



LOUISVILLE CORRECTIONS LODGE #77
FRATERNAL ORDER OF POLICE®

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TIM DEARINGER
SECRETARY

DANIEL JOHNSON
PRESIDENT

FOR IMMEDIATE RELEASE
September 28th, 2021

Vote of No Confidence on LMDC Director Dwayne Clark and his Administration

September 28, 2021

Members of Louisville Corrections Fraternal Order of Police Lodge 77 no longer have confidence in Director Dwayne Clark ability to lead, manage and direct the operations of this agency. Within the last 2 years, Director Clark has exhibited indifference to the well-being of the sworn employees of this agency. He blatantly disregarded complaints from Members of this Lodge pertaining to the harassing atmosphere created by a member of his Management Team and has had multiple EEOC complaints filed against him. Director Clark has failed to hold members of his Management Team accountable for their actions. Director Clark has violated both Metro Corrections and Metro Government policy by knowingly and willingly creating a hostile work environment. Director Clarks unfair practices in the issuance of discipline often leads to arbitrations which cannot take place due to COVID state of emergency orders, thus holding up members due process. Director Clark has exhibited no behaviors that would indicate he can recruit or retain the staff required to perform even the most basic job functions. The sanitation of the jail, and overcrowding continues to spiral out of control as Director Clark takes no immediate action to resolve any of these issues. Director Clark refuses to address concerns raised by the FOP such as ballistic vest for sworn personnel after multiple attacks on law enforcement around this country and in our own community, along with access to immediate help from metro safe on radios, yet radios for himself and the administration along with some of the "favorites" are fully programmed. He continues to operate normal jail operations with numbers as few as 1 officer to 400 inmates without a lockdown order further displaying a lack of care for the safety of the officers.

In addition to the aforementioned combined, Director Clark has created a working environment unacceptable to all, causing morale to sink to an all time low. Director Clark allows the contract to continue to be violated on a daily basis in a failed attempt to keep the department above water. Some examples of these contract violations include special security post and promotional vacancies going unfilled longer than the CBA allows, moving members out of bidded jobs, creating vacancies and forcing to fill newly created vacancies, denying all switch of shifts, closing CCC and administratively reassigning entire staff without any consideration or regards to seniority or job bids.

As a result, after bringing the above to the attention of Director Clark and other members of Metro Government and seeing no improvement, FOP Lodge 77 conducted a Vote of no Confidence on Director Clark in which 97% of the 222 voting body voted NO CONFIDENCE in his and his administration's ability to lead, manage and direct the operations of this agency. Other noteworthy numbers are 99.5% of members believe the staff and inmates are not in a safe environment. 98% of members believe we do not have sufficient staff to complete necessary job task, and 59% of members are currently seeking other employment opportunities.

The good hardworking women and men who carry this department on their backs everyday have spoken, and they have said ENOUGH IS ENOUGH! The employees of Louisville Metro Department of Corrections and the citizens of this community (who this agency serves) deserve someone who can competently lead, manage and direct this agency, NONE of which Director Clark has displayed. Furthermore, the sworn employees of this agency will no longer tolerate mismanagement and abuse along with continued violations of the CBA from its appointed administration.

Letters are being forwarded to the following people, addressing the vote and the cause for the vote:

Greg Fischer, Mayor Louisville Metro

Ellen Hesen, Deputy Mayor Louisville Metro

Matt Golden, Louisville Metro Public Safety Director

Dwayne Clark, Louisville Metro Department of Corrections Director

All Members of the Louisville Metro Council

The aforementioned letters request the following actions:

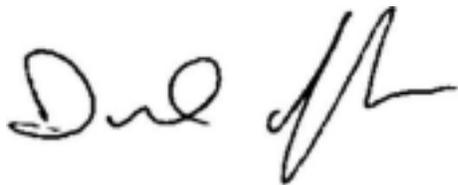
Director Clark and his administration to be immediately terminated instead of being permitted to quietly resign. They Mayor's office to meet with the FOP and resolve pending arbitration grievances, if unable to agree to a resolution arbitration cases move forward virtually.

The Lodge to have input in the search for the new Director and have a seat on the interview panel. Mayor's office to approve purchase order for ballistic vest for all LMDC sworn members Open contract pay scale and increase the wages across the board in order to be competitive to recruit and retain experienced staff.

Program all officers radios with full channels, to have the same channels available for immediate assistance for all sworn staff

Reinstate and approve switch of shifts

On behalf of the Members of FOP Lodge,

A handwritten signature in black ink, appearing to read 'Dan Johnson', with a stylized flourish at the end.

Daniel Johnson

President

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