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ALLEGHENY COUNTY
JAIL OVERSIGHT BOARD MEETING

Thursday
June 8, 2023

Gold Room
4th Floor
Allegheny County Courthouse
436 Grant Street
Pittsburgh, Pennsylvania 15219

1 **MEMBERS OF THE Board IN ATTENDANCE:**

2 Judge Elliot Howsie

3 Judge Beth Lazzara

4 Bethany Hallam for Councilman Catena

5 Stephen Pilarski for County Executive

6 Richard Fitzgerald

7 Ryan Herbinko for Controller Corey O'Connor

8 Sheriff Kevin Kraus

9 Terri Klein

10 Gayle Moss

11 Abass Kamara

12

13

14

15 **JAIL ADMINISTRATION IN ATTENDANCE:**

16 Warden Orlando Harper

17 Chief Deputy Warden Jason Beasom

18 HSA Dr. Ashley Brinkman

19 Deputy Warden of Administrative Operations and

20 Employee Development Blythe Toma

21

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COMMUNITY CORRECTIONS PRESENTERS

Michelle Morris - Passages to Recovery

Adam Zak - The Renewal Center

Steve Esswein - Electronic Monitoring

PUBLIC SPEAKERS:

William Mistick

Christine Goodwin/David Onyshko

Elizabeth Schongar

David Maynard

Rachel Radke

Ann McStay

Sharon Bonavoglia

Maria Guido

Brad Korinski

Tanisha Long

Alex Phillips

Shabaka Gay

John Kenstowicz

Sister Barbara Finch

Diana Hull

Frank McDowell

John Bolanos

Art Bonavoglia

Brian Englert

Marian Damick

P R O C E E D I N G S

(4:09 o'clock p.m.)

JUDGE HOWSIE: Kraus is five minutes away. There you are, right there.

County Controller Corey O'Connor?

MR. PILARSKI: Good seeing you, ma'am.

MR. HERBINKO: Ryan Herbinko for Controller O'Connor, who is on paternity leave.

JUDGE HOWSIE: Abass Kamara?

MR. KAMARA: Here.

JUDGE HOWSIE: Terri Klein?

MS. KLEIN: Here.

JUDGE HOWSIE: Rich Fitzgerald?

MR. PILARSKI: Steve Pilarski.

JUDGE HOWSIE: Sheriff Kraus, to my understanding, is on his way.

Judge Lazarra is in a jury trial. She'll be here as soon as she's done closing and charging the jury.

Gayle Moss?

MS. MOSS: Here.

JUDGE HOWSIE: Who else is missing?

Pat Catena?

MS. HALLAM: It's pronounced

1 Council Member Bethany Hallam.

2 JUDGE HOWSIE: And Sheriff Kraus
3 has just arrived.

4 With that being said, I'd like to
5 remind everyone about our rules. We'd ask that
6 you treat everyone with the same respect that you
7 would ask for in return.

8 We'd ask that you not speak while
9 other people are speaking. And during Public
10 Comments, we'll have three minutes per person to
11 speak.

12 MS. HALLAM: Judge Howsie, point of
13 order.

14 I'd like to object to illegal
15 representatives sitting up here. Mr. Pilarski
16 for County Executive Fitzgerald is not allowed a
17 designee, and Mr. Herbinko for County Controller
18 O'Connor is not allowed a designee.

19 JUDGE HOWSIE: All right. Thank
20 you.

21 With that being said, we'll now
22 hear from the Community Corrections. Passages to
23 Recovery.

24 **COMMUNITY CORRECTIONS REPORTS**

25 MS. MORRIS: Good afternoon,

1 everyone. My name is Michelle Morris. I'm with
2 Passages to Recovery. This afternoon we do not
3 have any additional comments or affirmations in
4 regards to our report that we submitted.

5 Do you have any questions for us?

6 Hi.

7 MS. HALLAM: Hi, yes. Did you have
8 any medical emergencies in your facility for
9 which anyone was transported outside of the
10 facility in the past month?

11 MS. MORRIS: Oh, let's see. Okay.
12 I don't -- I don't believe so. For the beginning
13 of this month?

14 MS. HALLAM: No, since our last
15 Board Meeting, so since May 18th?

16 MS. MORRIS: Unfortunately, I
17 believe so, but I didn't bring my report because
18 I had already submitted it. But I think that we
19 may have had one person that was taken out to the
20 hospital, yes, and returned.

21 MS. HALLAM: Okay. And do you
22 remember what sort of incident it was for?

23 MS. MORRIS: This person has issues
24 with their asthma.

25 MS. HALLAM: Okay.

1 MS. MORRIS: And that's basically
2 it. We haven't had any very serious issues in
3 regards to medical. Just -- yeah.

4 MS. HALLAM: Okay. Thank you so
5 much. I appreciate it.

6 MS. MORRIS: I'm sorry that I
7 didn't have my report with me.

8 MS. HALLAM: No, that was helpful.
9 Thank you.

10 MS. MORRIS: Okay. Okay. Thank
11 you.

12 JUDGE HOWSIE: Any additional
13 questions?

14 (No response.)

15 MS. MORRIS: Oh, I'm sorry. Yes.

16 JUDGE HOWSIE: Thank you very much.

17 MS. MORRIS: Okay. Thank you.

18 JUDGE HOWSIE: Whenever you come
19 up, if you could state your name and spell your
20 last name for the record, that will be helpful.

21 The Renewal Center.

22 MS. MORRIS: Sorry.

23 JUDGE HOWSIE: That's okay. The
24 Renewal Center.

25 MR. ZAK: Good afternoon. Adam Zak

1 reporting for the Renewal Center. Z-A-K is the
2 last name.

3 We currently have 111 reentrants
4 who were referred from the County; 84 county
5 males, 12 in inpatient; and 10 county females in
6 work release, 5 of them in the inpatient program.

7 In the past month, we didn't have
8 any COVID cases among staff or reentrants.

9 Our employment rate is currently
10 76 percent for our reentrants, with the average
11 wage of \$15.

12 Last month Mr. Hood reported about
13 the Trade Institute of Pittsburgh presenting a --
14 to our men and women about the Trade Institute
15 and the program. We currently have five
16 reentrants in the Trade Institute program, and
17 they are close to graduating right now. So we've
18 had a strong working relationship with the Trade
19 Institute of Pittsburgh, and we've very
20 appreciative of the services they provide for our
21 clients.

22 Also, last month Reverend Rodriguez
23 Tate, he came into our facility again, and he
24 presented to our men about the Colorful
25 Backgrounds Expo. That's going to include an

1 expungement clinic, job assistance, and other
2 valuable programs for our men and women.

3 And finally, there's going to be a
4 guest speaker in the Colorful Backgrounds Expo.
5 That's going to be in Swissvale on Wednesday,
6 June 28th. His name is Mark Rice, and he's a
7 transformational justice campaign coordinator,
8 and he's going to be giving a meeting with the
9 community about de-incarceration. And that's
10 going to be opened up to our men and women, staff
11 and reentrants both.

12 Yes.

13 MS. HALLAM: Hi. Yeah, so I wanted
14 to first of all thank you for sending this letter
15 to us letting us know that now you are going to
16 follow the law and report deaths to the Jail
17 Oversight Board. I really do appreciate that.

18 I just have a couple of questions
19 about the most recent death in the Renewal
20 Facility. Have you all been told a cause of
21 death, manner of death for the person who
22 recently passed away there?

23 MR. ZAK: I'm going to have to
24 defer that question to our CEO. And he could be
25 here next month, or he could answer you through

1 mail.

2 MS. HALLAM: Sure. Yeah. Okay.

3 And then my next question is, the other day -- I
4 forget what day it was, maybe Tuesday -- we had a
5 County council meeting, and as we were leaving
6 there, I saw a bunch of emergency vehicles
7 rushing to Renewal, and somebody was being taken
8 out on a stretcher. And so I was wondering why
9 those sorts of incidents aren't being reported to
10 us as well.

11 MR. ZAK: I'm not sure what
12 incident you're referring to. That might have
13 been from a reentrant, or a staff member, or
14 someone from another jurisdiction. I was not
15 aware of that incident.

16 MS. HALLAM: You were not aware
17 that someone was taken out on a stretcher, I
18 think it was Tuesday? Tuesday -- on Tuesday?

19 MR. ZAK: No.

20 MS. HALLAM: Have there been any --
21 to your knowledge -- any medical emergencies that
22 resulted in transportation to the hospital from
23 your facility since the last meeting?

24 MR. ZAK: We had an incident; I
25 believe it was on Sunday when the paramedics had

1 to be called for someone. Unfortunately, that
2 individual escaped out the front doors before he
3 was -- could be taken to the hospital.

4 MS. HALLAM: Okay. And then
5 Tuesday, but you don't know about that one?

6 MR. ZAK: No.

7 MS. HALLAM: Okay. All right.
8 Thank you very much.

9 JUDGE HOWSIE: Any additional
10 questions?

11 (No response.)

12 JUDGE HOWSIE: Thank you very much,
13 sir.

14 MR. ZAK: Thank you.

15 JUDGE HOWSIE: Electronic
16 Monitoring?

17 MR. ESSWEIN: Good afternoon,
18 Board. Steve Esswein, E-S-S-W-E-I-N, for the
19 Probation Office.

20 So for this reporting period, we
21 have 699 individuals enrolled in the program.
22 During that time, 107 completed successfully. We
23 had 4 taken back for various violations. And
24 Judge, 99 of those were on for pre-trial
25 electronic monitoring.

