



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

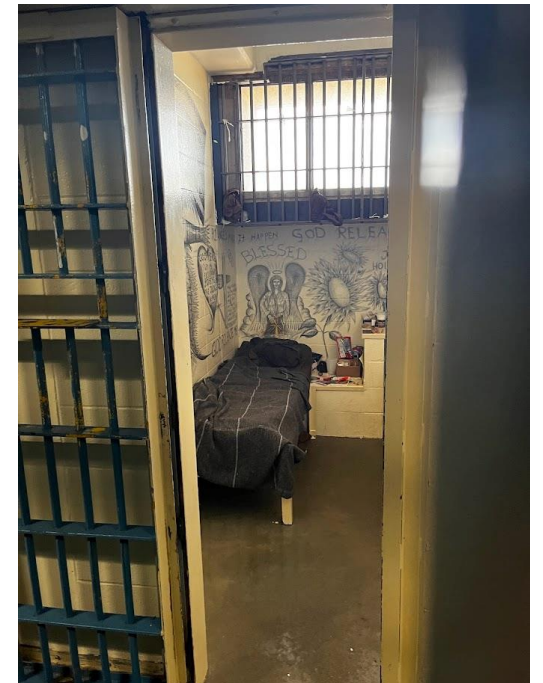
| Name | DOD | Suicide | Overdose | Natural | Homicide |
|--------------------|---------------|----------|----------|----------|----------|
| Hall, Kenneth | 11/29/2021 | | | x | |
| Smith, Rickitta L. | 12/3/2021 | | x | | |
| Dunbar, Stephanie | 12/4/2021 | x | | | |
| Wetherill, Gary | 1/1/2022 | 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

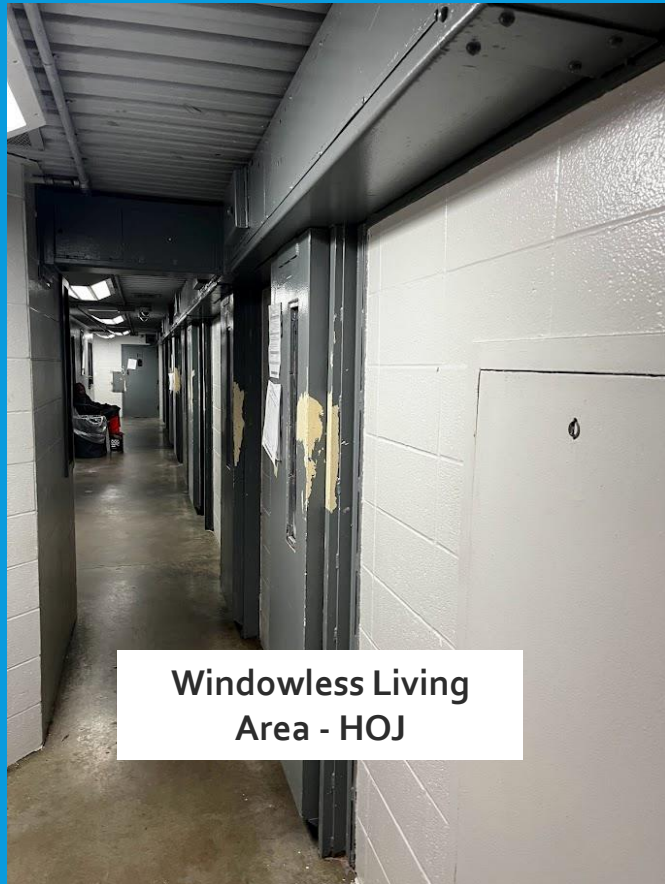
| Department | Inmates | Comments |
|---------------|----------------|--------------------------------------|
| Oldham Co, KY | 400 | No suicides or overdoses in 20 years |
| Lexington, KY | 1100 - 1400 | Only 3 overdoses in 23 years |
| Washoe Co, NV | 1100 | No overdoses in 5 years |

