed medical attention. They opted to euthanize her.

Sadie  
euthanized

A meeting was set between Donald, Margaret, me, and our union steward, Sherry Goodman, in which they had me tell the story of what happened in the days leading up to Sadie being transferred to Arrow Fund. After, I was written up.

I told them if Sadie had received the help she was promised in the beginning, then I would have felt comfortable coming to them for help when Sadie ingested the bandages. But they'd proven, over the course of six months, that help would not be coming from MAS. They neglected Sadie, and in return neglected me as the foster parent. That's when I turned to Arrow Fund.

A month later, Donald Robinson, assistant director, pulled me into his office where he informed me if I wasn't his "star employee," he would fire me for bringing this bad press on them. He showed me the

Christine / Heather

open records request from Karen Dickson, who I only knew by name at that point, and told me "Now we have to deal with this."

I am willing to swear under oath that there are a dozen or more emails in existence that took place between myself, Kim Ward, Margaret Brosko, and Alisa Oerther. I am seeking to provide proof of three separate donations for Sadie that were not claimed in the open records request, and I am also attempting to find all the documentation I had on hand regarding these emails about Sadie, showing the numerous times I reached out to the staff and received no help in return. You can find my story to be corroborated by several LMAS employees who were by my side during the entire ordeal, though I'm sure they fear retaliation and/or termination, so at this point it's doubtful they would step forward.

This is not all that I have to say on the subject of Animal Services. It is a corrupt place, led by people who care not for the animals, but for good press. They will lie, cheat, and steal to remain in the Mayor's good graces, and they will grab every success story to the forefront, while dutifully covering up the bad, much as they are trying to do now with Sadie.

Heather Adkins

After all that, Fisher and crew promoted Brosko to work in his office and have taken great pains to



**FOR IMMEDIATE RELEASE**

**DATE:** AUGUST 19, 2014

**MEDIA CONTACTS:** STEPHEN HAAG, JR.  
TONY HYATT

574-1204 / 645-1752

574-4137 / 526-3622

**President King Establishes Animal Services Ad-Hoc Committee**

**Louisville, KY-** Metro Council President Jim King (D-10) has announced the establishment of a new Animal Services ad-hoc committee. The committee will be tasked with reviewing reports on thevillevoice.com regarding Louisville Metro Animal Services (LMAS) and their handling of an animal under their control. The committee has been asked to review the actions of the department, hear from department leadership and review policies regarding the operations at LMAS. The committee will be comprised of five members and will be co-chaired by Councilman Kelly Downard (R-16) and Councilwoman Cindi Fowler (D-14).

*"When the reports of problems came to my attention, I asked Councilwoman Fowler and Councilman Downard to quietly assess the situation and report back to me with their findings. On Monday, I met with them and they have expressed their concern that there are certain matters that we as a council should address." - Council President Jim King*

*"This committee will focus on getting a complete examination of Louisville Metro Animal Services. We take our legislative responsibility of oversight seriously and we intend to gather information to ensure that the best interests of our animal population are being served" - Councilman Kelly Downard*

*"We must take up this issue to find the facts of the situation and rectify any problems that surface from our inquiries. We appreciate the cooperation of LMAS and the administration as we conduct this fact finding mission". - Councilwoman Cindi Fowler*

The Metro Council Animal Services Ad-Hoc Committee will hold its first meeting on Wednesday, August 27 at 4:00 p.m. in the Chambers of the Louisville Metro Council. Full membership for the committee will be announced in the coming days. The Animal Services Ad-Hoc Committee will not process legislation or take votes on matters and any council member who wishes to attend may do so. The President has indicated the Ad Hoc Committee will have eight weeks to review and complete any recommendations for action to the Metro Council

###

August 20, 2014

Contact: Chris Poynter, 574-4546 / 396-2015

## **Mayor Requests Review of Alleged Animal Services Incident**

**LOUISVILLE (August 20, 2014)** – The Metro Council’s decision to appoint an ad hoc committee to examine allegations involving a dog at Louisville Metro Animal Services — without first receiving the information that the Animals Services team had offered for weeks to provide them — led Mayor Greg Fischer today to ask the city’s Public Integrity Unit to review the incident.

Fischer said the review involving the canine Sadie would ensure that all details are aired in a fair, unbiased way.

“We have made unprecedented progress at Animal Services and have turned around the agency, but anytime questions arise about city services, our citizens deserve the details,” Fischer said. “My approach is to always seek the facts and let the data inform the process.”

Fischer noted that in 2010, just before he became Mayor, Animal Services was a department in crisis, with a vacuum in leadership and a live animal release rate of 38 percent. In less than four years, the agency has been transformed with a live release rate of 74 percent while creating strategic partnerships with local and national animal agencies, including the American Society for the Prevention of Cruelty to Animals (ASPCA) and Best Friends Animal Society. Both partnerships resulted after an intense review of Metro Animal Services’ staff, policies and strategic objectives by animal care professionals from around the nation.

Fischer said his team examined allegations surrounding Sadie when they first surfaced earlier this summer and determined that employees did nothing improper. In fact, although Sadie was surrendered by her owner and could have been euthanized upon intake, staff worked to find a foster home in an attempt to save her life. The team constantly works to reduce the number of animals euthanized, even paying for trips to transfer animals to other cities, where they are adopted.

“I believe that a review by the Public Integrity Unit should answer all the questions that have been raised by my team, the public and the Metro Council,” Fischer said. “The data shows that, under the leadership of Assistant Director Donald Robinson, impressive performance gains have continued even though the employees of Animal Services have some of the most emotionally challenging jobs in Metro Government, taking care of animals that people abuse and neglect or abandon.”



## Louisville Metro Council

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Chief Sadiqa Reynolds  
Chief of Community Building  
Louisville Metro Hall  
527 W Jefferson Street  
Louisville, Kentucky 40202

August 22, 2014

Chief Reynolds,

The members of the Louisville Metro Council's Animal Services Ad-Hoc Committee request your participation at our first meeting on Wednesday, August 27, 2014 at 4:00 p.m. The meeting will take place in the Chambers of the Louisville Metro Council. Our hope is that you will be able to discuss the state of Louisville Metro Animal Services (LMAS), its organizational structure over the past few years, your improvements in the departments "live/release" program as well as information related to a euthanized animal by the name of "Sadie" who has received media attention over the past month.

We were pleased to hear that the Mayor, "had his team examine allegations surrounding Sadie when they first surfaced earlier this summer and determined that employees did nothing improper." That said, we would like any and all documentation and reports associated with that review and a member(s) of that review team to be available at this first meeting to discuss what they found with the committee.

In addition to your participation in our first meeting, we also request that you provide the committee with the following:

- 1.) Copies of all Policies and Procedures along with Standard Operating or Business Procedures for LMAS and all associated boards.
- 2.) Organizational chart(s) that will assist the Metro Council in understanding the various roles for LMAS Employees. We also request that this chart include names and titles of persons filling each role in 2013 and 2014.

