

ALLEGHENY COUNTY
JAIL OVERSIGHT BOARD MEETING

Thursday
December 5, 2024

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

MEMBERS OF THE BOARD IN ATTENDANCE:

President Judge Susan Evashavik-Diluciente (left
early)

Judge Kelly Bigley (left early)

Sheriff Kevin Kraus

Councilmember Bethany Hallam, for County Council

President Pat Catena

Man-E, Citizen Member

Robert Perkins, Citizen Member

Barbara Griffin, Citizen Member (left early)

JAIL ADMINISTRATION IN ATTENDANCE:

Acting Warden Jason Beasom

DHSA Holly Martin

Deputy Warden Blythe Toma

Deputy Warden Connie Clark

Deputy Warden Young

COMMUNITY CORRECTIONS PRESENTERS

Gregory Price - Passages to Recovery

Darren Hood - The Renewal Center

Steve Esswein - Electronic Monitoring

PUBLIC COMMENTS ON BOARD ACTION

Jodi Lincoln

Tanisha Long

PUBLIC COMMENTS ON GENERAL MATTERS

Marion Damick

John Kenstowicz

Luke Watkins

Sister Barbara Finch

Sharon Bonavoglia

Theron Gilliland, Jr.

Maria Guido

Josh Thieler

Muhammad Ali

Eric Miskovitch

P R O C E E D I N G S

(4:06 o'clock p.m.)

CALL TO ORDER AND ATTENDANCE

JUDGE EVASHAVIK-DILUCENTE: Okay.

I'm going to call the meeting to order. Sorry,
John.

Attendance, Judge Bigley?

JUDGE BIGLEY: Yep. Here.

JUDGE EVASHAVIK-DILUCENTE: Ms.

Griffin?

MS. GRIFFIN: Here.

JUDGE EVASHAVIK-DILUCENTE: Mr.

Kraus?

MR. KRAUS: Here.

JUDGE EVASHAVIK-DILUCENTE: Mr.

O'Connor is not here. Ms. Innamorato is not
here. Evashavik is here.

Mr. Perkins.

MR. PERKINS: Here.

JUDGE EVASHAVIK-DILUCENTE: Ms.

Hallam.

MS. HALLAM: Here.

JUDGE EVASHAVIK-DILUCENTE: Man-E.

MAN-E: Here.

JUDGE EVASHAVIK-DILUCENTE: Thank

1 you, everybody.

2 Before we start, I would ask
3 everybody to rise and join me in a moment of
4 silence to recognize Montel Alexander Taylor, who
5 is a correctional officer who passed away on
6 November 23, '24.

7 This gentleman was a veteran. He
8 left behind a wife. He left behind two children.
9 He was a valued employee, and he died at the
10 young age of 50.

11 And I stress that his death was
12 from natural causes, but I ask this Board and
13 everybody to be reminded that correctional
14 officers' expectancy, life expectancy is only
15 61 years of age. And we as a Board and the jail
16 administration have to attempt to do all that we
17 can to mitigate the stress of the job of the
18 correctional officer.

19 (Moment of silence.)

20 JUDGE EVASHAVIK-DILUCENTE: Thank
21 you, everybody.

22 Okay. Community Corrections
23 Reports. Passages to Recovery.

24 **COMMUNITY CORRECTIONS REPORTS**

25 MR. PRICE: Good evening, Board.

1 Gregory Price, Director of Operations, P-R-I-C-E.

2 From the report date starting
3 November 1st, we had three EMS transports to the
4 hospital, three escapes, two revocations, no
5 self-injurious behavior, no suicide or homicide
6 ideations, no use of force, and no fatal
7 overdoses. We did have one COVID test for staff.
8 Our current count is 29 current at Passages to
9 Recovery.

10 Any questions?

11 JUDGE EVASHAVIK DILUCENTE: Ms.
12 Hallam?

13 MS. HALLAM: Hi.

14 MR. PRICE: Hello.

15 MS. HALLAM: I just have questions
16 about the revocations. If you'd give like just
17 broadly what they were for.

18 MR. PRICE: I believe one was
19 for -- one was for, I believe, a
20 pre-investigation allegation, and I believe the
21 other one was -- I'm not sure. I'll get that to
22 you, though. I apologize.

23 MS. HALLAM: Please do. Thank you
24 so much.

25 MR. PRICE: Of course. Of course.

1 Anything else?

2 JUDGE EVASHAVIK-DILUCENTE: Anybody
3 else?

4 MR. PRICE: Just real quick, we do
5 have highlights coming up. We have a speaker jam
6 coming up on this Saturday for our residents. We
7 also have a new group, a preparation group just
8 beginning, the wins -- it's called the Wins of
9 the Week that we engage with our clients so that
10 way our clients start off that week for their
11 week about the wins they accomplished during the
12 weekend and over the week's time. So we engaged
13 with them over that group, and it just started
14 out last week. So it's going good.

15 Yeah.

16 MS. HALLAM: The speak jam, it's
17 like a 12-step speaker jam?

18 MR. PRICE: Correct. A 12-step,
19 yes, ma'am.

20 MS. HALLAM: Cool.

21 MR. PRICE: Thank you.

22 JUDGE BIGLEY: Thank you.

23 JUDGE EVASHAVIK-DILUCENTE: Renewal
24 Center.

25 MR. HOOD: Good afternoon,

1 everybody. Darren Hood, H-O-O-D, Director of
2 Reentry Services with Renewal, Incorporated.

3 Our current numbers in work release
4 are at 89; therapeutic housing we have 1
5 individual; inpatient we have 28; giving us a
6 total of 118.

7 Our employment percentage is
8 66 percent. It's a little low this time of the
9 year due to a lot of successful releases and new
10 intakes. So we have a lot of people under the --
11 under the 30-day mark. We expect to have those
12 numbers improved by January. Average wage rate
13 is \$17.17.

14 Releases first at the end of every
15 month. 67 reentrants exited the program; 39
16 successful, 12 escapes, 16 program revocations.
17 Some were pulled out by court. Some were
18 returned for behavioral issues.

19 Number in general; zero deaths,
20 zero non-fatal overdoses, use of force incidents
21 zero, self-harm incidents zero, suicide attempts
22 zero.

23 The number of times emergency
24 medical services were called and reported to
25 either building for county reentrants since the

1 last Jail Oversight Board was 9. EMS were called
2 for the following conditions: Chest pains, 5
3 times; breathing difficulties, 3 times; and 1 for
4 blood pressure-related issues.

5 Some special events that took place
6 since the last meeting. We had a dozen county
7 reentrants perform community service for the
8 Annual YMCA Turkey Trot Event, which is a
9 cherished tradition for families on Thanksgiving
10 Day.

11 And starting on December 12th,
12 Renewal will host Christmas parties on various
13 dates for county reentrants in both residential
14 buildings for all programs. Attendees will be
15 allowed up to two visitors, either family or
16 friends. Cookies, hot chocolate and festive
17 music will be an abundant part of the
18 celebrations.

19 Any questions?

20 MS. HALLAM: Are we invited to the
21 holiday party or is it just for -- no seriously,
22 like, is it something we can come to or, is it
23 just for reentrants?

24 MR. HOOD: For reentrants.

25 MS. HALLAM: Okay.

1 MR. HOOD: Just due to staffing and
2 stuff like that.

3 MS. HALLAM: All right.

4 MR. PERKINS: How many open beds do
5 you have, or how many open positions?

6 MR. HOOD: Well, we're -- in our
7 Work Release facility at 339 we have the
8 capability of 120 open beds, and currently, we're
9 at 89.

10 MR. PERKINS: Do you have a second
11 facility, or is that --

12 MR. HOOD: Yes, we do, but that's
13 mainly -- that's all inpatient.

14 MR. PERKINS: Okay.

15 MR. HOOD: Well, we do have females
16 on the third floor, and I think have up to 22
17 beds. I'm not -- I'm not certain what the exact
18 answer of how many beds we have for the females,
19 but I think 22.

20 MR. PERKINS: Thank you.

21 JUDGE EVASHAVIK-DILUCENTE: Thank
22 you.

23 MR. HOOD: Okay. Thank you.

24 JUDGE EVASHAVIK-DILUCENTE:

25 Electronic Monitoring.

1 MR. ESSWEIN: Good evening, Board.
2 Steve Esswein for the Probation Office. So for
3 the end of the reporting period here, we have
4 617 individuals on the bracelet. During that
5 time we did have 84 that successfully completed,
6 and we did take 9 back for violations.

7 Any questions?

8 JUDGE EVASHAVIK-DILUCENTE:
9 Questions?

10 MR. ESSWEIN: No?

11 MS. HALLAM: Just the revocations,
12 if you could speak to that.

13 MR. ESSWEIN: They were window
14 violations, and all those are just what the
15 court -- we get direction from the court whether
16 or not -- what action to take from there.

17 MS. HALLAM: Does one window
18 violation usually flag that?

19 MR. ESSWEIN: No.

20 MS. HALLAM: Or is it like --

21 MR. ESSWEIN: If it's one window
22 violation where they're gone for the whole
23 weekend?

24 MS. HALLAM: Yeah.

25 MR. ESSWEIN: Yes. Yeah, that

1 would be --

2 MS. HALLAM: But if they were like
3 an hour late or something --

4 MR. ESSWEIN: An hour late, no.
5 They'll work with -- the officers will work with
6 the individual, see what's going on, bus runs
7 late, traffic, whatever it may be.

8 MS. HALLAM: Okay. Cool. Thank
9 you.

10 JUDGE EVASHAVIK-DILUCENTE: Thank
11 you.

12 MR. ESSWEIN: Thank you.

13 JUDGE BIGLEY: Judge Evashavik,
14 before we move on, I wanted to make a Motion to
15 table the vote under New Business until the next
16 meeting. That particular vote, I think, would
17 require one. I think a number of individuals had
18 indicated not only additional information, but I
19 think a great deal of discussion. I know that
20 three of us need to attend to funeral services
21 this evening -- not funeral service but --

22 JUDGE EVASHAVIK-DILUCENTE:
23 Viewing.

24 JUDGE BIGLEY: Visitation services.
25 And I also think it's important that all members

1 of the Jail Oversight Board be present to vote on
2 that particular issue, so I would Motion at this
3 time to table that vote until the next meeting.

4 MS. HALLAM: Point of order, Judge
5 Evashavik. First of all, I would suggest that if
6 this is something that you want to hold off to
7 the next meeting that we hold it instead of
8 tabling it.

9 And second of all, I believe it's
10 inappropriate to do it at this point in the
11 meeting. I think we need to wait until it's
12 brought up for New Business because Public
13 Comments have to be allowed for things that are
14 on the agenda ahead of any discussions about --

15 JUDGE BIGLEY: That's why I'm
16 voting to table it, and then it can go on for the
17 next --

18 JUDGE EVASHAVIK-DILUCENTE: Okay.
19 Let me just say one thing. Two people signed up
20 to speak on that issue, and if we have a Motion
21 that we're going to defer our vote, I think they
22 have the right to speak on that. So if that
23 Motion is seconded, I will allow the public to
24 speak on that.

25 I will say that I was assured that

1 if we delay the vote until January so that
2 everyone can become educated on the issue,
3 because I think there's a lot of unknown
4 information, no payments will be disrupted. I
5 was assured of that by Ankur. So --

6 MS. HALLAM: Can I just ask that we
7 hold it instead of tabling it? I just know -- I
8 don't know if it's the same here, but I know in
9 Council, if we table something, we need a
10 two-thirds majority to untable it, whereas if you
11 hold it, nothing happens. It just comes off this
12 agenda, and then we can put it on the next one.

13 JUDGE EVASHAVIK-DILUCENTE: Okay.
14 I don't know if that's accurate.

15 MS. HALLAM: That would be my
16 suggestion, Judge Bigley.

17 JUDGE BIGLEY: I'm voting to table
18 it.

19 MS. HALLAM: Can you instead vote
20 to hold it? It will not be addressed tonight,
21 but instead, we will deal with it in January?
22 It's just different language.

23 MR. PERKINS: So it has the same
24 effect.

25 MS. HALLAM: Same effect. It will

1 not be voted on tonight.

2 JUDGE BIGLEY: Then why are we
3 hearing comments then because it's not on the
4 agenda anymore, right?

5 JUDGE EVASHAVIK-DILUCENTE: Well,
6 because you --

7 JUDGE BIGLEY: You want to have
8 your cake and eat it too.

9 MS. HALLAM: No. I just want you
10 to use the language of holding it instead of
11 tabling it, which will accomplish the same goal
12 for you.

13 MR. PERKINS: As I -- then there
14 will not be Public Comment on it tonight, and
15 then we'd have Public Comment --

16 MS. HALLAM: There still wouldn't
17 be -- yeah. Yes, there would be Public Comment
18 on it tonight.

19 MR. PERKINS: I think we're saying
20 no to --

21 MS. HALLAM: Doesn't change
22 anything. I'm just saying the language that you
23 use when you hold something from the agenda --
24 tabling and holding --

25 JUDGE BIGLEY: Fine. We can hold

1 it. We can hold it as long as it's not a vote
2 and then everyone can be present, and the
3 information can be received specifically
4 regarding all the information that everyone was
5 requesting.

6 JUDGE EVASHAVIK-DILUCENTE: Okay.
7 So the Motion is to hold the vote on approving
8 the IIWF monthly disbursements. Is there a
9 second to that Motion?

10 MR. PERKINS: I'll second the
11 Motion.

12 JUDGE EVASHAVIK-DILUCENTE: Okay.
13 In the interest of fairness, two people signed up
14 to speak on that issue, okay? We're no longer
15 voting on that issue, but if you want to speak --

16 MS. HALLAM: We didn't vote on
17 the -- we didn't vote on the what you --

18 JUDGE EVASHAVIK-DILUCENTE: I know,
19 because I feel that the public has the right to
20 speak. So if you want to speak on that issue,
21 you may. Julie Watkins, do you want to speak
22 now, or do you want to speak at the end?

23 AUDIENCE MEMBER: (Inaudible.)

24 JUDGE EVASHAVIK-DILUCENTE: Okay.
25 Jodi Lincoln, do you want to speak on that issue?

1 MS. LINCOLN: Yes.

2 JUDGE EVASHAVIK-DILUCENTE: Okay.

3 Come on up. You understand that we're not voting
4 on it tonight.

5 MS. LINCOLN: Yeah, but you're
6 going to vote it on next week --

7 JUDGE EVASHAVIK-DILUCENTE: Okay.

8 MS. LINCOLN: -- and it sounds like
9 a lot of you guys are, you know, leaving early
10 tonight before Public Comment --

11 JUDGE EVASHAVIK-DILUCENTE: That's
12 okay. Go ahead.

13 MS. LINCOLN: -- so I appreciate
14 you giving me the chance.

15 Yeah, I'm here today to speak in
16 support of continuing the \$125 monthly
17 contributions to people that are incarcerated at
18 ACJ through 2025.

19 On principle, I strongly oppose the
20 financial exploitation of incarcerated people and
21 their families by prison profiteers, the
22 companies that provide services to the jail, like
23 GTL and Trinity Group. Part of why these
24 companies won their contract bids is kickbacks
25 that they provide to the jail, and who is paying

1 for these kickbacks, the people at ACJ and their
2 families.

3 Some of that money goes into the
4 incarcerated person's welfare fund, which the JOB
5 and jail use to fund many services which I
6 believe should be part of normal operations.

7 Using some of these funds and
8 giving them directly back to incarcerated people
9 has been one of the most honorable things this
10 Board has ever done. On principle, it helps
11 right the wrongs of the prison exploitation
12 system, but more importantly, it has helped
13 people on the inside survive and get through the
14 day, more phone calls to loved ones, fresh
15 clothes, and needed hygiene products. And each
16 of those purchases puts money back into the IIWF.

17 I will continue to advocate for an
18 end of these bloated contracts and the
19 exploitation of people through telecom and
20 commissary systems because at the end of the day
21 the system itself is broken. However, in the
22 meantime we can continue this small act of harm
23 reduction and care.

24 This money is one of the easiest
25 and most efficient ways the Jail Oversight Board

1 can prove the day-to-day experience for people on
2 the inside.

