

ALLEGHENY COUNTY
JAIL OVERSIGHT BOARD MEETING

Thursday
January 9, 2025

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

MEMBERS OF THE BOARD IN ATTENDANCE:

County Executive Sara Innamorato

President Judge Susan Evashavik-Dilucente

Judge Kelly Bigley

Sheriff Kevin Kraus

Controller Corey O'Connor

Councilmember Bethany Hallam, for County Council

President Pat Catena

Man-E, Citizen Member

Robert Perkins, Citizen Member

Barbara Griffin, Citizen Member

JAIL ADMINISTRATION IN ATTENDANCE:

Interim Warden Jason Beasom

DHSA Holly Martin

Deputy Warden Blythe Toma

Deputy Warden Connie Clark

Trevor Wingard

P R O C E E D I N G S

(4:01 o'clock p.m.)

CALL TO ORDER AND ATTENDANCE

JUDGE EVASHAVIK-DILUCENTE: Okay,
everybody. It now is 4:00. This meeting is
called to order.

Instead of me calling everybody's
names, can we just do roll call from now on and
say your name?

MS. INNAMORATO: Sure.

JUDGE EVASHAVIK-DILUCENTE:
Starting with Ms. Griffin.

MS. GRIFFIN: Barbara Griffin here.

JUDGE BIGLEY: Kelly Bigley here.

MR. KRAUS: Kevin Kraus.

MR. O'CONNOR: Corey O'Connor.

MS. INNAMORATO: Sara Innamorato.

JUDGE EVASHAVIK-DILUCENTE: Susan
Evashavik.

MR. PERKINS: Rob Perkins.

MS. HALLAM: Bethany Hallam here.

MAN-E: Man-E.

JUDGE EVASHAVIK DILUCENTE: Thank
you.

Okay. We are going to move

1 straight to Public Comment on Board Actions and
2 Motions because we anticipate that we are going
3 to have a Motion to bypass Community Correction
4 Reports this evening in the interest of time.

5 So if you object to that and you
6 want to speak to that, then please feel free to
7 incorporate that into your comments. That's
8 Passages to Recovery, The Renewal Center, and
9 Electronic Monitoring.

10 **PUBLIC COMMENT ON BOARD ACTIONS AND MOTIONS**

11 JUDGE EVASHAVIK-DILUCENTE: So --
12 okay, two people signed up online, and I'm not
13 sure if you want to speak on Board Actions or if
14 you want to just speak generally, so I'm going to
15 call your name. If you want to speak on
16 something that this Board is voting on, then
17 please come forward now. If you do not, then you
18 will speak at the second Public Comment section.
19 Randy Kovac. Not here.

20 Keyona Proctor. Not here.

21 Todd McCollum.

22 MR. MCCOLLUM: I can wait, Judge.
23 I can wait until the next section.

24 JUDGE EVASHAVIK DILUCENTE: Okay.
25 Muhammad Ali.

1 MR. ALI: I can also wait until the
2 general.

3 JUDGE EVASHAVIK-DILUCENTE: Okay.
4 John Kenstowicz.

5 MR. KENSTOWICZ: General.

6 JUDGE EVASHAVIK-DILUCENTE: Sam
7 Schmidt.

8 MS. SCHMIDT: I guess general.

9 JUDGE EVASHAVIK-DILUCENTE: Sharon
10 Bonavoglia.

11 **PUBLIC COMMENT**

12 MS. BONAVOGLIA: The Pennsylvania
13 Interfaith Impact Network is encouraged by
14 Mr. Wingard's verbal commitment to work with the
15 community groups to improve the lives of the
16 residents of the ACJ. We are hopeful and
17 committed to hold him accountable to those words,
18 and therefore, are looking forward to productive
19 meetings with us and all of the organizations who
20 have banded together for the sake of our
21 neighbors in the jail. Those neighbors have been
22 receiving \$125 back for their own -- from their
23 own and their loved ones' money from the
24 exorbitant cost of phone calls and commissary and
25 perhaps even tablet fees.

1 We strongly support the
2 continuation of that payment. It is one of the
3 few acts of justice they receive in a timely
4 fashion. We do hope that the cost of phone calls
5 will go down drastically in June, but that should
6 not end these payments. At most, please
7 carefully do the math and adjust those payments
8 only if entirely necessary. I also want to make
9 it clear that I will continue to read the names
10 of those who have died under the care of the
11 Allegheny County Jail Oversight Board since 2022,
12 as it remains essential to consider their lives
13 and the lives of their loved ones as you do the
14 work required to care for those still housed in
15 the jail.

16 So please rise for the reading of
17 the names of the dead.

18 Richard Lenhart, Robert Blake,
19 Cody Still, Daniel Pastorek, John Brady,
20 Martin Bucek, Robert Harper, Vinckley Harris,
21 Justin Brady, Paul Allen, Roger Millspaugh,
22 Paul Spisak, Gerald Thomas, Jerry Lee Ross, Jr.,
23 Victor Joseph Zilinek, Ronald Andrus,
24 Anthony Talotta, William Spencer,
25 James Washington, Damon Leroy Kayes, Tim Manino,

1 Douglas Bonomo, Zachary Sahm, Nicole Baruffi,
2 Richard Sciubba, II, Terrance Clowney, Tracey
3 Hickey.

4 Sharon Bonavoglia for PIIN and
5 proudly standing with a wonderful woman. Thank
6 you, Ms. Damick.

7 JUDGE EVASHAVIK-DILUCENTE: To
8 those of you who said that you would wait until
9 the end of the meeting to comment, I just --

10 MS. DAMICK: Notice there are three
11 who are in their 20s -- were in their 20s.

12 JUDGE EVASHAVIK-DILUCENTE: Thank
13 you. To those of you who said you wanted to wait
14 until the end, I just want to make sure that you
15 understand that we are voting on the Warden
16 tonight, so if you want to talk about that, you
17 should -- and the payments, the IWF payments. So
18 if you want to speak on those issues, you should
19 not waive your time.

20 MS. HALLAM: So can you re-ask
21 them?

22 JUDGE EVASHAVIK-DILUCENTE: Okay.
23 So Todd McCollum, do you want to speak now?

24 MR. MCCOLLUM: I can wait, Judge.

25 JUDGE EVASHAVIK-DILUCENTE: Thank

1 you. Muhammad Ali.

2 MR. ALI: I'll speak. Good
3 evening, everyone. I'd like to begin with a
4 definition, if that's okay. The process by which
5 individuals are forced to do compulsory labor
6 with their residence and location of work
7 dictated by the party that holds them in bondage.
8 What word do you think best relates to this
9 definition?

10 JUDGE EVASHAVIK-DILUCENTE: Please
11 read.

12 MR. ALI: Now, I'd like to -- I'd
13 like if you could imagine being locked in a cage,
14 unable to leave, unable to participate in
15 society, separated from your loved ones. You
16 work but are not paid a living wage, and your
17 only connection to the outside world is through
18 letters that are screened, calls that are
19 monitored, cameras watching your every move.
20 Your environment is thoroughly controlled to
21 ensure you spend your day stressed, hungry, and
22 sick.

23 The 13th Amendment of the United
24 States Constitution states: "Neither slavery nor
25 involuntary servitude, except as a punishment for

1 crime whereof the party shall have been duly
2 convicted, shall exist within the United States,
3 or any place subject to their jurisdiction."

4 Tonight, I'd like to talk about the
5 votes regarding the \$125 monthly allowance given
6 to the people within the ACJ, an amount that is
7 wholly and entirely insufficient for the
8 sustenance of human life but is better than
9 absolutely nothing. I would like to thank the
10 members of this Board who voted in favor of the
11 \$125 payment the last time this issue was voted
12 on. However miniscule, these payments provide a
13 critical buffer for individuals who are otherwise
14 entirely dependent on their families on the
15 outside for sustenance.

16 We have to remember that every
17 human being, whether incarcerated or not, is
18 bound to others through a complex social web, a
19 web that is strained and under constant tension
20 due to the stresses of living under the
21 capitalist system. Every dollar given to an
22 incarcerated person is an act against
23 dehumanization, against the foundations of white
24 supremacy and racism that built this country, and
25 the commitment to the well-being of the people of

1 this county. Any belief that giving the
2 individuals incarcerated within the ACJ, this
3 critical stipend somehow takes away from the
4 functioning of the county government and from the
5 people of the county overall is infantile.

6 By continuing to pay incarcerated
7 individuals, this Board will show its commitment
8 to both the social and economic health of their
9 constituents, the people incarcerated within the
10 ACJ, and to their families. If we believe that
11 human lives are inherently valuable and that all
12 human beings deserve to live in dignity, that
13 human communities must live in dignity, then we
14 must aggressively pursue all attempts at building
15 through-ways to prevent the dehumanization of the
16 carceral system.

17 I ask the Board to make the right
18 call and to vote in favor of the \$125. The
19 people of this county are watching.

20 Thank you.

21 JUDGE EVASHAVIK-DILUCENTE: Thank
22 you.

23 John Kenstowicz, do you want to
24 speak?

25 MR. KENSTOWICZ: I guess what I

1 have to say does have some relevance to the
2 conversation, so I would like to talk.

3 JUDGE EVASHAVIK-DILUCENTE: Okay.
4 Come on up.

5 MR. KENSTOWICZ: Our correctional
6 officer's mental health, use of force, and the
7 forced overtime problem. The National Institute
8 of Justice finds a striking correlation between
9 greater critical incident exposure and increased
10 mental health symptoms for correctional officers.
11 I quote, "Research suggests that changes in
12 psychological stress following critical exposure
13 are a primary mechanism connecting work-related
14 critical incident exposure and mental health
15 problems among correctional officers."

16 After researching many studies
17 regarding the challenges of correctional
18 officers, administering two CO job satisfaction
19 surveys, and talking to different frontline
20 correctional staff and frontline healthcare
21 staff, I believe there is a very intimate
22 connection between forced overtime, the use of
23 force, and the officer's mental health.

24 As there is more forced overtime
25 and more incidents of use of force, the officer's

1 mental health can significantly suffer. As an
2 officer's mental health improves, it helps the
3 officer manage forced overtime and the use of
4 force more effectively.

5 Looking into 2025, focusing on
6 these three priorities, as others, I believe will
7 significantly improve the morale of our
8 correctional officers, the safety of our
9 residents, the compliance with the referendum,
10 and the overall functioning of the jail.

11 Regarding the use of force, as we
12 know, our officers are in a unique situation in
13 which Allegheny County is the only jail in the
14 State of Pennsylvania in which the officers
15 cannot use leg shackles, pepper spray, and the
16 restraint chair because of the referendum. Much
17 of their training in the past has been in using
18 these three interventions.

19 Here are two statements from two of
20 our frontline officers concerning this issue
21 taken from our 2024 CO Job Satisfaction Survey.
22 "The Administration refuses to provide training
23 for use of force situations but will fire you in
24 a heartbeat if they deemed you used use of force
25 incorrectly even if you'd not had use of force

1 training in over nine years." "Nothing is really
2 improved, but overtime has become worse.
3 Officers are unsure of the use of force since
4 officers have been disciplined or have been
5 terminated. Absolutely no updated training."

6 I believe a key component to
7 improve the morale of our officers and staff
8 retention is to give the officers the confidence
9 and relative skill training in which they will be
10 able to successfully intervene in cases of
11 physical intervention with residents when verbal
12 deescalation techniques have not been successful.

13 Regarding the officer's mental
14 health needs, both Duquesne University and
15 Western Psych appear interested in helping to
16 design a mental health survey for our officers.

17 The exorbitant overtime problem has
18 been with us for a long time.

19 JUDGE EVASHAVIK-DILUCENTE: Your
20 time is up.

21 MR. KENSTOWICZ: I just want to
22 finish this. It's one sentence.

23 JUDGE EVASHAVIK-DILUCENTE: Go
24 ahead.

25 MR. KENSTOWICZ: With new

1 leadership from our new Warden, it is my hope we
2 can finally turn the corner on this problem with
3 an openness and fortitude to work together with
4 our jail culture to find solutions to this
5 monumental problem.

6 Thank you.

7 JUDGE EVASHAVIK-DILUCENTE: Thank
8 you. Sam Schmidt, do you want to go now?

9 MS. SCHMIDT: Yeah, I'll go now.

10 Hi everybody. I'm here to express
11 my concerns about the selection process for the
12 new Warden of ACJ. This process has been marked
13 by a lack of transparency, minimal community
14 input, and a failure to prioritize the needs and
15 voices of those most harmed by this institution.
16 This is contrary to what the Board has claimed
17 publicly to be doing, which is confusing to me as
18 a person looking from the outside in.

19 The job description for this role
20 outlines the need for a leader who will make the
21 jail safe, secure, and humane while fostering
22 community engagement and implementing innovative
23 practices. Based on the limited information
24 available, it is hard to believe that the process
25 used to identify candidates would produce anyone

1 capable of fulfilling these lofty goals.

2 The subcommittee tasked with
3 overseeing this process has met only once during
4 the month's long search, and the opportunity for
5 public input has been conspicuously absent. This
6 tokenistic approach to engagement feels more like
7 a check box exercise than a genuine attempt at
8 transparency or accountability.

9 There's a disconnect between the
10 job description and the qualifications one might
11 expect from someone handpicked through a close,
12 insular process. While the description
13 emphasizes innovation and humanity, the resulting
14 candidate will almost certainly come from a
15 background steeped in traditional corrections
16 work, upholding the punitive, carceral system
17 that has perpetuated harm for generations. Such
18 a resumé would reflect managerial efficiency over
19 transformational vision, control over care, and
20 compliance over compassion.

21 Traditional work in corrections, no
22 matter how extensive, will never address the
23 profound failures of the Allegheny County Jail.
24 The patterns of neglect, harm, and systemic
25 violence that define this facility cannot be

1 solved by someone whose expertise lies in
2 maintaining the status quo.

3 Humane care, providing adequate
4 food, medical attention, and basic human dignity
5 is not a lofty goal. It is the bare minimum, and
6 even that is currently unmet at ACJ. Our
7 community demands transformative leadership that
8 prioritizes decarceration, addresses the root
9 causes of incarceration, and actively reduces the
10 harm caused by this facility. Anything less is
11 an abdication of this Board's responsibility to
12 the people of Allegheny County, including those
13 who are currently detained. This process is not
14 just a failure of procedure. It is a reflection
15 of this Board's broader refusal to recon with the
16 need for systemic change. The community has long
17 called for leadership that prioritizes
18 abolitionist principles, reducing harm, building
19 alternatives to incarceration, and addressing the
20 root causes of criminalization. Instead we're
21 met with the same performative gestures cloaked
22 in buzzwords like transparency and engagement
23 while the outcomes remain both predictable and
24 harmful.

25 The people of Allegheny County

1 deserve more than theater. One sentence. The
2 Board should re-think this process entirely,
3 centering those most impacted and committing to
4 leadership that aligns with the values of
5 justice, equity, and real transformation.

6 Thank you.

7 JUDGE EVASHAVIK-DILUCENTE: Thank
8 you. Marion Damick.

9 And again, I remind everybody that
10 if you're speaking now, you're speaking on
11 actions that the Board -- on issues that the
12 Board is taking action on.

13 MS. DAMICK: Okay. Here I am
14 again, and I hope to be here for a number of
15 years. I don't know how that's going to work for
16 all of us. However, I just want to comment,
17 well, about all the people in the audience,
18 including me, came to last -- the last -- the
19 meeting last month, unlike the Board, which
20 didn't come much to the meeting. And then those
21 that did come, gradually -- not so gradually
22 disappeared.

23 We stayed, the whole group, because
24 we're intense to know how to work with this jail
25 and how to make it sufficient -- I was going to

1 say better, of course, but sufficient to reform
2 the inmates who are here, and particularly to
3 rem- -- well, one of the particulars is the
4 healthcare. You have got to get ahead man --
5 doesn't have to be male. Sorry. You have to go
6 get a head doctor. You absolutely have to find
7 out what you are going to -- what we are going to
8 pay, because all the money that you spend -- we
9 spend. It's our money, and yours too. So we all
10 are together in this. You all need a new men
11 doctor, and we all need a better reframe.

12 Thank you.

13 JUDGE EVASHAVIK-DILUCENTE: Thank
14 you. Tiffany Carter.

15 MS. CARTER: Hello. I just wanted
16 to speak on the IWF payment and how it seems like
17 unfair for the jail to want to take this money
18 from inmates even if it means that the phone
19 calls will become cheaper, whenever you guys are
20 saying that that's going to become a thing. This
21 money belongs to them. It's theirs and their
22 family's. It doesn't necessarily belong to the
23 jail. You have families that are working
24 tirelessly just to send funds to their loved ones
25 while they're incarcerated, supporting them

1 through phone calls and commissary and things of
2 that nature. And so I'm asking the Board to
3 reconsider their decision we want to get rid of
4 these payments.

5 To me, these funds represent hard
6 work, sacrifice, and the love that the families
7 have for their incarcerated loved ones. When the
8 jail is speaking about doing away with these
9 payments, this not only, to me, undermines the
10 financial stability of those incarcerated but
11 also just totally disregards the relationships
12 that they have with their families on the
13 outside. Like you all have \$125 right now, but
14 like imagine if you didn't, and if you needed it,
15 imagine how that would feel.

16 And so all I'm asking is for you to
17 just reconsider the idea of getting rid of these
18 payments, even though \$125 is nothing to you,
19 it's something to somebody that doesn't have
20 anything. They deserve \$125 plus more.

21 Thank you.

22 JUDGE EVASHAVIK-DILUCENTE: Thank
23 you. Alan Guenther.

24 MR. GUENTHER: I can do it now,
25 please.

1 Hello. I'm Alan Guenther, it's
2 G-U-E-N-T-H-E-R, and I'm with the Pittsburgh
3 Quakers. And if Trevor Wingard is, in fact,
4 appointed and confirmed tonight, we, with the
5 Quakers, speak with hope about his potential
6 appointment. We hope that he will continue the
7 reforms instituted by Sara Innamorato's
8 administration and Acting Warden Beasom.

9 And if -- if the Warden is
10 confirmed tonight, one of the problems that he'll
11 be facing is the serious overcrowding in the
12 jail. The fact that the COs are working
13 incredibly long hours is almost directly
14 respons- -- is almost directly attributable to
15 the Probation Detainer Policies at the jail. And
16 we're not here to talk about adjudications.
17 We're here to talk about people being detained
18 with probation detainers by Judge Bigley, and
19 hundreds of people are in the jail for no good
20 reason. What we're asking is that the Jail
21 Oversight Board pay attention to the opportunity
22 to get people out of jail.

23 The national magazine, The Nation
24 pointed out that 96.3 percent of those supervised
25 by Judge Bigley were detained on these probation

1 detainers and what we're asking -- the magazine
2 pointed out that Allegheny County Jail is one of
3 the worst in the country for having these folks
4 stay in jail for no good reason. And we're not
5 asking that the jail be a model for the country
6 in this particular way, but all we're asking is
7 that the jail be average, that its policies and
8 that the policies of the judiciary in Allegheny
9 County meet national norms. And if that were to
10 happen, you would see a drop in the population in
11 the jail of two to three hundred people which
12 would make a tremendous difference and would make
13 the new Warden's job easier.

14 JUDGE EVASHAVIK-DILUCENTE: Thank
15 you.

16 Tanisha Long.

17 MS. LONG: Good evening. Tanisha
18 Long. I'm with the Abolitionist Law Center. My
19 original plan -- I was fully prepared to come
20 here and talk about the Warden search. We're
21 going to pivot a little bit since we've had the
22 opportunity to talk to him and see the candidate.

23 What I do want to talk about,
24 though, is what we have to do moving forward. A
25 lot of the issues in the jail come down to a lack

1 of leadership, poor policy; it comes down to a
2 lack of appreciation for incarcerated people.
3 One of the few things we do do that shows
4 appreciation for incarcerated people is give them
5 their money back. That \$125 touches families in
6 ways that you do not understand unless you've
7 experienced it. And as someone who would be
8 paying \$125 more dollars every month myself if
9 that were taken away, I fully understand the
10 impact of giving that money back to families. I
11 also understand that some people in the jail do
12 not have families. They do not have people
13 looking out for them, and that \$125, or whatever
14 amount we end up at after the cost of phone calls
15 decrease, is vital. It's vital that we continue
16 it in some form, because these are people who
17 have nothing. It is hard enough trying to eat
18 that jail food, trying to buy hygiene products,
19 trying to get toothpaste that doesn't taste like
20 sand and garbage, trying to get Tylenol and
21 aspirin and medical supplies. That commissary
22 isn't just snacks and goodies and foods and
23 treats like people think it is. There are
24 actually vital supplies that people need there.

25 And the things that I would like to

1 stress is what would we do with the money without
2 it? There's no better thing we can do that put
3 it directly in the hands of the people who need
4 to contact their loved ones, the people who need
5 to buy much needed and essential supplies, and
6 the people who are paying the money to begin
7 with.

8 Another thing I would like to point
9 out because this Warden is going to have a lot of
10 issues to deal with in the jail, it's wintertime.
11 If you guys recall, last year there was a letter
12 written by incarcerated people on Pod 3-B because
13 the heat had gone out and nobody in the jail had
14 bothered to let the Jail Oversight Board know.
15 Right now, we have a heating problem where people
16 are talking about being cold even though they
17 have two blankets. One of the things that came
18 out of that 3-B letter was a commitment to not
19 use the corner cells anymore because they're
20 colder than every other cell in the jail. I know
21 for a fact that those are being used. I can name
22 three cells on 4-C that are currently filled. We
23 can't do this. We can't go back to the old ways
24 of mistreating people or the current ways of
25 mistreating people and finding ways to make their

1 lives worse just because nobody is looking.

2 And I task this new Warden with
3 behaving in a way that shows that he had the care
4 and concern for the lives and the rights of
5 incarcerated people, and we can shift away from
6 this idea that just because you're incarcerated
7 means that A, you're guilty, or B, you did
8 something that is deserving of the cessation of
9 your human and civil right.

10 We have a fresh start, and we have
11 an opportunity to do better. And if we can
12 actually do that and engage in our population and
13 continue to have community members come out, we
14 will do a lot better job and end up in a
15 different place.

16 Thank you.

17 JUDGE EVASHAVIK-DILUCENTE: Thank
18 you.

19 Aiden Setlock.

20 MR. SETLOCK: I'll wait.

21 JUDGE EVASHAVIK-DILUCENTE: You'll
22 wait. Okay.

23 Keyona Proctor.

24 MS. PROCTOR: I wasn't totally sure
25 if I was going to make the cut to speak today so

1 I'm kind of unprepared, but I'm speaking on the
2 inmates that are on AC right now. Currently,
3 they're being housed on 6-F. I guess the plan is
4 for the next couple of weeks, that they're going
5 back to 8-E. Originally, they were on 8-E, but I
6 guess they went to 6-F for two months. On 6-F,
7 they have been getting their showers every day.
8 They were able to order commissary, able to use
9 the phone, but unfortunately, I guess the plan is
10 for them to go back to 8-E, and they won't be
11 able to use the phone. They'll only be getting
12 three showers a week, not able to order
13 commissary, no religious services. There's just
14 a number of things that are being violated as far
15 as their rights.

16 Let me see what else. Basically --
17 I mean, I was here a couple months ago, and I
18 still had these concerns, and nobody has reached
19 out on what the plan is with the AC people. I
20 know there's only a handful of people, so I know
21 the plan was in the beginning or throughout some
22 time to open up another unit for the AC inmates,
23 but I guess they came up with no plan, and
24 they're going back to 8-E. And like I said,
25 their rights are being consistently violated with

1 no phone calls, no commissary, no showers. The
2 hygiene stuff has been stored outside the doors.
3 It's -- it's just a violation of their rights.

4 So I'd like some answers
5 eventually. Hopefully, the new Warden can put
6 some effects into -- some new plans into effect
7 for the AC inmates, and that's it.

8 JUDGE EVASHAVIK-DILUCENTE: Thank
9 you. Stephen Fisher.

10 MR. FISHER: I yield.

11 JUDGE EVASHAVIK-DILUCENTE: You
12 yield. Okay. Thank you, sir.

13 **REVIEW OF MEETING MINUTES FOR NOVEMBER 7 AND**
14 **DECEMBER 5, 2024**

15 JUDGE EVASHAVIK-DILUCENTE: All
16 right. Can I have a Motion to approve the
17 meeting minutes for November 7.

18 MS. GRIFFIN: So moved.

19 MR. O'CONNOR: Second.

20 JUDGE EVASHAVIK-DILUCENTE: All in
21 favor?

22 (Chorus of ayes.)

23 MS. HALLAM: Point of personal
24 privilege, Judge. I just want to say that when
25 we were at the jail a couple times this past

1 week, the incarcerated individuals informed us
2 that September was the last meeting minutes that
3 they had on their tablets. And I know we're
4 approving November and December today, but I
5 would just, one, like to ask why October isn't on
6 there, and also, when these two months that we
7 just approved would be available on their
8 tablets?

9 JUDGE EVASHAVIK DILUCENTE: Ankur,
10 do you know?

11 MS. HALLAM: It's not an Ankur
12 this. It's a jail thing.

13 DEPUTY WARDEN TOMA: October is on
14 the tablets. So I would --

15 MS. HALLAM: As of?

16 DEPUTY WARDEN TOMA: When it was
17 put -- I'd have to look. We don't have access to
18 that sitting here, but it is up on the tablets.

19 And as far as November and
20 December, we typically take care of it the next
21 day.

22 MS. HALLAM: Okay.

23 DEPUTY WARDEN TOMA: Once we have
24 the physical minutes.

25 JUDGE EVASHAVIK-DILUCENTE: Can you

1 look into it and just verify October is on?

2 DEPUTY WARDEN TOMA: Uh-huh. We'll
3 screenshot and send it to the Board.

4 JUDGE EVASHAVIK-DILUCENTE: Okay.
5 Thank you.

6 Anybody opposed to approving the
7 meeting minutes of November 7?

8 (No response.)

9 JUDGE EVASHAVIK-DILUCENTE: Can I
10 have a Motion to approve the meeting minutes of
11 December 5?

12 MS. HALLAM: So moved.

13 MR. O'CONNOR: Second.

14 JUDGE EVASHAVIK-DILUCENTE: All in
15 favor?

16 (Chorus of ayes.)

17 JUDGE EVASHAVIK DILUCENTE: Any
18 opposed?

19 (No response.)

20 JUDGE EVASHAVIK-DILUCENTE: Motion
21 carries.

22 **WARDEN CONFIRMATION HEARING**

23 JUDGE EVASHAVIK-DILUCENTE: Okay.

24 The next item on the Agenda is the Warden
25 Confirmation Hearing. And before we move to vote

1 on the confirmation of the Warden, we're going to
2 have a quick question-and-answer session. Each
3 member of the Board will be given ten minutes,
4 and I'll have the timer on to ask the Warden any
5 questions that they deem relevant, and then we
6 will proceed to discussion and then a vote.

7 So if you wouldn't mind, Warden,
8 thank you, or Mr. Wingard, not Warden.

9 Okay. Ms. Griffin.

10 MS. GRIFFIN: I thought there was
11 going to be a presentation from him first, but
12 that's okay. I'll jump right in.

13 I just have maybe two or three
14 questions. We'll see how it goes.

15 First of all, thank you for being
16 here and I'm looking forward to hearing more from
17 you. We still have children at the Allegheny
18 County Jail. I'm not sure for how much longer,
19 but can you talk to us about your experience, if
20 any, with dealing with children incarcerated?

21 MR. WINGARD: Sure. One of the
22 facilities that I'm very familiar with, in the
23 Pennsylvania Department of Corrections, that I
24 actually supervised, I supervised their team,
25 their superintendent, their warden for about five

1 years, and that facility is in Indiana County,
2 and they hold all the adjudicated individuals who
3 are under the age of 18. So I have a lot of
4 familiarity with those folks.

5 So I know the policies. I know the
6 laws -- somewhat familiar with the laws of sight
7 and sound and all those things that they have to
8 do at that facility. So I did not work directly
9 in that facility. I supervised that facility for
10 a lengthy period of time, and I got to see how
11 the staff at that facility dealt with that
12 population. It's obviously a different
13 population, and it has to be separated from the
14 rest of the facility, which is the first
15 challenge. But once you -- once you're able to
16 do that, then you just -- you're -- you treat
17 those individuals with complete, you know,
18 understanding of that they are not like the other
19 people inside that facility. Once you understand
20 that, you can -- you can start making some
21 progress. That's the facility in Indiana County,
22 SCI Pine Grove.

23 MS. GRIFFIN: Do you recall any
24 specific problems that arose that you had to deal
25 with or anything in particular, challenges,

1 dealing with that population?

2 MR. WINGARD: When I would go
3 there, and it was fairly often, in talking to
4 those individuals, they were upset that they
5 could not interact with the rest of the facility.
6 That sounds a little surprising, but they wanted
7 to be treated -- a lot of them, not all of
8 them -- like the rest of the folks of the
9 facility. They wanted to be allowed to go
10 interact.

11 And I remember some of them telling
12 me that it was because they felt like they could
13 learn, they could mentor. But obviously, that
14 wasn't happening there at that time. It should
15 still not be happening.

16 But you know, every now and then,
17 there would be an issue. There would be a
18 disturbance or a fight over a basketball game,
19 just like any facility.

20 But for the most part, the numbers
21 weren't great. I'm assuming at the ACJ, the
22 numbers are not great. So really, my experience
23 with them, I'd walk around and talk to them and
24 get letters from them were pretty much why do we
25 have to be separated by sight and sound from the

1 rest of the population. Which is a little
2 surprising.

3 MS. GRIFFIN: Yeah. That is a
4 little surprising. I think one thing I heard
5 when I visited a pod from the boys was that they
6 sometimes felt that they weren't allowed to do
7 things that kids do. Like, you know, whether it
8 was a game or it was, you know -- that they
9 wanted to be treated like kids and not be treated
10 like adults.