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



**Windowless Living
Area - HOJ**



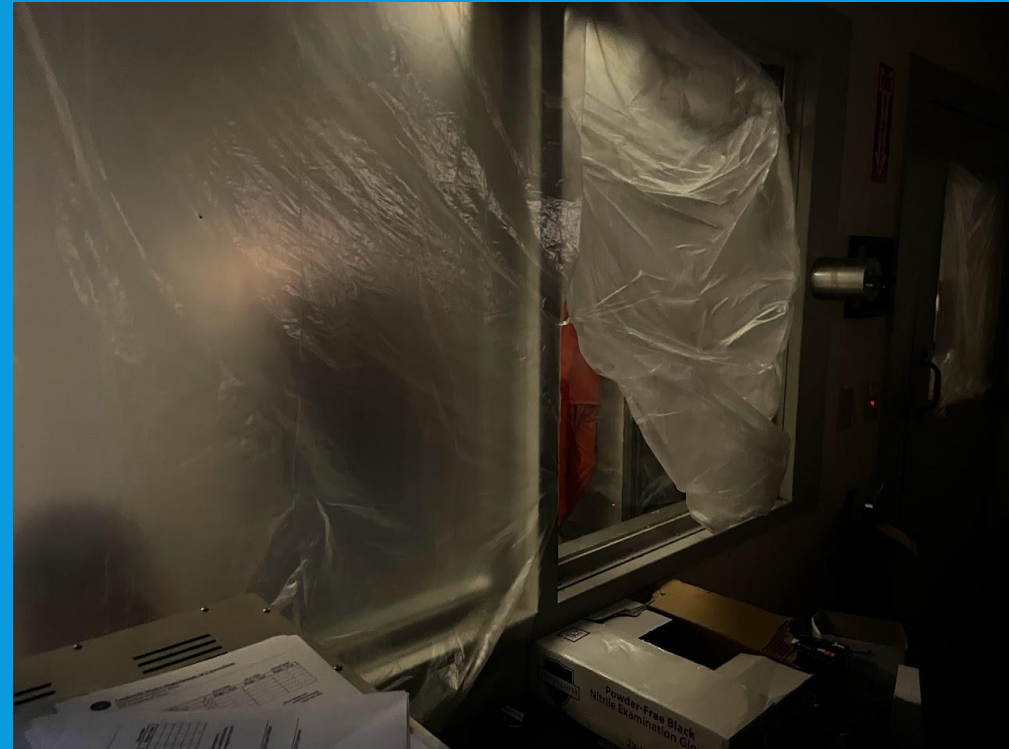
**Kitchen Staff Area
Windowless**

EMPLOYEE WORKING CONDITIONS

Main Control Room



Third Floor Control Room



MENTAL HEALTH INCARCERATION

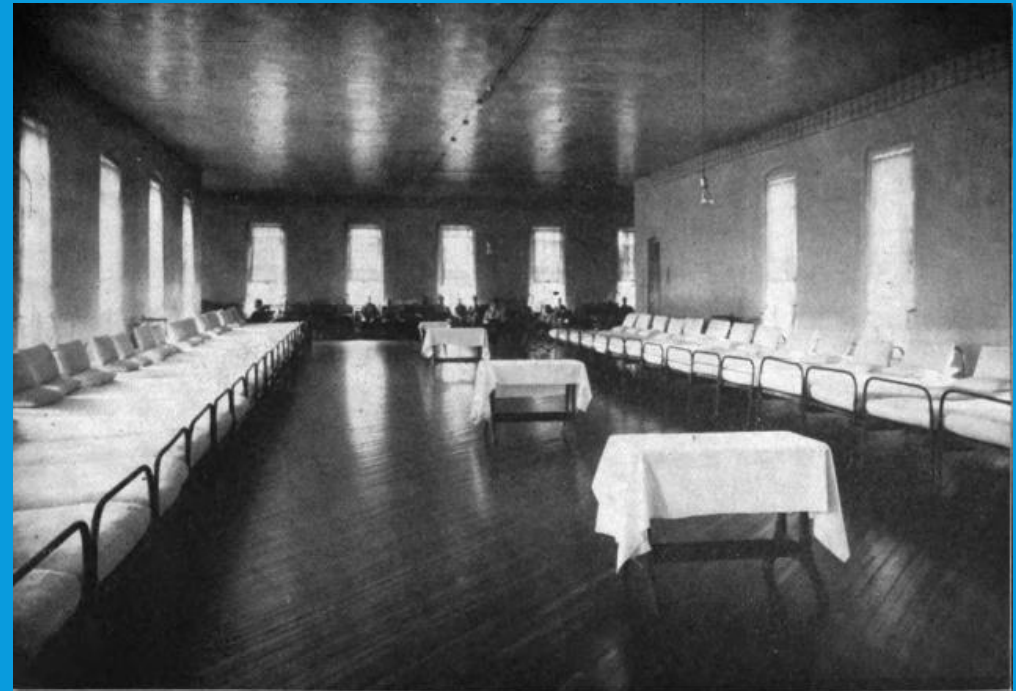
- Over the years
- Deinstitutionalize
- Results
 - Living on streets
 - Arrested
 - Housed in jails
- Past contrasted with current