3 I also encourage the Board, you
4 know, you're talking about how you need to learn
5 more about the issue. If you're interested in
6 learning more about prison profiteering and the
7 campaigns to challenge this exploitation, I
8 encourage you to check out the organization Worth
9 Rises. They're a non-profit advocacy
10 organization that operates nationally. Their
11 biggest campaign currently is around making phone
12 calls and communication free, and they've had
13 success in five states, four cities, and across
14 the federal prison system.

15 Thank you.

16 JUDGE EVASHAVIK-DILUCENTE: Thank
17 you.

18 Okay. Roll call on holding the
19 Motion. Judge Bigley.

20 MS. HALLAM: There was another
21 person who wanted to speak.

22 JUDGE EVASHAVIK-DILUCENTE: Who?
23 Oh, sorry. I didn't see you on the sheet.

24 MS. LONG: I'm on the other sheet
25 as well.

1 JUDGE EVASHAVIK-DILUCENTE: Okay.
2 Do you want to speak on this issue? Come on up.

3 AUDIENCE MEMBER: (Inaudible.)

4 JUDGE EVASHAVIK-DILUCENTE: Okay.
5 We'll fix that for you.

6 MS. LONG: All right. Thank you.
7 So Tanisha Long. I'm here on behalf of the
8 Abolitionist Law Center. I'm also here to speak
9 in favor of continuing the \$125. It's probably
10 one of the few things this county does that is
11 100 percent fiscally responsible because we are
12 putting the money that we take from incarcerated
13 people and their loved ones back into their hands
14 while we need to be working on the bigger problem
15 of overcharging them. We wouldn't have to give
16 them \$125 if their commissary was sold at price.
17 We wouldn't have to give them \$125 if we weren't
18 overcharging them to call. We wouldn't have to
19 give them \$125 if they got more than one visit a
20 week and could actually see their family, or if
21 they could hug them and have contact visits. But
22 we have to give them \$125 because we take too
23 much money from them, and then we use that money
24 for what? What other use could we have that
25 would be more effective than connecting people to

1 their families and giving them something to eat
2 to offset the bad food that they receive from
3 Trinity Service?

4 Another thing I would like to point
5 out is that every time this comes up, the Board
6 says we need more information. This Board came
7 into power in the beginning of January, and the
8 first time this vote came up, the Board said,
9 before we vote on this, we need more information.
10 I don't understand how, in 12 months, we have not
11 somehow gotten that information into the hands of
12 the Board. We have past Jail Oversight Board
13 meetings that you are able to watch. I've
14 watched every single Jail Oversight Board meeting
15 for the last three-and-a-half years. So if
16 regular citizens can take the time to watch these
17 meetings and stay informed and do their due
18 diligence, that they know what they're talking
19 about, then this Board can too because the only
20 people who are being negatively affected are the
21 families of incarcerated people, incarcerated
22 people themselves, and the public who has to come
23 down here every month and advocate for the same
24 thing over and over. And that duty to be
25 informed does not just extend to this \$125.

1 There are many issues in front of this Board that
2 we keep hearing that the Board needs to be more
3 informed on, but you have the time. You had a
4 year.

5 And finally, every vote, every
6 Motion does not have to be contentious. Any time
7 that we bring something up, it doesn't have to be
8 a well, I'm holding it, and I'm going to be mean
9 about it. We can just do things in a cordial
10 way. That's what we asked for from this new
11 Board, and we mostly get that, but sometimes
12 these meetings stray towards the obstructionist,
13 and that's not helpful.

14 And no, every Board Member does not
15 have to be here for every vote. That's why we
16 have a quorum. So instead of kicking the can
17 down the road in ways that harm incarcerated
18 people, let's just do our job, put the money back
19 into the people who we are taking it from, and go
20 about our day.

21 Thank you.

22 JUDGE EVASHAVIK-DILUCENTE: Thank
23 you. Ms. Long, you make a very valid point about
24 the fact that we said we needed to be educated on
25 this a long time ago and we're still in the same

1 position. I agree with you, and I'm guilty too.

2 Okay. We have Mr. Jeff Leedstrom
3 here tonight to answer questions about recruiting
4 employees of the jail, and I thought maybe we
5 could have him answer any questions that the
6 Board has so he doesn't have to sit here through
7 the rest of the meeting. Is Mr. Leedstrom here?

8 MR. LEEDSTROM: Right here.

9 JUDGE EVASHAVIK-DILUCENTE: Do you
10 mind going to the microphone just so everybody
11 can hear you? And did everybody get the report
12 that was sent by the jail?

13 MS. HALLAM: What was it, Judge?

14 JUDGE EVASHAVIK-DILUCENTE: It's
15 the report on recruiting.

16 MS. HALLAM: And it was e-mailed?

17 JUDGE EVASHAVIK-DILUCENTE: Yes,
18 yes, yes.

19 JUDGE BIGLEY: We didn't vote on
20 the Motion.

21 JUDGE EVASHAVIK-DILUCENTE: Oh, I'm
22 sorry. We didn't vote. Okay. Thank you, Ankur.

23 Judge Bigley?

24 JUDGE BIGLEY: I vote yes.

25 JUDGE EVASHAVIK-DILUCENTE: Ms.

1 Griffin.

2 MS. GRIFFIN: Yes.

3 JUDGE EVASHAVIK-DILUCENTE: Sheriff

4 Kraus?

5 MR. KRAUS: Yes.

6 JUDGE EVASHAVIK-DILUCENTE: I vote

7 yes.

8 Mr. Perkins?

9 MR. PERKINS: Yes.

10 JUDGE EVASHAVIK-DILUCENTE: Ms.

11 Hallam.

12 MS. HALLAM: No.

13 JUDGE EVASHAVIK-DILUCENTE: Man-E.

14 MAN-E: No.

15 JUDGE EVASHAVIK-DILUCENTE: Okay.

16 Motion passes, so the vote will be held until

17 next month.

18 Okay. Mr. LEEDSTROM, who wants --

19 does anybody have any questions?

20 MS. HALLAM: Sure. I guess my

21 first -- hi.

22 MR. LEEDSTROM: Hi, what's going

23 on?

24 MS. HALLAM: Good to see you.

25 MR. LEEDSTROM: Nice to see you.

1 MS. HALLAM: I just have -- if you
2 could talk generally about, you know, efforts
3 that you guys have done. Maybe the past year is
4 a good timeframe to use, to both recruit new
5 talent, and I don't know if retention is also
6 something that you do, but also, retention of
7 current talent. And if you could separate it
8 between like medical and corrections, please.

9 MR. LEEDSTROM: So my -- I'm on the
10 front end. I'm on the front end of this process
11 in terms of the recruiting. And boy, there's a
12 lot of stuff that happens every day. When I
13 started in 2022, it was a new position within the
14 jail. So I spent a lot of time kind of getting
15 acclimated, understanding what the jail is all
16 about, the different types of positions, and then
17 starting to develop a process. I mean, there was
18 a process in place, but there was definitely room
19 for improvement. So one of the things that we
20 did that was really big was reaching out to
21 applicants like right away. There's a sense of
22 urgency that I -- that I use when I'm working
23 with applicants. I kind of look at it as a lead.
24 In any kind of business, you know, somebody sends
25 an application into the system, you don't want it

1 to sit there for months. You want to engage them
2 and start working with them.

3 So you got to understand -- and
4 we'll talk about COs. So that process, there's
5 like 10 steps, 11 steps. It goes on for weeks
6 and weeks and weeks. And, you know, the first
7 step of that, you participated in that the other
8 day is the physical agility test. We start
9 scheduling those people, the people that came in
10 with your group, that was in November, so we
11 started talking to those people like in
12 September, right? So you're building up a pool
13 of people that are going to go through this
14 process, all right? And then when we do this,
15 it's all-hands on deck, the administration, the
16 majors, other staff members. And again, you
17 experienced that, and you saw the people were
18 kind of making sure that this was a good
19 experience and trying to make it as effective as
20 possible.

21 That's the first step. They have
22 to pass the physical agility. 60 out of 80, so
23 you did well. We can talk later about areas for
24 improvement if you want but that's okay.

25 So, you know, once they get into

1 the funnel, and really recruitment is a funnel,
2 you got to put enough at the top to get what you
3 need at the bottom. So right now that group of
4 people that you were with, they're going through
5 the pro- -- they did an interview after that and,
6 you know, there's a number of questions that are
7 consistently asked to all cadets. Then they do
8 their background check.

9 So a lot of this stuff I'm waiting
10 on other people to complete. Once they do their
11 background check, then they have to do a
12 psychological assessment, all right? And it's a
13 written assessment that they come to the
14 county -- City County Building, and at that point
15 they also are sent for a drug test, all right?
16 So we're getting that stuff upfront.

17 The next piece of this, the next
18 big piece, is then a psychological interview with
19 a psychologist, and those folks, you know, those
20 are scheduled through the -- through my team and
21 conducted by obviously somebody representing the
22 county. They have to get a recommendation, so if
23 they don't get a recommendation, they're done in
24 the process, okay? The people that get the
25 recommendation, they become our cadet class. And

1 they still have to do other things, you know, in
2 terms of physicals that they have to get. They
3 have to get a two-step TB test. They also have
4 to get a child abuse clearance. And then, you
5 know, this class that's getting ready to start in
6 December, this month, we started working with
7 them in August.

8 And at any one time we have a class
9 that's starting and a class that's starting the
10 process at the same time. There's really no
11 downtime in that.

12 And we've done some adjustments in
13 terms of the physical agility test itself. We
14 used to do the run the very first thing and
15 people had no legs. They were gassed, so you
16 went through that. So kind of.

17 MS. HALLAM: For six days.

18 MR. LEEDSTROM: What's that?

19 MS. HALLAM: For six days I
20 couldn't move.

21 MR. LEEDSTROM: Yeah. Okay. So
22 you can imagine running those steps the very
23 first thing you do. It really wasn't fair,
24 right, so we made some adjustments there.

25 And as far as, you know,

1 improvement in -- I think you guys refer to it as
2 talent. The officers, last year in 2023, we had
3 63 new officers that went through or started the
4 training academy. And that's a nine-week program
5 that they have to go through before they -- I
6 mean, it's paid training. They're an employee of
7 the county, but once they get through that, then
8 they -- you know, then they get to, you know,
9 work on their assignments as a full-fledged
10 corrections officer, but they still are on
11 probation for a year.

12 JUDGE EVASHAVIK-DILUCENTE: Can I
13 ask you something?

14 MR. LEEDSTROM: Yeah.

15 JUDGE EVASHAVIK-DILUCENTE: Okay.
16 I read that there's been 143 new cadets since
17 '22. So in two years, 143 people have gone
18 through this whole process and passed the
19 training class; is that correct?

20 MR. LEEDSTROM: Almost. 126 are
21 currently working within the jail as officers,
22 and the class that starts in December makes that
23 143.

24 JUDGE EVASHAVIK-DILUCENTE: Okay.
25 Now, then two paragraphs later, I see that we

1 have 700 projected applications to be a
2 corrections officer in 2024.

3 MR. LEEDSTROM: Right.

4 JUDGE EVASHAVIK-DILUCENTE: I mean,
5 so 700 people apply. It's like how --

6 MR. LEEDSTROM: But that's not --
7 that's -- those are my numbers. You're not going
8 to see those numbers in the on-base system if you
9 were going into the county HR system.

10 JUDGE EVASHAVIK-DILUCENTE: Well,
11 I'm just saying that's not a very good rate of
12 people who make it through this, okay, and are
13 actually -- you know, we have a huge shortage of
14 corrections officers.

15 MR. LEEDSTROM: Yeah.

16 JUDGE EVASHAVIK-DILUCENTE: So I'm
17 wondering is this really, this testing too rigid?
18 I mean, I see you said that there were barriers
19 removed to provide candidates with a better
20 chance of success. By removing these barriers,
21 increasing the training period and evaluation
22 criteria we've gotten more employees, more
23 corrections officers through the door, but it
24 doesn't seem to me like we have because we're --
25 there's such a shortage. Maybe you can't answer

1 that question.

2 MR. LEEDSTROM: Well, I mean,
3 there's -- there's not one thing that you're
4 going to do and you're going to be able to fill
5 every position within any spot in the jail. I
6 mean, you talk with anybody, any -- the county
7 police, the FBI, the State Police, they're all
8 struggling to find people. You know, there's --
9 this is not your normal job where you just apply
10 and, you know, they'll run a background check on
11 you real quick and then you're delivering
12 packages. I mean, this is a rigorous process for
13 a reason. You don't want everybody, you know,
14 having the opportunity to be in that position.

15 JUDGE EVASHAVIK-DILUCENTE: Are you
16 -- so do you have a hand in the testing and the
17 training that you're --

18 MR. LEEDSTROM: I coord- -- no, I
19 don't have a hand in the training.

20 JUDGE EVASHAVIK-DILUCENTE: But I
21 mean in designing it and deciding what should be
22 included in the training?

23 MR. LEEDSTROM: Well, I think
24 you'll find the physical agility piece of that
25 training, that's common just about everywhere.

1 You'd be surprised how many people can't do a
2 push-up.

3 MS. HALLAM: How many did I do?

4 MR. LEEDSTROM: You did 27,
5 something like that. Wait a minute. Let me
6 look.

7 JUDGE EVASHAVIK-DILUCENTE: But,
8 for instance, you have to be -- you have to pass
9 the gun test, right, shooting?

10 MR. LEEDSTROM: Yeah, that's also
11 part of that.

12 JUDGE EVASHAVIK-DILUCENTE: Okay.

13 MR. LEEDSTROM: And that happens
14 during the academy training.

15 JUDGE EVASHAVIK-DILUCENTE: Yes,
16 during the academy training, but it's my
17 understanding that there's very little training
18 in shooting. So if you start as a corrections
19 officer in the beginning of this nine-week
20 training class and you have no firearms
21 experience, you never shot a gun, et cetera, as
22 you go through this nine weeks at the end, okay,
23 you're not likely to pass that shooting test
24 because you don't have any time to practice.

25 MR. LEEDSTROM: Well, they do get

1 time at the range.

2 JUDGE EVASHAVIK-DILUCENTE: Okay.

3 MR. LEEDSTROM: I -- that's --
4 again, we're starting to take me down a road that
5 I'm not responsible for.

6 JUDGE EVASHAVIK-DILUCENTE: Okay.

7 Okay. That's all right.

8 MR. LEEDSTROM: You know, there's a
9 training officer -- the training that the
10 officers do at the -- in our internal academy is
11 an accredited program that they -- you know,
12 Sergeant Justice runs that, and he's, you know,
13 making sure that everything is done, you know,
14 according to the requirements.

15 But they do get -- I do know that
16 they do get training before they test, and they
17 have opportunities to test multiple times.

18 JUDGE EVASHAVIK-DILUCENTE: Do you
19 have any suggestions for something that we could
20 do to get more COs? I mean, I see here that
21 there's been signing bonuses.

22 MR. LEEDSTROM: That's for the
23 healthcare.

24 JUDGE EVASHAVIK-DILUCENTE: I know.

25 MR. LEEDSTROM: Yeah.

1 JUDGE EVASHAVIK-DILUCENTE: Has
2 that been considered at all for the COs?

3 MR. LEEDSTROM: I don't -- I don't
4 know that that's been something we considered.

5 JUDGE EVASHAVIK-DILUCENTE: I'm
6 sorry. I totally interrupted you.

7 MS. HALLAM: No, you're fine. Can
8 I interrupt now, too, because I have a couple
9 questions.

10 MR. LEEDSTROM: 21. 21.

11 MS. HALLAM: Just alley-ooping off
12 the Judge.

13 MR. LEEDSTROM: 21.

14 MS. HALLAM: It was 27 sit-ups, 21
15 push-ups.

16 MR. LEEDSTROM: 27 sit-ups, yeah.

17 MS. HALLAM: Anyway, still.

18 MR. LEEDSTROM: I'll leave this
19 here for you.

20 JUDGE EVASHAVIK-DILUCENTE: 27
21 sit-ups is horrendous.

22 MS. HALLAM: No, it's a time limit.
23 What was it, a minute?

24 JUDGE EVASHAVIK-DILUCENTE: Oh,
25 okay.

1 MR. LEEDSTROM: One minute.

2 MS. HALLAM: In one minute, I did
3 all that.

4 JUDGE EVASHAVIK-DILUCENTE: Okay.
5 Okay. I'm sorry.

6 MS. HALLAM: Judge.

7 JUDGE EVASHAVIK-DILUCENTE: I take
8 it back.

9 MS. HALLAM: I worked very hard.
10 My abs are still a little sore.

11 Okay. I have a couple questions.
12 So in the six-week paid training, you were saying
13 that the gun test is like, you start the training
14 before you get the gun test. Is there any other
15 examinations or things you have to pass once
16 you're already in that six-weeks?