11 MR. WINGARD: Uh-huh. At that
12 facility, that time, they had started a fairly
13 popular program with service puppies, so those
14 puppies spent a lot of time on the juvenile pod.

15 And there's two types of
16 classifications of those individuals at that
17 facility. It's 14 to 18, and then it's 18 to 21.
18 So there's different levels there. And the staff
19 at that facility, I think -- I've traveled with
20 them. So I went to South Carolina with several
21 of the staff from that facility, including
22 corrections officers, counselors, their
23 superintendent, many other staff. We went to
24 South Carolina to learn about what they were
25 doing in South Carolina, and they wanted to learn

1 about what we were doing in that facility because
2 I guess, fortunately, there's not a lot of those
3 facilities, so you have to go to other places to
4 learn and network.

5 MS. GRIFFIN: Okay. I'm going to
6 pivot to a different thing, and I'm going to
7 preface it, so just bear with me. There will be
8 a question at the end.

9 On one of my visits, I met with
10 some residents who -- they certainly had concer-
11 -- usual concerns about lockdowns and food and
12 cold was one of them too, but they also had
13 something positive to share about one of the
14 corrections officers. And what they found
15 positive about their relationship with that
16 officer was that they said they knew what he
17 expected from them, and they knew what to expect
18 from him. And, to me, it spoke to a culture, you
19 know, at least of mutual understanding, if not
20 mutual respect, at least for that group of
21 people.

22 And so culture is an issue in the
23 Allegheny County Jail, that it can impact the
24 residents. It can impact the officers.

25 And so my question is how do you --

1 how do you deal with the culture change? How do
2 you impose a culture change? Is it winning
3 hearts and minds or is it laying down the law and
4 this is how it's going to be, or is it something
5 else?

6 MR. WINGARD: All the above that
7 you mentioned so far, but I think, you know, you
8 mentioned the consistency of that corrections
9 officer. That's a great, great story. I have
10 some ideas about how to start to allow that to
11 permeate. And that might be another question at
12 some point, or I can talk about it whenever you
13 want me to.

14 But that whole shift is not
15 obviously going to happen overnight. I've said a
16 few times to folks over the years and recently, a
17 correctional facility is a large organization
18 obviously. There's so many stakeholders. You're
19 not going to move that ship, so to speak, always
20 in the correct course. My preference is that
21 even if that ship is a little bit off-course,
22 that -- I'm okay with that as long as there's not
23 100 row boats off the side of the ship.

24 MS. GRIFFIN: Uh-huh.

25 MR. WINGARD: All the factions

1 doing their own thing. My experiences and where
2 I felt like when I walked out of a long day of
3 work, and I kind of walked out knowing we've made
4 some changes, some nuance changes that are
5 starting to turn the tide, the facility I've
6 been -- I've gone into a facility that's had a
7 lot of the same issues that maybe the ACJ has.
8 That ship has to -- we have to be moving in the
9 same direction. We may be a little off-course,
10 but I can't -- we can't have 100 different
11 factions moving in their own direction.

12 So that shift has to start with all
13 of us getting on the same page. The things you
14 talked about there, whether it's just here's the
15 way it's going to be, or nuances, I prefer for
16 the staff there to watch how I work. I will
17 never ask them to do something I haven't done in
18 my career, but I think when -- I tend to walk
19 around with a lot of different staff, whether
20 it's an officer, a nurse, a deputy, whoever, and
21 I think when they see maybe how I interact and
22 how I expect them to interact with folks, that
23 maybe they'll see that there's a different.
24 Maybe -- maybe that officer that you mentioned,
25 hopefully, he or she is one of many, but if not,

1 if they can watch how I believe it should happen,
2 that could start to shift. Not overnight, but it
3 can start to shift.

4 MS. GRIFFIN: Yeah. And I think --
5 I think I've seen some frustration from the Board
6 and from residents that -- so -- some
7 arbitrariness. So there seems to be a policy
8 that's happening but then is not being followed,
9 or it's changing, but we never know what it is
10 that kind of, you know -- feel a sense of
11 arbitrary things are happening on a whim as
12 opposed to being consistent and knowing what to
13 expect.

14 MR. WINGARD: Well, it's very
15 common-sense speaking. It's common sense
16 corrections, but if we -- if the Warden cannot
17 communicate on a continuous basis with all
18 stakeholders, I mean, it may sound a little
19 presumptuous but I already have an e-mail drafted
20 to all the staff at that facility from me for
21 hopefully Day 1, the morning of Day 1,
22 introduction, what my expectations are, a little
23 bit talking about accountability, communication.

24 It will get to the point where this
25 Board and the folks down there will get to the

1 point where they can probably just delete it
2 because they already heard it from me when
3 they're talking to me or get the point where
4 another e-mail from him, I already know this.
5 Over-communication is never going to hurt an
6 administration. The opposite will.

7 MS. GRIFFIN: All right. I am
8 going to yield the rest of my time. I think
9 that's all I've got.

10 JUDGE EVASHAVIK-DILUCENTE: Thank
11 you.

12 Judge Bigley.

13 JUDGE BIGLEY: I don't know if
14 this -- is this working?

15 JUDGE EVASHAVIK-DILUCENTE: Yes.

16 JUDGE BIGLEY: I've had the
17 opportunity to have all my questions answered on
18 previous occasions, so I have no questions for
19 Mr. Wingard. Thank you.

20 MR. WINGARD: Thank you,
21 Your Honor.

22 JUDGE EVASHAVIK-DILUCENTE: Thank
23 you.

24 MR. WINGARD: Thank you,
25 Your Honor.

1 JUDGE EVASHAVIK-DILUCENTE: Sheriff
2 Kraus.

3 MR. KRAUS: Good afternoon. First,
4 I just want to say thank you for your
5 accessibility over the last few days. I know
6 it's probably been a pretty tiring period for
7 you.

8 MR. WINGARD: That's okay.

9 MR. KRAUS: And therefore, I don't
10 have any questions. All the questions I've had
11 have been answered by you. And again, thank you
12 for --

13 MR. WINGARD: Sure.

14 MR. KRAUS: -- for your ex- -- for
15 your accessibility.

16 MR. WINGARD: You're welcome.

17 JUDGE EVASHAVIK-DILUCENTE: Thank
18 you.

19 Controller O'Connor.

20 MR. O'CONNOR: Yes. Thank you for
21 your willingness to serve. I'm going to sort of
22 piggyback off of Barbara's point. How do you see
23 the role of the Board, and then, you know, in
24 partnering with us to implement those changes?

25 Obviously, transparency, I think,

1 is a huge point for us. So just -- is there
2 anything else you can elaborate and -- that you
3 would like us to do with you to partner to make
4 some changes?

5 MR. WINGARD: I have a lot of ideas
6 about that. Number 1 --

7 MR. O'CONNOR: Keep them short
8 because I only have ten minutes.

9 MR. WINGARD: Okay. I'll do my
10 best. So I think that "we," you all and the
11 administration at that facility is going to have
12 a shared vision. I've watched countless hours of
13 these meetings. I would like us to get to a
14 point, sir, where we can focus the hour or two
15 hours on those folks talking and us just saying
16 we already know that. We've had meetings between
17 our meetings where we're on the same page.

18 Am I thinking that we're always
19 going to agree and there will never be
20 disagreements. Obviously, I know better.
21 However, I think these meetings, the forum should
22 be hearing from the folks, the community about
23 what they feel we need to do at that facility,
24 and all of you and the administration at the ACJ
25 being on that same page for that shared vision.

1 That may be a little lofty based on, you know,
2 all the different feelings about, you know,
3 corrections and incarceration. I don't think it
4 is.

5 I worked at a facility one time
6 where we had a very close relationship with the
7 local hospital. We had meetings with the Board
8 at the local hospital. Other correctional
9 facilities don't have to do that, but when you
10 work in one that has a relationship with the
11 local hospital, you better be meeting with the
12 Board. I'm comfortable with making sure you're
13 all aware of what we're doing so you're not
14 blindsided and vice-versa.

15 MR. O'CONNOR: Yeah. And I think
16 that leads into my next question about the
17 public. And obviously, we have a lot of
18 stakeholders in this room that come to almost
19 every meeting, and I think it's great that you're
20 mentioning that. So your format with working
21 with the public, obviously, they can reach out to
22 you, and you can have those conversations through
23 the County Executive.

24 MR. WINGARD: Uh-huh.

25 MR. O'CONNOR: But you're almost

1 saying that, in a way, you want us to change our
2 forum. That if somebody comes up with a question
3 at this month's meeting, you're willing to follow
4 up and give in your presentation a follow-up to
5 that individual at the next Board Meeting. Is
6 that kind of what I got from that?

7 MR. WINGARD: Absolutely.

8 MR. O'CONNOR: Okay.

9 MR. WINGARD: So if there's a
10 better --

11 MR. O'CONNOR: No, no. That's
12 great. That's a great answer. Yeah, that's kind
13 of where we see it, because we have so many
14 organizations that are so involved and impacted
15 here that if you're willing to do that, I think
16 that's a huge step.

17 So our office did two audits, and I
18 didn't expect you to read them at this point, but
19 one was on staffing. We hear all the time on
20 jail staffing. That's huge. And I'm sure you
21 can talk about that.

22 The other one we did was on
23 children of incarcerated caregivers, and I think
24 that's something that we saw 11,000 kids were
25 impacted by a stay in the jail. So for us it's,

1 okay, how are we going to impact those families
2 outside. We have so many family members that
3 come and speak to us, so I think that's something
4 that, you know, an initiative -- I don't know if
5 you've seen it in other places, but that's
6 something that would be really important to make
7 sure that the kids and families know what's going
8 on. And then, if you don't mind, talk about that
9 briefly. And then staffing is a huge one.
10 That's more, I think, morale, forcing overtime,
11 just quick thoughts on those two.

12 MR. WINGARD: Yes, sir. I did read
13 those reports and so -- I was down here before.
14 We didn't talk about that yet, but I was at the
15 ACJ briefly about 15 years ago, and I remember my
16 first week, I met with the folks at Pittsburgh or
17 Pittsburgh.

18 MR. O'CONNOR: Yeah. Yeah.

19 MR. WINGARD: They had some really
20 great programs over there. Reading your report,
21 I was a little surprised that not a lot of
22 children of incarcerated adults were involved
23 with those programs, they're ambassador and their
24 extended family programs. Hopefully, that can be
25 bolstered if Amachi is on board with that.

1 I know that DHS -- and I worked
2 with Director Dalton earlier in my career when I
3 was here, and I know they're all in. The meeting
4 I had -- I've had several meetings, obviously.
5 Probably the most -- no disrespect to the Board
6 or anybody else in here, but probably the most
7 encouraging meeting I had I had the other night
8 with a bunch of advocates. The passion they have
9 for what's going on down there, we could have
10 talked all night. We couldn't, obviously, but a
11 lot of that passion is about taking care of --
12 you know, breaking the cycle. Breaking the cycle
13 of people coming to prison or jail.

14 So I had a lot of thoughts on
15 incarcerated -- children of incarcerated adults
16 to the point where I've worked with a facility
17 where, if nothing else, if you can't make the
18 front door and visiting area more welcoming,
19 you're missing that opportunity, which is not a
20 hard thing to do. So I have a lot of thoughts on
21 that.

22 And the staffing issue, I, again,
23 have a lot of issues -- or question -- not
24 question, thoughts on. In your report, I read
25 about electronic scheduling. I'm not sure that's

1 happening. I would venture to guess it's not
2 happening. I'm very familiar with ushering in
3 electronic scheduling. There's challenges to
4 that, obviously, but perhaps that needs to be a
5 conversation that needs to be revisited, open
6 that back up to finding out why we haven't moved
7 to electronic scheduling.

8 And the question about morale
9 earlier and the question about moving the needle
10 as far as the shift down there, over time I
11 believe that can start bringing people to want to
12 work there. I have no issue going anywhere in
13 this county and talking to people, prospective
14 employees about why they should come there. The
15 corrections career sometimes really gets forgot
16 when it comes to Criminal Justice. It has been a
17 great career for me. It was a great career, and
18 I have no problem explaining to anybody coming
19 in, whether they're a nurse, corrections
20 officers, or social worker, about the benefits of
21 working down at that facility.

22 MR. O'CONNOR: Okay.

23 MR. WINGARD: Which in turn can
24 start shifting with the overtime.

25 MR. O'CONNOR: No, that's great.

1 I'm glad you're forward-thinking on that because
2 we definitely need that.

3 So two language questions that came
4 up on Monday when we had our presentation. You
5 had used the term "broken window." Can you
6 explain why you implemented that type of language
7 and how that would work there? I mean,
8 obviously, I know the bad language that goes
9 around it. It was just -- it was said in that
10 meeting, and I just wanted to see how you meant
11 it in that meeting on Monday.

12 MR. WINGARD: What I meant is it's
13 a -- it's just an old very common criminology
14 theory.

15 MR. O'CONNOR: Right.

16 MR. WINGARD: If you allow the
17 small issues to go on and fester, they will turn
18 to big issues. So you allow a broken window in a
19 community, you'll allow a broken window -- you
20 allow dirt on a floor in a correctional facility,
21 the understanding of everyone involved is that's
22 okay. Seemed like a small issue. It's not a
23 small issue. If you only clean for inspection,
24 or you only clean when the county officials are
25 coming to visit, or other officials are coming,

1 if you only clean then -- and I'm not saying
2 that's what's happening now. I haven't been in
3 there, but what I'm saying is I'm a big proponent
4 of dealing with the small issues before they
5 continue to --

6 MR. O'CONNOR: Okay. Yeah, so I
7 took -- I mean, there's terminology around this,
8 and I remember with policing that that's not the
9 terminology that I like to be used. So that's
10 why when you said it, something went off. But if
11 you mean making sure the place is clean, that's a
12 different kind of conversation --

13 MR. WINGARD: Right.

14 MR. O'CONNOR: -- than what I took
15 that language to mean.

16 And then I know you also mentioned
17 about doing something with mini units, like
18 managers. Can you explain what that would be on
19 each floor?

20 MR. WINGARD: So if you -- you
21 know, one-third of my career, I was in a middle
22 management position in the Department of
23 Corrections called Unit Manager. I believe
24 they're mini wardens. So that facility is
25 obviously different than what I'm used to. What

1 I'm used to is a housing unit over here, housing
2 over here and 200 yards between them.

3 That facility has levels. In my
4 opinion, it's extremely conducive to instituting
5 unit management there. You put someone who
6 doesn't necessarily have a security background,
7 doesn't necessarily have a treatment background,
8 but is a big-picture thinker, is forward
9 thinking, and they manage that housing unit, and
10 they report back directly to the warden who then
11 will report to me.

12 I'm very familiar with mini wardens
13 inside of prisons handling housing units. For
14 instance, on the medical unit, you surely want to
15 put someone who has extensive medical background
16 but also knows how to talk to people, maybe not
17 clinical, you know, in a clinical way, but knows
18 how to work with the nurse, work with the
19 midlevels, all those folks. That would be a
20 non-uniform position. That would be something
21 that we would obviously interview for if
22 approved. If nothing else, I would like to at
23 least pilot that on a floor or two to try it in
24 the facility and then modify as we need to or see
25 how it works.

1 MR. O'CONNOR: So on that -- the
2 style of our building compared to others that
3 you've been in, what are your sort of thoughts on
4 that? I mean, when I do tours it's very
5 difficult moving around. I mean, any thoughts
6 on --

7 MR. WINGARD: Yeah, I mean I --

8 MR. O'CONNOR: And you were there
9 for six to eight months years ago. I remember
10 that from your resumé.

11 MR. WINGARD: Sure. I did work at
12 one facility -- I'm sorry. I did work at one
13 facility where you took your jacket off in the
14 morning, and you didn't put it back on until --
15 unless you went outside to make rounds outside,
16 so I am familiar with under-one-roof concept. It
17 wasn't tiered like that one is.

18 MR. O'CONNOR: Yeah.

19 MR. WINGARD: I think there's some
20 advantages to it and some disadvantages. We
21 don't have -- you don't have people 200 yards
22 away or 300 yards away across, you know, a yard
23 or all these, you know, things you got to
24 navigate through. And in big correctional
25 facilities there's -- there are sectioned off

1 fences and things like that that you gotta get
2 through to get to an issue. There, not so much.

3 I remember my first day thinking I
4 got to take an elevator up to there? But they
5 move pretty quick. And we did manage to get from
6 Point A to Point B a lot faster than I thought we
7 could, but I don't have an issue with the
8 physical plant of that facility. I kind of like
9 the idea that we're all there together and
10 there's different floors and it's conducive to
11 management on every other floor where the housing
12 units are.

13 MR. O'CONNOR: Okay. Thank you.

14 MR. WINGARD: You're welcome.

15 MS. INNAMORATO: Great. Thank you,
16 and thank you for your desire to join my
17 administration. I have a few questions for the
18 sake of the public.

19 So can you talk about some concrete
20 examples when you've taken an innovative approach
21 to corrections that challenged the status quo and
22 how you kind of were successful in the
23 implementation of those programs?

24 MR. WINGARD: Sure. So one of the
25 facilities I went to had some issues leading up

1 to my arrival, to say the least. Figured out
2 right away that we had to change -- start working
3 on that culture. And it was a facility that
4 probably was not real open to the idea of
5 bringing some new programs in that we brought in.
6 I'm very proud to say that those programs are
7 still there and they're still very active and
8 they've now transferred to other facilities, not
9 just in Pennsylvania but in other places, other
10 jurisdictions.

11 I mentioned it before. It sounds
12 really simple. It sounds common sense, but when
13 you introduce five to ten service dogs into a
14 correctional facility that's never been used to
15 something like that, the -- how fast that shifted
16 that culture and got everyone on board -- it was
17 the first program I was experienced with -- or I
18 got to experience that neither the population of
19 the incarcerated individuals or the staff really
20 had any -- any bad -- there was really no
21 pushback from anybody. And the only pushback
22 came from my leadership group right around me
23 because I came in there. I left that facility 20
24 years, earlier, where I started as a corrections
25 officer, so when I came back 20 years later and

1 started to talk about bringing eight-month-old --
2 or eight-week-old puppies into a facility to get
3 people to understand that there's a human side to
4 all of this, it wasn't met by my exact
5 surrounding team real well, but after a few
6 months the puppies were in and out of their
7 offices on a regular basis. So it started to go
8 really well. And it still is. And now it's to
9 the point that it's the only facility that I'm
10 aware of in the country that they're allowing the
11 dog to have -- the puppies in the prison, and
12 they get weaned off the mother by the inmates who
13 are there.

14 I'm very proud of that program.
15 And then some other programs that we did there
16 too. They sound really simple. And my point to
17 this is small incremental changes will start
18 making big changes.

19 MS. INNAMORATO: Do you want to
20 take a moment to list some of the other programs
21 that you've implemented?

22 MR. WINGARD: Sure. Sure. So you
23 know, there's programs -- you know, I was --
24 worked in a medical facility for a long time too,
25 that our focus was medical. They had some great

1 programs. I worked there twice. I worked there
2 as a unit manager, and I worked there as a
3 superintendent. And quite honestly, I learned
4 more working as a unit manager there because I
5 got to work with the line staff, the nurses, the
6 officers who worked with people who were really
7 in bad shape. They had the dialysis unit there
8 for the whole state. They had a hospice program
9 there for a whole state. So we had luckily just
10 nuance changes to some of those programs.

11 That facility to their credit, had
12 some of those programs in place before my
13 arrival, but helping them, being the unit manager
14 on the medical units, helping them enhance those
15 programs and work with those programs.

16 Another one, sounds very simple.
17 You take a gray, drab area, and you start
18 getting -- you find out who in your facility is
19 talented and you get them some paint and you get
20 them some materials and you allow them to go
21 around and fix areas like just not staff areas,
22 but also areas where the residents are at. The
23 incarcerated individuals live in those areas, so
24 what we did, systematically, we made sure that
25 whatever areas they were going to go fix and

1 paint and make really nice, one area would be an
2 officer's locker room or an officer's staff
3 dining hall. The next area would be a housing
4 unit where people live. It got to the point
5 where it was so popular that one day, I walked
6 onto a housing unit, and I found pictures of my
7 staff who were against it in the beginning inside
8 the murals. They allowed the inmates to start
9 putting their images in the murals that they were
10 painting on the housing units. That's buy-in
11 from staff.

12 You know, I'm not suggesting that
13 the third or fourth day at ACJ we're going to
14 start painting murals and bringing ten puppies
15 in. That's not my suggestion. My suggestion is
16 through small incremental changes and getting
17 people to understand there's another side to
18 this, you can start making big changes.

19 There's a few others. I don't know
20 for time -- how much time we have, but there's
21 some other ones, too.

22 MS. INNAMORATO: That's okay. One
23 more question. So can you talk about your
24 experience working with the community in your
25 previous roles and what your philosophy is in

1 working with the public moving forward?

2 MR. WINGARD: So when I first
3 started out I -- obviously, I was a corrections
4 officer by -- I only did that for a couple years,
5 but early on as a corrections officer -- oh,
6 maybe six or eight months into that position, I
7 got a call from a major who said do you want to
8 work in the visiting room? Sure. I'll work in
9 the visiting room. It's the front door of the
10 facility. It's where people coming from the
11 outside -- we -- you know, and at SCI -- at a
12 big -- at a prison the difference is they were
13 coming from Philadelphia. They're coming from
14 all around the state to visit. So they're
15 coming. They're driving all day. They get
16 there. The last thing they want to do is be met
17 with misery. So I looked forward to doing that.
18 I did that as a corrections officer. I
19 immediately had contact with the community on a
20 daily basis. They were coming to see their loved
21 ones and me and the other officers who worked in
22 that area did our best to make sure that was not
23 a miserable experience.

24 Then later on, I went to like a
25 caseworker position, and I got to work with

1 outside agencies to help get folks out of
2 incarceration at the very earliest point they
3 were eligible by law to get out. So if they had
4 a sentence of two to four years and they were
5 eligible to get out at the one-year point, I was
6 the person in that facility that helped them get
7 out at that one-year point. And until that
8 one-year point, we worked with outside
9 organizations in the community to do work every
10 day, leave the facility, almost like work
11 release, go out all day, work Monday through
12 Friday at non-profit organizations learning how
13 to do cement work and general construction work.
14 Great -- a great program to watch those guys come
15 back at the end of the night, put a good day's
16 work in, be tired and earn, you know, some money.

17 Then I went to a facility that had
18 medical -- the medical mission, and that was a
19 game changer because now you have a lot of folks,
20 a lot of advocates coming in everyday to get
21 involved. You had families coming in that we
22 could teach how to help their loved one, when he
23 comes out, deal with being in a wheelchair. He
24 wasn't in a wheelchair maybe until he came to our
25 facility because of something that happened, and

1 he came to our facility. So our nurses, our
2 staff brought families in to help them. So we
3 had constant communication with families and
4 advocates wanting to come in and talk to
5 different individuals who were incarcerated
6 there.

7 Always, that facility was very
8 involved with the community and the advocates
9 that were heavily invested in the people who were
10 at that facility and still are.

11 So throughout different
12 positions -- and then my last position, the last
13 five years where I got to supervise eight to ten
14 prisons, I had a lot of interaction with people
15 wanting to talk about what was going on in one of
16 those facilities, one of them being the juvenile
17 facility which got a lot of attention.

18 So all the facilities that I got to
19 supervise at the end of my career were all very
20 diverse. They all had a different mission. So I
21 had different people from the community,
22 advocates wanting to talk about things that were
23 going on in that facility. I've, you know, done
24 interviews and however they wanted to communicate
25 with me about that we did.

1 So various ways and various levels
2 throughout my career and different missions, but
3 it's never been a problem for me to -- I think
4 the stakeholders, I think sometimes -- I
5 mentioned the other day when I talked to all
6 those folks, and the energy was in that room and
7 how passionate they are about that place down
8 there. I think if you don't allow that to
9 continue and even make it, you know, more
10 effective for them to communicate with the
11 warden, you're missing a real opportunity.

12 MS. INNAMORATO: Thank you for
13 that.

14 MR. WINGARD: You're welcome.

15 MS. INNAMORATO: And we have about
16 one minute. Could you just talk about very
17 quickly your approach to reentry? You're no
18 longer working in a prison system. You're
19 working in a jail. People are there short-term.
20 What's your take on reentry and getting people
21 back out in the community?

22 MR. WINGARD: Yes, of course. I
23 know this may sound a little lofty, but I mean
24 this. I don't care if they're down there, you
25 know, in Intake, and we know -- the people who

1 work there know they're going to be leaving in a
2 couple weeks or leaving in a few months, that has
3 to start right there. So you have to -- you have
4 to have staff working in that area who will
5 communicate to anybody coming in that door --
6 that's where law enforcement meets corrections.
7 We all know that. That's where the handoff is.
8 First of all, that handoff -- I need to take a
9 look at that handoff. But that being said, that
10 reentry starts on day one. I've read some things
11 about the last few months they can do this. The
12 last few weeks they can do this. Talking about
13 reentry, especially in a jail setting, needs to
14 start on Day 1. You have to, you know,
15 providing, you know, you have a situation where
16 you have staff in that area who are willing to do
17 some of these things, and we will. You have to
18 be able to communicate to those individuals
19 coming in there that -- it might be their first
20 time ever coming to a correctional facility. You
21 have to understand that, and you have to give
22 them a little bit of hope by saying, you're here
23 now, but here's what this place can do for you,
24 whether you're here for a week or you're here for
25 a little under two years, here's what can happen

1 for you here.

2 So I have a lot of experience with
3 helping people get into programming outside of
4 facilities. I actually -- I actually have a lot
5 of feelings on pre-release and reentry, but I
6 think it starts in Intake, Day 1.

7 MS. INNAMORATO: Great. Thank you.

8 MR. WINGARD: Yes, ma'am.

9 JUDGE EVASHAVIK-DILUCENTE: Do you
10 think it's feasible to have a puppy program in
11 ACJ?

12 MR. WINGARD: I think it's feasible
13 if we get a unit manager on a housing unit that
14 would be willing to take on the role of piloting
15 that. I know some who would.

16 JUDGE EVASHAVIK-DILUCENTE: I think
17 it's such a great program and I would volunteer
18 to help, and I would bring you some volunteers to
19 help.

20 MR. WINGARD: What's great -- I'm
21 sorry.

22 JUDGE EVASHAVIK-DILUCENTE: So --
23 go ahead.

24 MR. WINGARD: What's great about
25 that program, Your Honor, it's not just what it

1 does for the folks inside of the facility. What
2 I watched evolve over the years was the staff and
3 the former staff that are now not connected every
4 day with the facility, they come in every day.

5 And see, it's not just the puppy
6 living in the facility. The staff are the --
7 their volunteers. They come in and take those
8 dogs out to the community, get them to different
9 events, concerts, whatever, and they allow them
10 to become very socialized and then they start
11 realizing this puppy can go to someone who is in
12 a wheelchair. This puppy can go to someone who
13 has a hearing deficit, whatever the case -- and
14 then they train them for that year, and then they
15 go to another program and train them for a year.

16 Some of the best days I've had in
17 prison was after those puppies left and were gone
18 for a couple of years and then we got a call
19 saying the recipient would like to bring the
20 puppy back in to meet with the inmate who trained
21 that dog for a year. Those are great days inside
22 of a facility, so see that reconnection.

23 I think -- you know, I will say, I
24 want to talk to the administration about that and
25 see how they feel, but I dealt with

1 administration when we brought that in who were
2 less than warm to it. It worked out.

3 JUDGE EVASHAVIK-DILUCENTE: Nothing
4 boosts morale like a puppy, right?

5 MR. WINGARD: Some. Unless you're
6 allergic to them.

7 JUDGE EVASHAVIK-DILUCENTE: Okay.
8 You're aware of the staffing shortages that we
9 have, particularly with COs. And we talked about
10 that in our earlier sessions, and I know you have
11 a lot of ideas about recruitment and getting more
12 applicants. But at the same time, something also
13 needs to be done with this overtime because
14 basically everybody who is a CO for their first
15 year is working 80 hours a week, and it's just --
16 I mean, it's not healthy. It's not sustainable.
17 It's horrendous. And I certainly don't expect
18 you to fix that problem in a day, but you are
19 going to work on it. Is that accurate?

20 MR. WINGARD: Yes. Yes,
21 Your Honor.

22 JUDGE EVASHAVIK-DILUCENTE: Okay.
23 And also what I'm hoping, and you said earlier,
24 is that you're willing to sit down with the
25 union, the union representatives because I'm on

1 the Employee Welfare Committee, and we've had
2 some meetings with the union representatives, and
3 I think they have some good ideas about how to
4 reduce this overtime short of bringing in a, you
5 know, a big huge new recruit class. So are you
6 willing to sit down with them and talk with them?

7 MR. WINGARD: Absolutely. I
8 watched the presentation last month with the
9 gentlemen about recruitment. You know, you -- I
10 think it was you asked about retainment. That's
11 where my -- that's what I want to start digging
12 into fairly quick. Obviously, we got to recruit.
13 And I think there's 12 to 15 officers now at the
14 academy who will be starting in February, I
15 believe, or March. I know that everyone is
16 struggling with this. We struggled with it
17 before I retired in the DOC during COVID. It was
18 a big struggle, but they've made a lot of inroads
19 the last couple of years. I'm still in
20 communication with those folks. So I have some
21 ideas about what they've done and what's been
22 doing internationally on that level. It's what
23 everyone is talking about nationally, not just in
24 corrections. But I have some ideas.

25 But the fact that you have a talent

1 manager down there and he was allowed to hire
2 someone else to assist, that's great. I'll be,
3 you know, involved heavily with that, but also
4 retainment.

5 You know, everyone knows -- if
6 you're a golfer, you'll understand this -- you
7 can't hit a nine-iron from right here and not hit
8 three or four universities. They're everywhere.
9 So hopefully we're out talking to universities.
10 We're talking to people. We're letting them tour
11 the facility. We're sparking some interest.