3.) Live/Release Statistics for LMAS since January 2012 along with any other important information that shows improvement within the department.

A copy of the information should be sent to the Co-Chairs (Councilman Kelly Downard and Councilwoman Cindi Fowler) through Councilwoman Fowler's Office no later than 5:00 p.m. on Monday, August 25, 2014 to ensure the committee has time to review. Her office will be responsible for making copies of the information received and dispensing it to all ad-hoc committee members. We thank you for your consideration and hope to see you Wednesday.

Sincerely,



Kelly Downard  
Louisville Metro Council  
District 16  
Animal Services Committee Co-Chair



Cindi Fowler  
Louisville Metro Council  
District 14  
Animal Services Committee Co-Chair



## Louisville Metro Council

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Mr. Steve Rowland  
Louisville Metro OMB  
Louisville Metro Hall  
527 W Jefferson Street  
Louisville, Kentucky 40202

August 22, 2014

Director Rowland,

The members of the Louisville Metro Council's Animal Services Ad-Hoc Committee request your participation at our first meeting on Wednesday, August 27, 2014 at 4:00 p.m. The meeting will take place in the Chambers of the Louisville Metro Council. Our hope is that you will be able to discuss the procedures OMB/LMAS uses when collecting/receiving and accounting of funds for specific programs/projects/animals.

In addition to your participation in our first meeting, we also request the following information:

- 1.) Financial Reports related to Metro Animal Services, including any financial reports for Animal House and any other associated programs or organizations from January 2013 to July 2014.
- 2.) LEAP Reports for LMAS from January 2013 to July 2014.
- 3.) Copies of receipts/cancelled checks/acknowledgments for donations to LMAS or Animal House for the animal "Sadie". Please include the procedure utilized for specific donations and follow through to ensure the funds were expended as requested.

A copy of the information should be sent to the Co-Chairs (Councilman Kelly Downard and Councilwoman Cindi Fowler) through Councilwoman Fowler's Office no later than 5:00 p.m. on Monday, August 25, 2014 to ensure the committee has time to review. Her office will be responsible for making copies of the information received and dispensing it to all ad-hoc committee members. We thank you for your consideration and hope to see you Wednesday.

Sincerely,

Kelly Downard  
Louisville Metro Council  
District 16  
Animal Services Committee Co-Chair

Cindi Fowler  
Louisville Metro Council  
District 14  
Animal Services Committee Co-Chair





## Louisville Metro Council

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Mr. Donald Robinson  
Assistant Director  
Louisville Animal Services  
3705 Manslick Road  
Louisville, KY 40215

August 22, 2014

Mr. Robinson,

It is our understanding you wish to speak at the first meeting of the members of the Louisville Metro Council's Animal Services Ad-Hoc Committee on Wednesday, August 27, 2014 at 4:00 p.m. regarding your account of the events reported by the media at LMAS. We had planned to devote most of our first meeting to speaking with Sadiqa Reynolds, Chief of Community Building and Steve Rowland, CFO along with the designated person (s) who were involved in the internal investigation noted in the Mayor's August 20, press release. Our goal is to provide specific information in a sequential order to allow the public and the committee to have a better understanding of the department overall, including its policy and procedures, etc. prior to hearing anyone's account of specific events.

However, as Co-Chairs of the committee, we are willing to allow you to come speak at the meeting following Chief Reynolds, Mr. Rowland and any member(s) of the internal investigation team. Understanding that given the many facets of this topic, it will take some time to get through all of the information including questions, we expect to continue that discussion, specific to your account, at our next meeting on September 8, 2014 at 4:00p.m. to ensure the committee is fully informed.

In addition to your participation in our first meeting, we also request that you provide the committee with the following:

- 1.) Any and all documentation associated with your account of the allegations involving a dog named "Sadie", including emails, notes and formal documents that may provide additional information.
- 2.) A copy of your job description including your duties and responsibilities.

A copy of the information should be sent to the Co-Chairs (Councilman Kelly Downard and Councilwoman Cindi Fowler) through Councilwoman Fowler's Office no later than 5:00 p.m. on Monday, August 25, 2014 to ensure the committee has time to review. Her office will be responsible for making copies of the information received and dispensing it to all ad-hoc committee members. We thank you for your consideration and hope to see you Wednesday.

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Kelly Downard  
Louisville Metro Council  
District 16  
Animal Services Committee Co-Chair



Cindi Fowler  
Louisville Metro Council  
District 14  
Animal Services Committee Co-Chair



## Louisville Metro Council

601 West Jefferson Street • (502) 574-1100 • Louisville, Kentucky 40202 • [www.louisvilleky.gov](http://www.louisvilleky.gov)

**Ms. Margaret Brosko**  
Senior Manager of Special Initiatives  
and Communications  
Louisville Metro Hall  
527 W Jefferson Street  
Louisville, Kentucky 40202

**August 22, 2014**

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Sincerely,



Kelly Downard  
Louisville Metro Council  
District 16  
Animal Services Committee Co-Chair



Cindi Fowler  
Louisville Metro Council  
District 14  
Animal Services Committee Co-Chair

# Mayor Fischer Names Justin Scally as Director of Metro Animal Services

*Two members of new management team also named*

**LOUISVILLE (July 27, 2011)** — Mayor Greg Fischer has tapped a leader at The Humane Society of the United States to be the new director of Metro Animal Services and lead the agency in a transformation in which no adoptable animal is killed.

Justin Scally, of Maryland, currently is interim leader of disaster services for the Humane Society. He responds to national disasters, such as the recent tornado in Joplin, Missouri and the wildfires in Arizona, to help rescue pets and animals in danger.

“Justin is the exact leader we need to transform Metro Animal Services to make it the best animal agency in America,” Fischer said. “He’s bright, he’s experienced and he’s compassionate – and passionate – about animals.”

Scally also has supervised and managed the agency’s national effort to combat illegal animal operations and has conducted investigations in conjunction with local law enforcement agencies and deployed rescue teams to save dogs being bred in puppy mills. He is the former director of the Wayne County Department of Animal Control in Goldsboro, North Carolina, where he helped construct a new \$2 million animal adoption education center.

Scally said it’s his goal to turn Metro Animal Services into a best-in-country model and today he named two members to his senior leadership team:

- **Donald Robinson as assistant director of operations. Robinson has 10 years of experience in managing complex operations in union and non-union environments. He currently works for Allied Automotive Group in Tampa and formerly worked for the same company in Louisville.**
- **Margaret Brosko as senior manager of special initiatives and communications. Brosko is currently communications manager at Metro Parks. She is a former TV news reporter and worked in customer service at Grand Canyon National Park.**

Scally, a former newspaper photographer and a volunteer firefighter, will begin his new job Aug. 8<sup>th</sup> and will be paid \$90,000.