17 MR. LEEDSTROM: They have tests
18 every -- again, this is not my area of expertise.

19 MS. HALLAM: Yeah.

20 MR. LEEDSTROM: But I do know
21 because I'm there every day.

22 MS. HALLAM: Yeah.

23 MR. LEEDSTROM: But they have to
24 pass a test. They have written tests that they
25 have to pass weekly. They still have the

1 physical agility piece that they have to do as
2 well.

3 MS. HALLAM: A second one?

4 MR. LEEDSTROM: No, it -- yeah, it
5 goes on while they're part of the academy.

6 MS. HALLAM: Okay.

7 MR. LEEDSTROM: And then they do
8 their four weeks of job shadowing with other
9 officers.

10 MS. HALLAM: Okay.

11 JUDGE EVASHAVIK-DILUCENTE: Is that
12 part of the nine-week training?

13 MR. LEEDSTROM: That's part of the
14 nine weeks.

15 MS. HALLAM: Oh, it's nine. I
16 thought you said six.

17 JUDGE EVASHAVIK-DILUCENTE: So five
18 weeks of training actually and four weeks of --

19 MR. LEEDSTROM: Like five weeks of
20 classroom, and it's not just sitting in a
21 classroom. I know they get like defensive
22 tactics and stuff.

23 MS. HALLAM: Didn't you say six
24 weeks of training? What was six weeks of
25 training?

1 MR. LEEDSTROM: It's nine.

2 MS. HALLAM: No, it's nine.

3 MR. LEEDSTROM: Yeah, it's nine.

4 MS. HALLAM: Okay. Five weeks paid
5 training, four weeks --

6 MR. LEEDSTROM: If that's there, I
7 misspoke then.

8 MS. HALLAM: No, it's okay. I
9 might have just misread.

10 And then the next thing is, has
11 there been any thought about doing things --
12 well, first of all, I think we should eliminate
13 the firearm exam, but has there been any talk
14 about doing that earlier? Because I've heard at
15 least from other officers who have reached out to
16 the Board that they think that that's a -- that's
17 one of the major barriers is that people who are
18 COs who will never use firearms are being
19 excluded from becoming COs because they can't
20 pass the firearms examination.

21 MR. LEEDSTROM: Yeah. I don't know
22 that that would be my decision.

23 MS. HALLAM: Right.

24 MR. LEEDSTROM: I would tell you I
25 don't think it's the majority of the reason why

1 someone is not getting through the academy.

2 MS. HALLAM: Okay. Well, great
3 segue to my next question. So you laid out all
4 the different steps, right, they apply.

5 MR. LEEDSTROM: Yeah.

6 MS. HALLAM: Agility and interview,
7 background, psych written and drug test, psych
8 interview. Out of all of those steps before they
9 get to the training, where are people failing the
10 most?

11 MR. LEEDSTROM: The people that
12 come in and test, you know, we have a small
13 number that don't pass the physical agility.

14 MS. HALLAM: Okay.

15 MR. LEEDSTROM: Because we're
16 very -- we're very transparent about what to
17 expect, and it's like, look, if you can't do five
18 push-ups then --

19 MS. HALLAM: Don't come.

20 MR. LEEDSTROM: Yeah, you probably
21 should work on it some more. We'll work with you
22 and there will be other dates. But we've been
23 pretty good about, you know, making sure that
24 people know what to expect.

25 MS. HALLAM: And I will say with

1 the people that I tested with, they all -- I
2 seemed to be the only person who did not know
3 what we were testing on. They all had a very
4 clear -- like, they said they received in an
5 e-mail what they were going to be expected to do,
6 the point allocation for each result.

7 MR. LEEDSTROM: Yeah, there's a
8 lot -- a lot of communication with these people.
9 The people that we're talking -- we talk to
10 everybody. It's not like, here, if you want to
11 come do this, sign up and, you know, answer this
12 e-mail. We have a conversation and go over all
13 this stuff individually with these folks, you
14 know, because we don't want people to show up and
15 not be expecting what they're going to go
16 through, you know.

17 MS. HALLAM: Yeah. So what would
18 your answer to that question be then? If the
19 agility is a small portion, are they failing a
20 background check?

21 MR. LEEDSTROM: Background checks
22 are part of it.

23 MS. HALLAM: And is that what a lot
24 of people are failing?

25 MR. LEEDSTROM: There's enough.

1 MS. HALLAM: I'm trying to -- just
2 so you know, I'm trying to reconcile kind of what
3 Judge Evashavik was asking. 143 new cadets since
4 2022, but if you add up the number of
5 applications since 2022, we are at like --

6 JUDGE EVASHAVIK-DILUCENTE: 1,800.

7 MS. HALLAM: 1,800. So I'm just
8 trying to reconcile like where are we losing out
9 of that 1,800. Why do we only have 143?

10 MR. LEEDSTROM: So there's
11 probably -- this particular class we lost five in
12 the background check.

13 MS. HALLAM: Okay.

14 MR. LEEDSTROM: We lost, I think,
15 five that did not get recommendations from the
16 psychologists. So there's ten additional people
17 that passed the first part that you're talking
18 about, and they passed the interview.

19 MS. HALLAM: Well, I wouldn't pass
20 those other two things either. So, you know.

21 MR. LEEDSTROM: I don't know.

22 MS. HALLAM: But, okay.

23 MR. PERKINS: Can I ask a question?

24 MS. HALLAM: Yeah, please.

25 MR. PERKINS: So with respect to

1 this application process, is it like you go to
2 Indeed and you upload your resume? Is that the
3 1,800 number?

4 MR. LEEDSTROM: That's what a lot
5 of people do, yeah. That's where those big
6 numbers are coming from. That's why I said,
7 we're -- you know, I don't know if anybody knows
8 how Indeed works.

9 JUDGE EVASHAVIK-DILUCENTE: They're
10 not all serious applicants is what you're saying?

11 MR. LEEDSTROM: What -- now,
12 there's a percentage of them.

13 JUDGE EVASHAVIK-DILUCENTE: Yeah.
14 But I mean, they're not all serious applicants.

15 MR. LEEDSTROM: Right, right,
16 right. So the -- you know, before I started
17 using Indeed, we would get about 30 applications
18 a month and it just -- that's -- that's not
19 enough to fill the top of the funnel.

20 MS. HALLAM: Right.

21 MR. LEEDSTROM: So by reaching out
22 to these Indeed folks -- like the last group that
23 we had, there were probably 45 people that
24 scheduled to do that test.

25 MS. HALLAM: And what 21 --

1 MR. LEEDSTROM: You had 20, plus
2 you, is 21. And with Indeed, it's an easy click,
3 right? It's an easy click of a button, right?
4 They don't have to go anywhere. You know, they
5 don't have to go to the County website and do
6 anything. So a lot of those, those clicks -- we
7 even talk to them. Either they figure they can't
8 do the physical agility portion of it or, you
9 know, if anybody has been on Unemployment, you
10 know you have to reach out to so many employers,
11 you know, in a week to meet the requirements. So
12 probably some of those are there because those
13 folks don't -- after they talk with us, an Indeed
14 person has to go to the County website and apply,
15 and if they don't, we tease them some more. Hey,
16 just want to remind you, here's the link. You
17 know, if you're interested, apply. And then, you
18 know, a lot of those people just ghost you,
19 right?

20 But a lot of those Indeeds turn
21 into people that go in and do their application
22 and come and test and become officers.

23 MS. HALLAM: And then is the 143
24 since 2022, those are people who are still
25 working at the jail today, or those are just how

1 many people --

2 MR. LEEDSTROM: That's how many
3 started the academy.

4 MS. HALLAM: Since 2022?

5 MR. LEEDSTROM: Right.

6 MS. HALLAM: And do you know how
7 many are left today?

8 MR. LEEDSTROM: I do. So the 63
9 that started in 2023, 36 are still here. So
10 57 percent are still here.

11 JUDGE EVASHAVIK-DILUCENTE: 37 or
12 36?

13 MR. LEEDSTROM: 36 out of the 63.

14 MS. HALLAM: 36 out of 63.

15 MR. LEEDSTROM: So 57 are still
16 here, 57 percent.

17 MS. HALLAM: And that's the people
18 who passed the academy --

19 MR. LEEDSTROM: Yep.

20 MS. HALLAM: -- in 2023?

21 MR. LEEDSTROM: Yep.

22 MS. HALLAM: Okay. What about in
23 2024?

24 MR. LEEDSTROM: 2024, the 63,
25 there's 43 still here. So that's 68 percent.

1 Now, some of them just graduated a couple weeks
2 ago. So that retention -- you know, you could
3 follow these numbers every week, and it might be
4 different.

5 MS. HALLAM: Okay. Do those
6 numbers add up? 126 plus 17 -- okay, plus 17,
7 all right.

8 MR. PERKINS: So that first-year
9 attrition rate is quite significant, right?

10 MR. LEEDSTROM: I'm sorry. The
11 sound is bouncing.

12 MR. PERKINS: That first-year
13 attrition rate is not good. A lot of people quit
14 that first year?

15 MR. LEEDSTROM: I'm not -- I'm not
16 sure because I've never tracked numbers for a
17 long period of time. These are the numbers that
18 I created since I've been here. I mean, I
19 haven't done any research on attrition from other
20 jails, for example. You know, some of these guys
21 might know -- might know that answer.

22 So I'm kind of developing these
23 numbers because there was nothing -- nothing to
24 look at before I started.

25 MR. PERKINS: Well, 57 percent of

1 people made it. 43 percent did not make it
2 through their first year.

3 MR. LEEDSTROM: Right, right.

4 MR. PERKINS: And the first year,
5 that's whenever they -- the probationary period
6 whenever they work 80 hours a week.

7 MR. LEEDSTROM: Uh-huh. Yeah.

8 MS. HALLAM: If you fail one of the
9 parts of the test, do you have to start over
10 again?

11 MR. LEEDSTROM: You mean, one -- do
12 you mean the physical agility test?

13 MS. HALLAM: I mean any of the
14 parts. So physical agility is first.

15 MR. LEEDSTROM: So parts of the
16 process -- parts of the process.

17 MS. HALLAM: Yeah, so I guess
18 that's first. If you fail the physical agility,
19 can you take it again?

20 MR. LEEDSTROM: You can take it
21 again.

22 MS. HALLAM: Is there a --

23 MR. LEEDSTROM: And you don't have
24 to wait. You can --

25 MS. HALLAM: Next one.

1 MR. LEEDSTROM: Like if you came in
2 and you did one push-up, I'm not going to tell
3 you to come back to do the one next week because
4 it's not going to change.

5 MS. HALLAM: Right. Training.

6 MR. LEEDSTROM: I didn't -- but if
7 you were close, you know, and we had one, you
8 know, in a couple weeks, I'd invite you to come
9 back.

10 MS. HALLAM: Okay. What if it's
11 like a later part? Like what if you fail like
12 the psyche test?

13 MR. LEEDSTROM: Psyche, you have to
14 wait six months and reapply and start the process
15 from the beginning.

16 MS. HALLAM: Is that true for both
17 the written and the interview?

18 MR. LEEDSTROM: The written is not
19 really a test. It's not a test. It's an
20 assessment.

21 MS. HALLAM: You can't really fail
22 it?

23 MR. LEEDSTROM: Yeah. They're
24 going to -- you're answering questions how it
25 relates to you, and my understanding is they use

1 that in the psyche.

2 MS. HALLAM: Okay. And then what
3 about the drug test?

4 MR. LEEDSTROM: The drug test, six
5 months. And depending on the background check,
6 it's a year.

7 MS. HALLAM: That's so helpful to
8 me. Thank you. Very informative.

9 JUDGE EVASHAVIK-DILUCENTE: Anybody
10 else have any questions?

11 MR. PERKINS: I have a couple
12 follow-up questions. In the memo you provided to
13 us, it talked about outreach at local nursing
14 programs, and you know, I guess suggesting that
15 some of these nursing programs actually have like
16 a correctional healthcare class.

17 MR. LEEDSTROM: Well, they
18 haven't -- they haven't let me do that yet, but
19 that's the plan coming up.

20 MR. PERKINS: Okay.

21 MR. LEEDSTROM: Yeah.

22 MR. PERKINS: Where do you think
23 you'll do outreach, to which schools, which
24 programs?

25 MR. LEEDSTROM: Community College

1 and, you know, anybody that has a nursing school.
2 And I know, I think -- Holly and I have been
3 talking about working on that. That kind of
4 stuff is on -- you know, we've had criminal
5 justice programs come in and visit the jail and
6 get a presentation and tour of certain areas that
7 they're allowed to be in, as well as we've gone
8 out and done classroom presentations. But they
9 don't -- you know, you're not going to get -- if
10 there's 30 students in that class, you're not
11 going to get 30 or 28 of them. You know, you're
12 going to get one that's going to go through the
13 process and -- you know, it's a marathon. It's
14 not a -- unfortunately it's not a sprint. And I
15 understand the urgency and we do that every day.

16 JUDGE EVASHAVIK-DILUCENTE: You
17 were promoted to Talent Acquisition Supervisor,
18 and there's a new guy, Talent Acquisition
19 Specialist.

20 MR. LEEDSTROM: Right.

21 JUDGE EVASHAVIK-DILUCENTE: As a
22 result of that hiring, what additional benefits
23 or efforts have been made to recruit and/or
24 retain correctional officers?

25 MR. LEEDSTROM: So the results that

1 you saw in that report, if I were to not focus on
2 that 100 percent, then that would go away. I
3 mean, you look at those numbers and say, wow,
4 that's not -- those numbers aren't great, but
5 those -- those numbers at the end would go away.
6 So that was the purpose of hiring the second
7 person. And I've hired that person. He's
8 trained and actually this class that's going to
9 be starting in December is his first class. So
10 he's ready to go solo. And that's going to allow
11 me to work with the medical side. That's what
12 that hire is --

13 JUDGE EVASHAVIK-DILUCENTE: I mean,
14 the hiring has gone very well on the medical
15 side, and we applaud you and we are very thankful
16 for that.

17 MR. LEEDSTROM: So I will tell you,
18 it's those two girls over there and Holly here.
19 I'm just starting in that process. I've helped
20 them with some -- certain individual things. You
21 know, Mary and I meet every Monday and talk
22 about, you know, what's going on in their world.
23 We're focusing on our ends right now. We just
24 ran an ad. We got a number of people recently
25 that are starting to move through the process.

1 But again, it's not a -- it's not a -- it's not
2 going to be a sprint, everybody wins at once.

3 JUDGE EVASHAVIK-DILUCENTE: No, but
4 there's been more success on that side than the
5 COs.

6 MR. LEEDSTROM: Well, I would
7 disagree with that.

8 JUDGE EVASHAVIK-DILUCENTE: Well, I
9 know.

10 MR. LEEDSTROM: I mean, I would
11 disagree with that. Because I mean, prior to me
12 being there, I mean, the most you had -- the most
13 new COs that were starting, I think, was 57 in
14 2018.

15 JUDGE EVASHAVIK-DILUCENTE: I'm not
16 saying you're not doing a good job.

17 MR. LEEDSTROM: What's that?

18 JUDGE EVASHAVIK-DILUCENTE: I
19 didn't mean to imply that you weren't doing a
20 good job. I was not saying that. I'm just
21 saying we still have a really horrendous shortage
22 of COs, that's all.