12 I've always struggled with the fact
13 that everyone coming out of college with a
14 Criminology or Criminal Justice Degree wants to
15 go into anything but corrections. I have lots of
16 former -- I used to teach adjunct college. I've
17 had lots of former students of mine who are now
18 working in facilities, you know, still e-mail me
19 and still contact me who knew nothing about
20 corrections until they took that class, and they
21 learned a little bit about it, and now they're
22 having very good thriving careers in corrections.

23 We have to get out and talk about
24 the ACJ and what it offers in my opinion.

25 JUDGE EVASHAVIK-DILUCENTE: Okay.

1 Thank you. And I thank you for all the time that
2 you have given this Board and the community.
3 You've been working around the clock, and it's
4 very appreciated.

5 MR. WINGARD: You're welcome,
6 Your Honor.

7 MS. HALLAM: How much are you
8 yielding?

9 JUDGE EVASHAVIK-DILUCENTE: I'm not
10 yielding any time.

11 Mr. Perkins. I'll give you two of
12 my minutes, Mr. Perkins.

13 MS. HALLAM: Oh.

14 MR. PERKINS: She gave them to me.

15 MS. HALLAM: Oh, rats. I believe
16 Judge Bigley gave me hers.

17 MR. PERKINS: I didn't hear that.

18 JUDGE EVASHAVIK-DILUCENTE: I think
19 not.

20 MR. PERKINS: Nope. She did not
21 say that.

22 JUDGE EVASHAVIK-DILUCENTE: Go
23 ahead.

24 MR. PERKINS: Mr. Wingard, thanks
25 again for being with us.

1 MR. WINGARD: You're welcome, sir.

2 MR. PERKINS: I think this is the
3 fifth time we met so far. How many minutes do
4 you think you've spent speaking this week?

5 MR. WINGARD: A lot of time
6 speaking. A lot of time driving. A lot of time
7 re-acclimating myself to parking in the City of
8 Pittsburgh.

9 MR. PERKINS: So I think a lot of
10 my questions will be questions that I've already
11 asked you in some discussions we've had about
12 commitments between -- and it's a two-way street.
13 This Board needs to work to establish a
14 relationship of trust and accountability with the
15 Warden and the leadership team, and I think we've
16 been improving there, and we can be better. But
17 we're going to ask the same from you, but you're
18 up for the job today, so I guess I get to ask you
19 the questions.

20 MR. WINGARD: Sure.

21 MR. PERKINS: At this point -- so
22 you talked a little bit about transparency, and
23 I'm going to ask you some -- I think I'll start
24 with some yes or no answers for the most part,
25 but I do want to hear some more substantive

1 answers as well.

2 So you talked about transparency.
3 Can we count on you to commit to really being
4 transparent with this Board and communicating
5 timely and openly about issues in the jail?

6 MR. WINGARD: Yes, sir.

7 MR. PERKINS: And you know, we
8 talked as well that there's probably certain
9 Boards that are not as active and energetic as
10 our Board, and that could be positive or negative
11 depending on your perspective. But this Board
12 has a lot of energy and a lot of, I think,
13 expertise. You know, we have criminal court
14 judges. We have the county controller. We have
15 a county councilperson. We have Man-E, who sits
16 out in front of the jail multiple times a week
17 and speaks to people leaving and helping people
18 get housing and things of that nature. So we do
19 have unique expertise, and I think we can help
20 each other.

21 But one thing is communication to
22 the Board about issues going on inside, but
23 another part of it is we want to be a part of
24 your team to identify a shared vision and
25 identify some of the core priorities. Can we

1 commit -- or can you commit to that?

2 MR. WINGARD: Yes, sir.

3 MR. PERKINS: And I'm going to ask
4 you in a minute about some of your initial
5 priorities, and I'm not saying this should be the
6 first thing you do, but I'm hoping one of the
7 first things you'll do is agree to meet with the
8 entire Board where we can just get to know one
9 another and start talking about what our
10 priorities will be for the first year and
11 throughout your tenure.

12 MR. WINGARD: Hopefully, next week.

13 MR. PERKINS: And to talk about
14 some of the positive things going on in the jail,
15 and I know many individuals working in the jail
16 who I think extremely highly of. They're
17 hardworking. They're thoughtful. They're
18 committed to the cause of treating people in the
19 jail humanely and with respect, and I think that
20 benefits everyone.

21 But one of the things we have made
22 some progress on is the mental health treatment
23 and substance use treatment. It's in the works
24 and we -- we're still working on that, but is
25 that going to be one of your priorities is to

1 work to improve healthcare in the jail?

2 MR. WINGARD: Yes, sir.

3 MR. PERKINS: So those are my, you
4 know, close-ended questions. From your
5 perspective, what is a formula for a successful
6 working relationship with the Board?

7 MR. WINGARD: I will say we have to
8 continuously meet, have transparency, and be
9 honest with each other. It has to -- it can't
10 just be the first month, the second month. We're
11 going to disagree at some point. That doesn't
12 mean we're not going to continue to talk.

13 I look at this as an advantage for
14 the facility, for this leadership team over here.
15 I haven't had -- like my last five years where I
16 was supervising ten prisons, it was me and the
17 administrations in that prison and, you know, one
18 or two individuals in the Governor's Office. So
19 I am not, you know, extremely experienced in
20 dealing with a Board who oversees a correctional
21 facility. I look at it as an advantage. I've
22 watched hundreds of hours of these meetings. I
23 feel like I know all of you because of watching
24 those meetings. Some of the same folks that are
25 here I've listened to them speak about things. A

1 few times I wanted to just go through my laptop
2 and answer what they needed an answer for. I
3 wasn't in a position to do that. I will be now.

4 I really believe that if this group
5 of people and the other folks down there are not
6 working with this Board, we will be in neutral,
7 and neutral is backwards. It's not forward. We
8 have to continue moving this forward. We will
9 misstep. We will -- I may ask you -- or I may
10 bring a pilot into this institution, a pilot
11 program where after a few months, we need to
12 modify that pilot, or we need to pull the plug on
13 that. I am not a fan of we're going to implement
14 something down there and three years later, we
15 say that has not been working for three years.
16 We will pull the plug on it and try something
17 else.

18 But that has to be with constant
19 communication and shared vision. If the shared
20 vision is not that folks coming in there are not
21 going to leave better than what they came as, if
22 that's not the shared vision, at the end of the
23 day, I don't want to -- I don't want to be part
24 of this. I don't.

25 I want to be part of this because I

1 think the shared vision is going to be folks
2 coming in there for this -- from this county are
3 going to leave better than what they came in.
4 That has to be the shared vision, and I will
5 constantly communicate that.

6 I would love for these meetings to
7 get so mundane because we already have the --
8 we've already talked, and we already have the
9 answers that we can devote all the time to these
10 folks to talk about their concerns. I mean that.
11 I would like to get to that point.

12 I hope that answers your question,
13 sir.

14 MR. PERKINS: It does. Thank you.
15 That was an excellent answer. I guess one of the
16 questions I have related to the presentation
17 where you talked about population reduction, and
18 I put a lot of thought into this question over
19 the past year. What role do you see that the
20 jail should play in the broader ecosystem or the
21 justice system? I guess that's one part of the
22 question.

23 The other part of the question is
24 what specifically do you think you can do as the
25 Warden to reduce the jail population?

1 MR. WINGARD: Well, there's a few
2 things quickly -- you know, I have a very good,
3 you know, obviously, relationship with the
4 Pennsylvania Department of Corrections, you know,
5 the population management folks. I'm sure
6 there's some folks sitting down at the ACJ who
7 need to get moving to the State prison system.
8 Hopefully, that's happening on a regular basis.
9 We will take a look at that. There's probably 30
10 or 40 of them down there.

11 Population management, that's
12 probably what as a unit manager I did -- that was
13 what I did, you know, in different facilities and
14 in different ways, but it improves the whole
15 entire facility.

16 You know, I remember when I came
17 here the first time. I misspoke to a reporter
18 about I thought we could probably move a lot of
19 people out of there in a big hurry, and I got a
20 call saying did you really say that? And I said
21 absolutely I said that because after walking
22 around for a couple of days and actually reading
23 jackets and talking to the deputies and talking
24 to the records folks and the probation and parole
25 folks, I found out that there were people sitting

1 down there who should not be sitting down there.
2 They needed to be diverted or taken somewhere
3 else. You know, hopefully, that's not happening,
4 but we will examine that, obviously.

5 If -- someone said it earlier that
6 it benefits everyone to reduce the population. I
7 whole-heartedly agree with that. You know, you
8 can make a lot of significant change, put pilot
9 programs, and do things like that once you have
10 that under control, so to speak.

11 When you're opening housing units,
12 and you're opening wings, and you're opening --
13 you're putting people in beds that you don't feel
14 comfortable putting people in those beds, that's
15 not good for anybody, the people who work there,
16 the people who reside there. That's no good for
17 anybody. So if population management isn't a
18 constant conversation with the Warden and the
19 administration, it will be. It has to be. And I
20 think, at least piloting some unit management
21 concepts about how to control that, how to get
22 people moving will slow -- there's a lot of
23 different variables with population management.
24 There's not one secret to it. There's a lot of
25 them that when you put them all together it can

1 make an impact.

2 MR. PERKINS: I have one idea. I
3 think the Executive's Arraignment Diversion
4 Program is a real opportunity to reduce the jail
5 population. DHS and the jail has been working on
6 that for a long time, and I think that's -- it
7 could be a very impactful way to accomplish that
8 goal.

9 Sorry. I had to kind of rephrase
10 the question I asked you before that. As an
11 attorney who has been going to the jail since
12 2006 as a Public Defender, oftentimes, I hear
13 security as a reason to say no to whatever I want
14 to do oftentimes. And I understand that security
15 is necessary within an institution, but it should
16 be -- I think oftentimes it's counterproductive,
17 for example, if -- because of security I can't go
18 visit my client, and then if I can't visit my
19 client, my client is not happy. Maybe they had
20 an opportunity to be released and help with
21 population reduction.

22 Another issue is because of
23 security and staffing as related to this, there's
24 lockdowns and people can't -- you know, they miss
25 out on family member visits, things of that

1 nature. And you and I already talked about the
2 fact that only 6 percent of the people in the
3 jail are actually serving a sentence imposed by a
4 judge. The vast majority of people are awaiting
5 a trial. They've been convicted of nothing, or
6 they're awaiting a probation violation. And one
7 way for people to get out is to meet with the
8 attorneys, and their attorneys -- sometimes it's
9 the attorney's fault, but we cannot have all the
10 restrictions we have now where we close
11 attorney/client visitation twice a day.

12 So I guess your philosophy on that,
13 safety as a reason to say no, do you see things
14 differently? Do you see where it might actually
15 be beneficial to safety and security for people
16 to be able to visit with their attorneys and
17 visit with their family members?

18 MR. WINGARD: I've worked in
19 facilities where it became a crutch. That's
20 just -- that buzzword or that phrase, it's for
21 the security of the facility, that can become a
22 crutch or an excuse.

23 I'll give you one little fast
24 story. We're limited on time. I was inspecting
25 a prison one time, a large prison, and they had a

1 verified real escape attempt where the individual
2 tried to go over a fence. Obviously, I was the
3 supervisor, the person who is in charge of
4 locking that facility down, and I kind of stood
5 off into the back and just let them -- him and
6 his command staff do their job. After a few
7 minutes, maybe a half hour, I was looking at the
8 cameras, and I saw about five to ten people still
9 in their visiting room. The visits had just
10 started for the day.

11 The point of that story is that
12 individual, that warden of that facility, did
13 not, including one attorney, throw everyone out
14 of the visiting room and say for security reasons
15 we're shutting down the visiting room. A, it had
16 nothing to do with what was happening on the
17 other side of the facility, nothing. B, he was
18 forward-thinking enough to understand that some
19 of those folks probably drove -- the facility was
20 in Erie, PA -- so he was smart enough and
21 forward-thinking enough to understand that some
22 of those folks drove maybe from Philly overnight,
23 stayed in a hotel the night before at their own
24 expense, and came into the visiting room. The
25 last thing he was going to do -- because that's

1 not the way he thought. It wasn't because I was
2 there. Just that's the kind of people I
3 surrounded myself with, he thought I'm not going
4 to lock this visiting room down or close this
5 visiting room because we have an issue going on
6 on the other side of the facility.

7 It can become a crutch. And again,
8 I have not stepped foot in the ACJ in a long
9 time. So if that's an issue that's being
10 overused, we can't allow an attorney in, we can't
11 do visits this way, we can't do this way, we
12 can't treat inmates a certain way because of
13 security, I'm going to drill down a little bit
14 further and say tell me what exactly that means.

15 You can easily say it's for
16 security reasons, and I've been -- I'm not saying
17 early in my career as a corrections officer,
18 maybe even a caseworker I didn't say that, you
19 know, as a brand-new first couple years of my
20 career. But over time and through experience, I
21 found out that does become a crutch. And when
22 I'm told that -- the first time I'm told that,
23 I'm going to ask some questions.

24 MR. PERKINS: Thank you.

25 MR. WINGARD: You're welcome.

1 JUDGE EVASHAVIK-DILUCENTE: Hold
2 on. I've got to reset this.

3 MS. HALLAM: This is going to be
4 speed-dating here, okay?

5 JUDGE EVASHAVIK-DILUCENTE: Ready?

6 MS. HALLAM: Yes.

7 JUDGE EVASHAVIK-DILUCENTE: Go
8 ahead. All right, Mr. Wingard. I'm going to go
9 through my questions, and I will let you know a
10 time limit for each, for which I will start my
11 own timer if needed.

12 First question, according to the
13 Bureau of Justice Statistics, more than half of
14 all jail deaths occur within a month of
15 admission, but most deaths from drug or
16 alcohol-related causes, including overdose and
17 withdrawal, occur during the first two days.

18 Thirty seconds, what will you do to
19 overhaul the Intake Department at the Allegheny
20 County Jail, which has a horrific and tragic
21 history of avoidable deaths, many of which occur
22 within the first 24 and 48 hours of admission?
23 Go.

24 MR. WINGARD: It's my understanding
25 that the facility -- I'm assuming this is

1 correct, that area is being overseen by a Captain
2 and a Sergeant. I'm going -- I will be changing
3 that. There will be someone higher in the rank,
4 higher in the chain of command at that facility,
5 who will be reporting straight to me. The Intake
6 area is a concern of mine, and I think you'll see
7 significant changes in there starting with who
8 supervises it.

9 MS. HALLAM: Perfect. Thank you
10 very much. Okay. How do I start this over.
11 Okay. Yes or no, will you commit to turning away
12 individuals who are not well enough for the jail
13 and who instead should receive treatment at a
14 hospital?

15 MR. WINGARD: You mean at Intake?

16 MS. HALLAM: Yeah, at Intake.

17 MR. WINGARD: Yes.

18 MS. HALLAM: Yes. Thank you.

19 Okay. Next question. Allegheny County voters
20 overwhelmingly approved a referendum to ban the
21 use of solitary confinement, restrictive housing,
22 disciplinary housing, administrative custody, or
23 whatever name anybody wants to use
24 semantics-wise. And yet, in the years since, the
25 jail administration has repeatedly violated the

1 clear requirements outlined in the law.

2 Thirty seconds, how will you ensure
3 that solitary confinement is not used in the
4 Allegheny County Jail and that everyone inside
5 receives the maximum amount of recreational and
6 out-of-cell time as possible, and never less than
7 the minimum required in the ordinance, which is
8 four hours a day. Go.

9 MR. WINGARD: That's a tough one
10 for 30 seconds, but I'll do my best.

11 MS. HALLAM: Thank you.

12 MR. WINGARD: So hopefully, before
13 that referendum came, this facility was already
14 working on that because nationally this has been
15 in dis- -- it's been ten years I was on a
16 statewide chair of a committee, statewide
17 committee to address solitary confinement or
18 long-term segregation as we refer to it as. It
19 does nobody any good, including the staff working
20 in those areas. They may not feel that way, but
21 it does nobody any good to keep someone locked
22 down for an exuberant amount of time.

23 Obviously, I'm going to find out if
24 that's happening.

25 MS. HALLAM: Sure. That was 30

1 seconds, but can you tell me how you will do
2 that?

3 MR. WINGARD: Well, I'm going to
4 obviously talk to the administration here and
5 find out what we're doing, how someone who is in
6 that area actually does come out of their cell.
7 I want to put eyes to that and see how it looks
8 and then we'll start working on that to ensure
9 that that's not happening.

10 MS. HALLAM: Okay.

11 MR. WINGARD: It should have been
12 worked on ten years ago.

13 MS. HALLAM: Okay. Thank you very
14 much. Recruitment at carceral facilities across
15 the country has become harder and harder, and
16 there's little reason to believe that reality
17 will dramatically change in the coming years.
18 According to the Prison Policy Initiatives
19 Analysis of the Census Bureau's Annual Survey of
20 Public Enrollment and Payroll, the total
21 correctional workforce has shrunk by 11 percent
22 in state prisons and 7 percent in local jails
23 since 2020, and agencies are expected to see on
24 average a 7 percent decline in employment over
25 the next ten years. Based on their analysis of

1 the studies out there, pay increases haven't
2 worked. Easing employment requirements hasn't
3 worked. Staff wellness programs haven't worked.
4 New facility constructions haven't worked, and
5 other desperate measures have not worked either.
6 They conclude decarceration is the most
7 straightforward workable solution to the problems
8 for which understaffing is blamed.

9 You heard, and I heard you give an
10 answer to a similar question earlier about
11 reducing the jail population. Can you say yes or
12 no, will you commit to working with all the
13 various entities involved in the criminal legal
14 system to reduce the jail's population that will,
15 in turn, improve living conditions and working
16 conditions for those community members and
17 workers who remain behind?

18 MR. WINGARD: Absolutely, yes.

19 MS. HALLAM: And can you please
20 give me specific examples in 30 seconds how you
21 will do that?

22 MR. WINGARD: Well, you're exactly
23 right. There -- it's got to be all the entities
24 that you just mentioned, ma'am. It can't just be
25 a warden. It can't just be the courts. It's got

1 to be everybody involved with starting to reduce
2 the population at that facility, and you can't --
3 you can't win -- if you start making some inroads
4 and in one day I look at the computer, I look at
5 my phone and we went up 100 in the last two days,
6 I can't -- I can't be set back by those missteps.
7 We have to find out why and we have to continue
8 to work on reduction. There's a bunch of
9 different ways we have to do that.

10 MS. HALLAM: Cool.

11 MR. WINGARD: But they all have to
12 come together. And talking to the advocates the
13 other night -- I don't remember what night it was
14 at this point -- they had some great ideas, the
15 energy from them about how we can do that.

16 MS. HALLAM: So we'll listen to the
17 community and work together to make it happen?

18 MR. WINGARD: We're all going to --
19 we all -- this Board, including, we all have to
20 work together to make that happen.

21 MS. HALLAM: Thank you.

22 MR. WINGARD: It benefits
23 everybody.

24 MS. HALLAM: Okay. Great. I
25 really appreciate that. Next question.

1 The previous administrations of
2 both the jail and the county not only tolerated
3 but encouraged the culture of violence and
4 punishment at the Allegheny County Jail. The
5 toxicity permeated its way through all aspects of
6 life and work at the jail over the past 12 years
7 bringing about the horrendous and deadly
8 conditions that people have suffered through for
9 years now. It will take a lot of hard work, as I
10 can tell you know already, to undo the harm and
11 work forward.

12 Can you please give me specific
13 examples in 30 seconds or less of how you will
14 begin to deconstruct the culture of violence and
15 punishment and what will be the guiding
16 principles of the new culture you attempt to
17 build in the ACJ?

18 MR. WINGARD: Sure. In all
19 fairness, watching your meetings the last few
20 months, I've been very encouraged by what Interim
21 Dady and Acting Warden Beasom are starting to
22 do -- I mean, Acting Warden Dady, I'm very
23 familiar with him. We've worked together before,
24 so I did see some positive -- I saw some
25 positions being hired, some positions being hired

1 in Intake. The fact that your -- the Board and
2 the jail are putting so much emphasis on
3 recruitment and now going to be retainment as
4 well, that's obviously a shift. That has to be
5 the shift. It can't be tolerated. If discipline
6 is anything other than corrective in nature, it's
7 inappropriate. So if you're doing anything
8 that's anything other -- I'm very familiar with
9 pilot programs that will allow the corrections
10 officer to administer programs on their housing
11 unit.

12 Another program that I've been
13 experienced with were the population and the
14 officers, including the union, bought all in of
15 the way we allow them to run their housing units
16 without us administering discipline. It worked
17 wonderfully. That's another pilot that we're
18 going to talk about.

19 MS. HALLAM: I can't wait to learn
20 about all these pilots and tell you some of my
21 own ideas as well.

22 So next question is, I read an
23 interview about you where you talked about the
24 Swift, Certain, Fair model approach to discipline
25 and punishment instead of a more restorative

1 approach. Yes or no, is the Swift, Certain, Fair
2 model something you plan to implement in the ACJ?

3 MR. WINGARD: Yes. That's just
4 what I referenced.

5 MS. HALLAM: Okay. And then my
6 follow-up question to that and more open-ended
7 question, in Swift, Certain, Fair, it talks about
8 lower-level discipline that is done by unit
9 managers. Can you please tell me what
10 lower-level discipline looks like to you?

11 MR. WINGARD: So we had a problem
12 in that facility and statewide where the
13 disconnect between you -- an offender does
14 something wrong and they may not go see the
15 hearing examiners -- the judge in the facility
16 for a week. By then they forgot what they did
17 wrong, and then the administration of justice by
18 that hearing examiner can affect their parole,
19 can affect their work status, can affect their
20 visiting status. It's a week later.

21 So what we implemented, we did a
22 study group, and we did a control group. And we
23 implemented letting the corrections officers
24 handle lower-level issues. And the corrective
25 action may be for the rest of today, for the next

1 four hours, you're going to your cell. I don't
2 want to hear about it anymore versus a written
3 report that goes to a hearing examiner, who a
4 week or two later, can, for lack of better words,
5 punish that individual that affects his or her
6 parole or other things that they have going on in
7 the facility. It can stifle advancement by that
8 offender because he or she was having a bad day.

9 MS. HALLAM: And what into that
10 scenario that you explained, where does like the
11 due process aspect come in if they do not see
12 that hearing officer immediately?

13 MR. WINGARD: Well, first of all,
14 we start a pilot with they agreed to be on that
15 housing unit. We didn't force anyone to be on
16 that housing unit. And we took people from all
17 around the facility and allowed them to
18 participate in the study group and the control
19 group. And we had the staff buy-in. I met
20 personally with the unions, did town halls on the
21 housing unit before we started, met with
22 everybody involved, said here's how we're going
23 to do this. It went so well that six months
24 after we did it, myself and the unit manager went
25 to Washington State to teach them about it

1 because they had heard about it.

2 It was one of the few programs
3 where I got no pushback from the very, very
4 active and large-numbered corrections officer's
5 union. They just thought it was a good way to
6 handle things effectively, quickly, and not
7 affect that incarcerated adult for the rest of
8 his incarceration.

9 MS. HALLAM: Okay. Thank you.

10 MR. WINGARD: Sure.

11 MS. HALLAM: Next question is
12 what -- you know, I know you spent your career at
13 the State Department of Corrections. I
14 personally know a lot of people who are currently
15 and formerly incarcerated there, and I know that
16 they have a lot of different privileges and
17 activities that are open to them there. This is
18 a very different population in a county jail,
19 much more transient. Can you please just list
20 maybe three or four policies or things that are
21 available at the DOC that you would like to see
22 made available or at least piloted at the ACJ?

23 MR. WINGARD: Well, we've talked
24 about several times -- I feel like I'm beating a
25 drum here. If we implement unit management in

1 the ACJ, that can usher in programs because those
2 individuals will not just come from a security
3 background. Some of them will come from a
4 treatment background. They will -- they
5 understand that good treatment is good security,
6 okay? You know, there's been a lot of discussion
7 since COVID about processing of property,
8 processing of mail, processing -- the one
9 advantage I believe they had -- we had in the DOC
10 was we had 24 facilities. We were always
11 communicating with each other. I could -- as a
12 warden of a large facility, I could pick up the
13 phone and call a warden across the state in
14 Philly and say, what are you doing here?

15 Probably to the disadvantage of
16 this facility -- sorry, they -- they can call
17 another county facility but there's only one or
18 two in the whole state that look like this
19 facility, if there's even that many. So there's
20 a networking there that I'm used to that maybe
21 they don't have accessible to them down here. We
22 can work on that. We can network. There's
23 nothing that says that we can't -- we can't have
24 flow between other jurisdictions, meaning
25 federal, state, whatever, with that facility down

1 there if it's going to better that facility.

2 MS. HALLAM: Uh-huh.

3 MR. WINGARD: When I left here the
4 first time, I had scores of people from SCIs
5 around the state asking me to come out here for
6 tours, I mean when I was here the first time.
7 And when I went back to the SCIs, I was very
8 proud to send lots of folks from all disciplines
9 down to the ACJ to see what they were doing.

10 The ACJ has a history of great
11 programming. I don't know what it's -- what's
12 going on now. Analytically, the numbers game
13 that goes on in corrections, they were always
14 for -- out in front of all that. Hopefully, they
15 still are. You know, I have purposely not
16 researched some of these things out of the
17 fairness to this process, but make no mistake,
18 when I was there the first time, there was a lot
19 of great things happening in that facility, you
20 know. There's no reason why we can't get there
21 again.

22 MS. HALLAM: I appreciate that.
23 And then yes or no, do you believe that
24 incarcerated workers should be compensated for
25 their work?

1 MR. WINGARD: Yes.

2 MS. HALLAM: Thank you. Bye.

3 JUDGE EVASHAVIK-DILUCENTE: Man-E.

4 MAN-E: All right. Last but not
5 least. Nice to speak to you again, of course,
6 Mr. Wingard. I'm going to ask you some of the
7 questions that I've already asked since for --
8 you know, the sake of the public record, mostly
9 centered around like culture and the culture that
10 you hope to implement in the ACJ.

11 Considering the importance of
12 language and its connection to culture, how do
13 you plan to refer to individuals in custody both
14 when speaking to the staff and to the individuals
15 themselves?

16 MR. WINGARD: Mr. Smith. Mr.
17 Smith. Mr. Jones. That's how I'm -- that's what
18 I'm used to. I'm used to walking someone on
19 their housing unit or on a sidewalk or in a yard.
20 If I'm standing in a yard with 500 inmates, I
21 have no problem talking to someone as mister.
22 I'm not sure what's happening now. During my
23 career, that changed throughout the years,
24 whether it was informally changed or was formally
25 changed by a secretary. I don't understand -- I

1 mean, I understand why you're asking the
2 question. I don't understand what the problem
3 with that is, though. You know, I'm going to
4 expect people to treat me and speak to me, you
5 know, with respect. I do the same thing.

6 If that's not happening, it will
7 quick -- people working there will quickly see
8 that's what I expect, and that's how I do it. I
9 know you have to ask the question. I know we've
10 talked about this. To me that's part of the
11 cultural change. Like, we just got to be --
12 there's got to be a two-way respect here.

13 MAN-E: Absolutely. I appreciate
14 that. What is your philosophy or approach to the
15 use of force?

16 MR. WINGARD: It's got to be as
17 minimal as possible, and we better -- you know,
18 especially if it's a planned use of force. You
19 know, you've talked about, I think, ad nauseam in
20 these meetings every month about planned versus
21 unplanned use of force. I've listened to that.
22 It seems to me like most of the use of forces
23 based on the reports that I've looked at online,
24 most of the use of forces at the facility are
25 unplanned use of force. I'd like to get us to

1 the point where we have the ability to talk to
2 people and negotiate and deal with things before
3 it turns into a use of force. That's what I'm
4 comfortable with. I'm not saying I was never
5 involved with a use of force. I was involved
6 personally with use of forces in almost every
7 discipline I had coming up through, whether it
8 was just holding somebody in place until, you
9 know, the so-called calvary got there, or I was
10 in the middle of a use of force situation one
11 time as a superintendent.

12 The aftermath of a use of force --
13 you know, I'm not just talking about paperwork
14 involved, I'm talking about the whole, you know,
15 shift that happens in the facility on the shift
16 when there's a lot of use of forces. I will -- I
17 will find out what shift they're mostly happening
18 on, have some questions and conversation with the
19 folks running those shifts about why the use of
20 forces seem to be happening on this day on their
21 shift the most. I mean, it's very -- it's not
22 hard to track when, where, what parts of the
23 facility they're happening in. I would venture
24 to guess a lot of them are happening in Intake.

25 MAN-E: Uh-huh.

1 MR. WINGARD: I'm aware of that.

2 I'm sure that's where they're happening. So we
3 have to -- we have to address those areas.

4 There's parts of your facility that
5 you just have to pay more attention to, and you
6 can never take your eye off that ball, ever,
7 because when you think you have it, you don't
8 have it. So I'm aware of sections of facilities
9 that you need to enhance, you know, the way
10 people know how to talk to people in that area,
11 the way people know how to maybe move out of a
12 situation that's escalating into something that
13 doesn't need to escalate into.

14 MAN-E: Thank you, thank you. And
15 you're absolutely correct, most of the Uses of
16 Force are happening in Intake and I look forward
17 to seeing the changes that you bring to the
18 Intake process in general.