He began his animal career as a veterinary technician and assistant at a clinic in Glen Burnie, Maryland. He then was named an animal control officer in Millersville, Maryland before being named Director of Animal Control in Wayne County, North Carolina.

“I made the decision to hire Justin after a national search and after many hours of thoughtful consideration,” Fischer said. “After spending time with him, I am convinced that he is the right person to lead us in a new direction at Metro Animal Services. He will bring a new level of energy to our city, and he will create a culture of innovation and compassion at Metro Animal Services.”

Metro Animal Services has a budget of \$3.2 million and 56 full and part-time positions.

## E-Mail from Mayor's Office regarding moving Brosko to Communications Office: (early July?)

Dear colleagues:

Please welcome Margaret Brosko to the Mayor's Communications Team. She will be the lead staff/body person for the Mayor during his many public appearances, helping juggle the Mayor's time and interactions with citizens. She will also have special communications assignments as time permits.

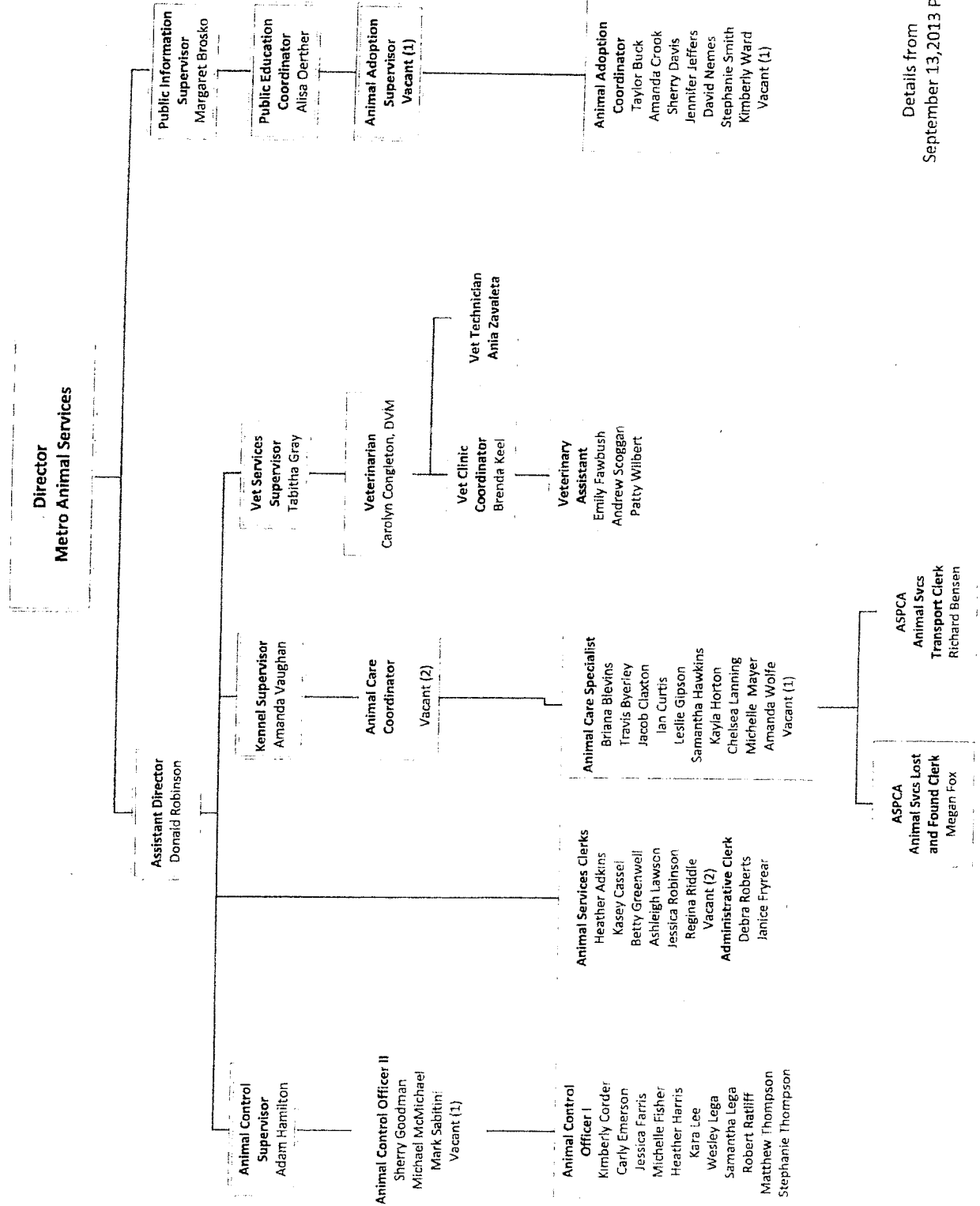
Margaret started her city government career in Metro Parks and **most recently helped transform Metro Animal Services into the much-improved agency it is today.** She is a former television reporter and worked for the National Parks Service.

Please welcome Margaret to our team.

Chris

Chris Poynter  
Communications Director  
Office of Mayor Greg Fischer

# Louisville Metro Animal Services



Details from  
September 13, 2013 PCR



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## Job Description

**Job Code** 013000

**Effective Date** 07/01/2013

**Description** Assistant Director

**Original Date**

**Revision Date** 11/16/2011

**Essential Functions** Assists a Director in the operation of an agency and plans and develops new procedures, formulates policy and prepares budgetary data  
Assumes responsibility for the agency in the absence of the Director and possesses signatory powers in such absence  
Exercises supervision over subordinate personnel

**Examples Of** UNDER GENERAL DIRECTION

**Work** Assists the Director in coordinating programs, projects, and activities to achieve short and long range goals and objectives of the strategic plan  
Plans expenditures for budget preparation and Director's consideration  
Assists in determining departmental policies and planning long term programs  
Compiles reports and statistics and ensures compliance with local, state, and federal laws and guidelines  
Prepares memoranda and non-routine correspondence  
Plans, guides and directs the research, analysis and preparation of specialized or technical reports in assigned areas of responsibility  
Conveys assignments to various organizational units  
Responds to complaints and inquiries from the public, and resolves problems and concerns  
Represents the agency to the public  
Performs related work

**Physical Requirement and Working Conditions** Meets regular and punctual attendance standards and any special needs of the position as determined by management, including mandatory overtime and performing related work  
Travels to various locations

**Minimum Requirements** Bachelor's degree

Business Administration  
Field directly related to agency assignment  
Personnel Administration  
Public Administrator

Four years of working experience in assignment related field, two of which must have been in an administrative or supervisory capacity

**Other Minimum Requirements**

**LIBRARY**

Master's degree in Library Science  
Four years of work experience in public library, two of which must have been in administrative or supervisory capacity