23 MR. LEEDSTROM: I have that number
24 up on my bulletin board so that --

25 JUDGE EVASHAVIK-DILUCENTE: Okay.

1 MR. LEEDSTROM: -- trust me,
2 that -- that is not something that I take likely,
3 nor does Tori. I mean, we focus on that every --
4 that's why I said, there's a sense of urgency.
5 And what's nice, and I'll just say this, that,
6 you know, recruitment is not just me or the new
7 Talent Acquisition Specialist. It takes a
8 village. You know, all these people that are
9 sitting here, they're all part of that. I --
10 it's funny because I get -- I do get a lot of
11 referrals for COs. We get -- you know, one of
12 the first questions we ask is how did you find
13 out about the position? Well, I was talking to
14 one of your officers. Do you know this person?
15 No, I just ran into them, and they told me all
16 about their job. You know, it's a good job. You
17 know, it's hard. You know, you're going to work
18 a lot and so I thought this would be something I
19 could do. So there are a lot of people out there
20 saying positive things that are doing good work
21 at the jail that are passing that on to other
22 people. So we take advantage of that. We're on
23 those people right away, like everybody else.

24 You're leaning forward.

25 MS. HALLAM: How can you tell? I

1 have -- I just have a follow-up. I'm just trying
2 to understand. So you gave us the numbers about
3 like 2023 hires, who's left; 2024 hires, who's
4 left. Are those numbers the same as -- I'm
5 trying to figure out, like, how many people leave
6 during that one-year probation period. Do those
7 numbers vary?

8 MR. LEEDSTROM: I mean, I could --
9 yeah, I mean, we could look at it.

10 MS. HALLAM: Okay. It is most
11 of --

12 MR. LEEDSTROM: Well, I mean, those
13 people -- those people that left in 2023, they
14 were in that probationary period.

15 MS. HALLAM: Well, 2024, I would
16 guess they would have to be.

17 MR. LEEDSTROM: Yeah. I mean, it's
18 '24. They're still in it.

19 MS. HALLAM: I'm just wondering if
20 the 2023 numbers were the same or if the reason
21 that number is a little bit higher?

22 MR. LEEDSTROM: I mean, you're
23 losing people all along the process, okay?

24 MS. HALLAM: Okay.

25 MR. LEEDSTROM: You know, you'll

1 lose somebody the second day because they don't
2 show up for work. I mean, I can recruit people
3 that want to be here on the front end, but they
4 got to come to work and go through the training.
5 So you'll lose one person there.

6 Then you'll go through and, you
7 know, maybe somebody is going to do the job
8 shadowing and, you know, they're working with
9 inmates and then it's like, okay, maybe this
10 isn't for me, you know, that kind of thing.

11 MS. HALLAM: Okay.

12 MR. LEEDSTROM: And then once they
13 start and they start working, then there's more
14 people that -- you know, that's another -- every
15 step of the way is an opportunity for someone to
16 say, eh hh, it's not for me.

17 MS. HALLAM: I also hope that you
18 get referrals from people I send, because I often
19 tell people to apply at the jail.

20 MR. LEEDSTROM: Okay.

21 MS. HALLAM: But I also tell them
22 not to tell you that I sent you. So maybe you
23 won't ever hear that. But anyway, my last
24 question is you said -- and this is actually my
25 last question. You said that retention isn't

1 really your thing. You're the one who like
2 brings them in. What is the position -- I don't
3 even need a person's name. Like, what position
4 does retention?

5 MR. LEEDSTROM: I would assume it
6 would be someone -- that would be part of
7 administration.

8 MS. HALLAM: Okay.

9 MR. LEEDSTROM: But in that report,
10 I did say that I --

11 MS. HALLAM: I like the quote.

12 MR. LEEDSTROM: I approach
13 recruiting with retention in mind --

14 MS. HALLAM: Yep.

15 MR. LEEDSTROM: -- because we are
16 as absolutely transparent as we can to not
17 just -- not just about the physical agility test,
18 but also, you know, what they can expect in terms
19 of the kind of schedule they're going to work,
20 the overtime that they're going to work.

21 MS. HALLAM: What do you tell them
22 in regards to that? Do you say you could be
23 working 80-hour weeks?

24 MR. LEEDSTROM: I don't know that I
25 say 80 hours a week. I -- you know, it's going

1 to be a big part of your -- a big part of your
2 life for especially --

3 MS. HALLAM: Okay.

4 MR. LEEDSTROM: -- you know, the
5 first year is going to be the hardest year that
6 you're ever going to have as a correctional
7 officer.

8 MS. HALLAM: Thank you.

9 JUDGE EVASHAVIK-DILUCENTE: Okay.
10 I think that's it. Thank you very, very much for
11 coming.

12 MS. HALLAM: Thank you.

13 MR. LEEDSTROM: Thank you. Do you
14 want your score?

15 MS. HALLAM: Yeah. Read it into
16 the record, please. I'm seriously so proud of
17 it. I could not -- I was very sore. I tried
18 very hard, and I was trying to, you know, impress
19 the staff.

20 MR. LEEDSTROM: 50 was the minimum.
21 She got 60.

22 MS. HALLAM: And 80 was the max.
23 Thank you very, very much.

24 JUDGE EVASHAVIK-DILUCENTE:
25 Congratulations.

1 MS. HALLAM: Thank you. Man-E
2 didn't believe me, so I'm glad you wrote it down.
3 I told him and he didn't believe that I actually
4 did this well. So thank you.

5 JUDGE EVASHAVIK-DILUCENTE: Okay.
6 Moving on. Old Business.

7 **OLD BUSINESS**

8 JUDGE EVASHAVIK-DILUCENTE: Updates
9 from Employee Welfare Committee. I would say
10 that the Employee -- this was a good start to
11 what the Employee Welfare Committee is working
12 on, and we would like to review the whole hiring
13 process in its entirety, including testing,
14 retention, to see if we could come up with some
15 recommendations to get and keep more applicants.
16 And that kind of goes hand-in-hand with all the
17 overtime issues, which it's my understanding that
18 those issues cannot really be discussed or viewed
19 with all the parties sitting down at the table
20 until the current contract negotiations and
21 arbitration is over.

22 But after that time, we hope to sit
23 down with both sides and see if something can be
24 done, some kind of help to reduce the overtime
25 burden on a lot of these COs.

1 Do you want to add anything,
2 Mr. Perkins?

3 MR. PERKINS: No.

4 JUDGE EVASHAVIK-DILUCENTE:
5 Incarceree Welfare Committee.

6 MS. HALLAM: Do you want me to give
7 an update on the tablets?

8 MR. PERKINS: Sure.

9 MS. HALLAM: So the work that we've
10 been doing lately has been around trying to
11 advise on the new contract that the jail is going
12 to enter into regarding phone calls and tablets.
13 And so we sent over a list of suggestions of
14 things that we as a committee thought should be
15 included in negotiations, what would you call
16 them, services or applications that we thought
17 should be available, features that should be
18 available to the people on their tablets. And,
19 yeah, we've been working with Deputy Warden
20 Connie Clark, and she's been really helpful on
21 making sure that she gives us feedback on what we
22 have to say and makes sure that she's taking that
23 into her negotiations.

24 So I don't know if you have
25 anything you want to add, but I do think that

1 we've been getting a lot done, and I'm really
2 excited to see what that new contract looks like.

3 MR. PERKINS: Yeah, I would just
4 add that Ms. Hallam's initial list of requests
5 was 378 items long so I cut that down to a
6 reasonable amount so you can thank me for that.

7 JUDGE EVASHAVIK-DILUCENTE: Thank
8 you. Health Services Advisory Committee.

9 MR. PERKINS: I'll give a quick
10 update on that committee and, Barb, you can chime
11 in if you'd like.

12 Right now, what we need to do is
13 figure out how we can get our medical
14 professionals the access to the information they
15 need to advise on policies and issues of that
16 nature, so I expect we'll work with the
17 Solicitors Office and the Executive's Office so
18 we can make more meaningful progress there.

19 We have met a couple of times since
20 our last meeting. I do know that the medical
21 professionals who have volunteered to be a part
22 of that are really chomping at the bit to get to
23 work, so we just need to figure out some of the
24 logistics. We've met with Deputy Warden Martin,
25 who has been very transparent and open with

1 sharing information, which we really appreciate,
2 and I look forward to that collaboration, but we
3 need to figure out how we can get our citizen
4 members more access to that information so we can
5 do our job.

6 JUDGE EVASHAVIK-DILUCENTE: Thank
7 you. Lockdown and Use of Force Committee.

8 MAN-E: So unfortunately, we've
9 been struggling to find a time to meet because of
10 various issues, but the one time we did meet, I
11 took some detailed notes, and I think we had a
12 very productive meeting. And of course, we're
13 concerned about the issue, especially when it
14 comes to use of force. Again, like if you check,
15 even like in this paper that you received today,
16 you know what I mean, uses of force, especially
17 in Intake, is just completely unacceptable.

18 Our concerns are some of the lack
19 of details such as -- such as the severity of
20 some of the injuries and patterns of excessive
21 force by specific officers. I think our liaison
22 does do a good job of investigating uses of force
23 whenever she goes into the jail and does her
24 reports. But there have been some discrepancies
25 in the reports that we get from the liaison

1 compared to what the jail reports to us. And I
2 think overall, we want to address some of those
3 discrepancies and the use of force and lockdown
4 data. And we want to support Karen and enhance
5 her investigative role and data access.

6 And we also want to address, and we
7 don't want to forget that the SERT Team does have
8 weapons in there, and I'm glad you all brought up
9 the fact that they have to qualify for firearms.
10 They do have weapons in there that we believe
11 should not be there, were still left over from
12 Garcia if anybody remembers him. So that is
13 something that we also want to address.

14 But we are dedicated to this issue,
15 and we look forward to meeting soon and having a
16 more proper update.

17 JUDGE EVASHAVIK-DILUCENTE: Thank
18 you. I'm just going to skip to C because Man-E
19 referenced Karen and the liaison. Is there an
20 update on a revised job description and workflow
21 process for the liaison position? I think that's
22 Rob and Barb.

23 MS. GRIFFIN: It is on my -- on the
24 top of the pile on my desk. We're very, very
25 close, and I don't think I'm going to have many

1 changes, if anything, to what we have so far. So
2 we're close.

3 JUDGE EVASHAVIK-DILUCENTE: Okay.
4 Do you want to add anything?

5 MR. PERKINS: I will say, we put a
6 lot of time and effort into that. We've
7 solicited a lot of opinions. And I think it's
8 good to think through that role. The role has
9 been in existence for less than two years so we
10 have to still figure out how we could be most
11 impactful with that role. And good ideas from
12 several individual Board Members. We talked to
13 Karen. And I agree, she's been doing a really
14 good job with the investigative reports she's
15 shared with us.

16 And it's good to be thoughtful.
17 It's good to kind of review where we can improve,
18 and I expect in January we will have a finalized
19 description.

20 JUDGE EVASHAVIK-DILUCENTE: Okay.
21 Great. Thank you.

22 Do we have an update on the
23 Solicitor position advertisement? That would
24 probably be the executive's -- do you have one,
25 Ankur?

1 MR. SAKARIA: Just to comment that
2 we're interfacing with our counterparts at the
3 County Exec's office to find a place where this
4 (inaudible) the announcement is finalized
5 (inaudible.)

6 JUDGE EVASHAVIK-DILUCENTE: And I
7 had suggested that it go on the Allegheny County
8 Bar Association as one place.

9 MR. SAKARIA: We're definitely
10 contemplating that, and I think that's really
11 just the last sort of decision, but our
12 expectation is to get it process (inaudible.)

13 MS. HALLAM: Can we all -- can all
14 the Board Members get a copy of that final one?
15 We can share it around our networks as well?

16 MR. SAKARIA: 100 percent.

17 MS. HALLAM: Thank you very much.

18 JUDGE EVASHAVIK-DILUCENTE: Okay.
19 Thank you.

20 Okay. Warden's Report.

21 **WARDEN'S REPORT**

22 CHIEF DEPUTY BEASOM: Good evening,
23 Board. So I'm honored to take over the reigns as
24 the Acting Warden of the Allegheny County Jail
25 and look forward to continuing the work, the

1 strong efforts from Former Acting Warden Dady
2 after his departure.

3 It's my goal to continue offering
4 transparency while working with the Board, as
5 Warden Dady strived to do during his 14-month
6 tenure with the Allegheny County Jail. His
7 efforts and those of the jail's dedicated,
8 hard-working staff helped ACJ continue on its
9 path, that makes this facility an example for
10 other correctional institutions to follow.

11 But this, of course, will be a
12 temporary stint as I'll be leaving my position at
13 the Allegheny County Jail in mid-January to begin
14 a new and challenging opportunity at a different
15 correctional facility. I've had the pleasure of
16 working at the ACJ for almost 11 years, and I
17 have met many fine men and women who have
18 dedicated their lives to serving the Allegheny
19 County citizens and the corrections profession.
20 I'm proud of the work that the team at the ACJ
21 has done, and through my time there I've made
22 personal and professional relationships,
23 friendships that will last forever.

24 And finally, I wanted to mention
25 that we did lose Officer Taylor last month, and I

1 was going to ask for the moment of silence that
2 you did, but thank you for honoring him,
3 Your Honor. We appreciate it. We extend our
4 condolences to his family and his friends. He
5 worked admirably at the jail for 13 years and
6 he's a big loss. So I'll pass it on to Deputy
7 Warden Young for the Deputy Warden's Report.

8 **DEPUTY WARDEN'S REPORT**

9 DEPUTY WARDEN YOUNG: Good evening,
10 Board. Staffing updates. On Friday,
11 November 22nd, we graduated 14 cadets, and the
12 new officers were placed on the schedule for the
13 November 24th week. The next cadet class will
14 begin December 16th. We are currently scheduling
15 physical agility for another cadet class to begin
16 in March.

17 Inmates currently awaiting transfer
18 to the PA Department of Corrections, we had
19 29 males with 2 females with 300 Bs; 3 males and
20 zero females with detainers; 15 males, zero
21 females with open cases. The longest wait time
22 on a 300 B was received August 15, '24, and the
23 shortest wait time is December 4, '24.

24 Number of Federal Inmates in the
25 ACJ is 29; 24 of those are on US Marshal holds,

1 and 5 are on federal transfers for court. We had
2 zero individuals on a hunger strike for this
3 reporting month.

4 And finally, I would like to
5 announce that Physician Assistant Kathleen
6 Gibbons and Medical Records Clerk Rita Kozel were
7 named the correctional professionals for the
8 month of October. Congratulations to both.

9 I will now pass it on to Deputy
10 Warden Clark.

11 DEPUTY WARDEN CLARK: Good evening,
12 Board. For Chaplaincy and Prerelease, on
13 November 20th, 26 women graduated from the Hope
14 Program. A new term for females began on
15 November 25th. The new term includes Creative
16 Journaling in addition to Addiction and Recovery
17 coursework.

18 The Foundation of Hope provided a
19 donation of socks to the jails Discharge and
20 Release Center. The socks will be provided to
21 individuals in need upon their release.

22 Foundation of Hope staff
23 distributed holiday cards to the incarcerated
24 population on December 3rd. Each person received
25 two holiday cards with paid postage that they can

1 send to loved ones by December 31st.

2 Yesterday, the Foundation of Hope,
3 jail staff and volunteers packaged holiday gifts
4 that would be distributed to the incarcerated
5 population next week. These gift packages
6 include hygiene products, candy, cocoa, writing
7 supplies, a cup, a calendar, and a thermal
8 undershirt.

9 Discharge and Release. The
10 Discharge and Release Center assessed 335
11 individuals and distributed 56 boxes of Narcan,
12 97 Fentanyl and Xylazine test strips, 399
13 condoms, and 334 bus tickets in the month of
14 November. The Discharge and Release continues to
15 connect individuals to services in the community.

16 For the month of November, a total
17 of 85 incarcerated individuals received contact
18 visits from 161 family members.

19 The jail has hired an additional
20 cashier to provide expanded access for releases.
21 The Cashier's Office is now open 6:00 a.m. to
22 8:00 p.m. Monday through Friday and 8:00 a.m. to
23 6:00 p.m. on Saturdays.

24 Residential Placement Services.
25 Based on orders from the court, Residential

1 Placement Services facilitated the transfer of 74
2 individuals to alternative housing, and 19
3 individuals to substance use treatment through
4 the Diversion Program in November. The Diversion
5 Program received 13 new referrals and served a
6 total of 50 participants.

7 The Medical Assistance Program
8 assisted a total of 74 individuals with
9 completing medical assistance applications upon
10 release from the jail in the month of November.