MENTAL HEALTHCARE OF PAST

Central State Dining Hall - Circa 1906



Central State Male Quarters - Circa 1906



MENTAL HEALTHCARE OF PAST

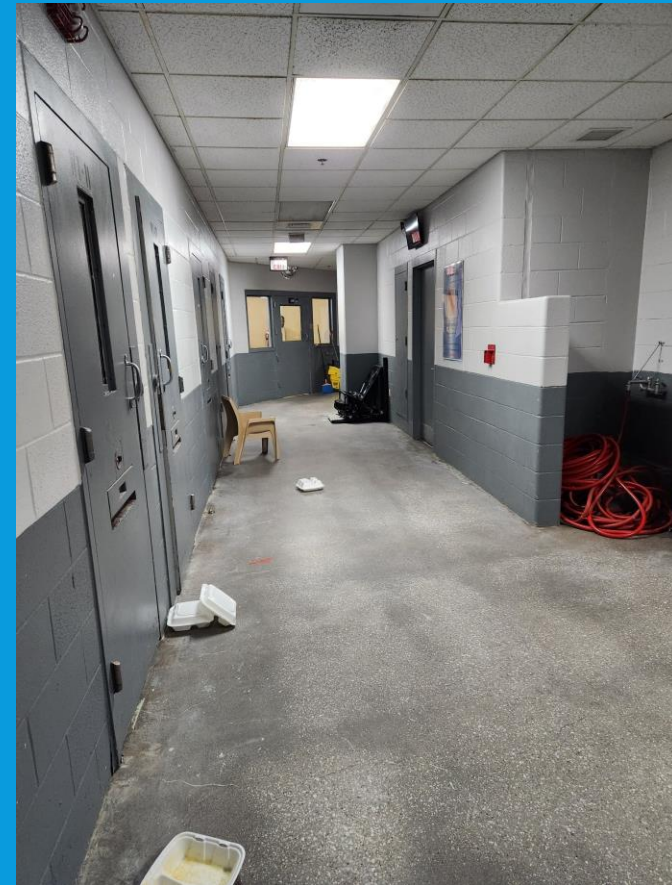
Central State Dining Hall - Circa 1959



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 Dt | Inc Type | Act Type |
|--------|------------|--------------------------------|-------------------|
| 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 | 10/10/2017 | 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 SCP | Oral Reprimand |
| E-0002 | 7/3/2018 | 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 | 8/14/2019 | Time and attendance | Oral Reprimand |
| E-0002 | 9/12/2019 | Time and attendance | Oral Reprimand |
| E-0002 | 9/26/2019 | 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 | Written Warning |
| E-0002 | 11/11/2019 | Misconduct | 1 Day Suspension |
| E-0002 | 11/11/2019 | Late for Work | 1 Day Suspension |
| E-0002 | 12/28/2019 | Misconduct | Dismissed |
| E-0002 | 1/2/2020 | 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 | 6/23/2020 | Time and attendance | 1 Day Suspension |
| E-0003 | 7/17/2017 | Performance | Written Warning |
| E-0003 | 9/12/2017 | Misconduct | Written Warning |
| E-0004 | 11/26/2017 | Late for Work | Written Warning |
| E-0004 | 10/10/2019 | Misconduct | Dismissed |
| E-0005 | 10/17/2017 | Time and attendance | Written Warning |
| E-0005 | 10/17/2017 | Time and attendance | Written Reprimand |
| E-0005 | 12/9/2017 | Performance | Written Warning |
| E-0005 | 4/2/2018 | Time and attendance | Written Warning |
| E-0005 | 5/2/2018 | Time and attendance | Oral Reprimand |
| E-0005 | 6/28/2018 | Time and attendance | Oral Reprimand |
| E-0005 | 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 | 12/12/2019 | 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 | 3/24/2022 | Time and attendance | Written Reprimand |
| E-0008 | 8/30/2018 | Misconduct | 20 day Suspension |
| E-0008 | 10/21/2018 | Time and attendance | Written Warning |
| E-0008 | 8/21/2020 | Late for Work | Written Warning |
| E-0008 | 10/29/2020 | 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 | 12/23/2022 | Insubordination | Written Reprimand |
| E-0009 | 10/17/2017 | Insubordination | Written Warning |
| E-0009 | 10/18/2017 | Insubordination | 1 Day Suspension |
| E-0009 | 9/11/2018 | Insubordination | 5 Day Suspension |