**METRO PARKS (RECREATION)**

Four years of work experience developing recreational programs, two years of which must have been in an administrative or supervisory



**Other Minimum Requirements** Must provide one's own source of transportation  
Must be on 24 hour call  
POLICE  
Must submit to a pre-employment polygraph test  
Must submit to a pre-employment drug screening  
Must not have been convicted of a felony  
Misdemeanor convictions will be considered on an individual basis  
EMA/METROSAFE  
Must submit to a pre-employment polygraph test  
Must submit to a pre-employment drug screening  
Must not have been convicted of a felony  
Misdemeanor convictions will be considered on an individual basis

**Equivalency** An equivalent combination of education and experience may be substituted

**Special Requirements**

**Skills and Abilities**

**Competency**

**Salary Plan/Grade** NU / 11

**Wage and Hour** Exempt

**EEO4** 2 / Professionals

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## JOB DESCRIPTION

**Job Code** 035060

**Effective Date** 06/15/2007

**Description** Public Information Supvr

**Original Date**

**Revision Date** 03/27/2013

**Essential Functions** Supervises public relations activities and events for a department  
Presents and disseminates information to the media and public  
Exercises supervision over subordinate personnel

**Examples Of Work** UNDER ADMINISTRATIVE SUPERVISION

Assists in budget preparation and monitors and controls expenditures  
Supervises public relations activities and events including press releases, website updates, and design and production of literature  
Prepares and edits speeches, press releases, newsletters, reports, and correspondence  
Designs and develops exhibits, visual aids, brochures and promotional materials  
Develops and recommends new public relations and communication programs and activities  
Consults with printers, photographers and artists to discuss ideas and specifications for printing, photographs, artwork and graphics needs  
Attends community group meetings and events to provide information and answer questions concerning programs, operations and services  
Oversees the research, compilation and analysis of information; conducts special projects, and prepares and submits reports  
Maintains records and files on press and public relations activities  
Performs related work

**Physical Requirement and Working Conditions** Meets regular and punctual attendance standards and any special needs of the position as determined by management, including mandatory overtime and performing related work

**Minimum Requirements** Bachelor's degree

Communications  
Education  
English  
Journalism  
Marketing  
Public Relations  
Related field

Three years of community or public relations, public speaking, press relations, speech or news writing, or marketing experience

EMA/METROSAFE

Three years of community or public relations, public speaking, press relations, speech or news writing, marketing, or emergency dispatch experience

position

YOUTH DETENTION

Must pass a post offer pre-employment physical examination

HUMAN RESOURCES

Five years of Human Resources management experience including but not limited to labor relations, employee relations, PeopleSoft HRIS, administration, compensation, benefits, recruitment, diversity, compliance, and safety/OSHA

and experience representing organization in grievance hearings, investigation hearings, Civil Service Board, Ethics Board, Council meetings

**Equivalency** An equivalent combination of training and experience may be substituted, but must include two years of administrative or supervisory experience

**Special  
Requirements**

**Skills and  
Abilities**

**Competency**

**Salary**  
**Plan/Grade** EXE / 20

**Wage and Hour** Exempt

**EE04** 1 / Officials and Administrators

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**258.119 Animal control and care fund -- Distribution of moneys -- Eligibility requirements.**

- (1) The "Animal Control and Care Fund" is hereby created as a special fund in the State Treasury. The fund may also receive gifts, grants from public and private sources, state appropriations, and federal funds. Any unallotted or unencumbered balances in this fund shall be invested as provided for in KRS 42.500(9). Income earned from the investments shall be credited to the fund. Any fund balance at the close of the fiscal year shall not lapse but shall be carried forward to the next fiscal year, and moneys in this fund shall be continuously appropriated only for the purposes specified in this section.
- (2) Moneys from the fund shall be used by the Animal Control Advisory Board for board expenses, for the creation and support of statewide programs related to animal control and care, and for training animal control officers. "Statewide programs" includes, but is not limited to, the reimbursement of costs for preexposure rabies vaccinations for all animal control and care workers. When determining the distribution of the moneys relating to training, the need of the applicant shall be one (1) of the criteria considered by the board. Based on recommendations of the Animal Control Advisory Board, any moneys not expended under this subsection may be distributed annually as grants to counties with an established animal control and care program meeting the requirements of subsection (3) of this section or approved plan to establish an animal control and care program under subsection (4) of this section.
- (3) As used in this section, "animal control and care program" means a program in which the county:
  - (a) Employs, appoints, or contracts with an animal control officer, or contracts with an entity that employs, appoints, or contracts with an animal control officer, as required by KRS 258.195, who is a high school graduate and has completed the training requirements set forth by the Animal Control Advisory Board; and
  - (b) Maintains an animal shelter, enters into an intergovernmental agreement for the establishment of a regional animal shelter, or contracts with an entity authorized to maintain sheltering and animal control services, to provide services that:
    1. Segregate male and female animals by species in runs and holding areas;
    2. Provide separate runs or holding areas for ill or injured animals. An ill or injured animal shall be treated with proper veterinary care or euthanized;
    3. Provide quarantine for dogs and cats presented to the shelter when quarantine by the owner is not feasible or desirable, the cost of quarantine to be borne by the animal owner at the shelter's regular housing costs and fees. Quarantined dogs and cats shall be held in isolation for observation of symptoms of rabies for a period of ten (10) days from the date the dog or cat bit a person. If the dog or cat dies or is euthanized while in quarantine, it shall be submitted to the local health department for testing for the presence of the rabies virus. The cost of the testing shall be borne by the animal owner or

the local health department may bear the cost at its discretion;

4. Provide holding areas with protection from the weather, including heated quarters during cold weather. Holding areas shall be free of debris or standing water; shall provide adequate lighting, ventilation, and sanitary conditions to promote a safe, healthy environment; and shall provide adequate space to allow for normal movement, including standing to full height, sitting, turning, and lying down in a natural position without coming in contact with the top or sides of the enclosure or another animal;
  5. Provide runs and cages built of materials which can be readily cleaned and disinfected, including floors made of an impervious material;
  6. Provide access to the public for no less than twenty-four (24) hours in one (1) week, with the hours that the facility is open to the public posted in a visible location;
  7. Employ euthanasia methods specified as acceptable for that species by the most recent report of the American Veterinary Medical Association Panel on Euthanasia;
  8. Provide potable, uncontaminated water to every animal at all times, and palatable, uncontaminated food daily; and
  9. Maintain a record on each animal impounded. Records shall be maintained for a period of two (2) years and shall include:
    - a. Date impounded;
    - b. Location found or picked up;
    - c. Sex of animal and spay or neuter status, if known;
    - d. Breed or description, and color; and
    - e. Date reclaimed, adopted, or euthanized.
- (4) Counties submitting plans proposing to establish an animal control and care program for approval by the Animal Control Advisory Board shall comply with the requirements of:
- (a) Paragraph (a) of subsection (3) of this section within twelve (12) months of the date the documentation is submitted; and
  - (b) Paragraph (b) of subsection (3) of this section within twenty-four (24) months of the date the documentation is submitted.
- (5) To be eligible for any moneys distributed as grants to counties under subsection (2) of this section, counties shall submit an application to the commissioner, on a form prescribed by the Department of Agriculture, by July 15 of each year. Moneys shall be used for construction, equipment, educational supplies, and other uses or programs approved by the advisory board, but shall not be used to increase wages of animal control officers or other personnel. Counties receiving money from the Department of Agriculture shall comply with the terms of the plan or program. If the terms of the plan or program are not complied with, the county shall refund the money to the Department of Agriculture.