11 On November 13th, I had the
12 pleasure of presenting information on the jail's
13 Diversion Program to the Allegheny County Bar
14 Association's Criminal Litigation Section. Thank
15 you, Mr. Perkins, for the invitation and
16 providing an opportunity for the Jail Oversight
17 Board and the jail to work together to help move
18 programming forward in ways that will connect
19 those in need to crucial services in the
20 community.

21 In addition, I would like to thank
22 the County Manager and County Executive for
23 recording media opportunities to present these
24 programs publicly. This enables continued growth
25 for programming within the jail.

1 Reentry Services. The Reentry
2 Center started another class, Cohort of the
3 Foundation for Realistic Employment and Education
4 Free class, which began on November 20th. Free
5 is a cognitive behavioral approach to employment
6 intervention. A workforce development
7 coordinator teaches the class and works with
8 participants to help them understand how to
9 obtain and maintain employment.

10 Educational Services. On
11 November 12th, in honor of Veteran's Day, the
12 jail held a Veteran's Appreciation Celebration.
13 19 incarcerated veterans attended the event,
14 which included community partners that offer
15 support for veterans. Incarcerated veterans
16 received a care package from the Foundation of
17 Hope, which contained thermal undershirts, paper
18 and a pen. All participants enjoyed muffins,
19 donuts, fruit and coffee. Representatives from
20 Allegheny County Veteran's Services, Pittsburgh
21 Hires Veterans, and Veterans Place attended and
22 provided information on their services. The
23 event featured guest speaker Chuck Ondo from
24 Semper Fi Mission. Mr. Ondo owns Valor
25 Barbershop where he serves the veteran population

1 with free haircuts. He connects with individuals
2 inside of the jail and provides assistance to
3 them post-release. Mr. Ondo and various
4 volunteers come into the jail every Monday to
5 speak with the incarcerated veterans. We're
6 grateful for the support the Semper Fi Mission
7 provides to the jail population.

8 On November 13th and December 3rd,
9 Public Source was in the jail covering a story on
10 the Duquesne University Inside Out Program. The
11 class is studying and reenacting portions of
12 Hamlet. The participants have embraced the
13 program and are having fun memorizing lines and
14 reenacting scenes from the play. The Inside Out
15 Class with Penn State McKeesport and Duquesne
16 will conclude within the next week.

17 We would like to extend our
18 gratitude to the amazing professors from these
19 schools who come into the jail and offer our
20 population a very unique learning experience.

21 That concludes this month's report
22 for Programs. Deputy Martin will provide the
23 Healthcare Services update.

24 DHSA MARTIN: Good evening. Excuse
25 me. For the month of November, there's a number

1 of patients prescribed with the following:
2 Naltrexone, 34; Vivitrol, 1; Suboxone, 395;
3 Sublocade, 57; Brixadi, 52; and Methadone, 63.

4 For Torrance, 8 patients were
5 admitted and transferred; 10 were committed; zero
6 had their commitment rescinded; and 29 are
7 currently waiting for admission with the longest
8 waiting since July.

9 For Tier 4 and 5 data, zero were
10 identified in Tier 5; 22 were identified as a
11 Tier 4.

12 For the Sick Call Queues, sick
13 calls for medical, 28, longest waiting one day;
14 mental health, 10, longest waiting one day;
15 dental, 4, longest waiting one day; psychiatrist,
16 399, longest waiting seven days; medical
17 specialist, 10, longest waiting one day.

18 For Sick Call Completions, dental,
19 247 visits; SCR medical, 1,145 visits; mental
20 health, 456 visits; medical providers, 1,368
21 visits; and psychiatrists, 1,174 visits were
22 completed.

23 For new reporting that was
24 requested at the last JOB, we refused 14 new
25 arrests at Intake for medical refusals, various

1 reasons, including head injuries, wounds, detox
2 and abnormal vitals.

3 For healthcare updates, ACJ
4 projects, CTC/Cadia has taken over the
5 continuation of methadone for the patients. Goal
6 is still by the end of the month to begin
7 induction. We did have a group meeting this past
8 week with a Centurion staff. We are in the --
9 starting the project cleaning and implementation
10 phase for the mobile competency restoration.
11 Their goal is to be in the building in January.

12 We did open the receiving screen
13 room for the new arrests. That provides a more
14 open -- or more private space for interviews and
15 to receive a more in-depth assessment.

16 CRIT, which is Crisis Response and
17 Intervention, this includes the escalation
18 training, has begun with the officers and will
19 soon include healthcare staff. This will be
20 ongoing until all staff have attended in the
21 building.

22 DHS staff has came -- came and
23 visited us. They did listening sessions with
24 some of the population regarding opiate
25 settlement funds, and they got their

1 participation (sic) -- good participation from
2 the incarcerated individuals.

3 From the last JOB, it was requested
4 for a list of therapy criteria. They are
5 currently accepting symptoms of anxiety that are
6 impacting level of functioning, symptoms of
7 depression that are impacting level of
8 functioning, managing emotions, coping skills,
9 and grief and loss. Not currently accepting any
10 issues -- systemic issues with the jail's legal
11 issues, JRS issues, behavior clinic issues, or
12 trauma and abuse. And just to expand on the
13 trauma, as I know this is a topic that's brought
14 up a lot. Trauma is something that takes time to
15 build a rapport with the therapist, and then it
16 takes time to unpack those traumatic events. And
17 this is something that's difficult to do given
18 the short amount of time that our residents are
19 with us.

20 Lastly, being at the end of the
21 year, I wanted to provide a brief recap of the
22 past six months. In this time we've had many
23 successes occur in the Healthcare Department.
24 With staffing, myself had moved from the DON
25 position to my current position as Deputy Warden.

1 We have onboarded a new DON and a new DHSA of
2 behavioral health. The Mental Health Director
3 has successfully onboarded the required eight
4 therapists and filled in nine mental health RN
5 requirements; a county wanted agency staff.
6 We've increased the turn team up to 14 and added
7 2 addiction medicine providers. This gives us a
8 total of 3 providers in that department.

9 We've also brought on many RNs and
10 LPNs to support the daily operations, including
11 medication pass and sick calls.

12 From the AHN side, we have brought
13 in providers, added phlebotomists, an orthotist,
14 which is a foot specialist, an occupational
15 therapist to increase our clinic visits. Also,
16 from the AHN side, we've onboarded a new director
17 of operations and a psychologist.

18 For policies and procedures, the
19 healthcare administration team has broken down
20 into many workgroups, review all policies and
21 procedures to update and make sure they are in
22 line with NCCHC standards and our goal of a
23 proactive and standardized healthcare team.

24 For communication and staff
25 meetings, we've continued to have monthly town

1 hall meetings with the healthcare staff.

2 However, we have rearranged the agenda to provide
3 project announcements, prepare staff for upcoming
4 items, review any medical events that could have
5 been a learning opportunity for staff, and then
6 the floor is opened up for anything that staff
7 wants to talk about. Minutes are not taken and
8 posted for anyone who may not have been able to
9 attend.

10 Also, recently, we have begun
11 having joint meetings between the operations
12 staff and the healthcare frontline staff to talk
13 about upcoming policy changes. This gives the
14 staff opportunity to provide feedback and give
15 ideas.

16 Restructuring the team and
17 leadership. I was able to rework the way the
18 reporting structure is laid out for the staff to
19 stop the silent effect between the separate
20 healthcare teams and promoted a full team
21 concept. I've also had the focus on professional
22 development for the team, and many have attended
23 leadership trainings, and there are more
24 scheduled soon.

25 Ending this success report with two

1 statistics. Since the mental health therapy has
2 started, and this is from August, over 400
3 patients have been evaluated, and 250 patients
4 have engaged in mental health therapy visits.

5 In the medical clinic on Level 5,
6 we have hit a new record of seeing 111 patients
7 in one day, and that's an eight-hour shift.

8 This concludes the healthcare
9 report.

10 JUDGE EVASHAVIK-DILUCENTE: Thank
11 you. Questions.

12 I'm going to be leaving in ten
13 minutes, so I'll take it back out there -- oh,
14 I'll take the sheet back out there.

15 Questions anybody? Mr. Perkins.

16 MR. PERKINS: Sure. I have some
17 questions. You said Rita Kozel was the employee
18 of the month? I've worked with Rita for many
19 years, and she's amazing and does an excellent
20 job. And if we had a million Rita Kozels, I'd
21 want to work in that world. She does a great
22 job, so good for her.

23 And Chief Beasom, we're going to
24 miss you. You did great work. And you know,
25 your heart is in this and thank you.

1 CHIEF DEPUTY BEASOM: No, thank
2 you.

3 JUDGE EVASHAVIK-DILUCENTE: But
4 you're going to be here in January, right?

5 CHIEF DEPUTY BEASOM: Correct,
6 Your Honor.

7 JUDGE EVASHAVIK-DILUCENTE: At our
8 January meeting.

9 CHIEF DEPUTY BEASOM: I'll be here
10 for the January meeting, yes.

11 JUDGE EVASHAVIK-DILUCENTE: Okay.

12 MR. PERKINS: Good point. Go slow.

13 JUDGE EVASHAVIK-DILUCENTE: We're
14 very sad you're leaving. Let me tell you. Go
15 ahead, I'm sorry, Mr. Perkins.

16 MR. PERKINS: That's okay. Just a
17 couple questions with respect to the Arraignment
18 Diversion Program is that -- when is that going
19 to start?

20 DEPUTY WARDEN CLARK: We don't have
21 an exact start date, but we have begun
22 interviewing candidates for the position, and we
23 will be onboarding over the next month new
24 candidates. So we're hoping by the end of
25 January to start implementing that program. But

1 once I have an exact date, start date, I'll
2 definitely let the Board know.

3 MR. PERKINS: And as far as the
4 existing Diversion Program, are the numbers
5 consistent? Are they moving up? Are they moving
6 down? Do you see any trends?

7 DEPUTY WARDEN CLARK: We've seen a
8 little bit of a decrease actually lately. But
9 there are ebbs and flows with that program that
10 just naturally occur throughout the year. I
11 actually just pulled some of that data a couple
12 of days ago to look at it. There's natural ebbs
13 and flows that are reflective of our population
14 as a whole.

15 Overall, I would say referrals for
16 that program have been down a little bit, but
17 with the prearrest diversion coming on
18 board, we'll be looking at ways to streamline
19 some referrals into the substance use diversion
20 team.

21 MR. PERKINS: Okay. And on the
22 tablet front, I know we discussed this before, it
23 would be extremely helpful to our liaison to be
24 able to communicate with incarcerated people by
25 the tablets because some questions, you know,

1 it's just pretty simple like, you know, do X and
2 if you can send an e-mail, then I think she'd be
3 able to help a lot more individuals that way and
4 do things more efficiently. And I know it's not
5 an easy fix, but I guess I'm asking is there --
6 is there anything that we can do to make that a
7 priority and get that done like ASAP?

8 DEPUTY WARDEN CLARK: That can't be
9 done by the current provider and the reason for
10 that is that that request has to be confidential,
11 so it has to be able to be submitted from the
12 inmate to Ms. Duffola without any of us being
13 able to access or see it. And under our current
14 system, we don't have a mechanism in place where
15 people can submit requests without jail personnel
16 being able to view it.

17 So what we did ask, and I know that
18 was your ask as well -- it was ours also -- is
19 that if that technology is available, we would
20 like to see that with our next contract -- with
21 our next vendor.

22 MR. PERKINS: So it's impossible
23 with the current tablet?

24 DEPUTY WARDEN CLARK: We did
25 explore that, and we were told that we can't do

1 it -- they can't do it.

2 MR. PERKINS: Okay.

3 JUDGE EVASHAVIK-DILUCENTE: When is
4 the current contract up?

5 DEPUTY WARDEN CLARK: The end of
6 June. But the RFP will be going out in the next
7 30 to 60 days.

8 MR. PERKINS: Well, what we can
9 kind of brainstorm -- I know you've already
10 thought about it, but is there a -- like, could
11 there be a laptop available to people like once a
12 day where they could, you know, communicate? I
13 don't know what options there are to communicate
14 other than paper.

15 DEPUTY WARDEN CLARK: Those are
16 other options that we can explore. We're hoping
17 that we can find a vendor that will be able to
18 have the technology to do it, but if not, then
19 we'll be looking at other alternatives.

20 MR. PERKINS: Okay. All right.
21 Well, thank you. I can't fix that problem, but
22 maybe someone smarter than me can create an app.
23 I don't know.

24 With respect to the Torrance
25 commitments, when is the outpatient competency

1 restoration program scheduled to begin?

2 DHSA MARTIN: They're hoping to be
3 in January.

4 MR. PERKINS: The beginning of
5 January?

6 DHSA MARTIN: I don't know when in
7 January, just in January. We just had a meeting
8 with them this week to start the whole cleaning
9 and implementation phase.

10 MR. PERKINS: All right. You might
11 not know this -- the answer to this question.
12 But are the numbers kind of consistent with where
13 they've been? Are they going down? Are they
14 going up? Do you have any sense of that?

15 DHSA MARTIN: I feel like
16 they're -- they're hanging there. They're right
17 around the same.

18 MR. PERKINS: Is it about a four or
19 five month wait at this point?

20 DHSA MARTIN: Yep. Yeah, it's
21 about that.

22 MR. PERKINS: Do you know what
23 people are charged with? Is it usually like very
24 serious charges versus misdemeanor charges?

25 DHSA MARTIN: I do not know the

1 charges.

2 MR. PERKINS: Okay. That's all the
3 questions I have. Thank you.

4 MS. HALLAM: Okay. First question
5 I have is about the Prearrest Diversion.
6 You said that you were interviewing candidates.
7 What are the positions that are being hired for?

8 DEPUTY WARDEN CLARK: The name of
9 the position is Prearrest Diversion
10 Coordinator.

11 MS. HALLAM: Coordinator, okay. So
12 these aren't actually attorneys. These are
13 just --

14 DEPUTY WARDEN CLARK: No.

15 MS. HALLAM: -- somebody to
16 coordinate the program?

17 DEPUTY WARDEN CLARK: These are
18 people who will do screenings with individuals as
19 they come into the jail and try to develop a
20 baseline for what that person's needs are and
21 then prepare a report that would connect that
22 person to services in the community that could
23 help them with any needs that have been
24 identified.

25 MS. HALLAM: Okay. So there aren't

1 attorneys who are part of the Prearrestment
2 Diversion Program?

3 DEPUTY WARDEN CLARK: No. The
4 attorneys would be their public defender or
5 whoever is representing them at arraignment.

6 MS. HALLAM: Okay. I don't know
7 why I thought for some reason that this program
8 had its own --

9 DEPUTY WARDEN CLARK: No.

10 MS. HALLAM: -- attorneys. Okay.

11 Is that going to be the only staff
12 member for this program?

13 DEPUTY WARDEN CLARK: This is a
14 grant-funded program, and there are five
15 positions.

16 MS. HALLAM: Five positions. But
17 this is the first one and this person will help
18 you pick the other four?

19 DEPUTY WARDEN CLARK: Well, we have
20 two internal candidates who are being promoted,
21 so the two internal candidates have been
22 identified. We are still interviewing external
23 candidates.

24 MS. HALLAM: Okay. And what
25 position -- what role will those two internal

1 candidates -- what is their position?

2 DEPUTY WARDEN CLARK: All of the
3 positions are the same.

4 MS. HALLAM: They're all
5 coordinators?

6 DEPUTY WARDEN CLARK: Correct.

7 MS. HALLAM: Gotcha. And then who
8 is coordinating the coordinators?

9 DEPUTY WARDEN CLARK: That is our
10 Residential Placement Manager, Ms. Reynolds.

11 MS. HALLAM: Okay.

12 DEPUTY WARDEN CLARK: She oversees
13 the Substance Use Diversion Program as well as
14 alternative housing.

15 MS. HALLAM: Okay. Okay. My next
16 question is in -- can you guys describe for us in
17 what situation an incarcerated person would leave
18 the facility still wearing their green uniform?
19 I just saw it on Facebook Marketplace, and I was
20 wondering like how that person left in their
21 uniform. Because I don't think maybe once or
22 twice that we've ever seen people leaving the
23 jail in uniforms, so I was wondering what --

24 CHIEF DEPUTY BEASOM: We were made
25 aware of the same posting, and it's being

1 investigated.