19 My next question is what is your
20 plan to reduce the reliance on lockdowns?

21 MR. WINGARD: I missed that.

22 MAN-E: I said what is your plan to
23 reduce the reliance on lockdowns?

24 MR. WINGARD: Well, I understand
25 from hearing from the Board and some other people

1 that there's a lot of lockdowns at the facility.
2 Now, I haven't quite found out why yet. I've
3 heard different opinions on why there are so many
4 lockdowns. I'm not familiar with -- I'm not
5 comfortable with a lot of lockdowns. What I'm --
6 what I'm familiar with is I'm walking around the
7 facility. I'm in charge of that facility, and I
8 got staff telling me, hey boss, you got to lock
9 your facility down. We got something going on in
10 here. So I finally do some research, and I do
11 some -- I find out analytically that there are
12 some things that we need to secure the facility
13 over. After a few hours, those same staff
14 usually will say, okay, enough is enough. We're
15 good because now we're the ones out delivering
16 the meals. We're the ones delivering the mail.
17 We're the ones doing -- transferring laundry
18 around the facility. If you're going to lock a
19 facility down, you better lock the facility down,
20 meaning you're not just going to bring certain
21 people out to do work that we don't want our
22 staff doing.

23 I'm very familiar with standing in
24 a line and serving food all day when I was an
25 officer, when I was a deputy, when I was a unit

1 manager. I know how that works. I also know
2 walking into those areas as a deputy or
3 superintendent and watching the staff look at me
4 like, what are we doing here? This has been
5 going on for 16 hours. I know that the toll --
6 that is -- that people pay for a lot of lockdowns
7 and a lot of long-term lockdowns.

8 What I will do the first time we
9 have to lock that facility down is A, ask why and
10 not just -- I better not hear it's for security
11 reasons. And B, I will be going pod to pod, door
12 to door, explaining to the people who reside
13 there why we locked down. I have found through
14 my experiences that if you just communicate
15 change in a facility to everybody involved, if
16 you just communicated they somewhat can tolerate
17 it or understand it a little bit better -- a lot
18 better actually.

19 So maybe that's happening. I hope
20 it's happening. Again, I hate to keep harping on
21 unit management, but that's a perfect thing that
22 a unit manager would do on his or her housing
23 unit, go out and explain why we're currently in,
24 you know, the third lockdown of the month or
25 whatever it is.

1 You know, to be fair, that's a
2 short-term problem, and that's a long-term
3 problem. You know, the long-term, if they're
4 being locked down because we don't have the
5 staff, I need to find out the accuracy of that.

6 And the short-term problem is going
7 into the pods and talking to the people who are
8 affected by that lockdown and getting to
9 understand. If that means taking a corrections
10 officer around with me door to door and
11 explaining how lockdowns work, then that's what
12 we do. Hope that answers your question.

13 MAN-E: I appreciate that. And
14 currently the only reason that we receive for
15 lockdowns is safety and security with minimal
16 details, so we look forward to that change and
17 with -- you know, you being transparent to the
18 Board.

19 My next question is related to some
20 of the public comments that we've heard earlier
21 today regarding the \$125 a month from the
22 Incarcerated Individual's Welfare Fund. Are you
23 in favor of that program continuing?

24 MR. WINGARD: I'm not really that
25 familiar with it. I've read -- I've listened to

1 your meetings last month about -- talking about,
2 I think it's up for some study or vote pretty
3 soon. I answered the question earlier about
4 people working in prison being compensated, yes.
5 I don't think there's any issue if the county,
6 you know, has deemed it appropriate to give
7 something to people, you know, incarcerated
8 there. I don't -- I don't see the negative of
9 that continuing other than there's obviously --
10 obviously, there's cost involved. But I'm sure
11 that's had an impact, a positive impact for the
12 people down there.

13 MAN-E: Well, minds much brighter
14 than mine have figured out the cost already, and
15 they're actually -- you know, they're paying into
16 that program, and they're kind of receiving the
17 money that they're already paying into it.

18 My last question, I'm not sure if
19 you're aware, the first time I was in ACJ -- I'm
20 one of two formerly incarcerated members of the
21 JOB, and the first time I was there, I was there
22 as a juvenile. So I'm very, very interested in
23 how you'll be impacting the juveniles who are
24 currently there. I believe there are 20 of them
25 when we went there yesterday. So I know you

1 talked a little bit about it, you know, after
2 Barbara asked you, but I'm hoping you can
3 elaborate and provide some specific examples of
4 how you'll improve the conditions of the
5 juveniles at the ACJ.

6 MR. WINGARD: Well, I mean, I'm
7 going to have to do a little bit of research on
8 why they're there. I mean, my first time there,
9 they weren't there. I don't believe there was
10 any juveniles there the first time. I know that
11 different -- there's been different shifts with
12 programs changing or other -- other places that
13 they could go aren't -- no longer in existence.

14 So I have to find out, A, why
15 they're there and if there's any alternatives.
16 As I mentioned earlier on, you know, it's really
17 a challenge to have those -- those -- that
18 population inside any prison.

19 So, you know, I got to find out, A,
20 hopefully they're in programming. From the time
21 they get up until the time they go to sleep they
22 better be in some kind of education and some kind
23 of programming, something that's going to make
24 their days go a lot better --

25 I mean, nobody in this room --

1 everybody in this room can visualize what it must
2 be like, you know, to be 16, 17, and in a prison
3 that's mostly made up of adults. I don't want to
4 think about that, you know. I have children. I
5 don't want to think about that. However, if
6 that's the case and other entities have deemed
7 that that's the case, then we got to do the best
8 we can for those folks. I mean, if we can't do
9 that, what are we doing here? For those folks, I
10 mean honestly, if we can't do that -- I mean, the
11 fact that we had at one point had to open up an
12 entire prison in the Commonwealth of Pennsylvania
13 dedicated to that population is a head-scratcher,
14 but we had to, and it's -- you know, it's changed
15 missions over time due to different law changes,
16 but we have to -- if we can't do right by those
17 individuals, what are we doing? What are we
18 doing to the rest of the individuals in the
19 institution?

20 I'm very familiar with -- I've
21 worked with people in their 30s and 40s and 50s
22 who came to prison when they were 14. I know
23 those people. I've had years of relationships
24 with those people, so they've told me what we
25 could have done better for them when they were

1 14. Obviously, not bring them there in the first
2 place is what their answers usually are, but just
3 the fact, you know, basic needs, understanding,
4 having staff on those units, the unit manager --
5 sorry, I had to say it again, who understands the
6 needs of those folks versus the needs of a
7 45-year-old, everyone in this room has to
8 understand that there's a huge difference there.
9 So you have to have people working with those --
10 that population who understands that. You got to
11 do that, or you'll make no end-roads to help
12 them.

13 MAN-E: Thank you.

14 MR. WINGARD: You're welcome.

15 JUDGE EVASHAVIK-DILUCENTE: Thank
16 you.

17 Yes. Thank you.

18 MR. WINGARD: Done?

19 JUDGE EVASHAVIK-DILUCENTE: Uh-huh.

20 MR. WINGARD: Okay.

21 JUDGE EVASHAVIK-DILUCENTE: Okay.

22 Do I have to Motion to confirm the County
23 Executive's appointment of Trevor Wingard as the
24 ACJ Warden?

25 MS. INNAMORATO: Motion to appoint.

1 JUDGE EVASHAVIK-DILUCENTE: Do I
2 have a second?

3 Second.

4 Discussion.

5 MR. PERKINS: Let's start down this
6 side.

7 JUDGE EVASHAVIK-DILUCENTE: Ms.
8 Griffin.

9 MS. GRIFFIN: Just, just very
10 briefly, I -- when the nomination was announced,
11 I don't have any questions, just -- it did seem
12 to come on very quickly, but we also very quickly
13 got information from Polihire about the process.
14 We had many opportunities over the last few days
15 to talk with the candidate so -- as did members
16 of the community, some of who are in this room,
17 and ultimately, I feel comfortable that we have
18 enough information. And I appreciate the time
19 that you've given us over the past few days.

20 JUDGE BIGLEY: I would just -- why
21 do I feel like mine is not working? I -- yeah, I
22 would echo Barb's comments regarding
23 Mr. Wingard's accessibility. I think he is
24 obviously qualified. And I'm very optimistic,
25 very, very optimistic given everything that I've

1 heard and seen, and I think he would be an
2 outstanding warden.

3 JUDGE EVASHAVIK-DILUCENTE: Sheriff
4 Kraus. Nobody has to say anything.

5 MR. O'CONNOR: No, I would just
6 echo that, yeah, there was, I think, process -- I
7 think we can all say we could have done a better
8 job through that process, you know, especially
9 the public getting more involved at different
10 times. But I will say since was it Monday when
11 we had our first meeting, the Executive's office
12 set up four or five Zoom calls so that people on
13 this Board felt more comfortable, got more time
14 to talk to the -- to the nominee. And I feel
15 comfortable, you know, answering your questions
16 today. I'm glad that you met with the public.
17 It was just a little rushed based on timing of
18 people leaving the jail -- people, the Acting
19 Warden was leaving, and I think we all can agree
20 that hopefully we don't have to do this process
21 for a very long time, and you're very successful
22 in your job, but I think this is, you know, a
23 major appointment that, you know, this is the
24 Exec's first major appointment. And I think, you
25 know, working this week out showed that we can

1 get to a confident point in voting for you. I
2 think there were some missteps at the beginning.
3 I think we all agree to that, but I think moving
4 forward, you know, you being available for all of
5 us gives me a great comfort level throughout this
6 week. And you answering the questions for the
7 last hour, I think, is -- is -- it shows that you
8 know what you're going to be doing down there.
9 You have a lot of priorities. You have a lot of
10 great initiatives, and I think we're all excited
11 to see. And I think the biggest thing for all of
12 us, especially for me being on this Board for a
13 few years, the transparency. That's something
14 that we had not heard in a very long time.

15 So thank you for your willingness
16 to do this. Thank the Executive and her team for
17 kind of crash-coursing this over this last couple
18 days as well. So thank you.

19 MS. INNAMORATO: Mr. Wingard, I
20 just want to thank you so much for going through
21 this process and for putting your name in the hat
22 and for coming along with us and just being
23 available and presenting multiple times to the
24 Jail Oversight Board as well as the community.

25 I also want to take a moment to

1 thank the community, so people who filled out the
2 survey that Polihire put out, those who sat in
3 interviews with Polihire, all of you lending your
4 voice to what you want to see out of a next
5 warden at the Allegheny County Jail, all of that
6 was incorporated in the decision-making process.
7 So your voices were heard, and we considered at
8 every point of this process. And I just want to
9 thank you for lending your voice and your
10 experience and your opinions to what you want to
11 see out of leadership at the Allegheny County
12 Jail.

13 JUDGE EVASHAVIK-DILUCENTE: I want
14 to thank you, Mr. Wingard, for all the time you
15 spent with us. I think you have excellent
16 credentials, experience, qualifications. I love
17 everything that you've said basically, and I
18 really look forward to 2025 being a turn-around
19 for all of us. And I look forward to working
20 with you.

21 MR. PERKINS: I will keep it short
22 because I think everyone already said most of the
23 things that I wanted to say, but I did a lot of
24 research over the past year. What is the
25 function of a Jail Oversight Board? There's not

1 a lot of similar Boards throughout the country,
2 and there's not a lot of positive models. In
3 fact, I talked to one person who professed to be
4 an expert, and they said that Allegheny County
5 Jail's was actually a model for other places, and
6 I was shocked, and I can't believe that. You
7 know, I couldn't believe it. But you know, one
8 thing we are is transparent and we're improving
9 that transparency. And part of that is we need
10 to be, you know, honest about where we can
11 improve. And this process, with respect to the
12 Board, we had never heard of Mr. Wingard until
13 Friday at 5:00 p.m. as far as this Board was
14 concerned. So it wasn't particularly
15 transparent, the process or inclusive of the
16 Board, but ultimately, we have an amazing
17 candidate and the administration to its credit
18 did, you know, work with Mr. Wingard, met with us
19 basically every waking hour for the past week.

20 When I saw the resumé my first
21 instinct was, you know, we don't want the status
22 quo. I think Sam Schmidt has some eloquent
23 things to say and better than I can say it. The
24 status quo is not acceptable to me. I don't
25 think it's acceptable to this Board. There's so

1 many opportunities for improvement, and we have
2 the talent and the energy and the commitment to
3 do so. And you're not that. I believe that you
4 have a vision for really listening to the
5 community and collaborating. And one of the
6 things that we don't always hear is a lot of
7 humility, you know, from our leaders of our
8 institutions, and I think you have that too, and
9 I think that's a necessary ingredient for really
10 being successful in this position.

11 I think Judge Evashavik said, you
12 know, I love everything about what you've told
13 us. I agree. I think everything you said we
14 share the same commitment, the same mission, and
15 I'm really excited for this opportunity. I think
16 you're going to be wildly successful.

17 And, you know, I'm still kind of
18 shocked that you wanted the job, so we're glad
19 that you applied. Thank you.

20 MS. HALLAM: Okay. So I am the
21 only member of the Jail Oversight Board who
22 served in an official capacity on the Warden's
23 Search Committee. I was approached in mid-May of
24 last year and asked if that would be something I
25 would be interested in serving on. I mean,

1 obviously, yes. I would love to be part of the
2 process to help shape and choose our next warden
3 of the jail. I was told that if I participated
4 in the Warden's Search Committee that I would
5 have to recuse myself from the vote for the
6 warden. So even though for the reasons that I'm
7 about to go into, I disagree that there was any
8 conflict of interest that I should have to do
9 that. My word is my word. It's something that
10 means a lot to me, so I will be abstaining from
11 the vote tonight for the warden.

12 I want to talk a little bit just
13 about what that Warden Search Committee looked
14 like. I know almost every member of this Board
15 has talked about just disappointment with the
16 process, and I feel the same way. I have, you
17 know -- I'm sure if I had to look for things to
18 criticize you for, Mr. Wingard, I would -- you
19 know, I could find a couple little ones that
20 we've talked about already, right? Nothing major
21 that I think is worthy of even noting in this
22 meeting, all things that we've talked about in
23 other settings.

24 But something that I do think is
25 really important that we talk about in that the

1 full Board knows about as well as members of the
2 public, people at the jail, anyone who cares
3 about this should know just how it felt to think
4 that you were going to part of this really
5 important process, arguably the most important
6 decision I'm ever going to make as a Jail
7 Oversight Board Member or even as a county
8 council member. And so when I was asked to be on
9 the Board, really excited. I do not regret being
10 on the Search Committee. It was really helpful
11 to be able to see what a process like that looked
12 like from the inside out from start to finish.

13 I agreed to recuse from this vote
14 and a couple days later we were having our first
15 meeting of the Warden Search Committee. That was
16 held on May 29th. That was shortly after
17 Polihire was retained. They won the RFP. They
18 were retained to be the search committee.

19 About a month later, on June
20 27th -- so that first meeting, May 29th, that was
21 the full Warden Search Committee. It was a
22 virtual meeting. We were all seeing each other
23 for the first time. We had just found out who
24 else was going to be on that committee, just
25 excited for it. I had expressed my concern both

1 publicly and internally about who was selected
2 for that committee. It felt very heavy with
3 administrative influence, where I was really
4 looking for non-traditional outside perspective
5 on that committee, but I figured no one was going
6 to do it. I was going to do it.

7 So about a month later, we had our
8 first one-on-one where the Polihire person
9 reached out to each of us to find out when we
10 could schedule one-on-ones. Mine was on
11 June 27th. I had a nice conversation with
12 Kenyatta, who I think you all remember came to
13 this meeting to present to us. And basically, he
14 wanted to know what did I want to see in a
15 warden. We went over that generally in the
16 May 29th meeting, but in our one-on-one we got to
17 go a little bit more in depth. I got to tell him
18 some things that maybe I didn't want the rest of
19 the search committee to know that I was looking
20 for. I got to give him community organizations
21 and activists, people both who come to these
22 meetings, again, some of whom are here tonight,
23 and other stakeholders that I thought it was
24 really important that he talked to in order to
25 make sure that we had the best criteria for the

1 candidate that we would eventually receive. That
2 meeting was great. Super friendly guy. Super
3 helpful. He knew his stuff.

4 On July 17th, which was just a
5 couple weeks later, the Warden Search Committee,
6 we received a recruitment update by a member of
7 the County Executive's staff who also happened to
8 be on that Warden Search Committee just letting
9 us know the kind of outreach that had started.
10 Appreciated that. Really at that point, I
11 thought that was going to be what was going to
12 happen, right, that we were going to get regular
13 updates from Polihire, from the administration
14 letting us as the Warden Search Committee know
15 how everything was going. That didn't happen.

16 At the August JOB meeting Kenyatta
17 came from Polihire to give a presentation to the
18 Board, and again at that point, I hadn't heard
19 anything from him since my one-on-one in June.

20 Come October I was like, thought I
21 would have heard an update by now, so I started
22 repeatedly e-mailing him, reaching out, talking
23 to different members of the Executive's
24 administration just trying to find out what's the
25 update. It's October. We started this in May.

1 What is going on?

2 Finally, I heard back from Kenyatta
3 end of November. We ended up connecting on
4 December 10th for a phone call. So now from
5 June 27th to December 10th, there was no
6 communication with the Warden Search Committee.
7 That December 10th meeting only happened because
8 I was so obnoxious about trying to get a meeting
9 just to find out any update at all.

10 So then after that conversation
11 with him and he said he had a meeting with the
12 administration later that week, that -- very
13 shortly after that, you know, I'm starting to get
14 anxious. I now know that, you know Dady is gone.
15 Beasom is about to leave at that point. We get
16 his date, and I'm getting nervous, like where are
17 the finalists.

18 I had imagined being on the Warden
19 Search Committee would mean that I was
20 participating in the narrowing down of all of the
21 applicants, the determining metrics by which each
22 candidate would be judged by. I just thought it
23 would -- I would feel more included in that
24 process. I took the Community Survey that I
25 assume many of you took that was put online for

1 the public in August, and I felt like at that
2 point I had participated almost as much as any
3 member of the public could have done, as any
4 member of the Jail Oversight Board could have
5 done, and yet I was the only one who was going to
6 have to recuse myself from this vote tonight.
7 And I got really frustrated.

8 Suddenly, at -- you know, as others
9 have mentioned, we heard that there was a Warden
10 Search Committee meeting. Again, at this time
11 this was our second ever full Warden Search
12 Committee meeting that happened on December 20th.
13 We got together. It was the first time I was
14 ever in the room with the rest of the Warden
15 Search Committee, and we were presented two
16 finalists. We also received a couple anonymized
17 profiles of other -- of a couple other candidates
18 who were not being presented to us. So by the
19 time I actually heard anything about any
20 candidates or even what they would look like, it
21 was already narrowed down to two.

22 I will say that that is probably
23 one of my biggest frustrations of this process is
24 that I felt like I didn't get to help narrow it
25 down. I didn't get to even view anonymized

1 candidate profiles as those candidates applied
2 and came in, and we were presented Mr. Wingard
3 and another candidate.

4 It was to be honest, very clear
5 that Mr. Wingard was the better of the two
6 candidates. We were not asked to vote on one
7 candidate or the other, but instead to answer a
8 series of questions and at the end to ask if we
9 would be comfortable with this person being the
10 warden of the jail.

11 I will say for that I answered yes
12 for you, Mr. Wingard. I am comfortable with you
13 being the warden. I think you are very
14 qualified. I think your resumé is really
15 impressive. I crept on you as hard as I could
16 and your past places of employment on the little
17 social media I could find of you. I even tried
18 to find your family's social media. Man, I tried
19 everywhere, and it was very, very hard to find
20 anything to use against you in an argument
21 against supporting you.

22 So I do want to say I really do
23 appreciate you. Also wonder why you would want
24 this job, but I'm happy that we have someone like
25 you who is willing to do it.

1 So after that Warden Search
2 Committee meeting, again, found out there was the
3 two finalists. And then holidays came and, you
4 know, Friday night before our January 6th meeting
5 with the full Jail Oversight Board and Warden
6 Search Committee, only at that point was any
7 information shared with the rest of the Jail
8 Oversight Board. I mean, I literally had to sit
9 there and keep a secret from my boyfriend that I
10 live with, right, about all the information I
11 had. It was very clearly marked confidential,
12 and I gave my word I would not share that out.

13 So we got that information like
14 Friday at 5:00 p.m., and then by Monday, we were
15 all meeting Mr. Wingard for the first time --
16 well, my second time, but for the first time for
17 everyone else. And I will say over the past few
18 days, since that Monday meeting, Mr. Wingard, the
19 County Administration, everyone involved has been
20 very willing to share everything that was asked
21 of us, to meet with us. I think we probably
22 talked three, four, five times just since that
23 first time that we met, both in-person and in a
24 virtual setting. And so I do appreciate that,
25 but I felt like the timeline was so short, so

1 rushed. I also understand the challenges, or
2 Interim Warden Dady leaving, of Interim Warden
3 Beasom getting his new job, which I'm really
4 happy for that man. I think you're hilarious. I
5 think you've been very fair and honest with us in
6 your short time as interim warden and in all your
7 years as Chief Deputy and Deputy Warden. I am
8 very thankful for you and if I don't get another
9 chance in this meeting to say that, yeah, I'm
10 really going to miss you, Dude, like a lot. So
11 thank you for everything.

12 But yeah, so I am abstaining, so I
13 don't really have anything else to say. But I
14 just wanted to make the process really clear
15 without violating any confidentiality. I wanted
16 folks to know what my participation was in full
17 transparency, and my disappointment with the
18 process, not the candidate.

19 So thank you.

20 JUDGE EVASHAVIK-DILUCENTE: Man-E.

21 MAN-E: All right. So I'm going to
22 speak primarily to members of the public only
23 because, you know, we've been speaking all week.
24 But also, I want all of us to be reminded of the
25 incarcerated individuals, the folks who are

1 there. Close to 2,000 people I think, correct me
2 if I'm wrong, who eventually will get these
3 meeting minutes and see even though, of course,
4 we're talking about your position, we're talking
5 about, you know, different ways that you may
6 impact the culture. My personal focus is how
7 you're going to impact incarcerated individuals,
8 tens of thousands over his tenure. So that's who
9 I'm going to be thinking about as I speak. It
10 was an article about Julia Zankovich, who is back
11 there right now, where I was quoted as saying "As
12 far as wardens go, he seemed to be pretty
13 progressive," and I stand by that. He presented
14 us, you know, with a focus on population
15 reduction, reentry, education and vocational
16 programs, and community involvement, all
17 initiatives that I support and all of which have
18 come up today. Most importantly, he has
19 committed to transparency and accountability to
20 not just the Board but the community at large.
21 And you actually said, I think today in this
22 meeting, constant communication and a shared
23 vision is going to be the focus on, you know, how
24 you engage the community and the Jail Oversight
25 Board.

1 And to echo what Bethany said, my
2 only issue with today's proceedings is the
3 process that got us here. I shared the position
4 that was adequately expressed by Sam Schmidt
5 earlier. This was not a collaborative process
6 and informative process the way that it could
7 have been and the way that I wish it would have
8 been.

9 And I'm not somebody who likes to
10 toot my own horn, but I've been around for a
11 while, you know what I'm saying. I've been
12 engaged in many different aspects of this work,
13 and of course, Bethany Hallam's time on the Board
14 predates all of us, so I think there's a lot of
15 expertise on the Board, which Rob already
16 mentioned, that was not engaged, and that was not
17 utilized in a way that it should have been. And
18 that's not to take away from the community
19 members who did provide their input. Of course,
20 I respect and appreciate you all.

21 But the thing that I don't
22 appreciate is Polihire's claim that they engaged
23 with and got feedback from the Jail Oversight
24 Board and 1-Hood, which surprise, surprise, I'm a
25 part of both. And I say with certainty even

1 though I did see to be fair, I did see an e-mail
2 that was sent that ended up in the spam folder of
3 a 1-Hood employee, they were not engaged, and
4 they were not spoken to. Yet when Polihire put
5 their memo out, they listed 1-Hood as an entity
6 that they engaged with. And you know, I take
7 offense to that.

8 Even though the search for the
9 Warden began in May of last year, the first time
10 I and many other members of the Board was
11 informed about anything was last week. And even
12 though throughout the week Mr. Wingard has made
13 himself available to the Board and as, you know,
14 we've had several meaningful discussions, enough
15 that I have no doubt you will be confirmed as the
16 next warden, of course, you are qualified, and I
17 do -- I do believe that you'll bring positive
18 changes to the jail.

19 But it is important for me to note
20 that the process of selecting the JOB liaison was
21 way more thorough and collaborative than this
22 process, which I think is something that is a
23 little bit more important. A little bit more
24 impactful. You, as a leader of the jail, as the
25 head of the jail, will set the culture for the

1 entire jail, you know what I mean? So I think I
2 would have liked to have seen a process that was
3 more collaborative, meaning everybody on the
4 Board have an input; everybody on the Board being
5 informed about, you know, the process every step
6 of the way.

7 Nevertheless, here we are. I think
8 Sam Schmidt said it better, better than I will.
9 And I know you've been watching old Jail
10 Oversight Board meetings, so maybe you saw the
11 one in September of 2023 when Warden Harper, you
12 know, was given his farewell. If so, you would
13 have heard me say that I don't think there's any
14 good way for anyone to function as a part of an
15 oppressive system. I also said as we think about
16 Harper's replacement, I want to remind my
17 comrades that there's no such thing as a good
18 warden and there's no such thing as a good jail
19 and I reiterate those sentiments today.

20 Thank you.

21 JUDGE EVASHAVIK-DILUCENTE: Okay.
22 Roll call vote, Ms. Griffin?

23 MS. GRIFFIN: Yes.

24 JUDGE EVASHAVIK-DILUCENTE: Judge
25 Bigley?

1 JUDGE BIGLEY: Yes.

2 JUDGE EVASHAVIK-DILUCENTE: Sheriff
3 Kraus?

4 MR. KRAUS: Yes.

5 JUDGE EVASHAVIK-DILUCENTE:
6 Controller O'Connor?

7 MR. O'CONNOR: Yes.

8 JUDGE EVASHAVIK-DILUCENTE: County
9 Executive Innamorato?

10 MS. INNAMORATO: Yes.

11 JUDGE EVASHAVIK-DILUCENTE: The
12 President Judge Evashavik votes yes.

13 Mr. Perkins?

14 MR. PERKINS: Yes.

15 JUDGE EVASHAVIK-DILUCENTE: Ms.
16 Hallam?

17 MS. HALLAM: I abstain but I really
18 do hope that everything that you said you're
19 going to do you end up doing.

20 JUDGE EVASHAVIK-DILUCENTE: Man-E.

21 MAN-E: No.

22 JUDGE EVASHAVIK-DILUCENTE: Motion
23 carries.

24 Congratulations. We're happy to
25 have you.

1 MS. HALLAM: Can you pronounce your
2 name for the record. I know some people are
3 saying Wingard." I'm pretty sure you told me it
4 was "Wingard" just for the people in the room who
5 are going to have to say it a lot.

6 JUDGE EVASHAVIK-DILUCENTE: What is
7 it?

8 MR. WINGARD: Wingard.

9 MS. HALLAM: Wingard not "Wingard"?

10 MR. WINGARD: Depends where you're
11 from.

12 MS. HALLAM: Pittsburgh.
13 "Wingard." All right. Just want everybody to
14 know.

15 JUDGE EVASHAVIK-DILUCENTE: I'll
16 get it wrong for another six months. Please
17 accept my apologies in advance.

18 I do want to say to Mr. Beasom, you
19 always have been one of my favorites. You are so
20 easy to talk to, so forthcoming. You do a
21 fabulous job, and I'm really, really sorry you're
22 leaving. I really am.

23 CHIEF DEPUTY BEASOM: Thank you,
24 Judge.

25 MS. GRIFFIN: You've done an

1 outstanding job. You really have.

2 JUDGE EVASHAVIK-DILUCENTE: No Old
3 Business.

4 **NEW BUSINESS**

5 JUDGE EVASHAVIK-DILUCENTE: To the
6 Community Corrections Reports and the Warden's
7 Report and the Deputy Warden's Report, do I have
8 a Motion?

9 MR. PERKINS: Yeah, Motion to defer
10 those discussions for today's meeting.

11 MS. HALLAM: Second.

12 JUDGE EVASHAVIK-DILUCENTE: All in
13 favor?

14 (Chorus of ayes.)

15 JUDGE EVASHAVIK-DILUCENTE: Any
16 opposed?

17 (No response.)

18 JUDGE EVASHAVIK-DILUCENTE: Okay.
19 Thank you. Well, yeah, we have a Motion to
20 approve the IWF monthly disbursements of \$125 for
21 the fiscal year 2025.

22 Do I have a Motion? Does anybody
23 move --

24 MS. INNAMORATO: I Motion to
25 consider.

1 JUDGE EVASHAVIK-DILUCENTE: I'm
2 sorry?

3 MS. INNAMORATO: I Motion to bring
4 it up.

5 MS. HALLAM: Yeah, and I'm going to
6 second that. And then now that we have a Motion
7 to second, I'd like to introduce an Amendment to
8 it.

9 JUDGE EVASHAVIK-DILUCENTE: Okay.

10 MS. HALLAM: So originally, we've
11 been trying for months now to discuss the IIWF
12 disbursements for the rest of the year just so we
13 don't have to do this every month so that the
14 disbursements aren't delayed. Because of the
15 Warden vote that we were not expecting for this
16 month, we are actually going to push that full
17 long-term \$125 disbursement to next month.

18 And so I would like to amend this
19 Motion to just approve the \$125 for the month of
20 January, and I would ask for a second.

21 MS. INNAMORATO: I'll second.

22 JUDGE EVASHAVIK-DILUCENTE: All in
23 favor?

24 (Chorus of ayes.)

25 JUDGE EVASHAVIK-DILUCENTE: Any

1 opposed?

2 JUDGE BIGLEY: Any opposed to what?

3 JUDGE EVASHAVIK-DILUCENTE: Opposed
4 to the modification.

5 JUDGE BIGLEY: I'm opposed.

6 JUDGE EVASHAVIK-DILUCENTE: Okay.

7 Anybody else?

8 Okay. So we have a discussion.

9 Sorry. Any discussion on the Motion?

10 MS. HALLAM: No.

11 JUDGE EVASHAVIK-DILUCENTE: Okay.

12 I am just going to say that I'm voting against
13 the Motion, and it is not because I do not
14 believe that those funds should be utilized for
15 the incarcerated population of Allegheny County
16 Jail. They must be so utilized, but the fund is
17 going to be bankrupt in a year-and-a-half and I
18 think that there's been no study, no input, no
19 anything on the best use of this money to benefit
20 the inmate population.