1 So any questions?

2 JUDGE HOWSIE: Any questions?

3 Ms. Hallam?

4 MS. HALLAM: Hi. Did you all have
5 any deaths of folks who were on electronic
6 monitoring since the last meeting?

7 MR. ESSWEIN: Not that I know of,
8 no.

9 MS. HALLAM: All right. Thank you
10 so much. Wait -- so I -- also, do you guys keep
11 track of that? Like, I assume you get notified,
12 right?

13 MR. ESSWEIN: We do not. We do
14 not. We get notified because we have to pick up
15 the equipment, but it's not --

16 MS. HALLAM: Right.

17 MR. ESSWEIN: -- since they're out
18 in the community, you know, at their residence.
19 They're free to go to the hospital. If they need
20 to go to the hospital, call 9-1-1.

21 MS. HALLAM: Right. You have no,
22 like, reporting mechanisms I know with that.

23 MR. ESSWEIN: Right.

24 MS. HALLAM: But do you, like you
25 would know if someone --

1 MR. ESSWEIN: Yeah. I would know.

2 Yeah.

3 MS. HALLAM: Okay. Awesome. And
4 there hasn't been one of those?

5 MR. ESSWEIN: No.

6 MS. HALLAM: Okay. Thank you very
7 much.

8 JUDGE HOWSIE: Thank you, sir.

9 Last meeting we tried to
10 accommodate someone's schedule that required us
11 to take the Public Comments out of order, so I
12 apologize for any inconvenience that that caused
13 as it related to the vote regarding the jail
14 liaison. But we will be discussing that matter
15 again today. We'll be bringing that up for vote.
16 So if you'd like to contain -- I'm sorry, include
17 any discussion regarding that position in your
18 Public Comment, please feel free to do so, but
19 Public Comments will be limited to three minutes.
20 When you hear the buzzer, we ask that you stop
21 speaking and step aside.

22 With that being said, we'll first
23 hear from William Mistick.

24 **PUBLIC COMMENTS**

25 MR. MISTICK: Good afternoon.

1 William Mistick, M-I-S-T-I-C-K.

2 JUDGE HOWSIE: Thank you.

3 MR. MISTICK: I retired one year
4 ago on the day I turned 60 after 25 years working
5 for Allegheny County, the last 18 of which was in
6 the jail.

7 And I gave a year to garner a new
8 perspective on what's going on in the jail. And
9 nothing has changed. In fact, I think it's
10 gotten worse. It's obvious that Warden Harper is
11 inept, obtuse, and arrogant. And if he talks
12 that way to people here on this Board for
13 oversight, how do you think he treats us
14 employees, some of which are here?

15 The lack of leadership has caused
16 the staff to go downhill. There are some really
17 good people that work in the jail, don't get me
18 wrong, but having Orlando Harper as the Chief is
19 just awful.

20 I -- I never had to work -- I
21 worked in the Court of Common Pleas for years and
22 learned about respect and dignity. And then when
23 I went to the jail, it was just -- some of the
24 wardens we've had over the years were decent and
25 good communicators. I think that the new broom

1 that comes in, I hope sweeps clean. We need a
2 new perspective, you know.

3 The number one thing we should do
4 is treat people with dignity. And if we're not
5 being treated with dignity and respect, how can
6 he -- it's do as I say, not as I do. And Orlando
7 doesn't know anything about the care. It's all a
8 stick, discipline, discipline, not, hey, you're
9 doing a good job, hey you helped somebody.

10 He asked me what I was doing in
11 Records, and I said, well, I'm trying to help get
12 someone out of jail either into treatment or
13 something. He said, you're not here to help
14 people, Mistick. Well, what the hell are we
15 there for? Anybody can go to jail, anybody. And
16 everybody is somebody. And it just makes me sick
17 that he is still here. It's just horrendous.

18 I have personal animosity towards
19 him, and I don't want it to skew my -- skew my
20 speaking today, but we need a new perspective.

21 I hope the new Search Committee
22 finds somebody that has a monocle of compassion,
23 some humanity. How -- you know, people are
24 dying. It's just ridiculous. I see these names,
25 and I knew a lot of these people and tried to

1 help them, and it -- it's like he doesn't have a
2 care in the world.

3 And again, the way he treats our
4 staff and the people -- I couldn't wait to get
5 out of there, and I wanted to work until I was
6 65. I felt I made a difference, helped officers
7 get into drug and alcohol treatment. Our rates
8 are very high with all the pressure. I did many
9 jobs in the jail prior to Orlando coming, and
10 when I got there, he cut me out of everything.

11 We need to realize -- is my time
12 up --

13 JUDGE HOWSIE: Your time is up.

14 MR. MISTICK: We need to realize
15 that the jail is one small cog in a giant
16 criminal justice wheel, and it's not a fiefdom,
17 and people don't deserve that.

18 JUDGE HOWSIE: Thank you.

19 (Audience applause.)

20 JUDGE HOWSIE: Christine Goodwin.

21 MS. GOODWIN: Hello.

22 JUDGE HOWSIE: Hello.

23 MS. GOODWIN: Christine Goodwin,

24 G-O-O-D-W-I-N.

25 JUDGE HOWSIE: Thank you.

1 MR. ONYSHKO: David Onyshko,
2 O-N-Y-S-H-K-O.

3 JUDGE HOWSIE: Thank you.

4 MS. GOODWIN: We are former
5 Correctional Officers, and we are here to serve
6 lawful notification letters to Mr. Pilarski and
7 Blythe Toma. May we approach?

8 JUDGE HOWSIE: Sure.

9 MS. GOODWIN: Okay. Thank you.

10 MS. HALLAM: What do they say?

11 AUDIENCE MEMBER: I would second
12 that.

13 AUDIENCE MEMBER: Yeah, we would
14 like to know.

15 MS. GOODWIN: I would like to yield
16 the remainder of my time to Brian Englert. Thank
17 you.

18 JUDGE HOWSIE: We don't yield time.
19 Anyway, Beth Schongar.

20 MS. SCHONGAR: Elizabeth Schongar,
21 S-C-H-O-N-G-A-R.

22 JUDGE HOWSIE: Thank you, ma'am.

23 MS. SCHONGAR: Last month, I walked
24 out of the JOB Meeting angry at this Board. No
25 one on the Board is taking responsibility for

1 addressing the NCCHC Mortality Report
2 Recommendations, and now we have two deaths in
3 Intake that could probably have been prevented by
4 the top-priority recommended change in medical
5 care.

6 No one on the Board seems to
7 realize that Warden Harper can't address
8 problems. They require a change in the contract
9 with AHN to provide more doctors coverage. Only
10 the County Exec can renegotiate contracts. Does
11 that let the Jail Oversight Board off the hook?
12 No. It means you need to develop a proposal for
13 the County Exec and publicly recommend it to him,
14 or even better, develop several proposals and
15 publicly recommend that he adopt one of them.

16 I don't want to hear Bethany hammer
17 the Warden with questions to criticize what he's
18 doing when he can't do it all himself. Where is
19 your proposals for the Board to discuss? Where
20 is your Motion for the Board to vote on?

21 And Warden Harper, why haven't you
22 said you're constrained by the AHN contract in
23 what you can do? Why haven't you even provided
24 the full, un-redacted report to the Board?

25 Judge Howsie, last month I saw you

1 concerned about what's happening in the jail for
2 the first time when the Public Defenders raised
3 the issue of conferences with people in the jail
4 which could delay cases in your court. Why no
5 concern for people dying? Why haven't you set up
6 a committee to create proposals addressing the
7 top priorities of the NCCHC Mortality Report and
8 bring them to the Chief Executive?

9 Judge Howsie, you and the Board are
10 in a position publicly to tell the County Exec
11 what his best options are and recommend that he
12 act. I do not want to see 12 more people dead
13 before the end of this year.

14 JUDGE HOWSIE: Thank you.

15 (Audience applause.)

16 JUDGE HOWSIE: David Maynard.

17 MR. MAYNARD: Hello, everyone.

18 That's hard to follow. I just want to say about
19 the last two speakers -- first off, in terms of
20 discipline, for someone who seems to love
21 discipline so much -- Warden, I'm addressing you
22 now even though you've chosen not to regard me --
23 simply swivel in your chair.

24 At this point, if you love
25 discipline so much, why do you bristle at being

1 disciplined by this Board? Why can't you take
2 your lumps?

3 And in terms of that last public
4 comment, I just want to offer one little
5 correction. The County Executive is part of this
6 Board. The Board shouldn't be giving a report to
7 him. He should be here, and he should be working
8 on it.

9 (Audience applause.)

10 MR. MAYNARD: And whoever his
11 designated replacement is, it's your
12 responsibility. He's given you that job, and you
13 should be taking that on. But you've chosen to
14 do nothing.

15 The other thing is I want to thank
16 the Warden here and his team for creating a
17 report for the wait times on mental health
18 specialists and all those kinds of things. Three
19 months ago, or even before that, long before
20 that, we, the community and -- through Public
21 Comment and this Board, asked for that kind of
22 report. They've been asking for this information
23 for a long time. And I appreciate the position
24 that you guys are in as public administrators.
25 You're doing more with less, so it's hard to do

1 these kinds of things, like your job. So I
2 appreciate you guys putting that together, and I
3 can't wait to hear it. I'm sure it will be full
4 of how we've noticed the deficiencies in the
5 system and what you plan to do about it, and not
6 just a report of the deficiencies.