2 MS. HALLAM: I don't want the
3 person to get in trouble. I'm just saying like,
4 is there a situation in which the jail would
5 release someone? Because we've seen people get
6 released with like red pants on. There's often
7 like uniforms set on the benches outside of the
8 jail, so this wasn't like a one-off incident.

9 CHIEF DEPUTY BEASOM: Sure.

10 MS. HALLAM: So is there ever a
11 time where it's like, hey, we don't have
12 sweatpants in your size, so wear your pants out?

13 CHIEF DEPUTY BEASOM: No. We don't
14 send them out.

15 MS. HALLAM: Never.

16 CHIEF DEPUTY BEASOM: Right.

17 MS. HALLAM: Okay. Cool.

18 CHIEF DEPUTY BEASOM: Usually, it
19 would be release from a hospital. If they were
20 discharged -- if they were released while they
21 were at the hospital and if we had security
22 personnel -- we pull them off and maybe a uniform
23 would be missed.

24 MS. HALLAM: Okay. So that would
25 be the only time. Like, you wouldn't ever

1 release someone with that as their clothes?

2 CHIEF DEPUTY BEASOM: Correct.

3 MS. HALLAM: Okay. Cool. My next
4 question is, we had a couple different groups
5 reach out to us about wanting to give -- do a
6 drive for like the kids in the jail for the
7 holidays. Is that something that -- like, who
8 would we reach out to facilitate something like
9 that, like, to make sure the children in the jail
10 got holiday gifts?

11 DEPUTY WARDEN CLARK: Are you
12 referring to the juvenile population in the jail?

13 MS. HALLAM: Yeah.

14 DEPUTY WARDEN CLARK: So Pittsburgh
15 Public Schools does do that for the juveniles in
16 the jail. They purchase gifts and actually wrap
17 them and have a Christmas party where those will
18 be received.

19 MS. HALLAM: They have a Christmas
20 party, like the students from Pittsburgh Public
21 come into the jail?

22 DEPUTY WARDEN CLARK: No. The
23 students in the jail who are educated by
24 Pittsburgh Public. So Pittsburgh Public hosts
25 the holiday party, purchases food and gifts.

1 MS. HALLAM: Okay. Why did I think
2 AIU was who educated the kids in the jail?

3 DEPUTY WARDEN CLARK: It was until
4 about -- the beginning of this past school year.
5 It changed to Pittsburgh Public.

6 MS. HALLAM: Okay. All right. My
7 next question is about -- oh, the -- who is in
8 charge of maintenance in the jail? Like is there
9 a specific person that's in charge of maintenance
10 and maintenance requests?

11 CHIEF DEPUTY BEASOM: We have a
12 Facilities Manager, yes.

13 MS. HALLAM: Okay. And so that
14 person is a full-time position at the jail?

15 CHIEF DEPUTY BEASOM: Yes.

16 MS. HALLAM: And they're housed at
17 the jail? They're not part of like County
18 Facilities.

19 CHIEF DEPUTY BEASOM: Correct.
20 They're at the jail.

21 MS. HALLAM: They're in your
22 hierarchy of the jail?

23 CHIEF DEPUTY BEASOM: Yes.

24 MS. HALLAM: Okay. And do -- is
25 that where like all -- if, let's say a CO notices

1 something is wrong on their pod, they would send
2 a request to that person directly?

3 CHIEF DEPUTY BEASOM: No. So we
4 have Facilities Maintenance Request Form that's
5 sent to our telephone operator, and then that is
6 then put into the facilities system, and then
7 it's farmed out to the appropriate trades to
8 handle the problem.

9 MS. HALLAM: Okay. But you do have
10 one point of contact that all the requests go to?

11 CHIEF DEPUTY BEASOM: Correct.

12 MS. HALLAM: Okay. So I got a
13 report that there -- I think it was this past
14 week that there was no heat on Levels 3 and 4.
15 Can you speak to that?

16 CHIEF DEPUTY BEASOM: We weren't
17 made aware of any issues with the heat on 3 and
18 4. Earlier today we had an issue -- reported
19 issue that -- on Level 1, Pods A and B, the
20 temperature dropped slightly, but there was an
21 issue with the air dampers.

22 MS. HALLAM: I thought you were
23 cc'd on the e-mail that I got letting me know
24 about it. I'll show it to you later.

25 CHIEF DEPUTY BEASOM: Okay.

1 MS. HALLAM: And then the other
2 thing is about the panic button in Intake. Who
3 is responsible -- the panic alarm, who is
4 responsible for maintaining those?

5 CHIEF DEPUTY BEASOM: That would be
6 our Facilities trades people.

7 MS. HALLAM: Okay. And are you
8 aware of panic alarms in Intake not working?

9 CHIEF DEPUTY BEASOM: No.

10 MS. HALLAM: Okay. How often are
11 those tested?

12 CHIEF DEPUTY BEASOM: If you have a
13 specific location, can you tell me after the
14 meeting, and I'll have it addressed when I get
15 back tonight?

16 MS. HALLAM: You mean like a spot
17 in Intake? I just know that it's in Intake.

18 CHIEF DEPUTY BEASOM: I'm saying
19 there's multiple --

20 MS. HALLAM: There's multiple panic
21 alarms?

22 CHIEF DEPUTY BEASOM: Right. I
23 need to know which.

24 MS. HALLAM: Okay. I'll find out.

25 CHIEF DEPUTY BEASOM: And if you

1 don't know, we'll test them.

2 MS. HALLAM: Okay.

3 CHIEF DEPUTY BEASOM: As soon as
4 possible.

5 MS. HALLAM: But yeah, they are
6 tested regularly?

7 CHIEF DEPUTY BEASOM: No. I said
8 we can -- we'll have them all tested to make sure
9 they're functional.

10 MS. HALLAM: Right. But like if
11 not for me telling you about this thing, how
12 often do you test them?

13 CHIEF DEPUTY BEASOM: I don't think
14 we have a schedule to test them.

15 MS. HALLAM: Okay. So they're not.
16 Okay.

17 My next question is about -- so I
18 noticed on the new commitments, the Jail By
19 Month -- now mind you, this is October, I noticed
20 that two of the last three months were the
21 highest number of new commitments to the jail. I
22 know we've been talking a lot about the shortage
23 of correction officers, and I've seen on the
24 Lockdown Reports lockdowns happening as a result
25 of those shortages. So how does the jail plan to

1 address the fact that the population is going up?

2 CHIEF DEPUTY BEASOM: We really
3 have no control over the commitments that come to
4 the facility.

5 MS. HALLAM: I know.

6 CHIEF DEPUTY BEASOM: We get -- if
7 we have a valid commitment order, we -- we accept
8 them. And obviously the same when we have a
9 release. We let them out.

10 MS. HALLAM: No, I know that. I'm
11 not blaming you for the number of new
12 commitments. I think that's something to take up
13 with the judges. I just mean, how is the jail
14 handling the increased volume of commitments when
15 we know that we're already facing such a
16 shortage? Like, what's the plan of action to
17 deal with that?

18 CHIEF DEPUTY BEASOM: Well, we
19 continue recruiting as Mr. Leedstrom spoke about
20 extensively before -- before the Warden's Report
21 here, you know. And obviously, retention efforts
22 are underway to try and -- once we onboard these
23 people, to keep them employed with the county.

24 MS. HALLAM: Sure. And I really
25 respected that presentation today. Actually, I

1 loved it, but I mean more outside of trying to
2 hire more people. With the number of corrections
3 officers that we have right now, the number of
4 corrections staff and the number -- the increased
5 number of new commitments, what is the jail's
6 plan to be able to handle that increased
7 capacity?

8 CHIEF DEPUTY BEASOM: I'm not sure
9 what you're asking me. I mean, we're still -- we
10 still have --

11 MS. HALLAM: Like are you locking
12 down pods more? Are you doing less of something?

13 CHIEF DEPUTY BEASOM: I can't
14 see -- I don't see an increase in the lockdowns.
15 But we obviously have the same staffing concerns.
16 We still have the same security concerns that
17 we've had for the last -- you know, since
18 post-COVID.

19 MS. HALLAM: And those are the same
20 regardless of population numbers to you?

21 CHIEF DEPUTY BEASOM: Sure.

22 MS. HALLAM: Okay. So even if
23 there was like half the population in the jail,
24 you would still have the same issues?

25 CHIEF DEPUTY BEASOM: Well, if we

1 had half the population, we would be able to
2 reduce the amount of housing units that we have
3 open.

4 MS. HALLAM: Right. So that's the
5 kind of things I'm trying to get at. Like, for
6 example, with all these new commitments are you
7 going -- do you foresee having to open new
8 housing units? Do you foresee more people on
9 each pod?

10 CHIEF DEPUTY BEASOM: I don't
11 foresee anything short-term as far as opening new
12 housing units. But you have to understand we
13 have anywhere from 60 to 80 individuals on a
14 housing unit. So for us to be able to close a
15 unit, we would need to also have that many
16 inmates released.

17 MS. HALLAM: Right. But I looked
18 at the release numbers as well, and the release
19 numbers are not going up. Only the commitment
20 numbers are.

21 CHIEF DEPUTY BEASOM: Okay.

22 MS. HALLAM: So that's what I'm
23 wondering is how are you dealing with the
24 expansion?

25 CHIEF DEPUTY BEASOM: Yeah. I

1 mean, our housing units, our general population
2 can hold 110 inmates, and we have space
3 available.

4 MS. HALLAM: Okay. My next
5 question is about the October releases from
6 custody. I know we've talked about like ICE,
7 cooperation with ICE. And I noticed that in one
8 of the October releases by custody was a release
9 to US Immigration, and I was just wondering if
10 you could speak to an instance that would lead to
11 that.

12 CHIEF DEPUTY BEASOM: We had an
13 individual transferred to our facility from an
14 immigration holding facility out east in
15 Pennsylvania under a court order from a
16 Commonwealth judge. That court order
17 specifically stated when that individual was done
18 with court here, they were to be returned to that
19 facility.

20 MS. HALLAM: Okay. And then the
21 other question on the releases by custody was
22 there was one that says "no information," and I
23 was just wondering what that means.

24 CHIEF DEPUTY BEASOM: What page?

25 MS. HALLAM: I'm on Page 4.

1 October Releases by Custody. It lists Sheriff's,
2 Federal Law Enforcement, and then No Information.

3 DEPUTY WARDEN CLARK: That was
4 likely a data entry error where someone didn't
5 put in the release reason.

6 MS. HALLAM: Okay. But you think
7 that's been rectified since this report was
8 generated?

9 DEPUTY WARDEN CLARK: Yes. And we
10 can double-check it and make sure.

11 MS. HALLAM: Okay. And then I have
12 a question about the medical release. I truly
13 appreciate getting this information now. I
14 think -- it just concerns me that, you know, jail
15 and your medical staff requested -- it seems that
16 you request a lot more people to be released than
17 the judges actually agree to, and I was wondering
18 if that was information we could get with the
19 medical releases is who denied them? Is that
20 information that you guys have? Like, because
21 you petition the judge, right, to ask for a
22 person to be released?

23 DEPUTY WARDEN CLARK: Those --
24 those are sent to the Board in an e-mail in
25 advance of this meeting and that would have the

1 information for the individual's court case on
2 it. And it's not necessarily that maybe -- we
3 have -- we may have not yet received a response
4 from the court. It's not necessarily that our
5 request was denied. It could be pending still.

6 MS. HALLAM: Since October 11th?

7 DEPUTY WARDEN CLARK: Could be.

8 MS. HALLAM: Okay. But the reason
9 you ask for a release is because the person is
10 medically vulnerable?

11 DEPUTY WARDEN CLARK: Could be,
12 yes.

13 MS. HALLAM: And you're saying we
14 get that information?

15 DEPUTY WARDEN CLARK: Yeah. We
16 send the request to the Board in advance with the
17 -- the medical --

18 MS. HALLAM: It has the judge's
19 name on it?

20 DEPUTY WARDEN CLARK: No, but it
21 has the case number on it.

22 MS. HALLAM: Oh, so I see what
23 you're saying. Look it up.

24 Okay. Thank you for that. Oh, and
25 a question about that -- we are getting these --

1 the reports that the jail is sending over five
2 minutes before the meeting, Jessie. If that -- I
3 mean, we're often in an executive session at that
4 point. Like, it's already a month behind. The
5 data is already a month old. That is just
6 unacceptable. We need to be able to prepare.

7 AUDIENCE MEMBER: As I said, we are
8 often preparing the reports up until the minute
9 we leave to come up here, so it's not possible.

10 MS. HALLAM: But there's no way
11 that I only get this information five minutes
12 before the meeting.

13 AUDIENCE MEMBER: What are you
14 talking about?

15 MS. HALLAM: I'm talking about the
16 e-mail that we get at 3:55 p.m. before every
17 meeting.

18 AUDIENCE MEMBER: That's before the
19 meeting.

20 MS. HALLAM: Correct. But what I'm
21 saying is because the data -- we have already
22 accepted that the data is going to be from a
23 month old so that you can compile it. And so
24 you're saying it's just a coincidence that the
25 information is ready five minutes before the

1 meeting despite being a month old?

2 AUDIENCE MEMBER: Are you talking
3 about -- no, are you talking about --

4 MS. HALLAM: I'm talking about the
5 e-mail from you that says JOB Reports.

6 AUDIENCE MEMBER: Yeah, the
7 Warden's Report, Deputy Warden's Report, stuff
8 that's presented here. Yeah, we're working on
9 that up until the minute we leave to come up
10 here. What does it say on the report?

11 MS. HALLAM: Right. But five
12 minutes before the meeting. This -- you're
13 saying this information that is all consisting of
14 things that is a month --

15 DEPUTY WARDEN TOMA: You're talking
16 about this report? This report is sent seven
17 days before the Jail Oversight Board meeting,
18 this report.

19 MS. HALLAM: Right. But the things
20 that you guys are reading in this meeting that
21 are referencing things in here and other stuff,
22 we are getting at 3:55 p.m.

23 AUDIENCE MEMBER: Yes. And we're
24 compiling those reports up until the minute we
25 come up here.

1 MS. HALLAM: Okay. Could you --
2 what information, because I've read through them
3 all and I don't see any information that's in
4 them that's current as of like today. And so I'm
5 wondering why they couldn't be even 24 hours
6 before the meeting, 48 hours before the meeting.

7 AUDIENCE MEMBER: Because they
8 continue to work on them repeatedly throughout
9 the day.

10 MS. HALLAM: It's like sometimes
11 five sentences.

12 AUDIENCE MEMBER: Yeah.

13 MS. HALLAM: Okay. Vice Chairman?

14 MR. PERKINS: I think we -- let's
15 look at what the bylaws say about this. I
16 understand Council Member Hallam's point. It
17 would be helpful for us to process this
18 information. And I -- you know, if we could like
19 set an internal deadline of 24 hours, that way we
20 could review it and be more efficient with our
21 questioning when we get here.

22 MS. HALLAM: Yeah.

23 DEPUTY WARDEN TOMA: Mr. Perkins,
24 we do work on this report up until the day of the
25 Jail Oversight Board.

1 MS. HALLAM: But I see you guys
2 walking over here prior to 3:55 p.m.

3 DEPUTY WARDEN CLARK: No, I
4 understand. Yes, that's true. I'm not saying we
5 can't get it earlier than 3:55, but 24 hours in
6 advance, my report is going to look different.
7 It just is.

8 MS. HALLAM: I would be cool with
9 that if -- because I would be cool with it
10 looking different, because again, I have never
11 seen information in those reports that was
12 something that happened within 24 hours before
13 the meeting. So if your report looks different,
14 but I get it 24 hours in advance so that I can
15 review it and do my job, I would really
16 appreciate that.

17 It's just very stressful when it's
18 like I'm walking from executive session to here,
19 and I have to hurry up and read that, or miss
20 something you're presenting on in this meeting
21 because I have to read it and be able to prepare
22 my questions in advance.