21 Ms. Griffin.

22 MS. GRIFFIN: I'm sorry. The
23 Motion is to approve it for one --

24 JUDGE EVASHAVIK-DILUCENTE:

25 Correct.

1 MS. GRIFFIN: Month? Okay. Yes.
2 JUDGE EVASHAVIK-DILUCENTE: Judge
3 Bigley?
4 JUDGE BIGLEY: No.
5 JUDGE EVASHAVIK-DILUCENTE: Mr.
6 Kraus?
7 MR. KRAUS: No.
8 MS. INNAMORATO: We're voting?
9 JUDGE EVASHAVIK-DILUCENTE: Yeah.
10 Do you want to say something?
11 MS. GRIFFIN: I was going to say
12 something.
13 JUDGE EVASHAVIK-DILUCENTE: I
14 apologize. Go ahead.
15 MS. INNAMORATO: That's okay.
16 JUDGE EVASHAVIK-DILUCENTE: I'm
17 sorry.
18 MS. INNAMORATO: Thank you,
19 President Judge. And I apologize for
20 interjecting, but I do want to let the public
21 know that, you know, we are working on
22 constructing a study in partnership with the
23 Department of Human Services so that we can
24 better understand the impacts of this \$125
25 distribution. You know, this is a fund that

1 should benefit the residents of the ACJ, and it
2 is limited in the amount of money that exists,
3 and the amount of money going in will be limited
4 in the future as positive changes come where we
5 can't collect as many fines and fees on the
6 utilization of telecommunication objects within
7 the ACJ.

8 So, you know, we do have to
9 consider how we're using this money, and also,
10 you know, we need to make sure that we're making
11 a data-informed decision. So we are working on
12 gathering that information and we'll be bringing
13 that proposal next month to the Board for
14 consideration.

15 JUDGE EVASHAVIK-DILUCENTE: Thank
16 you. I'm sorry. Do you want to change your
17 vote, Ms. Griffin?

18 MS. HALLAM: No.

19 MS. GRIFFIN: No.

20 JUDGE EVASHAVIK-DILUCENTE: Okay.
21 Judge Bigley?

22 JUDGE BIGLEY: No.

23 JUDGE EVASHAVIK-DILUCENTE: Sheriff
24 Kraus? You didn't vote yet.

25 MR. KRAUS: I did. No.

1 JUDGE EVASHAVIK-DILUCENTE: Oh, I'm
2 sorry. Okay.
3 County Executive?
4 MS. INNAMORATO: I vote yes.
5 JUDGE EVASHAVIK-DILUCENTE: I vote
6 no.
7 Mr. Perkins?
8 MR. PERKINS: Yes.
9 MS. HALLAM: Yes.
10 MAN-E: Yes.
11 JUDGE EVASHAVIK-DILUCENTE: Motion
12 carries.
13 Do I have a Motion to approve the
14 JOB liaison duties and responsibilities?
15 MS. HALLAM: Judge Evashavik, there
16 is another Motion on here before that if I could
17 just address that.
18 JUDGE EVASHAVIK-DILUCENTE: I'm
19 sorry.
20 MS. HALLAM: Yeah.
21 JUDGE EVASHAVIK-DILUCENTE: Go
22 ahead.
23 MS. HALLAM: Okay.
24 JUDGE EVASHAVIK-DILUCENTE: I'm so
25 sorry.

1 MS. HALLAM: So I put a Motion on
2 the agenda in a visit a couple weeks ago. The
3 incarcerated individuals who are working in the
4 kitchen had expressed a desire for drinking
5 water. They're currently having to drink out of
6 the spigot, and they were just like we're here
7 for long hours every single day of our lives.
8 Can we please get some drinking water? I'm used
9 to having to put little things like that on the
10 agenda, but thankfully, thanks to some
11 suggestions from my colleagues, I reached out to
12 the jail, and they agreed to put drinking water
13 in the kitchen for the incarcerated workers to
14 drink without us having to vote on it.

15 I also just kind of wanted to see
16 how yinz would all vote on letting people have
17 water. But we don't have to vote on it because
18 it happened anyway. So thank you all for those
19 suggestions, and I will personally withdraw the
20 Motion for drinking water because it's already
21 there.

22 All right? Thank you.

23 JUDGE EVASHAVIK-DILUCENTE: Thank
24 you, Ms. Hallam.

25 Do I have a Motion to approve the

1 liaison duties and responsibilities?

2 MR. PERKINS: Yes, so moved.

3 MS. GRIFFIN: Second.

4 MR. KRAUS: Second.

5 JUDGE EVASHAVIK-DILUCENTE: All in
6 favor?

7 (Chorus of ayes.)

8 JUDGE EVASHAVIK-DILUCENTE: Any
9 opposed?

10 (No response.)

11 JUDGE EVASHAVIK-DILUCENTE: Motion
12 carries.

13 Okay. Now we will go -- well, do
14 you want an opportunity to ask questions of Jail
15 Administration? We're waiving the reports.

16 MS. HALLAM: Not today. It's
17 nothing that can't wait until next week. We've
18 talked -- we've connected about some of the
19 things.

20 The one thing I do want to talk
21 about is this meeting being moved. So it is very
22 clear in our bylaws that the meeting date is the
23 first Thursday of every month unless voted on by
24 a majority of the Jail Oversight Board. There
25 was no vote at all for this month. We were just

1 told that the meeting was moved to this day. I
2 don't know if there was any like social media
3 communication or anything with the members of the
4 public who come to these meetings consistently on
5 the first Thursday of the month, but I guess I
6 just wanted to ask who made that decision to move
7 the meeting and why did it go against our bylaws?

8 JUDGE EVASHAVIK-DILUCENTE: A
9 request was made to move the meeting due to the
10 holiday being the day before the originally
11 scheduled meeting. But I think more primarily
12 because we wanted to vote on the confirmation of
13 the Warden, and if we had done it last Thursday,
14 nobody would have had the opportunity to learn
15 anything about him.

16 MS. HALLAM: A request by the
17 administration?

18 JUDGE EVASHAVIK-DILUCENTE: Yes.

19 MS. HALLAM: Okay. Why did we at
20 least not follow the process? I don't think any
21 of us would have voted against that move, but it
22 is very clearly in our bylaws that we have to
23 vote to move the day from the first Thursday.

24 JUDGE EVASHAVIK-DILUCENTE: Well,
25 since I'm the Chair, I will take responsibility

1 for not doing that.

2 MS. HALLAM: Okay. And just won't
3 do it again?

4 JUDGE EVASHAVIK-DILUCENTE: Call it
5 a vacation oversight and it won't happen again.

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

8 JUDGE EVASHAVIK-DILUCENTE: I
9 apologize.

10 MS. HALLAM: No, I appreciate that
11 a lot. Thank you, Judge.

12 JUDGE EVASHAVIK-DILUCENTE: Yeah, I
13 didn't even think about it to be honest with you,
14 so I'm sorry.

15 MS. HALLAM: We just can't do that.

16 JUDGE EVASHAVIK-DILUCENTE: We
17 can't do it. Okay. Thank you.

18 **PUBLIC COMMENTS**

19 JUDGE EVASHAVIK-DILUCENTE: Okay.
20 So moving back to Public Comments.

21 Todd McCollum.

22 MR. MCCOLLUM: I'll be very brief
23 since the meeting is getting long in the tooth.
24 January 9th is a -- the day of National Law
25 Enforcement Appreciation Day. I acknowledge, by

1 extension, the work that the jail guards and the
2 staff do. And I just wanted to express that
3 appreciation to those, Warden and your staff, the
4 appreciation in their role in law enforcement.
5 And this is their day, and I would appreciate
6 extending them good health and continued safe
7 work.

8 Likewise, Sheriff, to the men and
9 women of your department, to the men and women of
10 the Allegheny County Jail Police Department, the
11 dwindling number of the City of Pittsburgh Police
12 Department, the other municipal and state law
13 enforcement officers.

14 Again, Law Enforcement Officer
15 Appreciation Day. Continued good health and
16 safety. Godspeed.

17 Thank you.

18 MR. KRAUS: Thank you for your
19 comments.

20 JUDGE EVASHAVIK-DILUCENTE: Thank
21 you.

22 Aiden Setlock. I'm sorry. I can't
23 read that last name. I'm sure I got it wrong.

24 MR. SETLOCK: All right. My name
25 is Aiden Setlock. It actually was correct.

1 I'm a Senior Legal Studies major at
2 Point Park. About a month ago I finished my
3 Capstone Project on the critical shortage of
4 mental health resources within the ACJ, but today
5 I want to talk to you about another pressing
6 issue. It's the serious lack of transparency
7 within this facility's administration. This
8 issue is not new. I mean, the very existence of
9 this Board is rooted in a lack of the jail's
10 accountability and transparency.

11 Time and time again we have seen
12 efforts to obscure critical information the
13 public has a right to know. My recent
14 experiences requesting records is just the latest
15 example of this troubling matter. Since October,
16 I've been requesting records. These are related
17 to inmate fatalities, including mortality
18 reviews. These reviews address critical
19 questions. And even as the Acting Warden
20 acknowledged in his affidavit, they addressed
21 issues such as the medical response, early
22 intervention, cause of death, and improvement of
23 patient care. These fundamental questions of
24 accountability and public safety.

25 Yet despite the jail's precedent of

1 publishing redacted NCCHC mortality reviews, the
2 administration refuses to produce these records,
3 even in a similar redacted format. This
4 contradiction raises very serious concerns. If
5 the NCCHC Reports can be redacted to comply with
6 HIPAA and safety standards, why can't the same be
7 done here? What is it the administration is
8 failing to disclose? The public has a right to
9 transparency, especially in light of the
10 troubling number of fatalities we see in this
11 jail every year, which demonstrates the urgent
12 need for public oversight to evaluate whether
13 these changes are actually being implemented and
14 to prevent these further tragedies from
15 occurring. Without access to updated mortality
16 reviews, the public cannot hold this facility
17 accountable or assess whether it is meeting its
18 obligation to our incarcerated friends and
19 family.

20 Not only does the jail's refusal to
21 provide these records violate the spirit of
22 accountability and transparency, they violate
23 existing legal doctrine. Legally, the jail's
24 refusal to release these records is a clear
25 violation of Pennsylvania's Right to Know Law,

1 specifically Section 706, which mandates that
2 these agencies redact non-disclosable portion of
3 records rather than withhold them entirely. The
4 courts have consistently ruled that when records
5 contain both public and private information,
6 agencies such as the jail are required to release
7 the public portions with appropriate redactions.

8 Additionally, the jail's claim that
9 these records are too sensitive to release
10 contradicts its own previous actions. The NCCHC
11 Reports, which are available on the County's
12 website, serve a similar purpose, proving that
13 transparency can coexist with privacy
14 productions. This inconsistency only deepens
15 suspicions about what these withheld documents
16 might reveal.

17 To the Board, I urge you to demand
18 transparency and accountability from this
19 administration. It is your responsibility.

20 Thank you.

21 JUDGE EVASHAVIK-DILUCENTE: Thank
22 you.

23 Okay. Do I have a Motion to
24 adjourn?

25 MS. GRIFFIN: I so move.

1 MS. INNAMORATO: Second.

2 JUDGE EVASHAVIK-DILUCENTE: All in

3 favor?

4 (Chorus of ayes.)

5 JUDGE EVASHAVIK-DILUCENTE: Thank

6 you, everybody.

7 (Whereupon, the hearing was

8 concluded at 6:16 p.m.)

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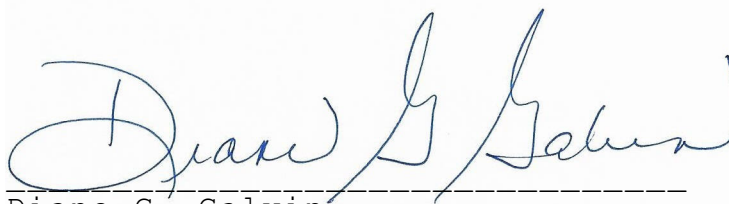
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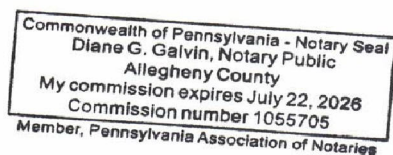
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C E R T I F I C A T E

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



\$	3	A		
\$125 [15] - 5:22, 9:5, 9:11, 10:18, 19:13, 19:18, 19:20, 22:5, 22:8, 22:13, 96:21, 122:20, 123:17, 123:19, 125:24	3-B [2] - 23:12, 23:18 30 [5] - 71:9, 79:10, 79:25, 81:20, 83:13 300 [1] - 48:22 30s [1] - 99:21	abdication [1] - 16:11 ability [2] - 92:1, 137:6 able [9] - 13:10, 25:8, 25:11, 25:12, 30:15, 58:18, 74:16, 108:11 Abolitionist [1] - 21:18 abolitionist [1] - 16:18 absent [1] - 15:5 absolutely [9] - 9:9, 13:5, 18:6, 41:7, 62:7, 71:21, 81:18, 91:13, 93:15 abstain [1] - 120:17 abstaining [2] - 107:10, 115:12 AC [4] - 25:2, 25:19, 25:22, 26:7 academy [1] - 62:14 accept [1] - 121:17 acceptable [2] - 105:24, 105:25 access [2] - 27:17, 134:15 accessibility [3] - 38:5, 38:15, 101:23 accessible [1] - 88:21 acclimating [1] - 65:7 accomplish [1] - 73:7 according [2] - 77:12, 80:18 accountability [8] - 15:8, 36:23, 65:14, 116:19, 133:10, 133:24, 134:22, 135:18 accountable [2] - 5:17, 134:17 accuracy [1] - 96:5 accurate [1] - 61:19 accurately [1] - 137:6 ACJ [28] - 5:16, 9:6, 10:2, 10:10, 14:12, 16:6, 31:21, 35:7, 39:24, 42:15, 53:13, 59:11, 63:24, 71:6, 76:8, 83:17, 85:2, 87:22, 88:1, 89:9, 89:10, 90:10, 97:19, 98:5, 100:24, 126:1,	126:7, 133:4 acknowledge [1] - 131:25 acknowledged [1] - 133:20 act [1] - 9:22 Acting [5] - 20:8, 83:21, 83:22, 102:18, 133:19 action [2] - 17:12, 85:25 Actions [2] - 4:1, 4:13 actions [2] - 17:11, 135:10 ACTIONS [1] - 4:10 active [3] - 50:7, 66:9, 87:4 actively [1] - 16:9 activists [1] - 109:21 activities [1] - 87:17 acts [1] - 6:3 ad [1] - 91:19 additionally [1] - 135:8 address [5] - 15:22, 79:17, 93:3, 127:17, 133:18 addressed [1] - 133:20 addresses [1] - 16:8 addressing [1] - 16:19 adequate [1] - 16:3 adequately [1] - 117:4 adjourn [1] - 135:24 adjudicated [1] - 30:2 adjudications [1] - 20:16 adjunct [1] - 63:16 adjust [1] - 6:7 administer [1] - 84:10 administering [2] - 11:18, 84:16 administration [20] - 20:8, 37:6, 39:11, 39:24, 49:17, 60:24, 61:1, 72:19, 78:25, 80:4, 85:17, 105:17, 110:13, 110:24, 111:12, 130:17, 133:7, 134:2, 134:7, 135:19 Administration [3] - 12:22, 114:19, 129:15 ADMINISTRATION [1] - 2:15	administrations [2] - 68:17, 83:1 administrative [2] - 78:22, 109:3 admission [2] - 77:15, 77:22 adult [1] - 87:7 adults [4] - 32:10, 42:22, 43:15, 99:3 advance [1] - 121:17 advancement [1] - 86:7 advantage [3] - 68:13, 68:21, 88:9 advantages [1] - 48:20 advocates [6] - 43:8, 55:20, 56:4, 56:8, 56:22, 82:12 affect [4] - 85:18, 85:19, 87:7 affected [1] - 96:8 affects [1] - 86:5 affidavit [1] - 133:20 aftermath [1] - 92:12 afternoon [1] - 38:3 age [1] - 30:3 agencies [4] - 55:1, 80:23, 135:2, 135:6 agenda [2] - 128:2, 128:10 Agenda [1] - 28:24 aggressively [1] - 10:14 ago [6] - 25:17, 42:15, 48:9, 80:12, 128:2, 133:2 agree [6] - 39:19, 67:7, 72:7, 102:19, 103:3, 106:13 agreed [3] - 86:14, 108:13, 128:12 ahead [7] - 13:24, 18:4, 59:23, 64:23, 77:8, 125:14, 127:22 Aiden [3] - 24:19, 132:22, 132:25 Alan [2] - 19:23, 20:1 alcohol [1] - 77:16 alcohol-related [1] - 77:16 Ali [2] - 4:25, 8:1 ALI [3] - 5:1, 8:2, 8:12 aligns [1] - 17:4 ALLEGHENY [1] - 1:6 Allegheny [19] - 1:19, 6:11, 12:13, 15:23, 16:12, 16:25,
1	4			
1 [5] - 36:21, 39:6, 58:14, 59:6 1-Hood [3] - 117:24, 118:3, 118:5 100 [3] - 34:23, 35:10, 82:5 10th [3] - 111:4, 111:5, 111:7 11 [1] - 80:21 11,000 [1] - 41:24 12 [2] - 62:13, 83:6 13th [1] - 8:23 14 [3] - 32:17, 99:22, 100:1 15 [2] - 42:15, 62:13 15219 [1] - 1:21 16 [2] - 95:5, 99:2 17 [1] - 99:2 17th [1] - 110:4 18 [3] - 30:3, 32:17	4-C [1] - 23:22 40 [1] - 71:10 40s [1] - 99:21 436 [1] - 1:20 45-year-old [1] - 100:7 48 [1] - 77:22 4:00 [1] - 3:5 4:01 [1] - 3:2 4th [1] - 1:18			
2	5			
2,000 [1] - 116:1 20 [3] - 50:23, 50:25, 97:24 200 [2] - 47:2, 48:21 2006 [1] - 73:12 2020 [1] - 80:23 2022 [1] - 6:11 2023 [1] - 119:11 2024 [2] - 12:21, 26:14 2025 [4] - 1:12, 12:5, 104:18, 122:21 20s [2] - 7:11 20th [1] - 112:12 21 [1] - 32:17 24 [2] - 77:22, 88:10 27th [3] - 108:20, 109:11, 111:5 29th [3] - 108:16, 108:20, 109:16	5 [2] - 26:14, 28:11 500 [1] - 90:20 50s [1] - 99:21 5:00 [2] - 105:13, 114:14			
	6			
	6 [1] - 74:2 6-F [3] - 25:3, 25:6 6:16 [1] - 136:8 6th [1] - 114:4			
	7			
	7 [5] - 26:13, 26:17, 28:7, 80:22, 80:24 706 [1] - 135:1			
	8			
	8-E [4] - 25:5, 25:10, 25:24 80 [1] - 61:15			
	9			
	9 [1] - 1:12 96.3 [1] - 20:24 9th [1] - 131:24			

21:2, 21:8, 29:17, 33:23, 77:19, 78:19, 79:4, 83:4, 104:5, 104:11, 105:4, 124:15, 132:10 Allen [1] - 6:21 allergic [1] - 61:6 allow [11] - 34:10, 45:16, 45:18, 45:19, 45:20, 52:20, 57:8, 60:9, 76:10, 84:9, 84:15 allowance [1] - 9:5 allowed [5] - 31:9, 32:6, 53:8, 63:1, 86:17 allowing [1] - 51:10 almost [9] - 15:14, 20:13, 20:14, 40:18, 40:25, 55:10, 92:6, 107:14, 112:2 alternatives [2] - 16:19, 98:15 Amachi [1] - 42:25 amazing [1] - 105:16 ambassador [1] - 42:23 amend [1] - 123:18 Amendment [2] - 8:23, 123:7 amount [6] - 9:6, 22:14, 79:5, 79:22, 126:2, 126:3 Analysis [1] - 80:19 analysis [1] - 80:25 analytically [2] - 89:12, 94:11 AND [3] - 3:3, 4:10, 26:13 Andrus [1] - 6:23 ankur [1] - 27:9 Ankur [1] - 27:11 announced [1] - 101:10 Annual [1] - 80:19 anonymized [2] - 112:16, 112:25 answer [7] - 29:2, 41:12, 69:2, 70:15, 81:10, 113:7 answered [4] - 37:17, 38:11, 97:3, 113:11 answering [2] - 102:15, 103:6 answers [7] - 26:4, 65:24, 66:1, 70:9, 70:12, 96:12, 100:2 Anthony [1] - 6:24 anticipate [1] - 4:2	anxious [1] - 111:14 anyway [1] - 128:18 apologies [1] - 121:17 apologize [3] - 125:14, 125:19, 131:9 appear [1] - 13:15 applicants [2] - 61:12, 111:21 applied [2] - 106:19, 113:1 appoint [1] - 100:25 appointed [1] - 20:4 appointment [4] - 20:6, 100:23, 102:23, 102:24 appreciate [11] - 82:25, 89:22, 91:13, 96:13, 101:18, 113:23, 114:24, 117:20, 117:22, 131:10, 132:5 appreciated [2] - 64:4, 110:10 appreciation [4] - 22:2, 22:4, 132:3, 132:4 Appreciation [2] - 131:25, 132:15 approach [6] - 15:6, 49:20, 57:17, 84:24, 85:1, 91:14 approached [1] - 106:23 appropriate [2] - 97:6, 135:7 approve [7] - 26:16, 28:10, 122:20, 123:19, 124:23, 127:13, 128:25 approved [3] - 27:7, 47:22, 78:20 approving [2] - 27:4, 28:6 arbitrariness [1] - 36:7 arbitrary [1] - 36:11 area [11] - 43:18, 52:17, 53:1, 53:3, 54:22, 58:4, 58:16, 78:1, 78:6, 80:6, 93:10 areas [8] - 52:21, 52:22, 52:23, 52:25, 79:20, 93:3, 95:2 arguably [1] - 108:5 argument [1] - 113:20 arose [1] - 30:24 Arraignment [1] - 73:3	arrival [2] - 50:1, 52:13 article [1] - 116:10 aspect [1] - 86:11 aspects [2] - 83:5, 117:12 aspirin [1] - 22:21 assess [1] - 134:17 assist [1] - 63:2 assume [1] - 111:25 assuming [2] - 31:21, 77:25 attempt [3] - 15:7, 75:1, 83:16 attempts [1] - 10:14 ATTENDANCE [3] - 2:1, 2:15, 3:3 attention [4] - 16:4, 20:21, 56:17, 93:5 attorney [3] - 73:11, 75:13, 76:10 attorney's [1] - 74:9 attorney/client [1] - 74:11 attorneys [3] - 74:8, 74:16 attributable [1] - 20:14 audience [1] - 17:17 audio [1] - 137:7 audits [1] - 41:17 August [2] - 110:16, 112:1 available [8] - 14:24, 27:7, 87:21, 87:22, 103:4, 103:23, 118:13, 135:11 average [2] - 21:7, 80:24 avoidable [1] - 77:21 awaiting [2] - 74:4, 74:6 aware [6] - 40:13, 51:10, 61:8, 93:1, 93:8, 97:19 ayes [6] - 26:22, 28:16, 122:14, 123:24, 129:7, 136:4	ban [1] - 78:20 banded [1] - 5:20 bankrupt [1] - 124:17 Barb's [1] - 101:22 Barbara [3] - 2:11, 3:13, 98:2 Barbara's [1] - 38:22 bare [1] - 16:5 Baruffi [1] - 7:1 based [5] - 14:23, 40:1, 80:25, 91:23, 102:17 basic [2] - 16:4, 100:3 basis [4] - 36:17, 51:7, 54:20, 71:8 basketball [1] - 31:18 bear [1] - 33:7 Beasom [6] - 2:16, 20:8, 83:21, 111:15, 115:3, 121:18 BEASOM [1] - 121:23 beating [1] - 87:24 became [1] - 74:19 become [8] - 13:2, 18:19, 18:20, 60:10, 74:21, 76:7, 76:21, 80:15 beds [2] - 72:13, 72:14 began [1] - 118:9 begin [3] - 8:3, 23:6, 83:14 beginning [3] - 25:21, 53:7, 103:2 behaving [1] - 24:3 behind [1] - 81:17 beings [1] - 10:12 belief [1] - 10:1 belong [1] - 18:22 belongs [1] - 18:21 beneficial [1] - 74:15 benefit [2] - 124:19, 126:1 benefits [4] - 44:20, 67:20, 72:6, 82:22 best [9] - 8:8, 39:10, 54:22, 60:16, 79:10, 99:7, 109:25, 124:19, 137:6 Bethany [4] - 2:7, 3:21, 117:1, 117:13 better [28] - 9:8, 18:1, 18:11, 23:2, 24:11, 24:14, 39:20, 40:11, 41:10, 65:16, 69:21, 70:3, 86:4,	89:1, 91:17, 94:19, 95:10, 95:17, 95:18, 98:22, 98:24, 99:25, 102:7, 105:23, 113:5, 119:8, 125:24 between [8] - 11:8, 11:22, 15:9, 39:16, 47:2, 65:12, 85:13, 88:24 big [10] - 45:18, 46:3, 47:8, 48:24, 51:18, 53:18, 54:12, 62:5, 62:18, 71:19 big-picture [1] - 47:8 biggest [2] - 103:11, 112:23 BIGLEY [9] - 3:14, 37:13, 37:16, 101:20, 120:1, 124:2, 124:5, 125:4, 126:22 Bigley [9] - 2:4, 3:14, 20:18, 20:25, 37:12, 64:16, 119:25, 125:3, 126:21 bit [14] - 21:21, 34:21, 36:23, 58:22, 63:21, 65:22, 76:13, 95:17, 98:1, 98:7, 107:12, 109:17, 118:23 Blake [1] - 6:18 blamed [1] - 81:8 blankets [1] - 23:17 blindsided [1] - 40:14 Blythe [1] - 2:18 BOARD [3] - 1:7, 2:1, 4:10 board [2] - 42:25, 50:16 Board [69] - 4:1, 4:13, 4:16, 6:11, 9:10, 10:7, 10:17, 14:16, 17:2, 17:11, 17:12, 17:19, 19:2, 20:21, 23:14, 28:3, 29:3, 36:5, 36:25, 38:23, 40:7, 40:12, 41:5, 43:5, 64:2, 65:13, 66:4, 66:10, 66:11, 66:22, 67:8, 68:6, 68:20, 69:6, 82:19, 84:1, 93:25, 96:18, 102:13, 103:12, 103:24, 104:25, 105:12, 105:13, 105:16, 105:25, 106:21, 107:14, 108:1, 108:7, 108:9, 110:18, 112:4, 114:5,
--	--	--	--	---