7 All right. Thank you. That's all.

8 JUDGE HOWSIE: Thank you.

9 (Audience applause.)

10 JUDGE HOWSIE: Rachel Radke.

11 MS. RADKE: Rachel Radke,

12 R-A-D-K-E.

13 JUDGE HOWSIE: Thank you.

14 MS. RADKE: 2,684 citizens of
15 Allegheny County. That's how many people the
16 County has lost to opioid overdose as of the last
17 number we have in a four-year period, from 2016
18 to 2020. 19 percent of those people spent time
19 in the Allegheny County Jail in the year prior to
20 their release. If we do the math, that's 510
21 people. And if we do some more math, that means
22 that after their release from Allegheny County,
23 ten people in Allegheny County die every month of
24 opioid overdose after leaving the jail. And as
25 much as I appreciate that we are finally getting

1 updates about the jail's work to expand
2 medications for opioid use disorder, as happy as
3 I am that they seem to have finally set a goal to
4 accomplish this, every month that it takes for
5 this to happen, we lose another ten people. I'm
6 not okay with that. I'm not. I don't know why
7 anyone is.

8 Beyond that, every day that goes by
9 that people are not receiving their medications
10 for opioid use disorder, the County Jail is
11 likely in violation of Title 2 of the ADA and the
12 8th Amendment. In many different cases, it has
13 been found to be cruel and unusual punishment not
14 to provide people with opioid use disorder with
15 the proper medication, especially without getting
16 them evaluated by a doctor first.

17 But it's not just me that feels
18 that way because since 2021, the Department of
19 Justice has now gone into three different county
20 jails to make sure they understand this. In 2021
21 they investigated the Cumberland County Jail
22 because -- I'm sorry -- the Cumberland County New
23 Jersey Jail for failing to provide MOUD to
24 detainees with OUD. They found that because MOUD
25 is the standard of care for treating OUD,

1 categorically denying induction of MOUD is a
2 failure to provide adequate medical care for a
3 serious medical condition in violation of the
4 8th Amendment. The DOJ ordered a number of
5 remedial measures for the county jail to take
6 immediately, including ensuring that the
7 medication-assisted treatment is immediately
8 provided to prisoners, not in three months, not
9 in six months, immediately.

10 Thank you.

11 (Audience applause.)

12 JUDGE HOWSIE: Ann McStay.

13 MS. MCSTAY: Ann McStay,

14 M-C-S-T-A-Y.

15 JUDGE HOWSIE: Thank you.

16 MS. MCSTAY: A-N-N, not with an E.

17 I appreciate that we have the opportunity to
18 speak as public -- members of the public, and I
19 also appreciate that we've had some time with
20 IIWF Task Force Members and other people that
21 work with the County to have discussions about
22 the needs of the jail. It's really been
23 wonderful to have that happen.

24 I'd like to speak to the issues of
25 accountability and action to resolve problems.

1 As we've heard from all these people, there are
2 many things that have to be addressed, and
3 they're incredibly serious. At every public JOB
4 meeting, the agenda should list for us all Old
5 Business still to be addressed, all unresolved
6 issues with ongoing research and discussions
7 involved, and unanswered inquiries from Board
8 Members and the public. People are here to bring
9 up serious issues, not frivolous items.

10 This was done in the past when
11 Judge Clark was the Presiding Judge and should be
12 re-implemented immediately. The public has a
13 right to know about all pending old or unfinished
14 business and about unresolved problems and issues
15 and to see the Board address these items at each
16 and every meeting, not forgetting them, not
17 saying, well, we'll deal with that later. It's
18 important to address them because they keep
19 happening.

20 Major areas of concern about the
21 jail's operations that are regularly brought to
22 the Board's attention by the public include
23 untimely deaths, inadequate physical and mental
24 health care, unhealthy overtime utilization,
25 which is very hard on the staff, inadequate

1 Intake processing, which has recently caused --
2 been the reason for an overdose death, poor food
3 with low nutritional value, continued use of
4 solitary confinement against the voters' wishes
5 and in violation of so many more in this country
6 about what is cruel and unusual punishment. It
7 adds to people's mental stress. It's so
8 terrible. How can we possibly allow that to be
9 done in our names?

10 Incarceration of juveniles in jail,
11 again, morally and ethically and practically so
12 wrong to have young people put in those
13 situations, strip-searched, and sometimes the
14 victims of sexual abuse. It's so -- it's just so
15 important.

16 (Audience applause.)

17 MS. MCSTAY: If the JOB continues
18 holding monthly public meetings to hear reports
19 on the jail from the Warden and County staff, and
20 we do appreciate more transparency, that has
21 gradually, gradually been appearing, but it does
22 so without adequate meeting agendas that include
23 this old and unfinished business, all of it along
24 with concerns raised in past Public Comments,
25 it's incumbent on the citizens of Allegheny

1 County to hold the Board and the Warden
2 accountable for these items in a formal fashion.
3 We're in this work of addressing incarceration
4 issues together, taxpayers, voters, and
5 tax-funded County employees, including judges and
6 everyone else and the Warden and the agencies
7 that we give money to.

8 The Warden's staff have done a
9 number of things well recently, new mattresses,
10 so important, just for people. Let's keep that
11 up, and please bring this Old Business always to
12 the front.

13 JUDGE HOWSIE: Thank you.

14 (Audience applause.)

15 JUDGE HOWSIE: Sharon Bonavoglia.

16 MS. BONAVOGLIA: Sharon Bonavoglia,
17 B-O-N-A-V-O-G-L-I-A.

18 Yet another death at the Allegheny
19 County Jail, and it apparently happened during
20 Intake. When will it stop? When will procedures
21 change so that those who are having a medical or
22 mental health crisis will be immediately sent to
23 a hospital facility most appropriate to the
24 crisis? Especially knowing just how understaffed
25 they are, the ACJ administration needs to be

1 acutely focused on the medical condition of those
2 under their care. Overworked COs should not be
3 responsible for making medical life-and-death
4 decisions. How many more deaths does this
5 community have to suffer?

6 I believe it is imperative that
7 this Jail Oversight Board do its utmost to truly
8 listen to each other, to communicate with respect
9 and a laser focus on immediate improvements that
10 will make the most impact on the health of all
11 people incarcerated in any jail in Allegheny
12 County. I would ask you all as individuals, and
13 I am looking very clearly at each of you as
14 individuals. I would ask that each of you as
15 individuals ask yourselves without pointing a
16 finger at anyone else on this Board these
17 questions. What can I do differently? What is
18 my responsibility to change in my own behavior
19 and communication choices? Am I willing to stop
20 attributing motives less noble than my own to all
21 of the other members of this Board and truly
22 listen?

23 We at PIIN are grateful for the
24 time members of the Jail Oversight Board
25 Incarcerated Individuals Welfare Fund

1 Subcommittee gave to us recently, and it was so
2 helpful to the conversation to have a
3 representative from County Controller's Office
4 with us.

5 One of our suggestions was that
6 this Board get together outside of this meeting
7 and agree on policies and procedures for
8 yourselves as a Board. The Controller's Office
9 actually offered to help in this endeavor.

10 Please take that help. You need it.

11 The people incarcerated throughout
12 the County do not have the luxury of waiting for
13 a new County administration, a new Jail Oversight
14 Board, or a new Warden. They are dying now.
15 Please come together and choose to focus on how
16 to make the changes needed for the protection of
17 all those under your care.

18 And now, if you are physically
19 able, please rise out of respect for the reading
20 of the names of the dead:

21 Richard Lenhart -- yes, and anybody
22 who would like to rise. Robert Blake,
23 Cody Still, Daniel Pastorek, John Brady,
24 Martin Bucek, Robert Harper, Vinckley Harris,
25 Justin Brady, Paul Allen, Roger Millspaugh,

1 Paul Spisak, Gerald Thomas, Jerry Lee Ross, Jr.,
2 Victor Joseph Zilinek, Ronald Andrus,
3 Anthony Talotta, William Spencer and in the last
4 month alone James Washington, Damon Leroy Kayes,
5 Tim Manino.

6 And I would like it pointed out for
7 the record that no one from Administration rose.

8 JUDGE HOWSIE: Maria Guido.

9 MS. GUIDO: My name is Maria Guido,
10 G-U-I-D-O. I'm a licensed clinical social worker
11 in the state of Pennsylvania. It's nice to see
12 you, Warden Harper.

13 I'm here because I want to talk
14 about the children who are in the jail right now
15 on Act 33 charges. I've been an expert witness
16 in Act 33 hearings since 2015. I have
17 significant concerns about the allegations, not
18 only emotional abuse but physical and sexual
19 abuse. I also am concerned about their
20 physiological needs not being met. You cannot
21 expect these children to follow any type of order
22 when you can't meet their physiological needs.
23 They are sweating in the summer. They are
24 freezing in the winter. You won't even give them
25 enough food. They don't get regular contact with

1 people. They don't even get positive engagement.
2 How can you expect these children to be
3 rehabilitated?

4 Also, there are major issues with
5 getting evaluators into the jail. I don't know
6 how many times I've had to give my license over
7 to the State of Pennsylvania to allow me in the
8 jail, and I'm still not allowed in there. So I'd
9 like to know why, Warden Harper. Do I need to
10 give you my license again, because it's laminated
11 in my wallet, okay? Because the longer you keep
12 evaluators out to talk to those kids, the longer
13 they sit on Act 33 charges. And the longer that
14 they sit on Act 33 charges, the time is ticking.
15 And you know that Judge Mariani will send them
16 right to prison if they are 17.