**Effective:** July 13, 2004

**History:** Amended 2004 Ky. Acts ch. 189, sec. 13, effective July 13, 2004. --  
Amended 2000 Ky. Acts ch. 179, sec. 2, effective July 14, 2000. -- Created 1998  
Ky. Acts ch. 608, sec. 2, effective July 15, 1998.

**525.130 Cruelty to animals in the second degree -- Exemptions.**

- (1) A person is guilty of cruelty to animals in the second degree when except as authorized by law he intentionally or wantonly:

(a) Subjects any animal to or causes cruel or injurious mistreatment through abandonment, participates other than as provided in KRS 525.125 in causing it to fight for pleasure or profit (including, but not limited to being a spectator or vendor at an event where a four (4) legged animal is caused to fight for pleasure or profit), mutilation, beating, torturing any animal other than a dog or cat, tormenting, failing to provide adequate food, drink, space, or health care, or by any other means;

(b) Subjects any animal in his custody to cruel neglect; or

(c) Kills any animal other than a domestic animal killed by poisoning. This paragraph shall not apply to intentional poisoning of a dog or cat. Intentional poisoning of a dog or cat shall constitute a violation of this section.

- (2) Nothing in this section shall apply to the killing of animals:

(a) Pursuant to a license to hunt, fish, or trap;

(b) Incident to the processing as food or for other commercial purposes;

(c) For humane purposes;

(d) For veterinary, agricultural, spaying or neutering, or cosmetic purposes;

(e) For purposes relating to sporting activities, including but not limited to horse racing at organized races and training for organized races, organized horse shows, or other animal shows;

(f) For bona fide animal research activities of institutions of higher education; or a business entity registered with the United States Department of Agriculture under the Animal Welfare Act or subject to other federal laws governing animal research;

(g) In defense of self or another person against an aggressive or diseased animal;

(h) In defense of a domestic animal against an aggressive or diseased animal;

(i) For animal or pest control; or

(j) For any other purpose authorized by law.

- (3) Activities of animals engaged in hunting, field trials, dog training other than training a dog to fight for pleasure or profit, and other activities authorized either by a hunting license or by the Department of Fish and Wildlife shall not constitute a violation of this section.

- (4) Cruelty to animals in the second degree is a Class A misdemeanor.

**Effective:** June 24, 2003

**History:** Amended 2003 Ky. Acts ch. 181, sec. 2, effective June 24, 2003. -- Amended 1992 Ky. Acts ch. 463, sec. 66, effective July 14, 1992. -- Amended 1984 Ky. Acts ch. 67, sec. 1, effective July 13, 1984. -- Created 1974 Ky. Acts ch. 406, sec. 223, effective January 1, 1975.

**Legislative Research Commission Note** (3/30/90) The definition of "animal" contained in KRS 446.010(2) does not reflect the amendatory language

contained in Senate Bill 263 of the 1980 Regular Session of the Kentucky General Assembly because the 1980 Senate Journal indicates that Senate Bill 263 was vetoed by Governor John Y. Brown, Jr., on April 9, 1980, and recommitted by action of the Senate to its Committee on Appropriations and Revenue on April 14, 1980. Senate Bill 263 proposed to change KRS 446.010(2) to read as follows: " 'Animal' includes every warmblooded living creature except birds and human beings;". By a letter dated March 16, 1990, the Attorney General has informally opined that Governor Brown's veto of Senate Bill 263 was not timely; that letter has exhibits showing that the bill was received by the Governor on March 28, 1980, and that his veto was received by the Senate Clerk on April 10, 1980.



**From:** Ward, Kim N.  
**Sent:** Sunday, December 29, 2013 1:15 PM  
**To:** Brosko, Margaret A; Oerther, Alisa  
**Subject:** Sadie A485350

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

*Delays in Action  
for Sadie*

Have we been able to get the equipment for the surgery for her? Heather has told me that Sadie is chewing off her toenails and constantly mutilating it. Are we still able to get the surgery done as we had told we would?

Thanks!



**Kim Ward**  
**Foster Coordinator**

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**From:** Adkins, Heather  
**Sent:** Tuesday, December 17, 2013 10:12 AM  
**To:** Brosko, Margaret A  
**Subject:** RE: follow-up

*Donations for  
Amputation*

Before Kim told me about the Pit Bull donation, my original goal was to do an email/facebook campaign to my family and friends asking for donations to MAS towards Sadie's surgery. Am I allowed to do that? My vet is so willing to do the surgery that she would do it the day we asked her to. She's a big bully dog advocate and used to work with rescues and shelters before she opened her practice. I would happily raise the money for Sadie. She's an amazing dog, and she's SO miserable living in an E-Collar.

**From:** Brosko, Margaret A  
**Sent:** Tuesday, December 17, 2013 9:00 AM  
**To:** Adkins, Heather  
**Subject:** follow-up

Hi Heather,  
Dr. Mika has not returned any of our calls about the leg amputation.  
The donation money is immediately processed so now our option is to wait for another donation and see if someone is willing to fund the surgery.  
I can also ask our SPOT board to help.  
I will continue to think of other options and keep you updated. Sorry.  
How is she doing?

Margaret Brosko  
Senior Manager Special Initiatives & Communications  
Louisville Metro Animal Services



om:  
sent:  
To:  
Subject:

Adkins, Heather  
Sunday, December 15, 2013 7:31 AM  
Ward, Kim N.  
RE: Kitten Surgery 12/18

*Where are these  
e-mails referenced  
in this e-mail*

I've emailed Margaret twice before about her chewing on that paw, trying to get her to understand it's kind of an emergency that we get it done. We don't need equipment if my vet does the surgery!!! She'd cover everything under that single cost. Not mad at you, just irritated with the higher-ups.

I did talk to Sherry. Unfortunately adoptions isn't union, so they don't have to give it to me. They can hire anybody off the street over me. It is what it is. The only thing I think Donald doesn't realize is in doing this to me, he pretty much lost the only ally he had here.