114:8, 116:20, 116:25, 117:13, 117:15, 117:24, 118:10, 118:13, 119:4, 119:10, 126:13, 129:24, 133:9, 135:17 Board's [2] - 16:11, 16:15 Boards [2] - 66:9, 105:1 boats [1] - 34:23 bolstered [1] - 42:25 Bonavoglia [2] - 5:10, 7:4 BONAVOGLIA [1] - 5:12 bondage [1] - 8:7 Bonomo [1] - 7:1 boosts [1] - 61:4 boss [1] - 94:8 bothered [1] - 23:14 bought [1] - 84:14 bound [1] - 9:18 box [1] - 15:7 boyfriend [1] - 114:9 boys [1] - 32:5 Brady [2] - 6:19, 6:21 brand [1] - 76:19 brand-new [1] - 76:19 breaking [2] - 43:12 brief [1] - 131:22 briefly [3] - 42:9, 42:15, 101:10 brighter [1] - 97:13 bring [8] - 59:18, 60:19, 69:10, 93:17, 94:20, 100:1, 118:17, 123:3 bringing [7] - 44:11, 50:5, 51:1, 53:14, 62:4, 83:7, 126:12 broad [2] - 16:15, 70:20 broken [3] - 45:5, 45:18, 45:19 brought [3] - 50:5, 56:2, 61:1 Bucek [1] - 6:20 buffer [1] - 9:13 build [1] - 83:17 building [3] - 10:14, 16:18, 48:2 built [1] - 9:24 bunch [2] - 43:8, 82:8 Bureau [1] - 77:13 Bureau's [1] - 80:19 Business [1] - 122:3	BUSINESS [1] - 122:4 buy [4] - 22:18, 23:5, 53:10, 86:19 buy-in [2] - 53:10, 86:19 buzzword [1] - 74:20 buzzwords [1] - 16:22 bye [1] - 90:2 bylaws [3] - 129:22, 130:7, 130:22 bypass [1] - 4:3	C	cage [1] - 8:13 CALL [1] - 3:3 calvary [1] - 92:9 cameras [2] - 8:19, 75:8 candidate [10] - 15:14, 21:22, 101:15, 105:17, 110:1, 111:22, 113:1, 113:3, 113:7, 115:18 candidates [5] - 14:25, 112:17, 112:20, 113:1, 113:6 cannot [5] - 12:15, 15:25, 36:16, 74:9, 134:16 capable [1] - 15:1 capacity [1] - 106:22 capitalist [1] - 9:21 Capstone [1] - 133:3 Captain [1] - 78:1 carceral [3] - 10:16, 15:16, 80:14 care [9] - 6:10, 6:14, 15:19, 16:3, 24:3, 27:20, 43:11, 57:24, 133:23 career [12] - 35:18, 43:2, 44:15, 44:17, 46:21, 56:19, 57:2, 76:17, 76:20, 87:12, 90:23 careers [1] - 63:22 carefully [1] - 6:7 caregivers [1] - 41:23 cares [1] - 108:2 Carolina [3] - 32:20, 32:24, 32:25 carries [4] - 28:21, 120:23, 127:12, 129:12 Carter [1] - 18:14	CARTER [1] - 18:15 case [3] - 60:13, 99:6, 99:7 cases [1] - 13:10 caseworker [2] - 54:25, 76:18 Catena [1] - 2:8 caused [1] - 16:10 causes [3] - 16:9, 16:20, 77:16 cell [4] - 23:20, 79:6, 80:6, 86:1 cells [2] - 23:19, 23:22 cement [1] - 55:13 Census [1] - 80:19 Center [2] - 4:8, 21:18 centered [1] - 90:9 centering [1] - 17:3 certain [3] - 66:8, 76:12, 94:20 Certain [3] - 84:24, 85:1, 85:7 certainly [3] - 15:14, 33:10, 61:17 certainty [1] - 117:25 certify [1] - 137:4 cessation [1] - 24:8 chain [1] - 78:4 Chair [1] - 130:25 chair [2] - 12:16, 79:16 challenge [2] - 30:15, 98:17 challenged [1] - 49:21 challenges [4] - 11:17, 30:25, 44:3, 115:1 chance [1] - 115:9 change [11] - 16:16, 34:1, 34:2, 41:1, 50:2, 72:8, 80:17, 91:11, 95:15, 96:16, 126:16 changed [4] - 90:23, 90:24, 90:25, 99:14 changer [1] - 55:19 changes [16] - 11:11, 35:4, 38:24, 39:4, 51:17, 51:18, 52:10, 53:16, 53:18, 78:7, 93:17, 99:15, 118:18, 126:4, 134:13 changing [3] - 36:9, 78:2, 98:12 charge [2] - 75:3, 94:7 cheaper [1] - 18:19 check [1] - 15:7	CHIEF [1] - 121:23 Chief [1] - 115:7 children [6] - 29:17, 29:20, 41:23, 42:22, 43:15, 99:4 choose [1] - 107:2 Chorus [6] - 26:22, 28:16, 122:14, 123:24, 129:7, 136:4 Citizen [3] - 2:9, 2:10, 2:11 City [2] - 65:7, 132:11 civil [1] - 24:9 claim [2] - 117:22, 135:8 claimed [1] - 14:16 Clark [1] - 2:19 class [2] - 62:5, 63:20 classifications [1] - 32:16 clean [4] - 45:23, 45:24, 46:1, 46:11 clear [6] - 6:9, 79:1, 113:4, 115:14, 129:22, 134:24 clearly [2] - 114:11, 130:22 client [3] - 73:18, 73:19 clinical [2] - 47:17 cloaked [1] - 16:21 clock [1] - 64:3 close [6] - 15:11, 40:6, 68:4, 74:10, 76:4, 116:1 close-ended [1] - 68:4 Clowney [1] - 7:2 CO [3] - 11:18, 12:21, 61:14 Cody [1] - 6:19 coexist [1] - 135:13 cold [2] - 23:16, 33:12 colder [1] - 23:20 collaborating [1] - 106:5 collaborative [3] - 117:5, 118:21, 119:3 colleagues [1] - 128:11 collect [1] - 126:5 college [2] - 63:13, 63:16 comfort [1] - 103:5 comfortable [9] - 40:12, 72:14, 92:4, 94:5, 101:17, 102:13,	102:15, 113:9, 113:12 coming [20] - 43:13, 44:18, 45:25, 54:10, 54:13, 54:15, 54:20, 55:20, 55:21, 58:5, 58:19, 58:20, 63:13, 69:20, 70:2, 80:17, 92:7, 103:22 command [2] - 75:6, 78:4 Comment [2] - 4:1, 4:18 comment [2] - 7:9, 17:16 COMMENT [2] - 4:10, 5:11 COMMENTS [1] - 131:18 comments [4] - 4:7, 96:20, 101:22, 132:19 Comments [1] - 131:20 commissary [6] - 5:24, 19:1, 22:21, 25:8, 25:13, 26:1 commit [5] - 66:3, 67:1, 78:11, 81:12 commitment [6] - 5:14, 9:25, 10:7, 23:18, 106:2, 106:14 commitments [1] - 65:12 committed [3] - 5:17, 67:18, 116:19 Committee [17] - 62:1, 106:23, 107:4, 107:13, 108:10, 108:15, 108:21, 110:5, 110:8, 110:14, 111:6, 111:19, 112:10, 112:12, 112:15, 114:2, 114:6 committee [7] - 79:16, 79:17, 108:18, 108:24, 109:2, 109:5, 109:19 committing [1] - 17:3 common [4] - 36:15, 45:13, 50:12 common-sense [1] - 36:15 Commonwealth [1] - 99:12 communicate [7] - 36:17, 56:24, 57:10, 58:5, 58:18, 70:5, 95:14 communicated [1] - 95:16
---	--	----------	---	---	--	--

communicating [2] - 66:4, 88:11 communication [9] - 36:23, 37:5, 56:3, 62:20, 66:21, 69:19, 111:6, 116:22, 130:3 communities [1] - 10:13 Community [3] - 4:3, 111:24, 122:6 community [27] - 5:15, 14:13, 14:22, 16:7, 16:16, 24:13, 39:22, 45:19, 53:24, 54:19, 55:9, 56:8, 56:21, 57:21, 60:8, 64:2, 81:16, 82:17, 101:16, 103:24, 104:1, 106:5, 109:20, 116:16, 116:20, 116:24, 117:18 compared [1] - 48:2 compassion [1] - 15:20 compensated [2] - 89:24, 97:4 complete [1] - 30:17 complex [1] - 9:18 compliance [2] - 12:9, 15:20 comply [1] - 134:5 component [1] - 13:6 compulsory [1] - 8:5 computer [1] - 82:4 comrades [1] - 119:17 concept [1] - 48:16 concepts [1] - 72:21 concer [1] - 33:10 concern [3] - 24:4, 78:6, 108:25 concerned [1] - 105:14 concerning [1] - 12:20 concerns [5] - 14:11, 25:18, 33:11, 70:10, 134:4 concerts [1] - 60:9 conclude [1] - 81:6 concluded [1] - 136:8 concrete [1] - 49:19 conditions [4] - 81:15, 81:16, 83:8, 98:4 conducive [2] - 47:4, 49:10 confidence [1] - 13:8	confident [1] - 103:1 confidential [1] - 114:11 confidentiality [1] - 115:15 confinement [3] - 78:21, 79:3, 79:17 confirm [1] - 100:22 CONFIRMATION [1] - 28:22 Confirmation [1] - 28:25 confirmation [2] - 29:1, 130:12 confirmed [3] - 20:4, 20:10, 118:15 conflict [1] - 107:8 confusing [1] - 14:17 congratulations [1] - 120:24 connected [2] - 60:3, 129:18 connecting [2] - 11:13, 111:3 connection [3] - 8:17, 11:22, 90:12 Connie [1] - 2:19 consider [3] - 6:12, 122:25, 126:9 consideration [1] - 126:14 considered [1] - 104:7 considering [1] - 90:11 consistency [1] - 34:8 consistent [1] - 36:12 consistently [3] - 25:25, 130:4, 135:4 conspicuously [1] - 15:5 constant [5] - 9:19, 56:3, 69:18, 72:18, 116:22 constantly [1] - 70:5 constituents [1] - 10:9 Constitution [1] - 8:24 constructing [1] - 125:22 construction [1] - 55:13 constructions [1] - 81:4 contact [3] - 23:4, 54:19, 63:19 contain [1] - 135:5	contained [1] - 137:5 continuation [1] - 6:2 continue [9] - 6:9, 20:6, 22:15, 24:13, 46:5, 57:9, 68:12, 69:8, 82:7 continued [2] - 132:6, 132:15 continuing [3] - 10:6, 96:23, 97:9 continuous [1] - 36:17 continuously [1] - 68:8 contradiction [1] - 134:4 contradicts [1] - 135:10 contrary [1] - 14:16 control [5] - 15:19, 72:10, 72:21, 85:22, 86:18 controlled [1] - 8:20 Controller [3] - 2:6, 38:19, 120:6 controller [1] - 66:14 conversation [7] - 11:2, 44:5, 46:12, 72:18, 92:18, 109:11, 111:10 conversations [1] - 40:22 convicted [2] - 9:2, 74:5 cool [1] - 82:10 core [1] - 66:25 Corey [2] - 2:6, 3:16 corner [2] - 14:2, 23:19 correct [7] - 34:20, 78:1, 93:15, 116:1, 124:25, 132:25, 137:8 Correction [1] - 4:3 correctional [14] - 11:5, 11:10, 11:15, 11:17, 11:20, 12:8, 34:17, 40:8, 45:20, 48:24, 50:14, 58:20, 68:20, 80:21 corrections [25] - 15:15, 15:21, 32:22, 33:14, 34:8, 36:16, 40:3, 44:15, 44:19, 49:21, 50:24, 54:3, 54:5, 54:18, 58:6, 62:24, 63:15, 63:20, 63:22, 76:17, 84:9, 85:23, 87:4, 89:13, 96:9	Corrections [5] - 29:23, 46:23, 71:4, 87:13, 122:6 corrective [2] - 84:6, 85:24 correlation [1] - 11:8 COs [2] - 20:12, 61:9 cost [5] - 5:24, 6:4, 22:14, 97:10, 97:14 council [1] - 108:8 Council [1] - 2:7 Councilmember [1] - 2:7 councilperson [1] - 66:15 counselors [1] - 32:22 count [1] - 66:3 counterproductive [1] - 73:16 countless [1] - 39:12 country [6] - 9:24, 21:3, 21:5, 51:10, 80:15, 105:1 COUNTY [1] - 1:6 county [14] - 10:1, 10:4, 10:5, 10:19, 44:13, 45:24, 66:14, 66:15, 70:2, 83:2, 87:18, 88:17, 97:5, 108:7 County [29] - 1:19, 2:2, 2:7, 6:11, 12:13, 15:23, 16:12, 16:25, 21:2, 21:9, 29:18, 30:1, 30:21, 33:23, 40:23, 77:20, 78:19, 79:4, 83:4, 100:22, 104:5, 104:11, 105:4, 110:7, 114:19, 120:8, 124:15, 127:3, 132:10 County's [1] - 135:11 couple [16] - 25:4, 25:17, 26:25, 54:4, 58:2, 60:18, 62:19, 71:22, 76:19, 103:17, 107:19, 108:14, 110:5, 112:16, 112:17, 128:2 course [10] - 18:1, 34:20, 34:21, 35:9, 57:22, 90:5, 116:3, 117:13, 117:19, 118:16 coursing [1] - 103:17 court [1] - 66:13 Courthouse [1] - 1:19 courts [2] - 81:25, 135:4	COVID [2] - 62:17, 88:7 crash [1] - 103:17 crash-coursing [1] - 103:17 credentials [1] - 104:16 credit [2] - 52:11, 105:17 crept [1] - 113:15 crime [1] - 9:1 Criminal [2] - 44:16, 63:14 criminal [2] - 66:13, 81:13 criminalization [1] - 16:20 Criminology [1] - 63:14 criminology [1] - 45:13 criteria [1] - 109:25 critical [8] - 9:13, 10:3, 11:9, 11:12, 11:14, 133:3, 133:12, 133:18 criticize [1] - 107:18 crutch [4] - 74:19, 74:22, 76:7, 76:21 cultural [1] - 91:11 culture [15] - 14:4, 33:18, 33:22, 34:1, 34:2, 50:3, 50:16, 83:3, 83:14, 83:16, 90:9, 90:12, 116:6, 118:25 current [1] - 23:24 custody [2] - 78:22, 90:13 cut [1] - 24:25 cycle [2] - 43:12
D				
Dady [4] - 83:21, 83:22, 111:14, 115:2 daily [1] - 54:20 Dalton [1] - 43:2 Damick [2] - 7:6, 17:8 DAMICK [2] - 7:10, 17:13 Damon [1] - 6:25 Daniel [1] - 6:19 data [1] - 126:11 data-informed [1] - 126:11 date [2] - 111:16, 129:22				

dating [1] - 77:4 day's [1] - 55:15 days [12] - 38:5, 60:16, 60:21, 71:22, 77:17, 82:5, 98:24, 101:14, 101:19, 103:18, 108:14, 114:18 dead [1] - 6:17 deadly [1] - 83:7 deal [5] - 23:10, 30:24, 34:1, 55:23, 92:2 dealing [4] - 29:20, 31:1, 46:4, 68:20 dealt [2] - 30:11, 60:25 death [1] - 133:22 deaths [3] - 77:14, 77:15, 77:21 decarceration [2] - 16:8, 81:6 DECEMBER [1] - 26:14 December [7] - 27:4, 27:20, 28:11, 111:4, 111:5, 111:7, 112:12 decision [5] - 19:3, 104:6, 108:6, 126:11, 130:6 decision-making [1] - 104:6 decline [1] - 80:24 deconstruct [1] - 83:14 decrease [1] - 22:15 dedicated [1] - 99:13 deem [1] - 29:5 deemed [3] - 12:24, 97:6, 99:6 deepens [1] - 135:14 deescalation [1] - 13:12 Defender [1] - 73:12 defer [1] - 122:9 deficit [1] - 60:13 define [1] - 15:25 definitely [1] - 45:2 definition [2] - 8:4, 8:9 Degree [1] - 63:14 dehumanization [2] - 9:23, 10:15 delayed [1] - 123:14 delete [1] - 37:1 delivering [2] - 94:15, 94:16 demand [1] - 135:17 demands [1] - 16:7 demonstrates [1] -	134:11 Department [8] - 29:23, 46:22, 71:4, 77:19, 87:13, 125:23, 132:10, 132:12 department [1] - 132:9 dependent [1] - 9:14 depth [1] - 109:17 deputies [1] - 71:23 Deputy [5] - 2:18, 2:19, 115:7, 122:7 deputy [3] - 35:20, 94:25, 95:2 DEPUTY [5] - 27:13, 27:16, 27:23, 28:2, 121:23 description [3] - 14:19, 15:10, 15:12 deserve [3] - 10:12, 17:1, 19:20 deserving [1] - 24:8 design [1] - 13:16 desire [2] - 49:16, 128:4 desperate [1] - 81:5 despite [1] - 133:25 details [1] - 96:16 detained [3] - 16:13, 20:17, 20:25 Detainer [1] - 20:15 detainers [2] - 20:18, 21:1 determining [1] - 111:21 devote [1] - 70:9 DHS [2] - 43:1, 73:5 DHSA [1] - 2:17 dialysis [1] - 52:7 Diane [1] - 137:16 dictated [1] - 8:7 died [1] - 6:10 difference [3] - 21:12, 54:12, 100:8 different [32] - 11:19, 24:15, 30:12, 32:18, 33:6, 35:10, 35:19, 35:23, 40:2, 46:12, 46:25, 49:10, 56:5, 56:11, 56:20, 56:21, 57:2, 60:8, 71:13, 71:14, 72:23, 82:9, 87:16, 87:18, 94:3, 98:11, 99:15, 102:9, 110:23, 116:5, 117:12 differently [1] - 74:14 difficult [1] - 48:5 digging [1] - 62:11 dignity [3] - 10:12,	10:13, 16:4 DILUCENTE [118] - 3:4, 3:11, 3:18, 3:23, 4:11, 4:24, 5:3, 5:6, 5:9, 7:7, 7:12, 7:22, 7:25, 8:10, 10:21, 11:3, 13:19, 13:23, 14:7, 17:7, 18:13, 19:22, 21:14, 24:17, 24:21, 26:8, 26:11, 26:15, 26:20, 27:9, 27:25, 28:4, 28:9, 28:14, 28:17, 28:20, 28:23, 37:10, 37:15, 37:22, 38:1, 38:17, 59:9, 59:16, 59:22, 61:3, 61:7, 61:22, 63:25, 64:9, 64:18, 64:22, 77:1, 77:5, 77:7, 90:3, 100:15, 100:19, 100:21, 101:1, 101:7, 102:3, 104:13, 115:20, 119:21, 119:24, 120:2, 120:5, 120:8, 120:11, 120:15, 120:20, 120:22, 121:6, 121:15, 122:2, 122:5, 122:12, 122:15, 122:18, 123:1, 123:9, 123:22, 123:25, 124:3, 124:6, 124:11, 124:24, 125:2, 125:5, 125:9, 125:13, 125:16, 126:15, 126:20, 126:23, 127:1, 127:5, 127:11, 127:18, 127:21, 127:24, 128:23, 129:5, 129:8, 129:11, 130:8, 130:18, 130:24, 131:4, 131:8, 131:12, 131:16, 131:19, 132:20, 135:21, 136:2, 136:5 Dilucente [1] - 2:3 dining [1] - 53:3 direction [2] - 35:9, 35:11 directly [5] - 20:13, 20:14, 23:3, 30:8, 47:10 Director [1] - 43:2 dirt [1] - 45:20 dis [1] - 79:15 disadvantage [1] - 88:15 disadvantages [1] - 48:20	disagree [2] - 68:11, 107:7 disagreements [1] - 39:20 disappeared [1] - 17:22 disappointment [2] - 107:15, 115:17 disbursement [1] - 123:17 disbursements [3] - 122:20, 123:12, 123:14 disciplinary [1] - 78:22 discipline [6] - 84:5, 84:16, 84:24, 85:8, 85:10, 92:7 disciplined [1] - 13:4 disciplines [1] - 89:8 disclosable [1] - 135:2 disclose [1] - 134:8 disconnect [2] - 15:9, 85:13 discuss [1] - 123:11 discussion [5] - 29:6, 88:6, 101:4, 124:8, 124:9 discussions [3] - 65:11, 118:14, 122:10 disregards [1] - 19:11 disrespect [1] - 43:5 distribution [1] - 125:25 disturbance [1] - 31:18 diverse [1] - 56:20 Diversion [1] - 73:3 diverted [1] - 72:2 DOC [3] - 62:17, 87:21, 88:9 doctor [2] - 18:6, 18:11 doctrine [1] - 134:23 documents [1] - 135:15 dog [2] - 51:11, 60:21 dogs [2] - 50:13, 60:8 dollar [1] - 9:21 dollars [1] - 22:8 done [13] - 35:17, 56:23, 61:13, 62:21, 85:8, 99:25, 100:18, 102:7, 112:3, 112:5, 121:25, 130:13, 134:7 door [7] - 43:18,	54:9, 58:5, 95:11, 95:12, 96:10 doors [1] - 26:2 doubt [1] - 118:15 Douglas [1] - 7:1 down [40] - 6:5, 21:25, 22:1, 34:3, 36:25, 42:13, 43:9, 44:10, 44:21, 57:7, 57:24, 61:24, 62:6, 63:1, 69:5, 69:14, 71:6, 71:10, 72:1, 75:4, 75:15, 76:4, 76:13, 79:22, 88:21, 88:25, 89:9, 94:9, 94:19, 95:9, 95:13, 96:4, 97:12, 101:5, 103:8, 111:20, 112:21, 112:25 drab [1] - 52:17 drafted [1] - 36:19 dramatically [1] - 80:17 drastically [1] - 6:5 drill [1] - 76:13 drink [2] - 128:5, 128:14 drinking [4] - 128:4, 128:8, 128:12, 128:20 driving [2] - 54:15, 65:6 drop [1] - 21:10 drove [2] - 75:19, 75:22 drug [1] - 77:15 drum [1] - 87:25 Dude [1] - 115:10 due [4] - 9:20, 86:11, 99:15, 130:9 duly [1] - 9:1 Duquesne [1] - 13:14 during [4] - 15:3, 62:17, 77:17, 90:22 duties [2] - 127:14, 129:1 dwindling [1] - 132:11
E				
e-mail [4] - 36:19, 37:4, 63:18, 118:1 e-mailing [1] - 110:22 earliest [1] - 55:2 early [3] - 54:5, 76:17, 133:21 earn [1] - 55:16				

easier [1] - 21:13 easily [1] - 76:15 easing [1] - 81:2 easy [1] - 121:20 eat [1] - 22:17 echo [3] - 101:22, 102:6, 117:1 economic [1] - 10:8 ecosystem [1] - 70:20 education [2] - 98:22, 116:15 effect [1] - 26:6 effective [1] - 57:10 effectively [2] - 12:4, 87:6 effects [1] - 26:6 efficiency [1] - 15:18 efforts [1] - 133:12 eight [5] - 48:9, 51:1, 51:2, 54:6, 56:13 eight-month-old [1] - 51:1 eight-week-old [1] - 51:2 either [1] - 81:5 elaborate [2] - 39:2, 98:3 Electronic [1] - 4:9 electronic [3] - 43:25, 44:3, 44:7 elevator [1] - 49:4 eligible [2] - 55:3, 55:5 eloquent [1] - 105:22 emphasis [1] - 84:2 emphasizes [1] - 15:13 Employee [1] - 62:1 employee [1] - 118:3 employees [1] - 44:14 employment [3] - 80:24, 81:2, 113:16 encouraged [3] - 5:13, 83:3, 83:20 encouraging [1] - 43:7 end [13] - 6:6, 7:9, 7:14, 22:14, 24:14, 33:8, 55:15, 56:19, 69:22, 100:11, 111:3, 113:8, 120:19 end-roads [1] - 100:11 ended [4] - 68:4, 85:6, 111:3, 118:2 energetic [1] - 66:9 energy [4] - 57:6, 66:12, 82:15, 106:2	Enforcement [2] - 131:25, 132:14 enforcement [3] - 58:6, 132:4, 132:13 engage [2] - 24:12, 116:24 engaged [5] - 117:12, 117:16, 117:22, 118:3, 118:6 engagement [3] - 14:22, 15:6, 16:22 enhance [2] - 52:14, 93:9 Enrollment [1] - 80:20 ensure [3] - 8:21, 79:2, 80:8 entire [4] - 67:8, 71:15, 99:12, 119:1 entirely [5] - 6:8, 9:7, 9:14, 17:2, 135:3 entities [3] - 81:13, 81:23, 99:6 entity [1] - 118:5 environment [1] - 8:20 equity [1] - 17:5 Erie [1] - 75:20 escalate [1] - 93:13 escalating [1] - 93:12 escape [1] - 75:1 especially [5] - 58:13, 91:18, 102:8, 103:12, 134:9 essential [2] - 6:12, 23:5 establish [1] - 65:13 evaluate [1] - 134:12 EVASHAVIK [118] - 3:4, 3:11, 3:18, 3:23, 4:11, 4:24, 5:3, 5:6, 5:9, 7:7, 7:12, 7:22, 7:25, 8:10, 10:21, 11:3, 13:19, 13:23, 14:7, 17:7, 18:13, 19:22, 21:14, 24:17, 24:21, 26:8, 26:11, 26:15, 26:20, 27:9, 27:25, 28:4, 28:9, 28:14, 28:17, 28:20, 28:23, 37:10, 37:15, 37:22, 38:1, 38:17, 59:9, 59:16, 59:22, 61:3, 61:7, 61:22, 63:25, 64:9, 64:18, 64:22, 77:1, 77:5, 77:7, 90:3, 100:15, 100:19, 100:21, 101:1, 101:7, 102:3,	104:13, 115:20, 119:21, 119:24, 120:2, 120:5, 120:8, 120:11, 120:15, 120:20, 120:22, 121:6, 121:15, 122:2, 122:5, 122:12, 122:15, 122:18, 123:1, 123:9, 123:22, 123:25, 124:3, 124:6, 124:11, 124:24, 125:2, 125:5, 125:9, 125:13, 125:16, 126:15, 126:20, 126:23, 127:1, 127:5, 127:11, 127:18, 127:21, 127:24, 128:23, 129:5, 129:8, 129:11, 130:8, 130:18, 130:24, 131:4, 131:8, 131:12, 131:16, 131:19, 132:20, 135:21, 136:2, 136:5 Evashavik [5] - 2:3, 3:19, 106:11, 120:12, 127:15 EVASHAVIK- DILUCENTE [114] - 3:4, 3:11, 3:18, 4:11, 5:3, 5:6, 5:9, 7:7, 7:12, 7:22, 7:25, 8:10, 10:21, 11:3, 13:19, 13:23, 14:7, 17:7, 18:13, 19:22, 21:14, 24:17, 24:21, 26:8, 26:11, 26:15, 26:20, 27:25, 28:4, 28:9, 28:14, 28:20, 28:23, 37:10, 37:15, 37:22, 38:1, 38:17, 59:9, 59:16, 59:22, 61:3, 61:7, 61:22, 63:25, 64:9, 64:18, 64:22, 77:1, 77:5, 77:7, 90:3, 100:15, 100:19, 100:21, 101:1, 101:7, 102:3, 104:13, 115:20, 119:21, 119:24, 120:2, 120:5, 120:8, 120:11, 120:15, 120:20, 120:22, 121:6, 121:15, 122:2, 122:5, 122:12, 122:15, 122:18, 123:1, 123:9, 123:22, 123:25, 124:3, 124:6, 124:11, 124:24, 125:2, 125:5, 125:9, 125:13, 125:16, 126:15,	126:20, 126:23, 127:1, 127:5, 127:11, 127:18, 127:21, 127:24, 128:23, 129:5, 129:8, 129:11, 130:8, 130:18, 130:24, 131:4, 131:8, 131:12, 131:16, 131:19, 132:20, 135:21, 136:2, 136:5 Evashavik- Dilucente [1] - 2:3 evening [3] - 4:4, 8:3, 21:17 events [1] - 60:9 eventually [3] - 26:5, 110:1, 116:2 everyday [1] - 55:20 everywhere [2] - 63:8, 113:19 evidence [1] - 137:5 evolve [1] - 60:2 ex [1] - 38:14 exact [1] - 51:4 exactly [2] - 76:14, 81:22 examine [1] - 72:4 examiner [2] - 85:18, 86:3 examiners [1] - 85:15 example [2] - 73:17, 133:15 examples [4] - 49:20, 81:20, 83:13, 98:3 excellent [2] - 70:15, 104:15 except [1] - 8:25 excited [4] - 103:10, 106:15, 108:9, 108:25 excuse [1] - 74:22 Exec's [1] - 102:24 Executive [5] - 2:2, 40:23, 103:16, 120:9, 127:3 Executive's [5] - 73:3, 100:23, 102:11, 110:7, 110:23 exercise [1] - 15:7 exist [1] - 9:2 existence [2] - 98:13, 133:8 existing [1] - 134:23 exists [1] - 126:2 exorbitant [2] - 5:24, 13:17 expect [8] - 15:11, 33:17, 35:22, 36:13, 41:18, 61:17, 91:4,	91:8 expectations [1] - 36:22 expected [2] - 33:17, 80:23 expecting [1] - 123:15 expense [1] - 75:24 experience [9] - 29:19, 31:22, 50:18, 53:24, 54:23, 59:2, 76:20, 104:10, 104:16 experienced [4] - 22:7, 50:17, 68:19, 84:13 experiences [3] - 35:1, 95:14, 133:14 expert [1] - 105:4 expertise [4] - 16:1, 66:13, 66:19, 117:15 explain [3] - 45:6, 46:18, 95:23 explained [1] - 86:10 explaining [3] - 44:18, 95:12, 96:11 exposure [3] - 11:9, 11:12, 11:14 express [2] - 14:10, 132:2 expressed [3] - 108:25, 117:4, 128:4 extended [1] - 42:24 extending [1] - 132:6 extension [1] - 132:1 extensive [2] - 15:22, 47:15 extremely [3] - 47:4, 67:16, 68:19 exuberant [1] - 79:22 eye [1] - 93:6 eyes [1] - 80:7
F				
fabulous [1] - 121:21 facilities [15] - 29:22, 33:3, 40:9, 48:25, 49:25, 50:8, 56:16, 56:18, 59:4, 63:18, 71:13, 74:19, 80:14, 88:10, 93:8 facility [98] - 15:25, 16:10, 30:1, 30:8, 30:9, 30:11, 30:14, 30:19, 30:21, 31:5, 31:9, 31:19, 32:12, 32:17, 32:19, 32:21, 33:1, 34:17, 35:5, 35:6, 36:20, 39:11,				