17 So you can continue to keep us out,
18 but you're going to continue to get ChildLined,
19 and we're going to continue to come here, okay?
20 How can you do this to children, to children?
21 Warden, to children. How can you do this to
22 them? I hope you're happy because what you are
23 doing to them is you are further traumatizing
24 them.

25 (Audience applause.)

1 MS. GUIDO: You need to deal with
2 the developmental trauma. You are doing this to
3 them. Thank you for hearing me.

4 (Audience applause.)

5 JUDGE HOWSIE: Brad Korinski.

6 MR. KORINSKI: Good afternoon,
7 Board. Brad Korinski, 5536 Beverly Place,
8 Pittsburgh, private citizen armed with my trusty
9 Dollar Bank checkbook in an attempt to bring
10 Allegheny County's most well-compensated
11 lawbreaker to justice.

12 And I do this not for a rhetorical
13 flourish, although I hope it gets attention to
14 get him here. But to encourage the members of
15 the Board who march to the tune of the County
16 Executive that he is a craven and a coward. He
17 is no more entitled to your loyalty than he's
18 entitled to my \$10,000.

19 As Albert Camus said, in this
20 world, there is the pestilence, and there are the
21 victims. Never, never stand on the side of the
22 pestilence, and Rich Fitzgerald, his
23 administration is part of the pestilence or
24 illegality that has long troubled this
25 institution, and it should stop.

1 And that dovetails to my next
2 point, which is why is it that this Board never
3 hears from licensed professionals? There's
4 obviously a medical problem in the jail. Why
5 does this Board never hear from a Medical
6 Director, an MD? There are legal problems in the
7 jail. There's a referendum that we all believe
8 is not being followed. There are other statutory
9 provisions that we all believe aren't being
10 followed. Why is it that we never see the County
11 Solicitor?

12 You know, when the County opens bid
13 purchases to buy goods and such, there's always a
14 County Solicitor there to ensure that the law is
15 followed. If there are questions, the County
16 Solicitor stands up and says, well, in fact,
17 there's -- this follows the law. Board of
18 Elections meetings, we have solicitors. Pension
19 Board meetings we have solicitors. County
20 council meetings we have solicitors, and why is
21 that important? Because licensed professionals
22 are obligated to tell the truth and exercise
23 their best professional judgment and advice, or
24 they are subject to sanction. So what this
25 County has done, and it is intentional, make no

1 mistake that they've thrown the Warden in the
2 deep end of the pool and say swim. Warden, does
3 the County comply with the law? Sure it does.
4 Does the County comply with the referendum?
5 Absolutely. How's the medical staffing at the
6 jail? Fine. But where is the MD? Where is the
7 lawyer? This Board should demand the County
8 Solicitor show up. Give an opinion letter. I've
9 seen them.

10 Thank you. \$10,000.

11 (Audience applause.)

12 JUDGE HOWSIE: Tanisha Long.

13 MS. LONG: Tanisha Long. Great to
14 see you all. I know you've missed me.

15 Last Jail Oversight Board meeting,
16 which should have happened last week, but you
17 rescheduled it without any regard for the public,
18 respect for our schedule, our time, or our
19 feelings because we accommodate you and you don't
20 give a crap about us -- at the last Jail
21 Oversight Board meeting you kicked out Kim
22 Andrews. Shortly after, Kim Andrews ended up
23 incarcerated in the Allegheny County Jail.
24 During her time there, she was tased four times
25 in the sally port. She was also stripped naked

1 by male COs. This is what happens to your jail,
2 and these are the people -- these are the people
3 you try to silence.

4 During the lockdowns, lawyers were
5 not able to get into the Allegheny County Jail,
6 could not see their clients. I know this should
7 be of particular interest to you, Judge Howsie,
8 and you Judge Lazzara, and I hope you consider
9 that this happened when you were seeing these
10 people in front of you just days later and
11 knowing that they did not have in-person legal
12 contact with their legal representatives. So the
13 people who are standing in front of you, who are
14 standing in your courtrooms, did not get to
15 properly speak to their own lawyers while you're
16 making decisions that directly affect their fate,
17 or their cases are going to get continued
18 lengthening their stay in the Allegheny County
19 Jail.

20 Judge Howsie, you proceed over IOJ
21 hearings, which means you deal with youth and
22 whether or not they should be incarcerated at the
23 Allegheny County Jail, so these are kids that
24 you're subjecting to longer treatment inside --
25 long, harsh treatment inside the Allegheny County

1 Jail knowing that they didn't get to speak to a
2 lawyer for four days straight.

3 Judge Lazarra, I know you're
4 concerned with people who are in Mental Health
5 Court, and I know you know the effect that
6 solitary confinement has on people. So four days
7 in solitary confinement when it's been proven
8 that after 72 hours, people begin to hallucinate,
9 they begin to see things, they begin to
10 decompensate. I would hope that this is of
11 particular concern to you.

12 The people in the Allegheny County
13 Jail are not able to speak out because
14 Warden Harper took their tablets when they were
15 under that four-day lockdown. The people in the
16 Allegheny County Jail are not able to attend this
17 Jail Oversight Board meeting. The people at the
18 Allegheny County Jail can now not speak to their
19 lawyers when the Warden decides that they're
20 having a facility-wide lockdown. If you don't
21 think that that's unconstitutional, inhumane and
22 unconscionable, you're the problem.

23 And the next time, next time you go
24 to kick a formerly incarcerated person out of a
25 Jail Oversight Board meeting, just remember the

1 conditions you're possibly subjecting them to
2 when your over-zealous gun-trigger-happy
3 pushing-people officers get in that hallway and
4 put their hands on people, like that one right
5 there did at the last meeting. I have a video of
6 it.

7 So this is what you're responsible
8 for. This is what you're in charge of. This is
9 what you view as conscionable. And it's
10 embarrassing.

11 And you call yourself a man of the
12 law, and you know that these are what these
13 people are going through, and you sit up here,
14 and you play God with our time, with their lives,
15 and you allow this man, who would never look at
16 me, this man to run wild in that Allegheny County
17 Jail, and at this point, he's reaching
18 unconstitutional. And we know you've been sued
19 once. It just happened a couple of weeks ago,
20 and we're not afraid to do it again.

21 Thanks.

22 JUDGE HOWSIE: Thank you.

23 (Audience applause.)

24 JUDGE HOWSIE: Hi, Alex Phillips.

25 Phillips spelled P-H-I-L-L-I-P-S.

1 Hello, Members of the Board. My
2 name is Alex, and I'm currently a student at the
3 University of Pittsburgh. And today, I'm here to
4 talk to you guys about the absolutely horrendous
5 conditions that exist inside the Allegheny County
6 Jail.

7 I've been working with the people
8 incarcerated in the Allegheny County Jail for
9 just about two weeks now, and already my mind has
10 been blown by the absolutely horrendous
11 conditions that exist in there. I've heard
12 stories of people getting beat up or sexually
13 assaulted by correctional officers, lack of any
14 meaningful mental health care, horrible food, and
15 violence amongst those who are incarcerated.
16 This is not even to mention the overdose death
17 and the other two deaths which just happened last
18 month, and the subsequent four-day lockdown in
19 which, as has been said already, prisoners were
20 not able to see their lawyers. Just -- just
21 yesterday -- not yesterday, Tuesday, I saw a
22 woman being carted out of the Renewal Center, and
23 the people who were told to evacuate were told it
24 was a fire drill. Can you not tell the truth?
25 Can you guys really not tell the truth? Come on.

1 We know this. It's -- like, I know our system
2 isn't about rehabilitation, but are you serious?
3 Most of the people in ACJ have not been convicted
4 of a crime, and even if they were, those
5 conditions are unacceptable.

6 I have lived in Pittsburgh for the
7 vast majority of my life, and I've never been
8 more let down by the city than when I heard about
9 the conditions in our jail. I had no clue. And
10 it will never be the same after learning about
11 what happens today. It's disgusting, and every
12 single day that that place remains open, people
13 will only be further traumatized and recreate
14 cycles of violence.

15 Let's also mention the fact that
16 the people in charge of this jail just don't care
17 about the people outside of the jail as little as
18 they care about the people inside, because we
19 know they don't. We just passed a referendum
20 recently banning the use of solitary, and it
21 still happens. This is a spit in the face of
22 every single citizen who had their voice heard to
23 make sure that that barbaric practice was
24 stopped.

25 I, for one, cannot wait until the

1 day that every single man, woman, and child is
2 let out of that jail and the building itself is
3 demolished.

4 Thank you for your time.

5 (Audience applause.)

6 JUDGE HOWSIE: I apologize, but it
7 looks like Shabaka Gray. I'm not sure. I can't
8 read the last name.

9 MR. GAY: It's Shabaka,
10 S-H-A-B-A-K-A; Gay, G-A-Y, and I'd like to yield
11 my time to John Kenstowicz.

12 JUDGE HOWSIE: We don't really have
13 a practice of yielding time, sir. So would you
14 like to exercise your time?

15 AUDIENCE MEMBER: Who says he
16 can't?

17 JUDGE HOWSIE: Would you like to
18 exercise your time?

19 MR. GAY: I can't hear you.

20 AUDIENCE MEMBER: There's no rule
21 against it.

22 MS. HALLAM: Point of order, Judge
23 Howsie. Point of order, Judge Howsie.

24 If I remember correctly, there is a
25 policy that says that people can group their time

1 together if they're speaking on behalf of a
2 specific project or organization, and they can
3 pool that time.