Disney + Christmas = INSANELY MAGICAL. It was my first time seeing it during Christmas :)

**From:** Ward, Kim N.  
**Sent:** Saturday, December 14, 2013 5:21 PM  
**To:** Adkins, Heather  
**Subject:** RE: Kitten Surgery 12/18

I was pretty shocked when I heard that, I don't know how I would have responded. I'm honestly surprised they can even prevent you from coming over here. I would feel inclined to have some words with a union representative. That paycut is huge, I honestly don't know what to say other than that totally sucks but hopefully they will give you the position next time one opens...

Epcot is my favorite too! So underrated, but I love the different countries and during Christmas, AHHH it's so awesome! I love the lights.

I asked about the surgery date and Alisa said she is trying to get an answer from Margaret... it's becoming a pain, I know. Apparently the equipment never showed up or never got ordered or something else weird like that. All that to say, I'm definitely going to start pushing it actively, I had no idea it was so bad and that she was self-mutilating... That's becoming an issue of neglect on our part, as far as I'm concerned...



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*Issue of  
Neglect*

**From:** Adkins, Heather  
**Sent:** Saturday, December 14, 2013 10:21 AM  
**To:** Ward, Kim N.  
**Subject:** RE: Kitten Surgery 12/18

Disappointed wasn't quite the word. Livid, maybe. Ready to walk out and leave, yes. I took this job as an in for adoptions. Apparently I shouldn't have worked so hard to be good at this job. I needed the raise in a horrible way. I bought my house in February on my previous salary, and then took this job with a 1.50 paycut, so for the past eight months, I'm BARELY making my mortgage every month. Not to mention I want animal hours because my ultimate goal is to be a zookeeper. There were so many reasons I needed adoptions, and Donald just cut me off at the knees. And he's seriously saying he wants me to stay here and make this my career.

Uh. No.

Anyway, Disney was amazing. It was only my husband's second trip ever, so all the rides he got to ride that he'd never before was so cool. We spent a lot of time at Epcot because it's our favorite. We sooo didn't want to come back. I've had a hard time getting back into the groove of things.

I've got Sadie pics and videos. I'll try to run them by one day this week. WE NEED A SURGERY DATE!!! My vet offered to do the surgery for \$545, including boarding her after, pain meds, surgery at her own facility with her own equipment, everything, and neither Margaret nor Tabitha has responded about that. We're fighting a losing battle with her chewing on her paw. She's broken through two e-collars, and we have to keep her paw bandaged because she rips through the bandages and chews on the paw. She's literally chewed off three fingernails and the edge of her foot. That leg has got to go.

**From:** Ward, Kim N.  
**Sent:** Friday, December 13, 2013 4:31 PM  
**To:** Adkins, Heather  
**Subject:** RE: Kitten Surgery 12/18

Oh sad...I've had my share of sickly kittens that just fail to thrive, no matter what. I hate HATE seeing that though because you can see every ounce of them trying to get better and it's just so awful.  
Sad kitten passing aside...I hope you had fun on vacation though! I love Disneyworld, used to work there. Magicaaalllllll! I also heard about the job... I'm sorry you didn't get it over here, I'm sure they appreciate you taking one for the team but man, I would be a little disappointed. You'd do great over here though so I'm sure you'll get over here soon enough. If anything, you can have my spot when I leave next year haha!  
Also—SADIE PICTURES AND VIDEOS! Thanks bye ☺



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**From:** Adkins, Heather  
**Sent:** Wednesday, December 11, 2013 10:15 AM  
**To:** Ward, Kim N.  
**Subject:** RE: Kitten Surgery 12/18

Yep, works just fine for me. I only have four now. When my sister left my house Monday night, the sickly white and gray one was doing awesome. He'd gained weight, was playing, etc. When we got home in the wee hours of Tuesday

---

**From:** Adkins, Heather  
**Sent:** Wednesday, November 13, 2013 4:37 PM  
**To:** Brosko, Margaret A; Gray, Tabitha L  
**Subject:** vet info

Vet Quote

I wanted to send you my vet's name and number, because I'm pretty sure when she quoted \$575, that covers everything including equipment, pain meds, board, etc, so we wouldn't be responsible for any extra costs or ordering anything extra for the surgery. If you wanted to open conversation with her about it. :)

Dr. Stephanie Pollett  
[REDACTED]

---

**From:** Ward, Kim N.  
**Sent:** Monday, October 14, 2013 2:21 PM  
**To:** Adkins, Heather  
**Subject:** RE: Sadie stuff

**Follow Up Flag:** Follow up  
**Flag Status:** Completed

From K. Watson File

I have 3 openings on the 18<sup>th</sup>, I can probably push it to 4 if you need! Just let me know. Thanks in advance for the Sadie stuff, I think Margaret is going to push this story and so it'll probably be pretty big. Get some pictures with you and her too!



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**Come to our house to give a pet a new home!**

**From:** Adkins, Heather  
**Sent:** Monday, October 14, 2013 2:18 PM  
**To:** Ward, Kim N.  
**Subject:** RE: Sadie stuff

Yep sure can :) Sadie's easy LOL. It's the kittens giving me fits. The lesson I need to learn is that anytime I take home more than two in a litter, we always have an outbreak of sniffles.

When is the surgery opening this week if it's still available? If even one seems completely non-congested, I'm bringing 'em in!!

**From:** Ward, Kim N.  
**Sent:** Monday, October 14, 2013 2:08 PM  
**To:** Adkins, Heather  
**Subject:** Sadie stuff

Hey Heather,  
I know your house is crazy right now but can you get some videos or pictures of Sadie and the leg? If it's easier, you can always swing her by Animal House and we can do the recording. Thanks!

om:  
Sent:  
To:  
Subject:

Ward, Kim N.  
Sunday, September 29, 2013 2:15 PM  
Adkins, Heather  
RE: foster surgery

Follow Up Flag:  
Flag Status:

Follow up  
Completed

Hahaha!! We will see, I just get lucky on certain strings I can pull lol



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From: Adkins, Heather  
Sent: Sunday, September 29, 2013 1:19 PM  
To: Ward, Kim N.  
Subject: RE: foster surgery

I'm pretty sure you're a miracle worker. I bow before you, madame. :)

From: Ward, Kim N.  
Sent: Sunday, September 29, 2013 1:18 PM  
To: Adkins, Heather  
Subject: RE: foster surgery

Okay great, she's cool with it. AND!!!!!! We are getting somewhere with Sadie's leg amputation. Don't spend your money on it yet. I think we can justify this from a PR standpoint and use a donation someone gave us to help with the cost. I'll get back to you when I have a better idea, but I think we will be able to get it done with us. Thanks!



**Kim Ward**  
Foster Coordinator

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**Come to our house to give a pet a new home!**

Don't Spend  
Your \$ yet.  
re: Sadie



**To:** Adkins, Heather  
**Subject:** RE: Question

That's my job! No worries at all. Let me know what Doc says! And thank you so much for taking the kittens, we can definitely get them in ASAP. I have openings on the 25<sup>th</sup>, does that work for you? We'll see how our space is, but I think we can just take them the morning after surgery unless you want them at your place for a couple more days.