39:23, 40:5, 43:16, 44:21, 45:20, 46:24, 47:3, 47:24, 48:12, 48:13, 49:8, 50:3, 50:14, 50:23, 51:2, 51:9, 51:24, 52:11, 52:18, 54:10, 55:6, 55:10, 55:17, 55:25, 56:1, 56:7, 56:10, 56:17, 56:23, 58:20, 60:1, 60:4, 60:6, 60:22, 63:11, 68:14, 68:21, 71:15, 74:21, 75:4, 75:12, 75:17, 75:19, 76:6, 77:25, 78:4, 79:13, 81:4, 82:2, 85:12, 85:15, 86:7, 86:17, 88:12, 88:16, 88:17, 88:19, 88:25, 89:1, 89:19, 91:24, 92:15, 92:23, 93:4, 94:1, 94:7, 94:9, 94:12, 94:18, 94:19, 95:9, 95:15, 134:16 facility's [1] - 133:7 facing [1] - 20:11 fact [10] - 20:3, 20:12, 23:21, 62:25, 63:12, 74:2, 84:1, 99:11, 100:3, 105:3 factions [2] - 34:25, 35:11 failing [1] - 134:8 failure [2] - 14:14, 16:14 failures [1] - 15:23 Fair [3] - 84:24, 85:1, 85:7 fair [3] - 96:1, 115:5, 118:1 fairly [3] - 31:3, 32:12, 62:12 fairness [2] - 83:19, 89:17 familiar [12] - 29:22, 30:6, 44:2, 47:12, 48:16, 83:23, 84:8, 94:4, 94:6, 94:23, 96:25, 99:20 familiarity [1] - 30:4 families [13] - 9:14, 10:10, 18:23, 19:6, 19:12, 22:5, 22:10, 22:12, 42:1, 42:7, 55:21, 56:2, 56:3 family [5] - 42:2, 42:24, 73:25, 74:17, 134:19 family's [2] - 18:22, 113:18	fan [1] - 69:13 far [7] - 25:14, 27:19, 34:7, 44:10, 65:3, 105:13, 116:12 farewell [1] - 119:12 fashion [1] - 6:4 fast [2] - 50:15, 74:23 faster [1] - 49:6 fatalities [2] - 133:17, 134:10 fault [1] - 74:9 favor [9] - 9:10, 10:18, 26:21, 28:15, 96:23, 122:13, 123:23, 129:6, 136:3 favorites [1] - 121:19 feasible [2] - 59:10, 59:12 February [1] - 62:14 federal [1] - 88:25 feedback [1] - 117:23 feelings [2] - 40:2, 59:5 fees [2] - 5:25, 126:5 felt [9] - 31:12, 32:6, 35:2, 102:13, 108:3, 109:2, 112:1, 112:24, 114:25 fence [1] - 75:2 fences [1] - 49:1 fester [1] - 45:17 few [21] - 6:3, 22:3, 34:16, 38:5, 49:17, 51:5, 53:19, 58:2, 58:11, 58:12, 69:1, 69:11, 71:1, 75:6, 83:19, 87:2, 94:13, 101:14, 101:19, 103:13, 114:17 fifth [1] - 65:3 fight [1] - 31:18 figured [3] - 50:1, 97:14, 109:5 filled [2] - 23:22, 104:1 finalists [3] - 111:17, 112:16, 114:3 finally [3] - 14:2, 94:10, 111:2 financial [1] - 19:10 finer [1] - 126:5 finish [2] - 13:22, 108:12 finished [1] - 133:2 fire [1] - 12:23 first [46] - 29:11, 29:15, 30:14, 38:3, 42:16, 49:3, 50:17,	54:2, 58:8, 58:19, 61:14, 67:6, 67:7, 67:10, 68:10, 71:17, 76:19, 76:22, 77:12, 77:17, 77:22, 86:13, 89:4, 89:6, 89:18, 95:8, 97:19, 97:21, 98:8, 98:10, 100:1, 102:11, 102:24, 105:20, 108:14, 108:20, 108:23, 109:8, 112:13, 114:15, 114:16, 114:23, 118:9, 129:23, 130:5, 130:23 fiscal [1] - 122:21 Fisher [1] - 26:9 FISHER [1] - 26:10 five [7] - 29:25, 50:13, 56:13, 68:15, 75:8, 102:12, 114:22 fix [3] - 52:21, 52:25, 61:18 floor [4] - 45:20, 46:19, 47:23, 49:11 Floor [1] - 1:18 floors [1] - 49:10 flow [1] - 88:24 focus [5] - 39:14, 51:25, 116:6, 116:14, 116:23 focusing [1] - 12:5 folder [1] - 118:2 folks [33] - 21:3, 30:4, 31:8, 34:16, 35:22, 36:25, 39:15, 39:22, 42:16, 47:19, 55:1, 55:19, 57:6, 60:1, 62:20, 68:24, 69:5, 69:20, 70:1, 70:10, 71:5, 71:6, 71:24, 71:25, 75:19, 75:22, 89:8, 92:19, 99:8, 99:9, 100:6, 115:16, 115:25 follow [4] - 41:3, 41:4, 85:6, 130:20 follow-up [2] - 41:4, 85:6 followed [1] - 36:8 following [1] - 11:12 food [4] - 16:4, 22:18, 33:11, 94:24 foods [1] - 22:22 foot [1] - 76:8 FOR [1] - 26:13 force [18] - 11:6, 11:23, 11:25, 12:4, 12:11, 12:23, 12:24, 12:25, 13:3, 86:15,	91:15, 91:18, 91:21, 91:25, 92:3, 92:5, 92:10, 92:12 Force [1] - 93:16 forced [5] - 8:5, 11:7, 11:22, 11:24, 12:3 forces [5] - 91:22, 91:24, 92:6, 92:16, 92:20 forcing [1] - 42:10 forgot [2] - 44:15, 85:16 form [1] - 22:16 formally [1] - 90:24 format [2] - 40:20, 134:3 former [3] - 60:3, 63:16, 63:17 formerly [2] - 87:15, 97:20 formula [1] - 68:5 forthcoming [1] - 121:20 fortitude [1] - 14:3 fortunately [1] - 33:2 forum [2] - 39:21, 41:2 forward [18] - 4:17, 5:18, 21:24, 29:16, 45:1, 47:8, 54:1, 54:17, 69:7, 69:8, 75:18, 75:21, 83:11, 93:16, 96:16, 103:4, 104:18, 104:19 forward-thinking [3] - 45:1, 75:18, 75:21 fostering [1] - 14:21 foundations [1] - 9:23 four [7] - 55:4, 63:8, 79:8, 86:1, 87:20, 102:12, 114:22 fourth [1] - 53:13 free [1] - 4:6 fresh [1] - 24:10 Friday [4] - 55:12, 105:13, 114:4, 114:14 friendly [1] - 110:2 friends [1] - 134:18 front [4] - 43:18, 54:9, 66:16, 89:14 frontline [3] - 11:19, 11:20, 12:20 frustrated [1] - 112:7 frustration [1] - 36:5 frustrations [1] - 112:23 fulfilling [1] - 15:1 full [6] - 108:1, 108:21, 112:11,	114:5, 115:16, 123:16 fully [3] - 21:19, 22:9, 137:5 function [2] - 104:25, 119:14 functioning [2] - 10:4, 12:10 Fund [1] - 96:22 fund [2] - 124:16, 125:25 fundamental [1] - 133:23 funds [3] - 18:24, 19:5, 124:14 future [1] - 126:4
G				
Galvin [1] - 137:16 game [4] - 31:18, 32:8, 55:19, 89:12 garbage [1] - 22:20 gathering [1] - 126:12 general [4] - 5:2, 5:8, 55:13, 93:18 General [1] - 5:5 generally [2] - 4:14, 109:15 generations [1] - 15:17 gentlemen [1] - 62:9 genuine [1] - 15:7 Gerald [1] - 6:22 gestures [1] - 16:21 given [7] - 9:5, 9:21, 29:3, 64:2, 101:19, 101:25, 119:12 glad [3] - 45:1, 102:16, 106:18 goal [2] - 16:5, 73:8 goals [1] - 15:1 Godspeed [1] - 132:16 Gold [1] - 1:17 golfer [1] - 63:6 goodies [1] - 22:22 gotta [1] - 49:1 government [1] - 10:4 Governor's [1] - 68:18 gradually [2] - 17:21 Grant [1] - 1:20 gray [1] - 52:17 great [28] - 31:21, 31:22, 34:9, 40:19, 41:12, 42:20, 44:17, 44:25, 49:15, 51:25,				

55:14, 59:7, 59:17, 59:20, 59:24, 60:21, 63:2, 82:14, 82:24, 89:10, 89:19, 103:5, 103:10, 110:2 greater [1] - 11:9 GRIFFIN [18] - 3:13, 26:18, 29:10, 30:23, 32:3, 33:5, 34:24, 36:4, 37:7, 101:9, 119:23, 121:25, 124:22, 125:1, 125:11, 126:19, 129:3, 135:25 Griffin [8] - 2:11, 3:12, 3:13, 29:9, 101:8, 119:22, 124:21, 126:17 group [8] - 17:23, 33:20, 50:22, 69:4, 85:22, 86:18, 86:19 groups [1] - 5:15 Grove [1] - 30:22 guards [1] - 132:1 Guenther [2] - 19:23, 20:1 GUENTHER [2] - 19:24, 20:2 guess [14] - 5:8, 10:25, 25:3, 25:6, 25:9, 25:23, 33:2, 44:1, 65:18, 70:15, 70:21, 74:12, 92:24, 130:5 guiding [1] - 83:15 guilty [1] - 24:7 guy [1] - 110:2 guys [3] - 18:19, 23:11, 55:14	121:1, 121:9, 121:12, 122:11, 123:5, 123:10, 124:10, 126:18, 127:9, 127:15, 127:20, 127:23, 128:1, 129:16, 130:16, 130:19, 131:2, 131:6, 131:10, 131:15 Hallam's [1] - 117:13 halls [1] - 86:20 handful [1] - 25:20 handle [2] - 85:24, 87:6 handling [1] - 47:13 handoff [3] - 58:7, 58:8, 58:9 handpicked [1] - 15:11 hands [1] - 23:3 happy [4] - 73:19, 113:24, 115:4, 120:24 hard [8] - 14:24, 19:5, 22:17, 43:20, 83:9, 92:22, 113:15, 113:19 harder [2] - 80:15 hardworking [1] - 67:17 harm [5] - 15:17, 15:24, 16:10, 16:18, 83:10 harmed [1] - 14:15 harmful [1] - 16:24 Harper [2] - 6:20, 119:11 Harper's [1] - 119:16 harping [1] - 95:20 Harris [1] - 6:20 hat [1] - 103:21 hate [1] - 95:20 head [3] - 18:6, 99:13, 118:25 head-scratcher [1] - 99:13 health [13] - 10:8, 11:6, 11:10, 11:14, 11:23, 12:1, 12:2, 13:14, 13:16, 67:22, 132:6, 132:15, 133:4 healthcare [3] - 11:20, 18:4, 68:1 healthy [1] - 61:16 hear [7] - 41:19, 64:17, 65:25, 73:12, 86:2, 95:10, 106:6 heard [17] - 32:4, 37:2, 81:9, 87:1, 94:3, 96:20, 102:1, 103:14, 104:7, 105:12,	110:18, 110:21, 111:2, 112:9, 112:19, 119:13 HEARING [1] - 28:22 Hearing [1] - 28:25 hearing [9] - 29:16, 39:22, 60:13, 85:15, 85:18, 86:3, 86:12, 93:25, 136:7 heartbeat [1] - 12:24 heartedly [1] - 72:7 hearts [1] - 34:3 heat [1] - 23:13 heating [1] - 23:15 heavily [2] - 56:9, 63:3 heavy [1] - 109:2 held [1] - 108:16 hello [1] - 20:1 Hello [1] - 18:15 help [10] - 55:1, 55:22, 56:2, 59:18, 59:19, 66:19, 73:20, 100:11, 107:2, 112:24 helped [1] - 55:6 helpful [2] - 108:10, 110:3 helping [5] - 13:15, 52:13, 52:14, 59:3, 66:17 helps [1] - 12:2 hereby [1] - 137:4 Hi [1] - 14:10 Hickey [1] - 7:3 higher [2] - 78:3, 78:4 highly [1] - 67:16 hilarious [1] - 115:4 himself [1] - 118:13 HIPAA [1] - 134:6 hire [1] - 63:1 hired [2] - 83:25 history [2] - 77:21, 89:10 hit [2] - 63:7 hold [4] - 5:17, 30:2, 77:1, 134:16 holding [1] - 92:8 holds [1] - 8:7 holiday [1] - 130:10 holidays [1] - 114:3 Holly [1] - 2:17 honest [5] - 68:9, 105:10, 113:4, 115:5, 131:13 honestly [2] - 52:3, 99:10 Honor [5] - 37:21, 37:25, 59:25, 61:21, 64:6	hope [11] - 6:4, 14:1, 17:14, 20:5, 20:6, 58:22, 70:12, 90:10, 95:19, 96:12, 120:18 hopeful [1] - 5:16 hopefully [12] - 26:5, 35:25, 36:21, 42:24, 63:9, 67:12, 71:8, 72:3, 79:12, 89:14, 98:20, 102:20 hoping [3] - 61:23, 67:6, 98:2 horn [1] - 117:10 horrendous [2] - 61:17, 83:7 horrific [1] - 77:20 hospice [1] - 52:8 hospital [4] - 40:7, 40:8, 40:11, 78:14 hotel [1] - 75:23 hour [4] - 39:14, 75:7, 103:7, 105:19 hours [11] - 20:13, 39:12, 39:15, 61:15, 68:22, 77:22, 79:8, 86:1, 94:13, 95:5, 128:7 housed [2] - 6:14, 25:3 housing [20] - 47:1, 47:9, 47:13, 49:11, 53:3, 53:6, 53:10, 59:13, 66:18, 72:11, 78:21, 78:22, 84:10, 84:15, 86:15, 86:16, 86:21, 90:19, 95:22 huge [6] - 39:1, 41:16, 41:20, 42:9, 62:5, 100:8 human [8] - 9:8, 9:17, 10:11, 10:12, 10:13, 16:4, 24:9, 51:3 Human [1] - 125:23 humane [2] - 14:21, 16:3 humanely [1] - 67:19 humanity [1] - 15:13 humility [1] - 106:7 hundred [1] - 21:11 hundreds [2] - 20:19, 68:22 hungry [1] - 8:21 hurry [1] - 71:19 hurt [1] - 37:5 hygiene [2] - 22:18, 26:2	I idea [5] - 19:17, 24:6, 49:9, 50:4, 73:2 ideas [8] - 34:10, 39:5, 61:11, 62:3, 62:21, 62:24, 82:14, 84:21 identify [3] - 14:25, 66:24, 66:25 II [1] - 7:2 IIWF [1] - 123:11 images [1] - 53:9 imagine [3] - 8:13, 19:14, 19:15 imagined [1] - 111:18 immediately [2] - 54:19, 86:12 impact [9] - 22:10, 33:23, 33:24, 42:1, 73:1, 97:11, 116:6, 116:7 Impact [1] - 5:13 impacted [3] - 17:3, 41:14, 41:25 impactful [2] - 73:7, 118:24 impacting [1] - 97:23 impacts [1] - 125:24 implement [5] - 38:24, 69:13, 85:2, 87:25, 90:10 implementation [1] - 49:23 implemented [5] - 45:6, 51:21, 85:21, 85:23, 134:13 implementing [1] - 14:22 importance [1] - 90:11 important [7] - 42:6, 107:25, 108:5, 109:24, 118:19, 118:23 importantly [1] - 116:18 impose [1] - 34:2 imposed [1] - 74:3 impressive [1] - 113:15 improve [7] - 5:15, 12:7, 13:7, 68:1, 81:15, 98:4, 105:11 improved [1] - 13:2 improvement [2] - 106:1, 133:22 improves [2] - 12:2,
--	---	--	---	--

71:14 improving [2] - 65:16, 105:8 IN [2] - 2:1, 2:15 in-person [1] - 114:23 inappropriate [1] - 84:7 incarcerated [33] - 9:17, 9:22, 10:2, 10:6, 10:9, 18:25, 19:7, 19:10, 22:2, 22:4, 23:12, 24:5, 24:6, 27:1, 29:20, 41:23, 42:22, 43:15, 50:19, 52:23, 56:5, 87:7, 87:15, 89:24, 97:7, 97:20, 115:25, 116:7, 124:15, 128:3, 128:13, 134:18 Incarcerated [1] - 96:22 incarceration [5] - 16:9, 16:19, 40:3, 55:2, 87:8 incident [2] - 11:9, 11:14 incidents [1] - 11:25 included [1] - 111:23 including [9] - 16:12, 17:18, 32:21, 75:13, 77:16, 79:19, 82:19, 84:14, 133:17 inclusive [1] - 105:15 inconsistency [1] - 135:14 incorporate [1] - 4:7 incorporated [1] - 104:6 incorrectly [1] - 12:25 increased [1] - 11:9 increases [1] - 81:1 incredibly [1] - 20:13 incremental [2] - 51:17, 53:16 Indiana [2] - 30:1, 30:21 individual [4] - 41:5, 75:1, 75:12, 86:5 Individual's [1] - 96:22 individuals [24] - 8:5, 9:13, 10:2, 10:7, 27:1, 30:2, 30:17, 31:4, 32:16, 50:19, 52:23, 56:5, 58:18, 67:15, 68:18, 78:12, 88:2, 90:13, 90:14,	99:17, 99:18, 115:25, 116:7, 128:3 infantile [1] - 10:5 influence [1] - 109:3 informally [1] - 90:24 information [9] - 14:23, 101:13, 101:18, 114:7, 114:10, 114:13, 126:12, 133:12, 135:5 informative [1] - 117:6 informed [4] - 27:1, 118:11, 119:5, 126:11 ingredient [1] - 106:9 inherently [1] - 10:11 initial [1] - 67:4 initiative [1] - 42:4 Initiatives [1] - 80:18 initiatives [2] - 103:10, 116:17 inmate [3] - 60:20, 124:20, 133:17 inmates [9] - 18:2, 18:18, 25:2, 25:22, 26:7, 51:12, 53:8, 76:12, 90:20 Innamorato [3] - 2:2, 3:17, 120:9 INNAMORATO [19] - 3:10, 3:17, 49:15, 51:19, 53:22, 57:12, 57:15, 59:7, 100:25, 103:19, 120:10, 122:24, 123:3, 123:21, 125:8, 125:15, 125:18, 127:4, 136:1 Innamorato's [1] - 20:7 innovation [1] - 15:13 innovative [2] - 14:22, 49:20 input [5] - 14:14, 15:5, 117:19, 119:4, 124:18 inroads [2] - 62:18, 82:3 inside [9] - 30:19, 47:13, 53:7, 60:1, 60:21, 66:22, 79:4, 98:18, 108:12 inspecting [1] - 74:24 inspection [1] - 45:23 instance [1] - 47:14 instead [5] - 3:7,	16:20, 78:13, 84:25, 113:7 instinct [1] - 105:21 Institute [1] - 11:7 instituted [1] - 20:7 instituting [1] - 47:4 institution [4] - 14:15, 69:10, 73:15, 99:19 institutions [1] - 106:8 insufficient [1] - 9:7 insular [1] - 15:12 Intake [10] - 57:25, 59:6, 77:19, 78:5, 78:15, 78:16, 84:1, 92:24, 93:16, 93:18 intense [1] - 17:24 interact [4] - 31:5, 31:10, 35:21, 35:22 interaction [1] - 56:14 interest [3] - 4:4, 63:11, 107:8 interested [3] - 13:15, 97:22, 106:25 Interfaith [1] - 5:13 interim [1] - 115:6 Interim [4] - 2:16, 83:20, 115:2 interjecting [1] - 125:20 internally [1] - 109:1 internationally [1] - 62:22 intervene [1] - 13:10 intervention [2] - 13:11, 133:22 interventions [1] - 12:18 interview [2] - 47:21, 84:23 interviews [2] - 56:24, 104:3 intimate [1] - 11:21 introduce [2] - 50:13, 123:7 introduction [1] - 36:22 invested [1] - 56:9 involuntary [1] - 8:25 involved [16] - 41:14, 42:22, 45:21, 55:21, 56:8, 63:3, 81:13, 82:1, 86:22, 92:5, 92:14, 95:15, 97:10, 102:9, 114:19 involvement [1] - 116:16	iron [1] - 63:7 issue [17] - 9:11, 12:20, 31:17, 33:22, 43:22, 44:12, 45:22, 45:23, 49:2, 49:7, 73:22, 76:5, 76:9, 97:5, 117:2, 133:6, 133:8 issues [14] - 7:18, 17:11, 21:25, 23:10, 35:7, 43:23, 45:17, 45:18, 46:4, 49:25, 66:5, 66:22, 85:24, 133:21 item [1] - 28:24 IWF [3] - 7:17, 18:16, 122:20	Jail's [1] - 105:5 jails [1] - 80:22 James [1] - 6:25 January [4] - 1:12, 114:4, 123:20, 131:24 Jason [1] - 2:16 Jerry [1] - 6:22 Job [1] - 12:21 JOB [4] - 97:21, 110:16, 118:20, 127:14 job [14] - 11:18, 14:19, 15:10, 21:13, 24:14, 65:18, 75:6, 102:8, 102:22, 106:18, 113:24, 115:3, 121:21, 122:1 John [3] - 5:4, 6:19, 10:23 join [1] - 49:16 Jones [1] - 90:17 Joseph [1] - 6:23 Jr [1] - 6:22 JUDGE [127] - 3:4, 3:11, 3:14, 3:18, 3:23, 4:11, 4:24, 5:3, 5:6, 5:9, 7:7, 7:12, 7:22, 7:25, 8:10, 10:21, 11:3, 13:19, 13:23, 14:7, 17:7, 18:13, 19:22, 21:14, 24:17, 24:21, 26:8, 26:11, 26:15, 26:20, 27:9, 27:25, 28:4, 28:9, 28:14, 28:17, 28:20, 28:23, 37:10, 37:13, 37:15, 37:16, 37:22, 38:1, 38:17, 59:9, 59:16, 59:22, 61:3, 61:7, 61:22, 63:25, 64:9, 64:18, 64:22, 77:1, 77:5, 77:7, 90:3, 100:15, 100:19, 100:21, 101:1, 101:7, 101:20, 102:3, 104:13, 115:20, 119:21, 119:24, 120:1, 120:2, 120:5, 120:8, 120:11, 120:15, 120:20, 120:22, 121:6, 121:15, 122:2, 122:5, 122:12, 122:15, 122:18, 123:1, 123:9, 123:22, 123:25, 124:2, 124:3, 124:5, 124:6, 124:11, 124:24, 125:2, 125:4, 125:5, 125:9, 125:13, 125:16, 126:15,
--	---	---	---	---

126:20, 126:22, 126:23, 127:1, 127:5, 127:11, 127:18, 127:21, 127:24, 128:23, 129:5, 129:8, 129:11, 130:8, 130:18, 130:24, 131:4, 131:8, 131:12, 131:16, 131:19, 132:20, 135:21, 136:2, 136:5 judge [2] - 74:4, 85:15 Judge [19] - 2:3, 2:4, 4:22, 7:24, 20:18, 20:25, 26:24, 37:12, 64:16, 106:11, 119:24, 120:12, 121:24, 125:2, 125:19, 126:21, 127:15, 131:7, 131:11 judged [1] - 111:22 judges [1] - 66:14 judiciary [1] - 21:8 Julia [1] - 116:10 July [1] - 110:4 jump [1] - 29:12 June [5] - 6:5, 108:19, 109:11, 110:19, 111:5 jurisdiction [1] - 9:3 jurisdictions [2] - 50:10, 88:24 justice [4] - 6:3, 17:5, 70:21, 85:17 Justice [4] - 11:8, 44:16, 63:14, 77:13 Justin [1] - 6:21 juvenile [3] - 32:14, 56:16, 97:22 juveniles [3] - 97:23, 98:5, 98:10	key [1] - 13:6 Keyona [2] - 4:20, 24:23 kids [4] - 32:7, 32:9, 41:24, 42:7 kind [18] - 25:1, 35:3, 36:10, 41:6, 41:12, 46:12, 49:8, 49:22, 73:9, 75:4, 76:2, 97:16, 98:22, 103:17, 106:17, 110:9, 128:15 kitchen [2] - 128:4, 128:13 knowing [2] - 35:3, 36:12 knows [4] - 47:16, 47:17, 63:5, 108:1 Kovac [1] - 4:19 Kraus [7] - 2:5, 3:15, 38:2, 102:4, 120:3, 125:6, 126:24 KRAUS [9] - 3:15, 38:3, 38:9, 38:14, 120:4, 125:7, 126:25, 129:4, 132:18	132:4, 132:12 laws [2] - 30:6 laying [1] - 34:3 leader [2] - 14:20, 118:24 leaders [1] - 106:7 leadership [9] - 14:1, 16:7, 16:17, 17:4, 22:1, 50:22, 65:15, 68:14, 104:11 leading [1] - 49:25 leads [1] - 40:16 learn [6] - 31:13, 32:24, 32:25, 33:4, 84:19, 130:14 learned [2] - 52:3, 63:21 learning [1] - 55:12 least [8] - 33:19, 33:20, 47:23, 50:1, 72:20, 87:22, 90:5, 130:20 leave [5] - 8:14, 55:10, 69:21, 70:3, 111:15 leaving [7] - 58:1, 58:2, 66:17, 102:18, 102:19, 115:2, 121:22 Lee [1] - 6:22 left [3] - 50:23, 60:17, 89:3 leg [1] - 12:15 legal [2] - 81:13, 134:23 Legal [1] - 133:1 legally [1] - 134:23 lending [2] - 104:3, 104:9 lengthy [1] - 30:10 Lenhart [1] - 6:18 Leroy [1] - 6:25 less [4] - 16:10, 61:2, 79:6, 83:13 letter [2] - 23:11, 23:18 letters [2] - 8:18, 31:24 letting [5] - 63:10, 85:23, 110:8, 110:14, 128:16 level [5] - 62:22, 85:8, 85:10, 85:24, 103:5 levels [3] - 32:18, 47:3, 57:1 liaison [3] - 118:20, 127:14, 129:1 lies [1] - 16:1 life [2] - 9:8, 83:6 light [1] - 134:9	likewise [1] - 132:8 limit [1] - 77:10 limited [4] - 14:23, 74:24, 126:2, 126:3 line [2] - 52:5, 94:24 list [2] - 51:20, 87:19 listed [1] - 118:5 listen [1] - 82:16 listened [3] - 68:25, 91:21, 96:25 listening [1] - 106:4 literally [1] - 114:8 live [5] - 10:12, 10:13, 52:23, 53:4, 114:10 lives [7] - 5:15, 6:12, 6:13, 10:11, 24:1, 24:4, 128:7 living [4] - 8:16, 9:20, 60:6, 81:15 local [4] - 40:7, 40:8, 40:11, 80:22 location [1] - 8:6 lock [5] - 76:4, 94:8, 94:18, 94:19, 95:9 lockdown [2] - 95:24, 96:8 lockdowns [11] - 33:11, 73:24, 93:20, 93:23, 94:1, 94:4, 94:5, 95:6, 95:7, 96:11, 96:15 locked [4] - 8:13, 79:21, 95:13, 96:4 locker [1] - 53:2 locking [1] - 75:4 lofty [4] - 15:1, 16:5, 40:1, 57:23 LONG [1] - 21:17 long-term [5] - 79:18, 95:7, 96:2, 96:3, 123:17 look [16] - 27:17, 28:1, 58:9, 68:13, 68:21, 71:9, 82:4, 88:18, 93:16, 95:3, 96:16, 104:18, 104:19, 107:17, 112:20 looked [4] - 54:17, 91:23, 107:13, 108:11 looking [9] - 5:18, 12:5, 14:18, 22:13, 24:1, 29:16, 75:7, 109:4, 109:19 looks [2] - 80:7, 85:10 love [5] - 19:6, 70:6, 104:16, 106:12, 107:1 loved [8] - 5:23, 6:13, 8:15, 18:24, 19:7, 23:4, 54:20, 55:22 lower [3] - 85:8, 85:10, 85:24 lower-level [3] - 85:8, 85:10, 85:24 luckily [1] - 52:9	M ma'am [2] - 59:8, 81:24 magazine [2] - 20:23, 21:1 mail [6] - 36:19, 37:4, 63:18, 88:8, 94:16, 118:1 mailing [1] - 110:22 maintaining [1] - 16:2 major [5] - 54:7, 102:23, 102:24, 107:20, 133:1 majority [2] - 74:4, 129:24 male [1] - 18:5 MAN [12] - 3:22, 90:4, 91:13, 92:25, 93:14, 93:22, 96:13, 97:13, 100:13, 115:21, 120:21, 127:10 Man [6] - 2:9, 3:22, 66:15, 90:3, 115:20, 120:20 man [3] - 18:4, 113:18, 115:4 MAN-E [12] - 3:22, 90:4, 91:13, 92:25, 93:14, 93:22, 96:13, 97:13, 100:13, 115:21, 120:21, 127:10 Man-E [6] - 2:9, 3:22, 66:15, 90:3, 115:20, 120:20 manage [3] - 12:3, 47:9, 49:5 management [10] - 46:22, 47:5, 49:11, 71:5, 71:11, 72:17, 72:20, 72:23, 87:25, 95:21 manager [10] - 52:2, 52:4, 52:13, 59:13, 63:1, 71:12, 86:24, 95:1, 95:22, 100:4 Manager [1] - 46:23
K				
Kayes [1] - 6:25 keep [5] - 39:7, 79:21, 95:20, 104:21, 114:9 Kelly [1] - 2:4 kelly [1] - 3:14 Kenstowicz [2] - 5:4, 10:23 KENSTOWICZ [5] - 5:5, 10:25, 11:5, 13:21, 13:25 Kenyatta [3] - 109:12, 110:16, 111:2 Kevin [2] - 2:5, 3:15				