4 JUDGE HOWSIE: Can you direct --

5 MS. HALLAM: It's a prior practice,
6 and according to you, we go along with past
7 practices.

8 JUDGE HOWSIE: Mr. Kenstowicz,
9 please come on up. You have three minutes.

10 MS. HALLAM: Does no one on the
11 Board remember that, that if somebody is speaking
12 on behalf of an organization, they actually get
13 five minutes?

14 JUDGE HOWSIE: No. You get three
15 minutes per person.

16 MS. HALLAM: I was asking the rest
17 of the Board, Judge Howsie.

18 MR. KENSTOWICZ: All right. Let's
19 get started.

20 JUDGE HOWSIE: Thank you.

21 MR. KENSTOWICZ: Kenstowicz is my
22 last name, K-E-N-S-T-O-W-I-C-Z.

23 As mentioned in my last public
24 comment, I am providing you today the results of
25 the Job Satisfaction Survey for our correctional

1 officers that was conducted from April 27th to
2 May 23rd of this year. The Corrections
3 Collective conducted the survey. 98 officers
4 participated in the survey. Google Forms was
5 used to protect the identity of the officers.
6 The survey was completely anonymous. No physical
7 incentives were used for their participation.

8 The first part of the survey
9 consisted of 12 close-ended statements. The
10 following color pie charts reveal the results.
11 Because of time, I can't read all the percentages
12 of each pie chart.

13 The possible answers to the
14 12 statements are: Strongly agree, agree,
15 neither agree nor disagree, disagree, and
16 strongly disagree. So Shabaka will present each
17 pie chart as we go through them.

18 So the first one is, I feel valued
19 and respected as a CO at the Allegheny County
20 Jail. 59.2 percent of the officers strongly
21 disagree with that statement. 31.6 percent
22 disagree with that statement.

23 I am paid fairly for what I'm asked
24 to do. 25.5 percent agree with that statement.
25 21.4 percent disagree with that statement.

1 My job benefits meet my family
2 needs. 40.8 percent agree, 27.6 disagree. Yeah,
3 if you could keep those going, Shabaka.

4 Concern for my physical safety has
5 become more of a problem. 72.4 percent of the
6 officers said strongly agree. 20.4 percent said
7 agree.

8 Yeah, each shift is staffed with
9 enough CO. 95.9 percent strongly disagree with
10 that statement, and 4.1 disagree with that
11 statement. So that's all the officers.

12 I am not asked to perform work
13 duties outside of my job description. 45.9
14 percent strongly disagree with that statement,
15 30.6 percent disagree with that statement.

16 I've had enough training to perform
17 the work I'm expected to do. 42.9 percent
18 disagree with that statement, 28.6 strongly
19 disagree with that statement.

20 I have flexibility with my schedule
21 for personal or family needs. 64.3 percent
22 strongly disagree with that statement, 14.3
23 percent disagree with that statement.

24 Forced overtime has become
25 disruptive to my family and me. 76.5 percent

1 strongly agree with that statement. 16.3 percent
2 agree with that statement.

3 Yeah, I guess I'm going a little
4 too fast, but I don't need it in terms of my
5 time. I want to get through this.

6 Overtime has affected my physical
7 and mental health. 76.5 percent agreed with that
8 statement. 13.3 also agree.

9 Management understands the
10 challenges I experience on my job.

11 JUDGE HOWSIE: These are unreal.

12 MR. KENSTOWICZ: 67.3 percent
13 strongly disagree with that statement, and 21.4
14 percent disagree.

15 Management is receptive to my
16 feedback and suggestions. 70.4 percent strongly
17 disagree with that statement, 21.4 percent
18 disagree.

19 The following is a summary of the
20 responses to the 12 close-ended statements of the
21 survey. The question that received the strongest
22 disapproval asked was whether there were enough
23 officers on each shift. 100 percent of
24 respondents disagreed or strongly disagreed that
25 each shift is staffed with enough COs.

1 Additionally, 92.7 percent agreed
2 or strongly agreed that forced overtime has
3 become disruptive to their families. These
4 responses indicate that the vast majority of
5 officers believe there is a serious staffing
6 problem at the jail.

7 So -- okay.

8 JUDGE HOWSIE: Keep going.

9 MR. KENSTOWICZ: Directly related
10 to understaffing. 92.8 percent of respondents
11 agreed or strongly agreed that concern for
12 officers' physical safety has become more of a
13 concern, and 89.8 percent agreed or strongly
14 agreed that overtime has affected their physical
15 and mental health.

16 Based off the results of all four
17 of these responses, it is clear the vast majority
18 of officers believe they are working too many
19 hours, their physical safety is more of a
20 concern, and the additional overtime is affecting
21 their families as well as their physical and
22 mental health.

23 JUDGE HOWSIE: Mr. Kenstowicz, you
24 have exceeded your time.

25 MR. KENSTOWICZ: Okay. Who is

1 next?

2 JUDGE LAZZARA: Sir, we do have a
3 copy, and we were able to follow along with all
4 the numbers even if we couldn't see slides. It's
5 a color copy, and everybody's got it.

6 MR. KENSTOWICZ: Yeah, I sent this
7 to you yesterday.

8 JUDGE LAZZARA: Yeah, we all have
9 it here, so just so you know.

10 MR. KENSTOWICZ: Right. Okay.
11 Okay. You know, I wanted to do this for the
12 public also.

13 JUDGE LAZZARA: Yeah.

14 MR. KENSTOWICZ: So, okay, for the
15 next person that's up, even though my time is up,
16 I think they're reading -- they're willing to
17 continue to read this report.

18 AUDIENCE MEMBER: I can.

19 MR. KENSTOWICZ: I mean, why can't
20 I just read the rest of this report?

21 JUDGE HOWSIE: You know what,
22 briefly.

23 MR. KENSTOWICZ: Thank you.

24 AUDIENCE MEMBER: Thank you.

25 (Applause.)

1 MR. KENSTOWICZ: Another area of
2 major concern is the relationship between the
3 administration and COs. 88.7 percent of
4 respondents disagreed or strongly disagree with
5 the statement management understands the
6 challenges I experience on my job, and 91.8
7 percent disagreed or strongly disagreed with the
8 statement management is receptive to my feedback
9 and suggestions. Communication would then appear
10 to be top down with limited opportunities for COs
11 to provide feedback, suggestions, or talk with
12 administration about the struggles they
13 experience on their job.

14 Additionally, 90.8 percent of
15 respondents disagreed or strongly disagreed with
16 the statement I feel valued and respected as a CO
17 at the Allegheny County Jail. This response is
18 not surprising, given the responses pertaining to
19 the relationship between the COs and the
20 administration.

21 An important question is how much
22 is this response to this question based on how
23 the COs feel they are perceived by the public.
24 How much does the public truly understand and
25 value the plight and the day-to-day experiences

1 of the CO?

2 Concern over the disconnect between
3 the officers and administration was also raised
4 in the 2022 ACJ Mortality Report conducted by the
5 NCCHC. Quote, and I quote, "Information
6 pertaining to important operational issues, staff
7 safety, inmate safety, or the safety and security
8 of a facility itself must be communicated.
9 Staff, including line supervisors, including --
10 indicated they don't hear information on critical
11 incidents, specifically deaths and suicides, or
12 follow-up or corrective information."

13 Previous studies of staff retention
14 for correctional officers have found that the
15 control over scheduling and the ability to
16 schedule off for personal and family needs are
17 the most important factors for retention of
18 correctional officers. In this present study,
19 lack of flexibility was raised as a serious
20 concern by respondents. 78.6 percent of
21 respondents disagreed or strongly disagreed with
22 the statement, I have flexibility with my
23 schedule for personal or family needs. This
24 evident lack of flexibility is reflected in
25 responses to questions regarding forced overtime

1 and the impact it has on family and physical and
2 mental health.

3 Two statements raised concerns that
4 officers are required to perform tasks beyond
5 their scope of training. 76.3 percent of
6 respondents disagreed or strongly disagreed with
7 the statement I am not asked to perform duties
8 outside my job description, and 72.2 percent
9 disagreed or strongly disagreed with the
10 statement I've had enough training to perform the
11 work I'm expected to do.

12 All of these factors can have a
13 significant effect on morale and safety.

14 The next part of the survey asked
15 this open-ended question. What are your
16 recommendations that would reinforce your
17 decision to continue to work at the ACJ? There
18 were 74 responses to this question. Some
19 responses mirror those indicated in the
20 close-ended statement but provide more insight
21 into what officers are experiencing. The most
22 repeated responses fell into six main categories:
23 Call for changes in the leadership and
24 administration, 24 responses; call for improved
25 support and communication with correctional

1 officers, 21 responses; call to hire more
2 correctional officers, 17 responses; call for
3 revision to overtime system, 17 responses; call
4 for higher pay or better benefits, 13 responses;
5 call for increased concern for officer safety, 8
6 responses.

7 Included below are direct quotes
8 provided by the respondents correlating with each
9 of the above categories. Call for revision to
10 the overtime system, call to hire more officers,
11 many of the responses tied together problems with
12 staff retention and forced overtime.

13 Forced overtime and the punitive
14 actions taken by administration relating to
15 forced overtime is on the minds of many officers.
16 Now when officers use the word "force" in this
17 quote, they're actually referring to forced
18 overtime. So I quote, "Staff following new
19 officers that are still on probation for making
20 one minor mistake or for refusing a force because
21 they were forced numerous times in a row or when
22 they are physically ill and provide medical
23 documentation."