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**Come to our house to give a pet a new home!**

**From:** Adkins, Heather  
**Sent:** Monday, September 16, 2013 10:43 AM  
**To:** Ward, Kim N.  
**Subject:** RE: Question

Awesome! I figured it would need to be run by upper management, but you're my go-to girl for questions LOL (sorry)

Okay, I'll talk to Doc C about her today and go from there. That seems a good starting point!

Also, I took home five kittens this weekend who were marked for ET for time and space. Three of them are absolutely adorable and big enough for adoption, and the other two aren't far behind. I'll hang on to them as long as it takes for you guys to have space for them. I know I can't save everybody, but I want to save the ones I can :) A couple of them are big enough for surgery already, I don't know if we want to go ahead and do it then they can recuperate and hang out at my house til you guys have room, or whatever.

Thanks!

**From:** Ward, Kim N.  
**Sent:** Sunday, September 15, 2013 5:09 PM  
**To:** Adkins, Heather  
**Subject:** RE: Question

Hey Heather!

I'm glad Sadie is doing well, but yeah that leg probably needs to get taken off. Unless you have a specific reason to take her to your vet, I would take her to Manslick and let them make the call. It would be up to you to take care of the costs if you took her to your vet so I would see if Metro will do it first so you don't have to pay. It doesn't seem to me to be a legal concern as far as raising money, BUT that's something we need to confirm with upper management. Basically, what I'm saying is that all of this needs to go through Margaret or Donald!

You are more than welcome to pursue any adopters or rescues. If it's a rescue, it just has to go through Amanda Crook and if it's an adopter, they just have to go through the regular adoption process (application, etc.). Hopefully that helps, I hope we can take care of that leg soon!





## Louisville Metro Council

601 West Jefferson Street • (502) 574-1100 • Louisville, Kentucky 40202 • [www.louisvilleky.gov](http://www.louisvilleky.gov)

Chief Sadiqa Reynolds  
Chief of Community Building  
Louisville Metro Hall  
527 W Jefferson Street  
Louisville, Kentucky 40202

August 22, 2014

Chief Reynolds,

The members of the Louisville Metro Council's Animal Services Ad-Hoc Committee request your participation at our first meeting on Wednesday, August 27, 2014 at 4:00 p.m. The meeting will take place in the Chambers of the Louisville Metro Council. Our hope is that you will be able to discuss the state of Louisville Metro Animal Services (LMAS), its organizational structure over the past few years, your improvements in the departments "live/release" program as well as information related to a euthanized animal by the name of "Sadie" who has received media attention over the past month.

We were pleased to hear that the Mayor, "had his team examine allegations surrounding Sadie when they first surfaced earlier this summer and determined that employees did nothing improper." That said, we would like any and all documentation and reports associated with that review and a member(s) of that review team to be available at this first meeting to discuss what they found with the committee.

In addition to your participation in our first meeting, we also request that you provide the committee with the following:

- 1.) Copies of all Policies and Procedures along with Standard Operating or Business Procedures for LMAS and all associated boards. ✓
- 2.) Organizational chart(s) that will assist the Metro Council in understanding the various roles for LMAS Employees. We also request that this chart include names and titles of persons filling each role in 2013 and 2014.

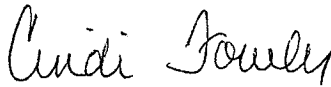
3.) Live/Release Statistics for LMAS since January 2012 along with any other important information that shows improvement within the department.

A copy of the information should be sent to the Co-Chairs (Councilman Kelly Downard and Councilwoman Cindi Fowler) through Councilwoman Fowler's Office no later than 5:00 p.m. on Monday, August 25, 2014 to ensure the committee has time to review. Her office will be responsible for making copies of the information received and dispensing it to all ad-hoc committee members. We thank you for your consideration and hope to see you Wednesday.

Sincerely,



Kelly Downard  
Louisville Metro Council  
District 16  
Animal Services Committee Co-Chair



Cindi Fowler  
Louisville Metro Council  
District 14  
Animal Services Committee Co-Chair



## Louisville Metro Council

601 West Jefferson Street • (502) 574-1100 • Louisville, Kentucky 40202 • [www.louisvilleky.gov](http://www.louisvilleky.gov)

Mr. Steve Rowland  
Louisville Metro OMB  
Louisville Metro Hall  
527 W Jefferson Street  
Louisville, Kentucky 40202

August 22, 2014

Director Rowland,

The members of the Louisville Metro Council's Animal Services Ad-Hoc Committee request your participation at our first meeting on Wednesday, August 27, 2014 at 4:00 p.m. The meeting will take place in the Chambers of the Louisville Metro Council. Our hope is that you will be able to discuss the procedures OMB/LMAS uses when collecting/receiving and accounting of funds for specific programs/projects/animals.

In addition to your participation in our first meeting, we also request the following information:

- 1.) Financial Reports related to Metro Animal Services, including any financial reports for Animal House and any other associated programs or organizations from January 2013 to July 2014.
- 2.) LEAP Reports for LMAS from January 2013 to July 2014. ✓
- 3.) Copies of receipts/cancelled checks/acknowledgments for donations to LMAS or Animal House for the animal "Sadie". Please include the procedure utilized for specific donations and follow through to ensure the funds were expended as requested.

A copy of the information should be sent to the Co-Chairs (Councilman Kelly Downard and Councilwoman Cindi Fowler) through Councilwoman Fowler's Office no later than 5:00 p.m. on Monday, August 25, 2014 to ensure the committee has time to review. Her office will be responsible for making copies of the information received and dispensing it to all ad-hoc committee members. We thank you for your consideration and hope to see you Wednesday.

Sincerely,

Kelly Downard  
Louisville Metro Council  
District 16  
Animal Services Committee Co-Chair

Cindi Fowler  
Louisville Metro Council  
District 14  
Animal Services Committee Co-Chair



## Louisville Metro Council

601 West Jefferson Street • (502) 574-1100 • Louisville, Kentucky 40202 • [www.louisvilleky.gov](http://www.louisvilleky.gov)

Mr. Donald Robinson  
Assistant Director  
Louisville Animal Services  
3705 Manslick Road  
Louisville, KY 40215

August 22, 2014

Mr. Robinson,

It is our understanding you wish to speak at the first meeting of the members of the Louisville Metro Council's Animal Services Ad-Hoc Committee on Wednesday, August 27, 2014 at 4:00 p.m. regarding your account of the events reported by the media at LMAS. We had planned to devote most of our first meeting to speaking with Sadiqa Reynolds, Chief of Community Building and Steve Rowland, CFO along with the designated person (s) who were involved in the internal investigation noted in the Mayor's August 20, press release. Our goal is to provide specific information in a sequential order to allow the public and the committee to have a better understanding of the department overall, including its policy and procedures, etc. prior to hearing anyone's account of specific events.