23 And it just seems so close to 4:00
24 that it has to -- I don't -- I don't want to
25 assume anything.

1 But my next question, my last
2 question that I'll ask is about the tablet
3 numbers. So again, I like to go through this
4 tablet report every, every time and look at, you
5 know, we are short on a lot of pods. And I was
6 just wondering, you know, the number of tablets
7 sent out for repair is 10, but it looks like
8 we're short on tablets more than that. I know to
9 exclude the medical pods, 8-E, I know that. But
10 even just looking at some like regular pods, it
11 seems --

12 DEPUTY WARDEN CLARK: Can you give
13 me a specific because most of the regular pods
14 actually have an excess of tablets than they do
15 people.

16 MAN-E: Yeah, I was actually going
17 to ask about that. Specifically about Pod 2-D.
18 There's 77 people, but there are 90 tablets
19 compared to like 4-A that is 73 people and 39
20 tablets.

21 DEPUTY WARDEN CLARK: So there's,
22 you know, releases that happen throughout the
23 day. So if somebody was signed in to that tablet
24 that day, got released, or got moved to another
25 pod, but whenever they signed on it, it

1 registered as 2-D, right? So that person, at the
2 end of the day, could have been released or could
3 have been moved to another -- to another pod.
4 4-A is our Intake pod. We have typically seen
5 shortages there, and generally, it is within
6 about 48 to 72 hours of any new intake onto that
7 pod that somebody gets their tablet.

8 MAN-E: Is there any case -- or,
9 yeah, is there any case where somebody would not
10 get their tablet within that time period?

11 DEPUTY WARDEN CLARK: It has
12 happened, and we've had to get it to them once
13 they've been housed somewhere else in the jail.
14 We have a mechanism for tracking who in the jail
15 does not have a tablet, and then as soon as one
16 is available, it goes to that person. It goes to
17 the person that's been waiting the longest.

18 MAN-E: I gotcha. So, for example,
19 say the people on 2-D, you know, a lot of people
20 got released. What happens to those tablets
21 then?

22 DEPUTY WARDEN CLARK: So those
23 tablets get collected, taken down to our Shift
24 Commander's office where they're picked up by the
25 techs that we have on-sight. The techs have to

1 wipe the tablet, reprogram it so that it can be
2 utilized for a new person.

3 MAN-E: How long does that
4 typically take?

5 DEPUTY WARDEN CLARK: Probably
6 about 24 hours. They also charge it during that
7 time and then they have to deliver it back up to
8 the Intake pods.

9 MAN-E: All right. And then it
10 gets redistributed to folks that don't have them?

11 DEPUTY WARDEN CLARK: Correct.

12 MAN-E: All right. Thanks. My
13 bad.

14 MS. HALLAM: No, go ahead. Right
15 up my alley.

16 MAN-E: Yeah. So I basically have
17 a few questions, some of which come from some
18 community members. I was asked specifically
19 about the visitation policy. Apparently, there
20 was an old visit policy where the warden set days
21 for pods, but now, there's only like one visit
22 per week. Can anybody speak to that? Like, has
23 the policy recently changed? And what is the
24 actual current policy?

25 CHIEF DEPUTY BEASOM: We changed it

1 to one a week during COVID when we actually --
2 when we brought back in-person social visits.
3 And we did -- we did do an evaluation on that
4 policy to see if we could open it up, but again,
5 our staffing levels only permit the amount of
6 visits that we currently have.

7 MAN-E: Okay. I gotcha. So
8 theoretically, if there were more staff, there
9 could potentially be more visits?

10 CHIEF DEPUTY BEASOM: Yes.

11 MAN-E: All right. I hear you.
12 Another question I had was about the Discharge
13 and Release Center -- about the Discharge and
14 Release. I think I asked a few months ago about
15 people who get released who need assistance with
16 transportation outside of the county. Has there
17 been anyone that has needed any type of
18 assistance, you know, traveling outside of the
19 county since then?

20 DEPUTY WARDEN CLARK: We have had
21 one person who traveled out of state that we got
22 a ticket for, and we've also had an incident of
23 somebody that needed an Uber, somebody that had
24 some more serious medical concerns. So we don't
25 just put them on a bus. We paid for an Uber to

1 take them home.

2 MAN-E: That happens in the
3 center -- Discharge and Release Center?

4 DEPUTY WARDEN CLARK: Uh-huh.

5 MAN-E: All right. I gotcha. I
6 was happy to hear that, you know, there's a
7 cashier from -- you said from up until 8:00 p.m.,
8 right?

9 DEPUTY WARDEN CLARK: Monday
10 through Friday until 8:00 p.m. and on Saturday
11 from 8:00 a.m. to 6:00 p.m.

12 MAN-E: We're happy to hear that.
13 So theoretically, nobody should be getting
14 released without receiving the funds that were on
15 their books?

16 DEPUTY WARDEN CLARK: That is the
17 goal, yes.

18 MAN-E: Glad. I gotcha. I gotcha.
19 Appreciate it.

20 Another question about the
21 visitation policy, about like rescheduling. We
22 hear a lot from folks who come to visit, and they
23 hear last minute that it's been canceled, and
24 they need to reschedule. What's the current
25 policy and can something be addressed to kind of

1 like mitigate the fact that a lot of times folks
2 are traveling, you know what I'm saying, outside,
3 you know, outside of the city, maybe even outside
4 of the state and they don't get to see their
5 loved ones?

6 CHIEF DEPUTY BEASOM: Yeah. We get
7 that notification out as soon as possible, but
8 you have to understand it -- visits starting at
9 8:00 a.m., sometimes we don't know until
10 7:00 a.m. that we're going to have to be in a
11 lockdown status for that shift. So as soon as we
12 know it, those e-mails go out from the visits to
13 the -- you know, to the loved ones that want to
14 come in to visit. But there's not much we can do
15 to increase that efficiency.

16 MAN-E: How soon can they
17 reschedule when it's been canceled?

18 CHIEF DEPUTY BEASOM: It would be
19 for the following week.

20 MS. HALLAM: Are you done? I have
21 another question if you're done.

22 MAN-E: Yeah. Yeah.

23 MS. HALLAM: Sorry. I had one I
24 forgot about. So, Beasom, congrats on your new
25 role. So I am, you know, on the New Warden

1 Search Committee and am concerned that, you know,
2 about maybe a lack of progress on that. But that
3 is not your problem at all. But what is your
4 last day that you're here? I'm just trying to
5 figure out like what is my deadline for finding a
6 new warden?

7 CHIEF DEPUTY BEASOM: I'm done with
8 Allegheny County on January 17th.

9 MS. HALLAM: Okay. 1/17. And I
10 know often people, you know, friends of mine that
11 have worked for the county have like a ton of
12 vacation days that they have to use. Are you --
13 is that like a situation for you? Are you
14 actually going to be working like your 40-hour
15 work week because I know you probably work more
16 than that --

17 CHIEF DEPUTY BEASOM: Yeah.

18 MS. HALLAM: -- up until then?

19 CHIEF DEPUTY BEASOM: Yeah. The
20 only time I have off is New Year's Day as a
21 county holiday.

22 MS. HALLAM: I think you deserve
23 that, at least. Yeah.

24 CHIEF DEPUTY BEASOM: And I'll be
25 there the next day.

1 MS. HALLAM: All right. I just
2 wanted to make sure, you know, if my timeline
3 might look like it's that day but it's actually
4 sooner. I just wanted to be clear.

5 CHIEF DEPUTY BEASOM: Yeah. I have
6 no vacation plans in January.

7 MS. HALLAM: I'm so sorry for that.
8 But truly I'm glad you will be here for one more
9 month after this. So thank you.

10 MAN-E: And one more thing. How
11 burdensome would it be for you to include
12 information or data in your report about folks
13 who are traveling outside of the county, folks
14 who require bus tickets or Uber rides, you know,
15 along with the Discharge and Release information?

16 DEPUTY WARDEN CLARK: I -- we could
17 take a look at that. I mean, that's -- that's a
18 big ask and it would be a new way for us to try
19 to track it, but I can talk with the team to see
20 what we can do there.

21 MAN-E: Thank you.

22 MS. HALLAM: And Holly, can you
23 please keep giving that refused, the medical
24 refused? I don't know if I need to ask for it
25 every month, but I just want to ask now for it

1 for forever, because that is -- I mean, that's a
2 good thing. That's a good thing that we should
3 be highlighting that there are people coming in
4 that you're saying no, go to the hospital. So
5 thank you very much.

6 MR. PERKINS: All right. Next item
7 on the agenda is Public Comment. And, Marion
8 Damick, you are first.

9 **PUBLIC COMMENT**

10 MS. DAMICK: Can you hear me?

11 MS. HALLAM: Yeah, but speak in the
12 mic so people at home can. Do you want me to
13 turn it around for you?

14 MR. PERKINS: Yeah, help her.

15 MS. HALLAM: You got it?

16 MS. DAMICK: There.

17 MS. HALLAM: Okay.

18 MS. DAMICK: There I am, backwards.

19 Okay. The only one thing, besides
20 the way you arranged this, which I thought was
21 going to be pretty good, turns out I can see what
22 the attempt was. Okay. I have a -- found
23 something out. Of for God's sakes, hold on. Now
24 sheesh. Well, that paper is gone.

25 Okay. (Screaming) I'm sorry. I'm

1 terribly sorry.

2 AUDIENCE MEMBER: Are you good?

3 MS. HALLAM: Marion, do you want to
4 sit down? We can wheel it over to you.

5 MS. DAMICK: No, I'm not sitting
6 down.

7 DHSA MARTIN: I got your papers.
8 Just hang on.

9 MS. DAMICK: I'm just recovering.
10 Can you hear me?

11 MS. HALLAM: Yes.

12 MS. DAMICK: Okay. It's that
13 day -- no, I don't need that. I come to know
14 some -- that Westmoreland, Westmoreland County
15 Jail, sometimes we send inmates over there.
16 Sometimes they send inmates over here for a
17 certain reason. Okay. They are now taking our
18 inmates that we send over and separating them
19 specially from the inmates in their jail. And
20 the reason is drugs. They do not want inmates
21 coming in with drugs, and that's what they're
22 finding. And then that's -- I also found out it
23 happens the other way. If there's come -- when
24 they come over here and they go back and they
25 test them, there's drugs. Something is going on.

1 You better check how, why are these people being
2 -- why are our inmates carrying drugs or being
3 drugged when they do -- no matter what.
4 Something must be wrong.

5 And I don't think this is just a
6 guess. I'm getting this from the officials.
7 That's what's happening. That will be it.

8 Although I will make a comment. I
9 was thinking that your way of having the meeting
10 was very cooperative, and then I see what
11 happens, and I hope this doesn't happen again
12 because it's an insult to all the people who have
13 spent time and effort to get down here and make
14 their comments heard, that the both -- the -- the
15 council -- three of the -- four of the council
16 people have left. I find it an insult for all of
17 these people, and I hope they can have a better
18 holiday than now.

19 Thank you. I'm sorry. Don't get
20 to be 99.

21 AUDIENCE MEMBER: I signed up on
22 the board out there.

23 MR. PERKINS: Yes, we'll call you
24 after John, okay?

25 MR. KENSTOWICZ: All right. My

1 name is John Kenstowicz, K-E-N-S-T-O-W-I-C-Z.

2 We're coming to the end of the year. Let's
3 review the proposals that have been made to
4 confront the CO staffing crisis. The 12-hour
5 workday has been proposed. Officers voted that
6 measure down 179 to 19. It seems to me they do
7 not want to be committed to working beyond 8
8 hours until working conditions change at the
9 jail.

10 Hiring part-time officers is
11 another proposal which the union does not oppose.
12 This proposal has been talked about for over a
13 year and our County Executive and County Council
14 do not appear willing to move on the issue.

15 FMLA abuse is another reason.
16 Family members become angry when this is seen as
17 the cause of the staffing crisis because they
18 feel FMLA is needed in many situations to avoid
19 their officers from burning out.

20 Scheduling staff is done by pen and
21 paper. Our Controller recommended an electronic
22 scheduling system. How much would that cost? Is
23 that possible? Change how administration is
24 using their schedule for their own self-interest
25 has been mentioned as a reason. This needs to be

1 investigated. The proposal that we need less
2 officers because the jail population is being
3 drastically reduced does not match reality. The
4 census is ballooning to over 1,800.

5 The gold standard in my eyes is
6 that we need 100 more officers according to our
7 Controller's Audit. We need more officers to
8 work more shifts to give the new recruits some
9 respite from the 80-hour workweek so they will
10 stay. This is confronting the staffing crisis.

11 Officers need a large incentive to
12 go back in that jail to work more shifts because
13 if you look at the data-driven premise, officers
14 are taking days and months off their life every
15 time they go into that jail working overtime.

16 There is a surplus in the jail
17 budget that would provide them the million
18 dollars they are asking for. Why can't we adjust
19 this one situation? Give them and their families
20 this for Christmas instead of them getting coal
21 in their stockings. If they are getting coal in
22 their stockings, I am being advised that the only
23 solution is to get the staffing crisis on the
24 5 o'clock news with a rally at the City County
25 Building attended by many officers and their

1 families.

2 No one has a crystal ball for 2025.
3 Officers and their families are exercising their
4 rights as citizens in a democracy. Within five
5 days, we got over 215 signatures signed on our
6 petition. Every officer knows now who their
7 County Council Member is, and a bar graph has
8 been created to show each County Council Member
9 how many officers and their families live in the
10 County Council district -- County Council
11 Member's district.

12 Can we finally work together and
13 once the contract has been decided, can our
14 County Executive finally meet with the union
15 president to work together on the staffing
16 crisis?

17 Thank you.

18 MR. PERKINS: Thank you, John.

19 Mr. -- is it Mr. Watkins?

20 MR. WATKINS: Is this good right
21 here? Like, everyone can hear? Okay.

22 Hello. My name is Luke Devlin
23 Watkins. I go to Pitt Law, and I should be
24 studying for my finals right now. But I worked
25 on the campaign to abolish solitary confinement

1 at the ACJ, and I've got some things to say.

2 First, I'd like to read to you part
3 of a letter from James Bird, a former inmate at
4 the ACJ written on May 19, 2021, or a day after
5 this county voted by over a two to one margin to
6 ban the use of solitary confinement in the county
7 jail. Here it is.

8 "I have been at the ACJ since
9 June 9, 2015, and for the past three years, I
10 have been locked away in solitary confinement. I
11 have been denied basic human interaction,
12 literally walked around on a dog leash when
13 outside of the cell, beaten and strapped in
14 restraint chairs for requesting mental health
15 treatment, and denied outside communications with
16 attorneys, family, and friends. Being subject to
17 these types of conditions of confinement has
18 caused me to experience feelings of hopelessness,
19 severe anxiety, manic depression, PTSD, and to
20 attempt to commit suicide by overdose on more
21 than ten separate occasions. I witness other
22 inmates both attempt and success at taking their
23 own lives as a result of the effects of long-term
24 solitary confinement at the ACJ.

25 "Pretrial detainees who are

1 incarcerated at the ACJ are human beings first
2 and foremost. Many are incarcerated because of
3 their mental condition, which led to the
4 circumstances, and others are victims of the
5 system.

6 "While incarceration is sometimes
7 necessary to protect society from crime and
8 violent criminals, it is never necessary to lock
9 human beings in solitary confinement and treat
10 them like animals, especially when it has been
11 outlawed in the society in which we live.

12 "So on behalf of myself and the
13 inmates at Allegheny County Jail, thank you
14 citizens who care. Thank you for giving us hope
15 in an otherwise hopeless situation."

16 It's a powerful letter, and it's
17 even more powerful when you, like me, on
18 May 19, 2021, were 18 days out from a psychotic
19 break during a manic episode from undiagnosed
20 Bipolar 1, and you, like me, are 8 days out from
21 your release from involuntary hospitalization.
22 And the reason you broke your brain, the reason
23 you have lost absolutely everything, is because
24 of that campaign.

25 But when I was faced down on Meyran

1 Ave with hundreds and hundreds of pounds of
2 Pittsburgh police officers on top of me and I was
3 certain I was about to die, at least I felt like
4 I did something. And then James' letter proved
5 it.

6 Noncompliance with the referendum
7 should piss you off. It's un-American which I
8 think we still care about in this country, and it
9 is unneighborly, which I think, or at least I
10 pray we still care about in this city.