24 JUDGE HOWSIE: Mr. Kenstowicz, is
25 there any way you can summarize this? I mean,

1 you've gone over your time. Is there any way --

2 MS. HALLAM: I will ask fewer
3 questions if you let him finish.

4 JUDGE HOWSIE: I don't believe you.

5 MS. HALLAM: I will.

6 (Audience laughter.)

7 JUDGE HOWSIE: Summarize, please.

8 MR. KENSTOWICZ: What's that?

9 JUDGE HOWSIE: Summarize, please.

10 MR. KENSTOWICZ: I tell you what,
11 why don't I do this, okay? Why don't I, next
12 meeting because I want to read these quotes from
13 the correctional officers. I think they're
14 really significant, and they tell a story of what
15 they're experiencing, okay?

16 JUDGE HOWSIE: Okay.

17 MR. KENSTOWICZ: So what I've done
18 is I've done an analysis of the data and
19 conclusion. This will be about three minutes.

20 JUDGE HOWSIE: Okay.

21 MR. KENSTOWICZ: Okay. So why
22 don't I do that, and then I'll go back to this
23 next month.

24 JUDGE HOWSIE: Can you do both
25 things next month?

1 MR. KENSTOWICZ: No. I mean, can
2 you give me a little more time?

3 AUDIENCE MEMBER: There were seven
4 people who are donating their time to him.

5 MR. KENSTOWICZ: Yeah. We have
6 seven people. What's that?

7 JUDGE HOWSIE: We don't donate our
8 time.

9 MS. HALLAM: Judge Howsie, that's
10 in Robert's Rules.

11 AUDIENCE MEMBER: (Shouting.)

12 MS. HALLAM: Robert's Rules allows
13 you to yield.

14 MR. KENSTOWICZ: Well, all these
15 people -- all these people wanted to donate their
16 time. That's why they signed me up.

17 JUDGE HOWSIE: You can't use
18 someone else's time. I'll give you another two
19 minutes.

20 AUDIENCE MEMBER: You know what,
21 John, don't worry about it. It will all get read
22 today.

23 AUDIENCE MEMBER: Yeah, it will get
24 read.

25 MR. KENSTOWICZ: Yeah, I mean, why

1 don't we just do that? Okay. All right. So
2 yeah.

3 So let's go, do you mind if I stand
4 right next to the person?

5 JUDGE HOWSIE: Sister Barbara
6 Finch.

7 MR. KENSTOWICZ: Okay. Barbara,
8 can you come up here? Okay. This is pretty
9 easy. So all you have to do is start with the
10 quote and then read these quotations, okay? And
11 then you go to this next one and continue to
12 read. And start with the quote for each of
13 these.

14 MS. FINCH: Okay. Which one?

15 MR. KENSTOWICZ: So I left off
16 here, so start with this one.

17 MS. FINCH: This one, okay. It's
18 Sister Barbara Finch, F-I-N-C-H, and I'm going to
19 continue this report.

20 JUDGE HOWSIE: Thank you.

21 MS. FINCH: Limit the amount of
22 forced overtime in a week to no more than two or
23 three times in a week, do not discipline officers
24 that are forced three times in a week for trivial
25 things that may be caused by fatigue. We have no

1 administrators who have worked such a workload as
2 is now asked of the officers. "There should be a
3 number in place for the amount of forces per week
4 for the new contract. For example, officers
5 should be mandated maximum two times per week.
6 Officers should not be forced for a reasonable
7 amount of time per week." Per the jail, a
8 reasonable amount of forces is 5 days per week
9 which interferes into off days. "Working on the
10 forcing to spend time with my family." "Hire
11 more officers so people aren't forced every day."

12 Again, in response to forced
13 overtime, some officers are asking the
14 administration to share in the added workload.
15 "Have the sergeants or captains oversee Suboxone
16 pass instead of leaving it to the officers to
17 oversee themselves as the staff leaves the unit."
18 "Give the sergeants more responsibility and have
19 them help the officers on the units rather than
20 continuously adding more and more duties to the
21 officers' daily responsibilities."

22 Some officers reported frustration
23 over the use of FMLA and call for even
24 distribution of overtime. "Get everyone to do
25 their fair share. The force list makes zero

1 sense, and this job is not sustainable without
2 being forced to go get FMLA. Maybe 12-hour
3 shifts is the answer. At least the overtime is
4 spread out evenly." "The County needs to make
5 real efforts to the current abuse of the Family
6 Medical Leave Act, FMLA, with 80 percent of the
7 officers having FMLA, the majority of whom
8 obtained it so that they can refuse mandated
9 overtime. Unsustainable." "Evening out the OT,"
10 excuse me, "across all three shifts."

11 And then there's a call for
12 improved support and communication with
13 correctional officers. Officers made references
14 to the administration not understanding the
15 challenges officers experience on their job.
16 "More realistic leadership. People who see the
17 things that we see every day and understand the
18 type of people we oversee and the challenges that
19 come with it." "New leadership and someone with
20 real experience, someone that works with the
21 officer instead of ruling with fear and
22 discipline."

23 Punitive measures to induce
24 compliance was mentioned in several responses.
25 "Discussing mistakes and errors with officers and

1 showing us how to fix them rather than writing us
2 up only to step us up to termination." "Revamp
3 the administration so that officers can actually
4 be respected and not have to fear for our jobs
5 every single day." "Better administration that
6 doesn't view their employees as the problem."

7 Section 3 is Open-Ended Question,
8 Summary and Discussion. Some response concern
9 the administration micromanaging. "If they stop
10 micromanaging" -- am I up?

11 MR. KENSTOWICZ: Yeah. Who is the
12 next person up?

13 JUDGE HOWSIE: Diana Hull. I
14 believe that's the name.

15 MR. KENSTOWICZ: Diana.

16 MS. FINCH: If you start with that.

17 MR. KENSTOWICZ: Yeah. Just try to
18 lead into each one of these.

19 MS. FINCH: Yeah. Say your name
20 and spell your last name.

21 MS. HULL: Diana Hull, last name
22 H-U-L-L.

23 JUDGE HOWSIE: Thank you.

24 MS. HULL: "If they stop
25 micromanaging every little thing without knowing

1 why we do what we do, I feel I'm not trusted as
2 an adult who didn't get arrested. Yet I get
3 treated worse than the jail residents." "Allow
4 us to do our job and not micromanage us." "If
5 management would change and allow us to do our
6 jobs, some responses, concern with the need for
7 upward communication." "Listening to the
8 officers' opinions and ideas of how to manage the
9 jail and allowing us to run our units without
10 micromanaging our every move and decision."
11 "Getting rid of the administration and fake
12 deputies that make decisions without consulting
13 the officers who work firsthand with the daily
14 operations of the facility." "They create safety
15 concerns when they warehouse inmates and close
16 pods cutting jobs." "There is no communication
17 in the jail with all levels of staff creating
18 uncertainty and creating severe safety problems."
19 Call for increased concern for
20 officer safety. As reflected in the quote above,
21 safety has become a concern for many officers. A
22 few responses indicate the impression that safety
23 of the incarcerated individuals is prioritized
24 over officer safety. "Additional staffing for
25 safety with more concern for officer safety."

1 "Get rid of the current administration, Warden,
2 Deputy Wardens and Majors. They have done
3 nothing but make the job harder and more
4 dangerous for officers and inmates."

5 "Prioritizing safety and security for officers
6 and inmates."

7 Section 3, Open-Ended Questions.

8 Summary and Discussion. Call for changes in the
9 leadership and administration. Overall 24
10 responses including a call for a change in
11 leadership and the administration, and a majority
12 of these responses called for termination.

13 "Better leadership from our superiors. If they
14 don't build morale and show leadership, how can
15 you expect your employees to be better?" "Better
16 administration that doesn't view their employees
17 as the problem." "Complete change of staff from
18 majors up the ranks to Warden."

19 In addition to the main categories
20 above, some officers have made other
21 recommendations. Several related to training.
22 "Increase in-person training, not through Power
23 DMS." "Give officers more tools for discipline."
24 "Defensive training tactics more often." And
25 others provided general recommendations. "Pay

1 double-time to stay for a force." "Provide more
2 nutritious food in the dining hall, especially
3 when we are forced and stuck for 16 hours."
4 "Start using the padded cells when the situation
5 warrants it." "Remove the CRU officers from the
6 regular bids so officers who aren't on the team
7 can bid on those jobs." "Allow inmates to charge
8 their tablets because they only work for seven
9 hours when they have access to them for 12.5
10 hours and have to share them for 12.5 hours with
11 their cellie." "Better healthcare for retirees.
12 Raise to at least account for rising inflation
13 and cost of living." "Better food in the
14 officers' dining room and free parking would be a
15 nice plus too."

16 MR. KENSTOWICZ: Okay. Who's next?

17 JUDGE HOWSIE: Fran McDowell.

18 MR. KENSTOWICZ: Same thing. If
19 you could just read this right here and then go
20 on.

21 MS. McDOWELL: Fran McDowell,
22 M-C-D-O-W-E-L-L.

23 The following open-ended question
24 was asked of the officers. For your peers that
25 terminated employment, do you think -- why do you

1 think they left? There were 81 responses to this
2 question. Most responses fell in the five
3 following categories. Number 1, left because of
4 forced overtime, included 35 responses.
5 Number 2, left because of
6 management/micromanagement, included 26
7 responses. Number 3, feeling undervalued or
8 unsupported by leadership, included 26 responses.
9 Number 4, left due to lack of work-life balance,
10 included in 14 responses. Number 5, safety
11 concerns, included in 9 responses.