However, as Co-Chairs of the committee, we are willing to allow you to come speak at the meeting following Chief Reynolds, Mr. Rowland and any member(s) of the internal investigation team. Understanding that given the many facets of this topic, it will take some time to get through all of the information including questions, we expect to continue that discussion, specific to your account, at our next meeting on September 8, 2014 at 4:00p.m. to ensure the committee is fully informed.

In addition to your participation in our first meeting, we also request that you provide the committee with the following:

- 1.) Any and all documentation associated with your account of the allegations involving a dog named "Sadie", including emails, notes and formal documents that may provide additional information.
- 2.) A copy of your job description including your duties and responsibilities.

A copy of the information should be sent to the Co-Chairs (Councilman Kelly Downard and Councilwoman Cindi Fowler) through Councilwoman Fowler's Office no later than 5:00 p.m. on Monday, August 25, 2014 to ensure the committee has time to review. Her office will be responsible for making copies of the information received and dispensing it to all ad-hoc committee members. We thank you for your consideration and hope to see you Wednesday.

Sincerely,



Kelly Downard  
Louisville Metro Council  
District 16  
Animal Services Committee Co-Chair



Cindi Fowler  
Louisville Metro Council  
District 14  
Animal Services Committee Co-Chair



## Louisville Metro Council

601 West Jefferson Street • (502) 574-1100 • Louisville, Kentucky 40202 • [www.louisvilleky.gov](http://www.louisvilleky.gov)

Ms. Margaret Brosko  
Senior Manager of Special Initiatives  
and Communications  
Louisville Metro Hall  
527 W Jefferson Street  
Louisville, Kentucky 40202

August 22, 2014

Ms. Brosko,

It is our understanding you wish to speak at the first meeting of the members of the Louisville Metro Council's Animal Services Ad-Hoc Committee on Wednesday, August 27, 2014 at 4:00 p.m. regarding your account of the events reported by the media at LMAS. We had planned to devote most of our first meeting to speaking with Sadiqa Reynolds, Chief of Community Building and Steve Rowland, CFO along with the designated person (s) who were involved in the internal investigation noted in the Mayor's August 20, press release. Our goal is to provide specific information in a sequential order to allow the public and the committee to have a better understanding of the department overall, including its policy and procedures, etc. prior to hearing anyone's account of specific events.

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Sincerely,



Kelly Downard  
Louisville Metro Council  
District 16  
Animal Services Committee Co-Chair



Cindi Fowler  
Louisville Metro Council  
District 14  
Animal Services Committee Co-Chair

## **Bowman, Michael**

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**From:** Fowler, Cindi  
**Sent:** Monday, August 25, 2014 4:25 PM  
**To:** Watson, Kellie R.  
**Cc:** Downard, Kelly; Carroll, Debbie; Bowman, Michael; Reynolds, Sadiqa N.; Rowland, Steve J.  
**Subject:** LMAS Ad Hoc Committee

Kellie,

Per our phone conversation this morning, we respectfully decline your request to delay the LMAS Ad Hoc committee proceedings until after the Public Integrity Unit has completed their investigation. Our intent for our first meeting on August 27<sup>th</sup> is to gather as much information as possible as outlined in the correspondence (Please see attached) sent to Steve Rowland, Sadiqa Reynolds, Donald Robinson, Margaret Brosko and the members of the Internal Investigation Team mentioned the Mayor's press release. While we understand certain individuals desire to delay their appearance before the committee due to the Public Integrity Unit's investigation, we feel it necessary to move forward as outlined on August 19<sup>th</sup>.

We appreciate your assistance in delivering the documentation requested in the above mentioned correspondence by the close of business today, Monday, August 25, 2014 and look forward to an ongoing discussion as we seek to resolve any and all unanswered questions surrounding Metro Animal Services.

We would like to thank you in advance for your continued cooperation.

As you are traveling through today, I have copied Sadiqa Reynolds and Steve Rowland on this correspondence.

Sincerely,  
Councilwoman Cindi Fowler, Co-Chair  
Councilman Kelly Downard, Co-Chair



*Cindi Fowler*

Councilwoman | District 14  
Louisville Metro Council

p: 502.574.1114  
e: [cindi.fowler@louisvilleky.gov](mailto:cindi.fowler@louisvilleky.gov)

**City Hall**  
601 West Jefferson Street, Ste. 307  
Louisville, Kentucky 40202

NOTE: Please copy Michael Bowman, Legislative Assistant to District 14, on all communications to my office.  
His email address is [michael.bowman@louisvilleky.gov](mailto:michael.bowman@louisvilleky.gov)  
Thank You!



## **Bowman, Michael**

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**From:** Reynolds, Sadiqa N.  
**Sent:** Monday, August 25, 2014 5:07 PM  
**To:** Fowler, Cindi; Watson, Kellie R.  
**Cc:** Downard, Kelly; Carroll, Debbie; Bowman, Michael; Rowland, Steve J.  
**Subject:** RE: LMAS Ad Hoc Committee

Hello All,

I got the letter from Joanna 20 minutes ago. I've asked Donald to submit the org chart, policies and procedures and the live release rate (which I think can be found on the Louiestat site) for your review, as I am not in possession of those items. Unfortunately, we will miss the 5 p.m. deadline. The information will be tendered tonight or early tomorrow morning.

Sorry for any inconvenience.

**Sadiqa N. Reynolds**

Chief for Community Building  
Office of Mayor Greg Fischer  
Metro Hall, 527 W. Jefferson St.  
Louisville KY 40202  
(502) 574-2003  
(502) 574-5354 (fax)

*It is easier to build strong children than to repair broken men. Frederick Douglass*

**From:** Fowler, Cindi  
**Sent:** Monday, August 25, 2014 4:25 PM  
**To:** Watson, Kellie R.  
**Cc:** Downard, Kelly; Carroll, Debbie; Bowman, Michael; Reynolds, Sadiqa N.; Rowland, Steve J.  
**Subject:** LMAS Ad Hoc Committee

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Sincerely,  
Councilwoman Cindi Fowler, Co-Chair  
Councilman Kelly Downard, Co-Chair



*Cindi Fowler*

Councilwoman | District 14  
Louisville Metro Council

p: 502.574.1114

e: [cindi.fowler@louisvilleky.gov](mailto:cindi.fowler@louisvilleky.gov)

**City Hall**

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Louisville, Kentucky 40202

NOTE: Please copy Michael Bowman, Legislative Assistant to District 14, on all communications to my office.  
His email address is [michael.bowman@louisvilleky.gov](mailto:michael.bowman@louisvilleky.gov)  
Thank You!