| E-0009 | 1/1/2019 | Time and attendance | Written Reprimand |
| E-0009 | 2/28/2019 | Time and attendance | Dismissed |
| 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 | 10/9/2019 | Violation of SCP | 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 SCP | Written Reprimand |
| E-0012 | 8/12/2021 | Time and attendance | Written Warning |
| E-0012 | 10/1/2021 | Unauthorized absence | Written Warning |
| E-0012 | 10/2/2021 | Violation-Principles of Behavi | Written Warning |
| E-0013 | 12/14/2021 | Time and attendance | Oral Reprimand |
| E-0013 | 6/6/2022 | Violation of SCP | Dismissed |
| E-0014 | 8/29/2017 | Performance | Written Warning |
| E-0014 | 4/14/2020 | Misconduct | Dismissed |
| 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 | 8/10/2021 | Time and attendance | 1 Day Suspension |
| E-0016 | 9/2/2021 | Time and attendance | Dismissed |
| E-0016 | 10/12/2021 | Insubordination | Oral Reprimand |
| E-0017 | 10/12/2020 | Insubordination | Written Reprimand |
| E-0018 | 6/27/2018 | Time and attendance | Written Warning |
| E-0018 | 12/13/2019 | 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 SCP | 1 Day Suspension |
| E-0022 | 4/23/2018 | 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 | 2/16/2019 | Violation of SCP | 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 SCP | 1 Day Suspension |
| E-0024 | 7/18/2019 | Late for Work | 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 | 12/21/2020 | 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 | 2/9/2019 | 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 | 1/1/2020 | 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 | 2/23/2021 | 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 | 5/10/2021 | Time and attendance | Dismissed |
| E-0026 | 7/2/2021 | Time and attendance | Written Reprimand |
| 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 | 8/28/2017 | 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

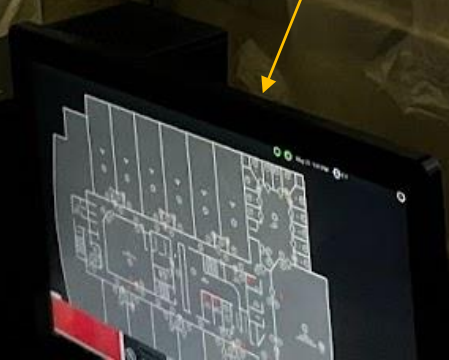
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 - Individual cases
- Facility
- Staffing Shortage
- Recruiting & Retention
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- Policies Procedures
- Sexual Harassment
- Budget & Overtime
- Morale & Employee Wellbeing
- FOP Contract

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 |

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 |