12 Mentions of forced overtime or lack
13 of work-life balance were included in 45 distinct
14 responses. Mentions of management,
15 micromanagement, and feeling undervalued or
16 unsupported were included in 47 distinct
17 responses.

18 Safety concerns were linked to
19 forced overtime in four of the responses. "The
20 overtime, all of them have said the same thing.
21 Nobody wants to work 80 hours a week in a
22 dangerous work environment." "My peers left
23 because of the following, forced daily, forced
24 into off-days. No time to spend with family.
25 Sleep deprived. We have to work dangerous pods

1 on overtime hours. Health issues such as weight
2 loss due to poor nutrition due to the lack of
3 time spent at home to eat proper meals per day."
4 "Forced overtime, unsafe working environment."
5 "Understaffing and safety concerns."

6 Several responses focused on the
7 administration being disconnected from the
8 officers, lacking awareness of the work
9 challenges of the officers. "Forced overtime,
10 short staff, management has no idea what it's
11 like to run a pod and what's expected of you."
12 "The County doesn't care about them, their
13 families or their needs. Administration is out
14 of touch. Policy is being made by civilians who
15 don't do their jobs making the entire facility
16 more dangerous." "The expectation is that we
17 don't have lives outside of our work." "We are
18 not appreciated and consistently put under
19 massive stress, not just the inmates, but -- and
20 people up the street who do not do our job."

21 Section 2, Open-Ended Question,
22 Summary and Discussion. Response --

23 MR. KENSTOWICZ: Who's next?

24 JUDGE HOWSIE: John Bolanos. I
25 apologize if that's a mispronunciation of the

1 last name.

2 MR. BOLANOS: John Bolanos, B as in
3 "boy," -O-L-A-N-O-S.

4 MR. KENSTOWICZ: You can start
5 right here.

6 MR. BOLANOS: Responses also
7 focused on the punitive actions being taken by
8 administration in spite of officers working very
9 excessive forced overtime. "They knew that
10 administration wouldn't support us and actively
11 try to hound us. My example is a team -- if
12 people hired to watch cameras all day to write us
13 up. The cameras should be there to support us,
14 not solely to punish us." "Too much overtime.
15 Administration targeting the wrong things for
16 disciplinary action." "They left due to the
17 amount of forced overtime and the fact that
18 administration seeks to target officers for
19 anything." "Forced overtime, bad and hostile
20 management, constant threats of termination.
21 Some of the officers talked about the stress put
22 on families and on the officer when an officer
23 has to work so much forced overtime." "Unfair
24 policies that not only put strain on themselves
25 but their personal life as well." "Ruined their

1 family life, caused undue stress, overtime cost,
2 health issues, and they were treated like they
3 are worthless." "Extreme stress while being
4 under-appreciated and forced every day. Some had
5 to decide between" moving a family -- "having a
6 family and providing for their family."
7 "Mandated overtime, stress, missing their
8 families."

9 MR. KENSTOWICZ: Now this is --

10 JUDGE HOWSIE: Sir, are we going to
11 do the Discussion and Analysis next meeting like
12 you said?

13 MR. KENSTOWICZ: We're all --

14 AUDIENCE MEMBER: We're still all
15 here?

16 MR. KENSTOWICZ: We still have one
17 more person.

18 AUDIENCE MEMBER: Don't count this
19 time against --

20 JUDGE HOWSIE: Okay.

21 MR. KENSTOWICZ: Yeah. Hold on a
22 second. Okay. Here is -- all right. We have to
23 do it that way. I know I have this. I had this
24 already.

25 AUDIENCE MEMBER: Right here. This

1 is where you are.

2 MR. KENSTOWICZ: Yeah, this is the
3 summary.

4 MR. BOLANOS: From the results of
5 the survey, the overwhelming concern of the
6 correctional officers is forced overtime. Though
7 increasing pay and benefits are mentioned, the
8 dominant concern is how forced overtime is
9 disrupting an officer's family life, the
10 officer's physical and mental health, and the
11 officer's sense of safety. These officers
12 working forced overtime should receive the utmost
13 support to succeed. A laser beam of support from
14 administration, the union, the Jail Oversight
15 Board, and the public should be provided to these
16 officers. These officers are making huge
17 sacrifices. These officers should be given a
18 maximum opportunity to develop a schedule that
19 will complement the care they need to give to
20 their families and their own physical and mental
21 health. As one officer recommended, these
22 officers should be paid double-time, be provided
23 free parking, and a steak in between their shifts
24 because of the sacrifices they are making.

25 COs recognize that the officers

1 most vulnerable to terminating their job are the
2 officers who are relatively new, who are assigned
3 to work many hours of forced overtime, and who
4 work on the most difficult pods where safety
5 becomes more of a risk. This needs to change, in
6 which a more equitable system is devised to take
7 some of the weight off the backs of the officers
8 recently hired. This will improve retention.

9 Coupled with this concern of forced
10 overtime is how management is disciplining
11 officers who work these long hours, and the
12 micromanaging officers are experiencing.

13 Officers say a punitive model of intimidation and
14 the threat to losing one's job is used often to
15 achieve compliance. Using fear and intimidation
16 tactics is an archaic way of achieving motivation
17 in the workplace, especially when officers are
18 working such long hours. The fear tactics and
19 micromanagement wreak havoc concerning the
20 officer's morale. A supportive model needs to be
21 implemented in which these officers need to be
22 seen as professionals who can grow in their
23 profession if given the opportunity. All of the
24 talk-down communication needs to stop. What
25 NCCHC found in administration not providing

1 corrective information to line staff also needs
2 to stop.

3 JUDGE HOWSIE: I think we're done.

4 MR. KENSTOWICZ: Were you done?

5 JUDGE HOWSIE: Keep going? All
6 right.

7 MR. KENSTOWICZ: I think we got one
8 more. I think we're going to finish, okay?

9 JUDGE HOWSIE: That's fine.

10 MR. KENSTOWICZ: You just have this
11 to read.

12 MR. BONA VOGLIA: Okay. Cool.

13 Art Bonavoglia, B-O-N-A-V-O-G-L-I-A.

14 Okay. One officer recommended the
15 use of video cameras in many instances -- thanks,
16 Leah. She knows I can't see.

17 In many instances, these should be
18 seen as a learning tool in which ideas of
19 training and support are provided instead of the
20 cameras always being used as evidence to
21 discipline or fire people. For officers to grow
22 in their professional -- their profession and
23 seek advancement, training is a key, and their
24 needs can be communicated in a bottom-up
25 relationship with administration instead of the

1 communications always being top down.

2 The two pie graphs concerning the
3 officers' relationship with administration
4 identify this communication between the officers
5 and administration as a significant problem. The
6 responses in the survey to the statement -- this
7 is a quote "I feel valued and respected as a CO
8 at the Allegheny County Jail" received over a
9 90 percent negative response to that statement.
10 Overwhelmingly officers do not feel valued or
11 respected, which significantly affects their
12 morale and can affect their job performance.

13 The tremendous value the officers
14 can bring to the jail must be articulated. An
15 officer who actively engages with residents has
16 learned effective ways to intervene in a crisis
17 and who exhibits professionalism and an image of
18 an officer, and public needs to become aware of.

19 The jail cannot function without
20 security. The more officers who terminate
21 employment at the Allegheny County Jail, the more
22 time residents will be in their cells. The lower
23 the officers' morale and the increased tiredness
24 based on working many long hours, the less
25 effective officers will be in providing effective

1 interventions and protecting the lives of the
2 residents and staff at the jail.

3 The purpose of this survey is to
4 provide a blueprint of what officers at the jail
5 are thinking and saying. The current County
6 administration, current Warden, and JOB, as well
7 as the future County Administration and Warden,
8 need to use the results of this survey as a
9 framework to institute changes and develop an
10 effective working relationship with the officers.
11 Time can no longer be wasted.

12 JUDGE HOWSIE: Thank you, sir.

13 Mary Ann.

14 (Audience applause.)

15 JUDGE HOWSIE: Thank you, sir.

16 I apologize for the last name, but
17 it looks like Mary Ann Nove.

18 AUDIENCE MEMBER: She left.

19 JUDGE HOWSIE: She left?

20 AUDIENCE MEMBER: She left.

21 JUDGE HOWSIE: All right.

22 Brian Englert.

23 MR. ENGLERT: Hi, my name is Brian

24 Englert, [REDACTED]. I am

25 current president of the Allegheny County

1 Correction Officers Union.

2 I would just like to thank John and
3 wrap up what he said. As you've heard, morale,
4 training and leadership at that jail is horrible.
5 The scores tell a story of what officers have
6 dealt with over the last few years. And this is
7 what led to the overwhelming vote of No
8 Confidence last year in Warden Harper.

9 Even more troubling is the job
10 retention numbers. In 2020 we had 25 new
11 officers hired. 12 of them were gone in less
12 than a year. That's a 48 percent loss.

13 2021, 49 new officers hired. 19
14 gone in a year, a 39 percent loss.

15 2022, 43 new officers hired. 20
16 gone in a year, a 47 percent loss.