11 That's my time.

12 MR. PERKINS: Thank you.

13 Sister Barbara Finch.

14 MS. FINCH: Good evening. Sister
15 Barbara Finch, and I'm representing PIIN and also
16 BPEP this evening.

17 First off, we very often come with
18 a lot of complaints, and I would like to first
19 say that I am really encouraged because it was
20 elevated to us that possibly residents were not
21 permitted or having trouble having their prayer
22 time. And so this was brought to the attention
23 of the JOB, the administration, HOPE, and with
24 myself, and together, it's on the radar. So I
25 would like to congratulate us. This is how we

1 should work together all the time. So this is
2 people who are checking to make sure that those
3 opportunities are available. So thank you for
4 that.

5 The second thing is on December
6 2nd, there was a press conference at Kinsley
7 Association conducted by Black Political
8 Empowerment Project, CERR, Godfrey Bethea, who is
9 Vice President of Equity People and Culture,
10 Greater Pittsburgh Community Food Bank, and also
11 the University of Pittsburgh Social Work on race
12 and social problems.

13 And there has been a survey
14 created. And the purpose of the survey is to
15 survey African Americans because we're finding
16 that Pittsburgh is losing many people of color.
17 They just don't want to be here anymore.

18 So my ask is that we're hoping to
19 distribute this widely and to get responds. And
20 people, residents, our residents in the jail, the
21 employees of the jail have -- and their human
22 dignity, we need to give (sic) their voice as
23 well. So my ask is that that could happen at
24 ACJ, that this survey could be distributed.

25 Thank you.

1 MR. PERKINS: Thank you.

2 Sharon Bonavoglia.

3 MS. BONAVOGLIA: Nicely done.

4 MS. HALLAM: That was the first
5 time ever I think it was pronounced right by
6 anyone.

7 MR. PERKINS: It took me ten tries.

8 MS. HALLAM: He was practicing on
9 our walk here.

10 MS. BONAVOGLIA: God love you.

11 At this holiday time PIIN believes
12 it is essential that the JOB and jail
13 administration review procedures for visitation
14 to make it easier -- as easy as possible for
15 residents of the jail to be in contact with their
16 loved ones.

17 We are also awaiting Judge Bigley's
18 account of her detainer denial statistics and
19 continue to encourage her, wherever she is, to
20 lift as many as possible in order to help reduce
21 the number of incarcerated people, thus actually
22 helping the staff with the stress in those staff
23 shortages. The few people that are in the jail,
24 the few staff members there are required to be
25 or, you know, at least that shortage is not as

1 great.

2 I also think that it would be
3 really great if every resident of the jail knew
4 what Council Member they were connected to and
5 that those Council Members would know how many of
6 their residents are actually spending time in the
7 Allegheny County Jail.

8 And now, please rise for the
9 reading of the names of those who have died under
10 the care of the JOB since April of 2020.

11 Richard Lenhart, Robert Blake,
12 Cody Still, Daniel Pastorek, John Brady,
13 Martin Bucek, Robert Harper, Vinckley Harris,
14 Justin Brady, Paul Allen, Roger Millspaugh,
15 Paul Spisak, Gerald Thomas, Jerry Lee Ross, Jr.,
16 Victor Joseph Zilinek, Ronald Andrus,
17 Anthony Talotta, William Spencer,
18 James Washington, Damon Leroy Kayes, Tim Manino,
19 Douglas Bonomo, Zachary Sahm, Nicole Baruffi,
20 Richard Sciubba, II, Terrance Clowney, and Tracey
21 Hickey.

22 Thank you.

23 MR. PERKINS: Next up is Theron
24 Gilliland.

25 MR. GILLILAND: Good evening. On

1 the evening of June 5th, earlier this year,
2 Shawn Daniels was in his cell. Despite being
3 charged with a non-violent offense, Daniels was
4 being held in a maximum-security pod with violent
5 detainees. Officers Joseph Parker and Juan
6 Donato allowed Keyjuan King and Kesean Proctor to
7 enter his cell at 6:15 p.m. These were two men
8 whom he did not know and whom the officers knew
9 to be violent. Daniel's daughter -- well, they
10 blocked the window with a towel, stabbed him more
11 than three dozen times. And finally, about
12 45 minutes later, his daughter made a call, and
13 he was discovered even 30 minutes after that
14 phone call from his daughter.

15 I really don't know what power or
16 authority you all have, but, you know, as a Board
17 that, you know, should address jail oversight,
18 hopefully, you can do something.

19 Both of these officers still work
20 at ACJ and that's just ridiculous.

21 I also don't know, you know, what
22 to expect from, you know, elections and such as
23 Luke Devlin Watkins spoke about earlier today.
24 We had a referendum on the ballot to ban solitary
25 confinement and no-knock warrants. I don't know

1 how, you know, people can just sort of work
2 around that and pretend like that wasn't
3 something that happened. That should be the
4 foundation of democracy, what people vote for,
5 citizens.

6 And then, like, I also am not
7 sure -- I mean, a lot of people left, how many of
8 the people up there really care about, you know,
9 the people in the jail. We can tell when you're
10 watching, and you don't care, you don't want to
11 listen to us, you're annoyed to be here, you're
12 upset that there's public comments. I mean, this
13 is a once-a-month meeting, and three people left
14 already. That's also unacceptable.

15 As a member of the Abolition
16 Anti-Imperialism Committee of the Pittsburgh
17 Democratic Socialists of America, I'd like to
18 remind us all that police do not prevent crime,
19 they respond to it. Prisons do not rehabilitate
20 criminals. Daniels was awaiting his fifth
21 drunken driving arrest. This is something that
22 needs to be dealt in a way that is not prison.
23 Like this is a social problem. You know, these
24 are mental health issues. Whatever -- whatever
25 is being attempted, you know, isn't working. We

1 need to do better and try to do that.

2 Thank you.

3 MR. PERKINS: Dr. Stephen Fisher.

4 AUDIENCE MEMBER: He left.

5 MR. PERKINS: He left. Okay. I
6 would just add that everyone that left early,
7 they went to -- someone had passed that was close
8 to them, and they went to a viewing to be with
9 them and their family.

10 The next commenter is Maria Guido.

11 MS. GUIDO: Hi, Maria Guido. Owner
12 of Transformative Bonds, licensed clinical social
13 worker. I have two questions. So earlier, the
14 Board voted yes on using the autism screening at
15 Intake. I just wanted to know if that had been
16 implemented and if there are any plans for
17 further trainings on autism?

18 And then my other question also
19 concerns training. So I get it; while there are
20 plans to transform the Act 33 kids to Highland
21 Detention, that is definitely not going to happen
22 until next year, and probably at the end of next
23 year. And there's not going to be enough beds
24 either. So my question is, while the larger goal
25 is to get them transferred, we still have

1 children at the Allegheny County Jail. They
2 still need to be treated as children. So I would
3 like to know, are there plans for specific
4 trainings provided to staff on how child
5 development works or how to properly care for
6 kids who are experiencing trauma? And I also
7 would like to know what crisis prevention and the
8 program you're using specifically on the juvenile
9 pod. If it -- is it different from what you're
10 using on all the other pods? It should all be
11 non-violent crisis prevention, but those are
12 just -- I guess those were three questions.

13 But again, I'm going to come up
14 here every month. I know that there are certain
15 people that say Shuman's issues are not the
16 Board's issues, but guess what? They are until
17 those kids get moved.

18 Thanks.

19 MS. HALLAM: Can I actually ask
20 about that, Vice Chair? I would like to know
21 what the update on the autism screening was, too.
22 I know sometime this summer, we got an update
23 that you guys were hiring and training people.
24 Did it happen?

25 DEPUTY WARDEN CLARK: That wasn't

1 the update, but the update is that that is being
2 incorporated into the Prearrest Diversion.
3 That will be starting over the next month, and we
4 will be doing the RAADS screening in Intake on
5 everyone that comes in. That's part of the
6 Prearrest Diversion Program.

7 MS. HALLAM: So I mean, I have it
8 here in front of me. The update you gave in June
9 was that jail admin needed to train and hire
10 folks to do it in Intake. That was an update
11 that the Board got in June.

12 DEPUTY WARDEN CLARK: I would have
13 to see that, because I know that --

14 MS. HALLAM: It's in the meeting
15 minutes.

16 DEPUTY WARDEN CLARK: -- I didn't
17 say that. Well, I can look at it.

18 MS. HALLAM: Okay.

19 DEPUTY WARDEN CLARK: But our
20 intent has been to implement this through
21 Prearrest Diversion. We've been in the
22 planning stages of that. We're onboarding now,
23 and we expect to move forward with that in
24 January.

25 MS. HALLAM: Okay. So January is

1 when Prearrest Diversion as we asked about
2 earlier --

3 DEPUTY WARDEN CLARK: Correct.

4 MS. HALLAM: -- and the autism
5 screening will --

6 DEPUTY WARDEN CLARK: All of
7 that is -- all that screening tool is being
8 implemented into the responsibilities of the
9 Prearrest Diversion Coordinator, yes.

10 MS. HALLAM: Cool. And then the
11 second question that was asked was about crisis
12 intervention with juveniles. Is it different for
13 juveniles versus adults?

14 DHSA MARTIN: Not that I know of.
15 We started the crisis intervention training with
16 all the uniformed staff.

17 MS. HALLAM: Okay. So no matter if
18 it's happening to children or adults, it's all
19 the same?

20 DHSA MARTIN: Right. It's crisis
21 intervention with deescalation.

22 MS. HALLAM: Okay. Thank you.

23 MR. PERKINS: Josh Thieler.

24 MR. THIELER: You're really good at
25 this because you pronounced my name correctly

1 too.

2 MS. HALLAM: See.

3 MR. THIELER: Hi, I'm Josh Thieler.
4 For 39 minutes, Shawn Daniels was stabbed,
5 sexually assaulted, and extorted inside his cell,
6 a cell that never should have been opened. A
7 towel was placed over his windows. His tablet
8 was used to contact his daughter, and he endured
9 hell. 39 minutes, no one checked on him. No one
10 heard the assault. No one stopped him.

11 Where were the COs? How did this
12 door get open? And was no one listening to the
13 call on his tablet? Did no one notice his
14 attackers walk out of his cell covered in blood?
15 How does that even happen?

16 The truth is we may never know.
17 Attempts at getting answers to the public are met
18 with resistance, even for members on this Board.
19 The public needs to know if these officers are
20 still working. It sounds like they are -- if
21 they still are trusted with our loved ones -- if
22 they were actively trying to help the assault.

23 We don't expect these officers to
24 see legal repercussions. It seems like they
25 never do. A fine and a summary citation maybe at

1 best. What is the jail doing to hold officers
2 accountable and fulfill the public right to
3 transparency? Jail is traumatic enough. We have
4 to make sure that we are doing everything in our
5 power to not only mitigate any possible harm but
6 to take accountability and make changes when harm
7 is caused.

8 Thanks.

9 MS. HALLAM: Thank you.

10 MR. PERKINS: Thank you.

11 Muhammad Ali is up next.

12 MR. ALI: Good evening, everybody.

13 I think after a year of this Board meeting, it's
14 fair for the public to expect that we would have
15 made some substantial progress. Unfortunately,
16 what we are seeing meeting after meeting are
17 attempts to further limit public participation
18 and public access to information. It is
19 incredibly frustrating to watch Council Members
20 who are interested in getting information from
21 the jail, continually be silenced.

22 This Board has reached the level of
23 efficiency that it has because the public has
24 been persistent in demanding answers from this
25 Board and will continue to push for that

1 transparency. We deserve to know like, as many
2 other people in tonight's hearing have said, why
3 a person was assaulted in his cell for 39 minutes
4 uninterrupted. That is absolutely unacceptable.
5 We deserve to know why med slips aren't answered
6 in a timely manner. We deserve to know why it's
7 so hard to visit a loved one. We deserve to know
8 why lockdowns are so persistent at the ACJ.

9 Being on the Jail Oversight Board
10 is a choice that the people on this Board have
11 made through either election or appointment. And
12 instead of obstructing this process, it is
13 important that those who have the wish to do so
14 move out of the way and let the people who want
15 to do the work actually do the work. We deserve
16 better, and so do the people at the ACJ. I
17 encourage Board Members who are not willing to
18 engage and who are not willing to do the work to
19 step down.

20 Thank you.

21 MR. PERKINS: And finally, Eric
22 Miskovitch.

23 MR. MISKOVITCH: Thank you, Deputy
24 Beasom, thank you for being open and honest at
25 last month's meeting. I watched it on YouTube at

1 home with Bethany. That's what prompted me
2 coming down today. So I commented, Ms. Marion,
3 sometimes people -- I don't know, I just get this
4 feeling that like people are just like, ahhh,
5 she's just whatever. I was listening. That
6 exchange that you two had, you were being open
7 and honest and that was great, because I was,
8 like, oh, that's good. And the judge who left --
9 I don't know why she left -- probably because
10 Bethany wasn't arguing with her today -- but she,
11 you know, she's -- she was trying to shut Bethany
12 down.

13 And so here's my comment from last
14 month's meeting. I said, yes, Marion, I heard
15 you. She was absolutely correct. If, as Deputy
16 Beasom noted, most of the use of force incidents
17 occur in the sally port upon initial contact,
18 then that's an area that should be looked at. As
19 Ms. Marion noted, the inmates are not happy as
20 they're being dragged into the jail. Duly noted.
21 As such, rather than the first contact being
22 another cop, as deescalation techniques across
23 the country have proven effective, then the first
24 contact into the jail should be a mental health
25 professional, an Intake liaison of sorts who

1 greets the inmate and apprises them of what is
2 going to occur, i.e. a pat-down, a strip search,
3 classification process and an assessment for drug
4 and alcohol issues, et cetera. Of course, staff
5 can be present but should remain and appear
6 disinterested in the conversation but merely
7 present in the event force is to be used for
8 someone who becomes combative with the intake
9 process. But a trained professional in
10 deescalation techniques who can advise that they
11 should forfeit any contraband to the officer now,
12 and that such won't be used against them, if such
13 could be legally stated, then that would truly
14 help the inmate along in the process, and, in
15 fact, may ameliorate the frequency of use of
16 force incidents in the sally port area.

17 Kudos to Ms. Marion for actively
18 connecting the dots in real time based on
19 questions Ms. Hallam asked that were answered in
20 real time.

21 Thank you to Tanisha for backing
22 Bethany on her ability to ask questions because
23 if the tagline for the county is All of Us
24 Together, and if the number of comments at this
25 exact moment in time is 555, angel numbers, mine

1 being 556, in my having the ability to assess
2 this exchange from home and if we all solve the
3 pervasive problem today, then everything worked
4 exactly as it should.

5 Respectfully submitted, me. And I
6 was wrong, so I replied to my comment. My bad.
7 The only comment -- I'm the only commenter. The
8 views were at 555. It's important to get our
9 facts straight and to apologize when we make
10 mistakes. I apologize. If you're not going to
11 shut me down, I took a couple notes during the
12 course of this meeting.

13 MR. PERKINS: I think --

14 MR. MISKOVITCH: Is that it?

15 MR. PERKINS: Your three minutes is
16 up. Yeah.

17 MR. MISKOVITCH: Fair enough.
18 Thank you, guys.

19 MR. PERKINS: So we don't have a
20 quorum, so we can't vote on the meeting minutes,
21 but with that, we'll adjourn tonight's meeting.

22 Thank you.

23 MR. KRAUS: You got to make a
24 Motion.

25 MR. PERKINS: Oh, Motion?

1 MS. HALLAM: You usually do it.

2 MR. KRAUS: Motion to adjourn.

3 MR. PERKINS: Second.

4 All in favor.

5 Thank you.

6 (Whereupon, the hearing was

7 concluded at 6:10 p.m.)

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C E R T I F I C A T E

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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JAIL OVERSIGHT BOARD ACTION TRACKER					
File No.	Date	Type	Status	Vote Information	Details
2024-038	12/5/2024	Motion	Passed (5-2)	Yays (Bigley, Griffin, Kraus, Evashavik-DiLucente, and Perkins); Nays (Hallam, Man-E)	Motion: to hold Councilmember Hallam's Motion to approve IIWF monthly disbursements of \$125 for FY2025 (to be calculated on the first of each month).