17 So while we continue to see an
18 increase in sergeant staffing of 25 percent and
19 captains at 40 percent, I continue to lose
20 officers at a rate of almost 40 percent a year.
21 That's worse than retail.

22 Even with the residency restriction
23 lifted, the County can't seem to find employees.
24 I mean, common sense would tell you we are tied
25 for the seventh-highest average wage of

1 correctional officers in the state. So go to the
2 counties like Washington, Butler, Lawrence,
3 Westmoreland, and put up a billboard saying now
4 hiring. No residency requirements. Have job
5 fairs there. They just simply don't care to do
6 the right or smart things to bring officers in
7 that jail and train them correctly.

8 It's sad that I have received zero
9 responses from the Health Department on two
10 pressing items. First, I requested air quality
11 monitors for two units that are heavily inundated
12 with K-2 smoke. My officers are forced to sit on
13 these units and breathe it for up to 16 hours a
14 day, and I would like to know the hazardous
15 chemicals that we're breathing. Breathe
16 Pittsburgh offered to provide air quality
17 monitors, but it would need the permission of the
18 Warden and the Health Department. No answer.

19 I also submitted a report and a
20 complaint to the Health Department about rodents
21 in the ceiling of our cafeteria. The other night
22 while on overtime, I was eating, and part of the
23 ceiling came in and out popped a rat looking at
24 me. I mean, this would be unacceptable in any
25 county building, in any restaurant, in any

1 hospital, in any institutional establishment, yet
2 we just -- now we have rats in the ceiling where
3 we eat. I mean, it's just unbelievable, and the
4 Health Department continues to ignore it.

5 The Acting Director Dowd I believe
6 is his name, I don't even know if his e-mail
7 works. Can IT check on that?

8 And lastly, I'm kind of shocked
9 about the Renewal numbers because I work a lot of
10 overtime and I see ambulances in front of that
11 building almost every day. I have inmates that
12 come escape from Renewal and request to come back
13 on my unit because they're walking in on a guy
14 overdosing, and they're trying to stay away from
15 drugs, and they feel like they have to escape.
16 And I said, how frequently does this occur? They
17 say quite often, but yet it's never reported at
18 these meetings.

19 And then lastly, I know we're going
20 to have a change of leadership. I'm excited for
21 that. And I know Steve, this might be the end of
22 your run. And if you're looking for a job, I
23 wanted to bring you a gift. I brought you a
24 uniform shirt. We need officers. And I'll get
25 you 80 hours a week. You'll make some money.

1 And we'll get you some crappy training. But I
2 want to give it to you. It might not fit. You
3 might have to wait a year to get a new one. I
4 couldn't get your name put on it. There was a
5 four-month waiting period to have it stitched,
6 but I want to give you this in case you're
7 looking for work. And then you can actually see
8 what I do every day in the jail that you ran into
9 the ground.

10 (Audience applause.)

11 JUDGE HOWSIE: Marion Damick.

12 Mrs. Damick.

13 I love this lady.

14 MS. DAMICK: I always come after
15 the best talk.

16 Okay. There. I always come after
17 the best talk and the most important thing.
18 Because actually, I wanted to refer to what
19 happened last month. It was last month, yeah.
20 We had something very unusual. I don't know if
21 the group knows -- knows how unusual that was.
22 Three attorneys came here to complain about
23 getting in to see their client. One, by the
24 way -- I mean, three of them. I have a feeling
25 maybe because they were Public Defenders instead

1 of the regular paid attorneys. I hope that
2 wasn't the reason. But whatever the reason was,
3 it is not -- there is no -- nothing that you can
4 do or should do to keep an attorney for an hour
5 or more. They kept me -- another attorney. I
6 didn't mind to talk to the other people there or
7 whatever. If I had an officer take me to the --
8 the prisoner, the attorneys have officers. If
9 you don't have -- right. If you're low on
10 servers. The reason -- that reflects on what
11 happened last time. If you're low on employment,
12 you don't have the people to take the attorneys
13 to their clients. That is such a -- I would say
14 crime. That is so illegal that I could scream.
15 You know, I can't. So one thing leads to another
16 that is wrong. Keep -- get rid of the first
17 thing -- of the base of what kept that wrong.
18 You'd be much better.

19 I hope to see you next month, and I
20 hope that we get some better news.

21 JUDGE HOWSIE: Thank you, ma'am.

22 MS. DAMICK: Thank you.

23 JUDGE HOWSIE: Thank you.

24 (Audience applause.)

25 JUDGE HOWSIE: Due to a number of

1 concerns that were expressed in the meeting, we
2 checked the system for some -- for giving Public
3 Comments, and IT did determine that there was a
4 breakdown with the system, so I apologize for the
5 inconvenience that that may have caused.

6 It's my understanding that that has
7 been rectified. Public Comments are now being
8 submitted online. Due to the time that we spent
9 with Public Comments, I am not reading the Public
10 Comments. They are listed, posted on the website
11 for your review.

12 With that being said, we will now
13 have a review of the meetings -- for the
14 minutes -- the Minutes from the meeting from last
15 month, from the May meeting. Has everyone had an
16 opportunity to review those Minutes?

17 AUDIENCE MEMBER: Momma, momma,
18 can't you see? Momma, momma, can't you see?
19 What's the system done to me? What's the system
20 done to me? Ain't no use in looking down. Ain't
21 no use in looking down. Ain't no justice on the
22 ground. Ain't no justice on the ground.

23 JUDGE HOWSIE: Can we call the
24 meeting? I'm calling the meeting.

25 (Audience singing.)

1 There's been a Motion to adjourn.

2 Anyone want to second that Motion?

3 (Audience singing.)

4 JUDGE HOWSIE: Anyone want to
5 second the Motion?

6 MS. HALLAM: Point of order, Judge
7 Howsie. You cannot adjourn the meeting without a
8 second.

9 You don't have a choice. No one
10 seconded that. I'm positive.

11 AUDIENCE MEMBER: Coward.

12 MS. HALLAM: I'll run the meeting.

13 (Audience members yelling.)

14 MS. HALLAM: Hey, I will run the
15 meeting. I will run it.

16 (Audience members yelling.)

17 (Judge Howsie exited the room.)

18 (Jail administration exits the
19 room.)

20 MS. HALLAM: All right. Since
21 Judge Howsie has left, maybe we can have a
22 respectful meeting now. I would run it if no one
23 else would like to run it.

24 There was no adjournment, Ms. Moss.

25 SHERIFF KRAUS: I'm leaving.

1 MS. HALLAM: You don't need to be
2 here. We have a quorum without you. You may
3 leave. Okay.

4 (Sheriff Kraus and Mr. Pilarski
5 exited the room.)

6 (Audience members yelling.)

7 MS. HALLAM: One more thing to add
8 to the lawsuit.

9 (Audience members singing.)

10 (Ms. Moss exited the room.)

11 (Audience singing.)

12 MS. HALLAM: Ms. Moss exited the
13 room.

14 Does anyone know where the jail
15 administration went? Did they leave the
16 building?

17 (Audience singing.)

18 JUDGE LAZZARA: I would just note
19 for the record that we now don't have a quorum,
20 and so we can't get any business accomplished
21 today.

22 MS. HALLAM: Why is five of
23 mine not a real --

24 JUDGE LAZZARA: We actually had
25 things to do that we could have gotten done that

1 might have improved the jail.

2 (Audience members yelling.)

3 MS. HALLAM: I mean, if we're
4 here -- for real, they sit up here, and they lie
5 to us. They don't answer our questions.

6 (Audience members yelling.)

7 MS. HALLAM: He adjourned the
8 meeting without a second. He cannot do that.

9 JUDGE LAZZARA: Well, Bethany, if
10 we don't have a quorum, we can't do business. I
11 would have liked to have asked the Warden some
12 questions about why they can't come in --

13 MS. HALLAM: Then talk to your
14 friends who walked out of the meeting and left us
15 without a quorum. That wasn't me. We stayed
16 here.

17 JUDGE LAZZARA: I'm not saying it
18 was you. I'm saying it's frustrating because
19 there were things that could have been done.

20 (Audience member yelling.)

21 MS. HALLAM: And we could have got
22 them done if Judge Howsie would not have left.
23 We could have got them done if you didn't leave
24 the meeting.

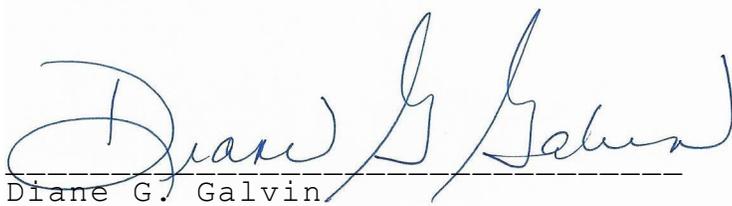
25 (Audience member yelling.)

1 (Whereupon, the hearing was
2 concluded at 5:30 p.m.)
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I hereby certify that the proceedings and evidence are contained fully and accurately to the best of my ability in the notes taken by me via an audio recording of the within cause and that this is a true and correct transcript of the same.


Diane G. Galvin
Notary Public

Commonwealth of Pennsylvania - Notary Seal
Diane G. Galvin, Notary Public
Allegheny County
My commission expires July 22, 2026
Commission number 1055705
Member, Pennsylvania Association of Notaries

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The minutes of Thursday, June 8, 2023's Jail Oversight Board meeting are provided by the County of Allegheny Office of the Controller Corey O'Connor.

Sincerely,

Corey O'Connor
Allegheny County Controller