managerial ^[1] - 15:18 managers ^[2] - 46:18, 85:9 mandates ^[1] - 135:1 Manino ^[1] - 6:25 March ^[1] - 62:15 Marion ^[1] - 17:8 marked ^[2] - 14:12, 114:11 Martin ^[2] - 2:17, 6:20 materials ^[1] - 52:20 math ^[1] - 6:7 matter ^[2] - 15:22, 133:15 maximum ^[1] - 79:5 McCollum ^[6] - 4:21, 4:22, 7:23, 7:24, 131:21, 131:22 meals ^[1] - 94:16 mean ^[29] - 25:17, 36:18, 45:7, 46:7, 46:11, 46:15, 48:4, 48:5, 48:7, 57:23, 61:16, 68:12, 70:10, 78:15, 83:22, 89:6, 91:1, 92:21, 98:6, 98:8, 98:25, 99:8, 99:10, 106:25, 111:19, 114:8, 119:1, 133:8 meaning ^[3] - 88:24, 94:20, 119:3 meaningful ^[1] - 118:14 means ^[5] - 18:18, 24:7, 76:14, 96:9, 107:10 meant ^[2] - 45:10, 45:12 measures ^[1] - 81:5 mechanism ^[1] - 11:13 media ^[3] - 113:17, 113:18, 130:2 medical ^[10] - 16:4, 22:21, 47:14, 47:15, 51:24, 51:25, 52:14, 55:18, 133:21 meet ^[6] - 21:9, 60:20, 67:7, 68:8, 74:7, 114:21 meeting ^[45] - 3:5, 7:9, 17:19, 17:20, 26:17, 27:2, 28:7, 28:10, 40:11, 40:19, 41:3, 43:3, 43:7, 45:10, 45:11, 102:11, 107:22, 108:15,	108:20, 108:22, 109:13, 109:16, 110:2, 110:16, 111:7, 111:8, 111:11, 112:10, 112:12, 114:2, 114:4, 114:15, 114:18, 115:9, 116:3, 116:22, 122:10, 129:21, 129:22, 130:1, 130:7, 130:9, 130:11, 131:23, 134:17 Meeting ^[1] - 41:5 MEETING ^[2] - 1:7, 26:13 meetings ^[17] - 5:19, 39:13, 39:16, 39:17, 39:21, 40:7, 43:4, 62:2, 68:22, 68:24, 70:6, 83:19, 91:20, 97:1, 109:22, 119:10, 130:4 meets ^[1] - 58:6 member ^[8] - 29:3, 73:25, 106:21, 107:14, 108:8, 110:6, 112:3, 112:4 Member ^[4] - 2:9, 2:10, 2:11, 108:7 members ^[13] - 9:10, 24:13, 42:2, 74:17, 81:16, 97:20, 101:15, 108:1, 110:23, 115:22, 117:19, 118:10, 130:3 MEMBERS ^[1] - 2:1 memo ^[1] - 118:5 men ^[3] - 18:10, 132:8, 132:9 mental ^[10] - 11:6, 11:10, 11:14, 11:23, 12:1, 12:2, 13:13, 13:16, 67:22, 133:4 mentioned ^[10] - 34:7, 34:8, 35:24, 46:16, 50:11, 57:5, 81:24, 98:16, 112:9, 117:16 mentioning ^[1] - 40:20 mentor ^[1] - 31:13 met ^[12] - 15:3, 16:21, 33:9, 42:16, 51:4, 54:16, 65:3, 86:19, 86:21, 102:16, 105:18, 114:23 metrics ^[1] - 111:21 mid ^[1] - 106:23 mid-May ^[1] - 106:23 middle ^[2] - 46:21,	92:10 midlevels ^[1] - 47:19 might ^[5] - 15:10, 34:11, 58:19, 74:14, 135:16 Millspaugh ^[1] - 6:21 mind ^[2] - 29:7, 42:8 minds ^[2] - 34:3, 97:13 mine ^[5] - 63:17, 78:6, 97:14, 101:21, 109:10 mini ^[3] - 46:17, 46:24, 47:12 minimal ^[3] - 14:13, 91:17, 96:15 minimum ^[2] - 16:5, 79:7 miniscule ^[1] - 9:12 minute ^[2] - 57:16, 67:4 MINUTES ^[1] - 26:13 minutes ^[11] - 26:17, 27:2, 27:24, 28:7, 28:10, 29:3, 39:8, 64:12, 65:3, 75:7, 116:3 miserable ^[1] - 54:23 misery ^[1] - 54:17 miss ^[2] - 73:24, 115:10 missed ^[1] - 93:21 missing ^[2] - 43:19, 57:11 mission ^[3] - 55:18, 56:20, 106:14 missions ^[2] - 57:2, 99:15 misspoke ^[1] - 71:17 misstep ^[1] - 69:9 missteps ^[2] - 82:6, 103:2 mistake ^[1] - 89:17 mister ^[1] - 90:21 mistreating ^[2] - 23:24, 23:25 model ^[4] - 21:5, 84:24, 85:2, 105:5 models ^[1] - 105:2 modification ^[1] - 124:4 modify ^[2] - 47:24, 69:12 moment ^[2] - 51:20, 103:25 Monday ^[6] - 45:4, 45:11, 55:11, 102:10, 114:14, 114:18 money ^[15] - 5:23, 18:8, 18:9, 18:17,	18:21, 22:5, 22:10, 23:1, 23:6, 55:16, 97:17, 124:19, 126:2, 126:3, 126:9 monitored ^[1] - 8:19 Monitoring ^[1] - 4:9 month ^[23] - 17:19, 22:8, 51:1, 62:8, 68:10, 77:14, 91:20, 95:24, 96:21, 97:1, 108:19, 109:7, 123:13, 123:16, 123:17, 123:19, 125:1, 126:13, 129:23, 129:25, 130:5, 133:2 month's ^[2] - 15:4, 41:3 monthly ^[2] - 9:5, 122:20 months ^[13] - 25:6, 25:17, 27:6, 48:9, 51:6, 54:6, 58:2, 58:11, 69:11, 83:20, 86:23, 121:16, 123:11 monumental ^[1] - 14:5 morale ^[5] - 12:7, 13:7, 42:10, 44:8, 61:4 morning ^[2] - 36:21, 48:14 mortality ^[3] - 133:17, 134:1, 134:15 most ^[16] - 6:6, 14:15, 17:3, 31:20, 43:5, 43:6, 65:24, 77:15, 81:6, 91:22, 91:24, 92:21, 93:15, 104:22, 108:5, 116:18 mostly ^[3] - 90:8, 92:17, 99:3 mother ^[1] - 51:12 Motion ^[26] - 4:3, 26:16, 28:10, 28:20, 100:22, 100:25, 120:22, 122:8, 122:9, 122:19, 122:22, 122:24, 123:3, 123:6, 123:19, 124:9, 124:13, 124:23, 127:11, 127:13, 127:16, 128:1, 128:20, 128:25, 129:11, 135:23 MOTIONS ^[1] - 4:10 Motions ^[1] - 4:2 move ^[13] - 3:25, 8:19, 28:25, 34:19, 49:5, 71:18, 93:11,	122:23, 130:6, 130:9, 130:21, 130:23, 135:25 moved ^[6] - 26:18, 28:12, 44:6, 129:2, 129:21, 130:1 moving ^[11] - 21:24, 35:8, 35:11, 44:9, 48:5, 54:1, 69:8, 71:7, 72:22, 103:3, 131:20 MR ^[147] - 3:15, 3:16, 3:20, 4:22, 5:1, 5:5, 7:24, 8:2, 8:12, 10:25, 11:5, 13:21, 13:25, 19:24, 26:10, 26:19, 28:13, 29:21, 31:2, 32:11, 34:6, 34:25, 36:14, 37:20, 37:24, 38:3, 38:8, 38:9, 38:13, 38:14, 38:16, 38:20, 39:5, 39:7, 39:9, 40:15, 40:24, 40:25, 41:7, 41:8, 41:9, 41:11, 42:12, 42:18, 42:19, 44:22, 44:23, 44:25, 45:12, 45:15, 45:16, 46:6, 46:13, 46:14, 46:20, 48:1, 48:7, 48:8, 48:11, 48:18, 48:19, 49:13, 49:14, 49:24, 51:22, 54:2, 57:14, 57:22, 59:8, 59:12, 59:20, 59:24, 61:5, 61:20, 62:7, 64:5, 64:14, 64:17, 64:20, 64:24, 65:1, 65:2, 65:5, 65:9, 65:20, 65:21, 66:6, 66:7, 67:2, 67:3, 67:12, 67:13, 68:2, 68:3, 68:7, 70:14, 71:1, 73:2, 74:18, 76:24, 76:25, 77:24, 78:15, 78:17, 79:9, 79:12, 80:3, 80:11, 81:18, 81:22, 82:11, 82:18, 82:22, 83:18, 85:3, 85:11, 86:13, 87:10, 87:23, 89:3, 90:1, 90:16, 91:16, 93:1, 93:21, 93:24, 96:24, 98:6, 100:14, 100:18, 100:20, 101:5, 102:5, 104:21, 120:4, 120:7, 120:14, 121:8, 121:10, 122:9, 125:7, 126:25, 127:8, 129:2, 129:4, 132:18, 132:24 MS ^[99] - 3:10, 3:13, 3:17, 3:21, 5:8, 5:12,
--	--	---	--	--

7:10, 7:20, 14:9, 17:13, 18:15, 21:17, 24:24, 26:18, 26:23, 27:11, 27:15, 27:22, 28:12, 29:10, 30:23, 32:3, 33:5, 34:24, 36:4, 37:7, 49:15, 51:19, 53:22, 57:12, 57:15, 59:7, 64:7, 64:13, 64:15, 77:3, 77:6, 78:9, 78:16, 78:18, 79:11, 79:25, 80:10, 80:13, 81:19, 82:10, 82:16, 82:21, 82:24, 84:19, 85:5, 86:9, 87:9, 87:11, 89:2, 89:22, 90:2, 100:25, 101:9, 103:19, 106:20, 119:23, 120:10, 120:17, 121:1, 121:9, 121:12, 121:25, 122:11, 122:24, 123:3, 123:5, 123:10, 123:21, 124:10, 124:22, 125:1, 125:8, 125:11, 125:15, 125:18, 126:18, 126:19, 127:4, 127:9, 127:15, 127:20, 127:23, 128:1, 129:3, 129:16, 130:16, 130:19, 131:2, 131:6, 131:10, 131:15, 135:25, 136:1 Muhammad [2] - 4:25, 8:1 multiple [2] - 66:16, 103:23 mundane [1] - 70:7 municipal [1] - 132:12 murals [3] - 53:8, 53:9, 53:14 must [4] - 10:13, 10:14, 99:1, 124:16 mutual [2] - 33:19, 33:20	111:20 Nation [1] - 20:23 National [2] - 11:7, 131:24 national [2] - 20:23, 21:9 nationally [2] - 62:23, 79:14 nature [4] - 19:2, 66:18, 74:1, 84:6 nauseam [1] - 91:19 navigate [1] - 48:24 NCCHC [3] - 134:1, 134:5, 135:10 necessarily [3] - 18:22, 47:6, 47:7 necessary [3] - 6:8, 73:15, 106:9 need [21] - 14:20, 16:16, 18:10, 18:11, 22:24, 23:3, 23:4, 39:23, 45:2, 47:24, 58:8, 69:11, 69:12, 71:7, 93:9, 93:13, 94:12, 96:5, 105:9, 126:10, 134:12 needed [5] - 19:14, 23:5, 69:2, 72:2, 77:11 needle [1] - 44:9 needs [10] - 13:14, 14:14, 44:4, 44:5, 58:13, 61:13, 65:13, 100:3, 100:6 negative [2] - 66:10, 97:8 neglect [1] - 15:24 negotiate [1] - 92:2 neighbors [2] - 5:21 nervous [1] - 111:16 network [2] - 33:4, 88:22 Network [1] - 5:13 networking [1] - 88:20 neutral [2] - 69:6, 69:7 never [11] - 15:22, 35:17, 36:9, 37:5, 39:19, 50:14, 57:3, 79:6, 92:4, 93:6, 105:12 nevertheless [1] - 119:7 new [15] - 13:25, 14:1, 14:12, 18:10, 21:13, 24:2, 26:5, 26:6, 50:5, 62:5, 76:19, 81:4, 83:16, 115:3, 133:8	NEW [1] - 122:4 next [22] - 4:23, 25:4, 27:20, 28:24, 40:16, 41:5, 53:3, 67:12, 78:19, 80:25, 82:25, 84:22, 85:25, 87:11, 93:19, 96:19, 104:4, 107:2, 118:16, 123:17, 126:13, 129:17 nice [3] - 53:1, 90:5, 109:11 Nicole [1] - 7:1 night [7] - 43:7, 43:10, 55:15, 75:23, 82:13, 114:4 nine [2] - 13:1, 63:7 nine-iron [1] - 63:7 nobody [8] - 23:13, 24:1, 25:18, 79:19, 79:21, 98:25, 102:4, 130:14 nomination [1] - 101:10 nominee [1] - 102:14 non [4] - 47:20, 55:12, 109:4, 135:2 non-disclosable [1] - 135:2 non-profit [1] - 55:12 non-traditional [1] - 109:4 non-uniform [1] - 47:20 norms [1] - 21:9 Notary [1] - 137:17 note [1] - 118:19 notes [1] - 137:6 nothing [13] - 9:9, 19:18, 22:17, 43:17, 47:22, 61:3, 63:19, 74:5, 75:16, 75:17, 88:23, 107:20, 129:17 Nothing [1] - 13:1 notice [1] - 7:10 noting [1] - 107:21 NOVEMBER [1] - 26:13 November [5] - 26:17, 27:4, 27:19, 28:7, 111:3 nuance [2] - 35:4, 52:10 nuances [1] - 35:15 number [5] - 17:14, 25:14, 39:6, 132:11, 134:10 numbered [1] - 87:4 numbers [3] - 31:20, 31:22, 89:12	nurse [3] - 35:20, 44:19, 47:18 nurses [2] - 52:5, 56:1 O o'clock [1] - 3:2 O'Connor [4] - 2:6, 3:16, 38:19, 120:6 O'CONNOR [21] - 3:16, 26:19, 28:13, 38:20, 39:7, 40:15, 40:25, 41:8, 41:11, 42:18, 44:22, 44:25, 45:15, 46:6, 46:14, 48:1, 48:8, 48:18, 49:13, 102:5, 120:7 object [1] - 4:5 objects [1] - 126:6 obligation [1] - 134:18 obnoxious [1] - 111:8 obscure [1] - 133:12 obviously [27] - 30:12, 31:13, 34:15, 34:18, 38:25, 39:20, 40:17, 40:21, 43:4, 43:10, 44:4, 45:8, 46:25, 47:21, 54:3, 62:12, 71:3, 72:4, 75:2, 79:23, 80:4, 84:4, 97:9, 97:10, 100:1, 101:24, 107:1 occasions [1] - 37:18 occur [3] - 77:14, 77:17, 77:21 occurring [1] - 134:15 October [5] - 27:5, 28:1, 110:20, 110:25, 133:15 october [1] - 27:13 OF [2] - 2:1, 26:13 off-course [2] - 34:21, 35:9 offender [2] - 85:13, 86:8 offense [1] - 118:7 offers [1] - 63:24 office [2] - 41:17, 102:11 Office [1] - 68:18 officer [14] - 12:3, 33:16, 34:9, 35:20, 35:24, 50:25, 54:4, 54:5, 54:18, 76:17,	84:10, 86:12, 94:25, 96:10 Officer [1] - 132:14 officer's [8] - 11:6, 11:23, 11:25, 12:2, 13:13, 53:2, 87:4 officers [22] - 11:10, 11:15, 11:18, 12:8, 12:12, 12:14, 12:20, 13:3, 13:4, 13:7, 13:8, 13:16, 32:22, 33:14, 33:24, 44:20, 52:6, 54:21, 62:13, 84:14, 85:23, 132:13 offices [1] - 51:7 official [1] - 106:22 officials [2] - 45:24, 45:25 often [1] - 31:3 oftentimes [3] - 73:12, 73:14, 73:16 Old [1] - 122:2 old [5] - 23:23, 45:13, 51:1, 51:2, 119:9 ON [1] - 4:10 once [6] - 15:3, 27:23, 30:15, 30:19, 72:9 one [79] - 6:2, 13:22, 15:10, 17:1, 18:3, 20:10, 21:2, 22:3, 23:17, 27:5, 29:21, 32:4, 33:9, 33:12, 33:13, 35:25, 40:5, 40:10, 41:19, 41:22, 42:9, 46:21, 48:12, 48:16, 48:17, 49:24, 52:16, 53:1, 53:5, 53:22, 55:5, 55:7, 55:8, 55:22, 56:15, 56:16, 57:16, 58:10, 66:21, 67:6, 67:8, 67:21, 67:25, 68:17, 70:15, 70:21, 72:24, 73:2, 74:6, 74:23, 74:25, 75:13, 79:9, 82:4, 87:2, 88:8, 88:17, 92:10, 97:20, 99:11, 105:3, 105:7, 106:5, 109:5, 109:8, 109:10, 109:16, 110:19, 112:5, 112:23, 113:6, 119:11, 121:19, 124:23, 129:20 one-on-one [3] - 109:8, 109:16, 110:19 one-on-ones [1] - 109:10
N	name [8] - 3:9, 4:15, 23:21, 78:23, 103:21, 121:2, 132:23, 132:24 names [3] - 3:8, 6:9, 6:17 narrow [1] - 112:24 narrowed [1] - 112:21 narrowing [1] -			

one-third ^[1] - 46:21 one-year ^[3] - 55:5, 55:7, 55:8 ones ^[12] - 6:13, 8:15, 18:24, 19:7, 23:4, 53:21, 54:21, 94:15, 94:16, 94:17, 107:19, 109:10 ones' ^[1] - 5:23 online ^[3] - 4:12, 91:23, 111:25 open ^[6] - 25:22, 44:5, 50:4, 85:6, 87:17, 99:11 open-ended ^[1] - 85:6 opening ^[3] - 72:11, 72:12 openly ^[1] - 66:5 openness ^[1] - 14:3 opinion ^[2] - 47:4, 63:24 opinions ^[2] - 94:3, 104:10 opportunities ^[2] - 101:14, 106:1 opportunity ^[12] - 15:4, 20:21, 21:22, 24:11, 37:17, 43:19, 57:11, 73:4, 73:20, 106:15, 129:14, 130:14 opposed ^[9] - 28:6, 28:18, 36:12, 122:16, 124:1, 124:2, 124:3, 124:5, 129:9 opposite ^[1] - 37:6 oppressive ^[1] - 119:15 optimistic ^[2] - 101:24, 101:25 ORDER ^[1] - 3:3 order ^[4] - 3:6, 25:8, 25:12, 109:24 ordinance ^[1] - 79:7 organization ^[1] - 34:17 organizations ^[5] - 5:19, 41:14, 55:9, 55:12, 109:20 original ^[1] - 21:19 originally ^[3] - 25:5, 123:10, 130:10 otherwise ^[1] - 9:13 out-of-cell ^[1] - 79:6 outcomes ^[1] - 16:23 outlined ^[1] - 79:1 outlines ^[1] - 14:20 outreach ^[1] - 110:9 outside ^[13] - 8:17,	9:15, 14:18, 19:13, 26:2, 42:2, 48:15, 54:11, 55:1, 55:8, 59:3, 109:4 outstanding ^[2] - 102:2, 122:1 over- communication ^[1] - 37:5 overall ^[2] - 10:5, 12:10 overcrowding ^[1] - 20:11 overdose ^[1] - 77:16 overhaul ^[1] - 77:19 overnight ^[3] - 34:15, 36:2, 75:22 overseeing ^[1] - 15:3 overseen ^[1] - 78:1 oversees ^[1] - 68:20 OVERSIGHT ^[1] - 1:7 oversight ^[2] - 131:5, 134:12 Oversight ^[14] - 6:11, 20:21, 23:14, 103:24, 104:25, 106:21, 108:7, 112:4, 114:5, 114:8, 116:24, 117:23, 119:10, 129:24 overtime ^[10] - 11:7, 11:22, 11:24, 12:3, 13:2, 13:17, 42:10, 44:24, 61:13, 62:4 overused ^[1] - 76:10 overwhelmingly ^[1] - 78:20 own ^[9] - 5:22, 5:23, 35:1, 35:11, 75:23, 77:11, 84:21, 117:10, 135:10	85:18, 86:6 part ^[14] - 31:20, 65:24, 66:23, 69:23, 69:25, 70:21, 70:23, 91:10, 105:9, 107:1, 108:4, 117:25, 119:14 participate ^[2] - 8:14, 86:18 participated ^[2] - 107:3, 112:2 participating ^[1] - 111:20 participation ^[1] - 115:16 particular ^[2] - 21:6, 30:25 particularly ^[3] - 18:2, 61:9, 105:14 particulars ^[1] - 18:3 partner ^[1] - 39:3 partnering ^[1] - 38:24 partnership ^[1] - 125:22 parts ^[2] - 92:22, 93:4 party ^[2] - 8:7, 9:1 Passages ^[1] - 4:8 passion ^[2] - 43:8, 43:11 passionate ^[1] - 57:7 past ^[9] - 12:17, 26:25, 70:19, 83:6, 101:19, 104:24, 105:19, 113:16, 114:17 Pastorek ^[1] - 6:19 Pat ^[1] - 2:8 patient ^[1] - 133:23 patterns ^[1] - 15:24 Paul ^[2] - 6:21, 6:22 pay ^[6] - 10:6, 18:8, 20:21, 81:1, 93:5, 95:6 paying ^[4] - 22:8, 23:6, 97:15, 97:17 payment ^[3] - 6:2, 9:11, 18:16 payments ^[8] - 6:6, 6:7, 7:17, 9:12, 19:4, 19:9, 19:18 Payroll ^[1] - 80:20 Pennsylvania ^[7] - 1:21, 5:12, 12:14, 29:23, 50:9, 71:4, 99:12 Pennsylvania's ^[1] - 134:25 people ^[100] - 4:12, 9:6, 9:25, 10:5, 10:9,	10:19, 16:12, 16:25, 17:17, 20:17, 20:19, 20:22, 21:11, 22:2, 22:4, 22:11, 22:12, 22:16, 22:23, 22:24, 23:3, 23:4, 23:6, 23:12, 23:15, 23:24, 23:25, 24:5, 25:19, 25:20, 30:19, 33:21, 43:13, 44:11, 44:13, 47:16, 48:21, 51:3, 52:6, 53:4, 53:17, 54:10, 56:9, 56:14, 56:21, 57:19, 57:20, 57:25, 59:3, 63:10, 66:17, 67:18, 69:5, 71:19, 71:25, 72:13, 72:14, 72:15, 72:16, 72:22, 73:24, 74:2, 74:4, 74:7, 74:15, 75:8, 76:2, 83:8, 86:16, 87:14, 89:4, 91:4, 91:7, 92:2, 93:10, 93:11, 93:25, 94:21, 95:6, 95:12, 96:7, 97:4, 97:7, 97:12, 99:21, 99:23, 99:24, 100:9, 102:12, 102:18, 104:1, 108:2, 109:21, 116:1, 121:2, 121:4, 128:16 pepper ^[1] - 12:15 percent ^[5] - 20:24, 74:2, 80:21, 80:22, 80:24 perfect ^[2] - 78:9, 95:21 performative ^[1] - 16:21 perhaps ^[2] - 5:25, 44:4 period ^[2] - 30:10, 38:6 Perkins ^[6] - 2:10, 3:20, 64:11, 64:12, 120:13, 127:7 PERKINS ^[21] - 3:20, 64:14, 64:17, 64:20, 64:24, 65:2, 65:9, 65:21, 66:7, 67:3, 67:13, 68:3, 70:14, 73:2, 76:24, 101:5, 104:21, 120:14, 122:9, 127:8, 129:2 permeate ^[1] - 34:11 permeated ^[1] - 83:5 perpetuated ^[1] - 15:17 person ^[8] - 9:22, 14:18, 55:6, 75:3,	105:3, 109:8, 113:9, 114:23 personal ^[2] - 26:23, 116:6 personally ^[4] - 86:20, 87:14, 92:6, 128:19 perspective ^[3] - 66:11, 68:5, 109:4 Philadelphia ^[1] - 54:13 Philly ^[2] - 75:22, 88:14 philosophy ^[3] - 53:25, 74:12, 91:14 phone ^[11] - 5:24, 6:4, 18:18, 19:1, 22:14, 25:9, 25:11, 26:1, 82:5, 88:13, 111:4 phrase ^[1] - 74:20 physical ^[3] - 13:11, 27:24, 49:8 pick ^[1] - 88:12 picture ^[1] - 47:8 pictures ^[1] - 53:6 piggyback ^[1] - 38:22 PIIN ^[1] - 7:4 pilot ^[8] - 47:23, 69:10, 69:12, 72:8, 84:9, 84:17, 86:14 piloted ^[1] - 87:22 piloting ^[2] - 59:14, 72:20 pilots ^[1] - 84:20 Pine ^[1] - 30:22 Pittsburgh ^[7] - 1:21, 20:2, 42:16, 42:17, 65:8, 121:12, 132:11 pivot ^[2] - 21:21, 33:6 place ^[8] - 9:3, 24:15, 46:11, 52:12, 57:7, 58:23, 92:8, 100:2 places ^[6] - 33:3, 42:5, 50:9, 98:12, 105:5, 113:16 plan ^[10] - 21:19, 25:3, 25:9, 25:19, 25:21, 25:23, 85:2, 90:13, 93:20, 93:22 planned ^[2] - 91:18, 91:20 plans ^[1] - 26:6 plant ^[1] - 49:8 play ^[1] - 70:20 plug ^[2] - 69:12, 69:16 plus ^[1] - 19:20
--	--	---	--	---

Pod [1] - 23:12 pod [4] - 32:5, 32:14, 95:11 pods [1] - 96:7 Point [3] - 49:6, 133:2 point [32] - 23:8, 26:23, 34:12, 36:24, 37:1, 37:3, 38:22, 39:1, 39:14, 41:18, 43:16, 51:9, 51:16, 53:4, 55:2, 55:5, 55:7, 55:8, 65:21, 68:11, 70:11, 75:11, 82:14, 92:1, 99:11, 103:1, 104:8, 110:10, 110:18, 111:15, 112:2, 114:6 pointed [2] - 20:24, 21:2 Police [2] - 132:10, 132:11 Policies [1] - 20:15 policies [4] - 21:7, 21:8, 30:5, 87:20 policing [1] - 46:8 policy [2] - 22:1, 36:7 Policy [1] - 80:18 Polihire [8] - 101:13, 104:2, 104:3, 108:17, 109:8, 110:13, 110:17, 118:4 Polihire's [1] - 117:22 poor [1] - 22:1 popular [2] - 32:13, 53:5 population [27] - 21:10, 24:12, 30:12, 30:13, 31:1, 32:1, 50:18, 70:17, 70:25, 71:5, 71:11, 72:6, 72:17, 72:23, 73:5, 73:21, 81:11, 81:14, 82:2, 84:13, 87:18, 98:18, 99:13, 100:10, 116:14, 124:15, 124:20 portion [1] - 135:2 portions [1] - 135:7 position [9] - 46:22, 47:20, 54:6, 54:25, 56:12, 69:3, 106:10, 116:4, 117:3 positions [3] - 56:12, 83:25 positive [9] - 33:13, 33:15, 66:10, 67:14, 83:24, 97:11, 105:2,	118:17, 126:4 possible [2] - 79:6, 91:17 potential [1] - 20:5 practices [1] - 14:23 pre [1] - 59:5 pre-release [1] - 59:5 precedent [1] - 133:25 predates [1] - 117:14 predictable [1] - 16:23 preface [1] - 33:7 prefer [1] - 35:15 preference [1] - 34:20 prepared [1] - 21:19 present [1] - 109:13 presentation [6] - 29:11, 41:4, 45:4, 62:8, 70:16, 110:17 presented [4] - 112:15, 112:18, 113:2, 116:13 presenting [1] - 103:23 president [1] - 2:3 President [3] - 2:8, 120:12, 125:19 pressing [1] - 133:5 presumptuous [1] - 36:19 pretty [6] - 31:24, 38:6, 49:5, 97:2, 116:12, 121:3 prevent [2] - 10:15, 134:14 previous [4] - 37:18, 53:25, 83:1, 135:10 primarily [2] - 115:22, 130:11 primary [1] - 11:13 principles [2] - 16:18, 83:16 priorities [6] - 12:6, 66:25, 67:5, 67:10, 67:25, 103:9 prioritize [1] - 14:14 prioritizes [2] - 16:8, 16:17 prison [14] - 43:13, 51:11, 54:12, 57:18, 60:17, 68:17, 71:7, 74:25, 97:4, 98:18, 99:2, 99:12, 99:22 Prison [1] - 80:18 prisons [4] - 47:13, 56:14, 68:16, 80:22 privacy [1] - 135:13 private [1] - 135:5	privilege [1] - 26:24 privileges [1] - 87:16 Probation [1] - 20:15 probation [4] - 20:18, 20:25, 71:24, 74:6 problem [14] - 11:7, 13:17, 14:2, 14:5, 23:15, 44:18, 57:3, 61:18, 85:11, 90:21, 91:2, 96:2, 96:3, 96:6 problems [4] - 11:15, 20:10, 30:24, 81:7 procedure [1] - 16:14 proceed [1] - 29:6 proceedings [2] - 117:2, 137:5 process [36] - 8:4, 14:11, 14:12, 14:24, 15:3, 15:12, 16:13, 17:2, 86:11, 89:17, 93:18, 101:13, 102:6, 102:8, 102:20, 103:21, 104:6, 104:8, 105:11, 105:15, 107:2, 107:16, 108:5, 108:11, 111:24, 112:23, 115:14, 115:18, 117:3, 117:5, 117:6, 118:20, 118:22, 119:2, 119:5, 130:20 processing [3] - 88:7, 88:8 PROCTOR [1] - 24:24 Proctor [2] - 4:20, 24:23 produce [2] - 14:25, 134:2 productions [1] - 135:14 productive [1] - 5:18 products [1] - 22:18 professed [1] - 105:3 profiles [2] - 112:17, 113:1 profit [1] - 55:12 profound [1] - 15:23 program [13] - 32:13, 50:17, 51:14, 52:8, 55:14, 59:10, 59:17, 59:25, 60:15, 69:11, 84:12, 96:23, 97:16 Program [1] - 73:4 programming [4] - 59:3, 89:11, 98:20, 98:23 programs [22] -	42:20, 42:23, 42:24, 49:23, 50:5, 50:6, 51:15, 51:20, 51:23, 52:1, 52:10, 52:12, 52:15, 72:9, 81:3, 84:9, 84:10, 87:2, 88:1, 98:12, 116:16 progress [2] - 30:21, 67:22 progressive [1] - 116:13 Project [1] - 133:3 pronounce [1] - 121:1 property [1] - 88:7 proponent [1] - 46:3 proposal [1] - 126:13 prospective [1] - 44:13 proud [3] - 50:6, 51:14, 89:8 proudly [1] - 7:5 provide [5] - 9:12, 12:22, 98:3, 117:19, 134:21 providing [2] - 16:3, 58:15 proving [1] - 135:12 Psych [1] - 13:15 psychological [1] - 11:12 public [22] - 15:5, 40:17, 40:21, 49:18, 54:1, 90:8, 96:20, 102:9, 102:16, 108:2, 112:1, 112:3, 115:22, 125:20, 130:4, 133:13, 133:24, 134:8, 134:12, 134:16, 135:5, 135:7 PUBLIC [3] - 4:10, 5:11, 131:18 Public [6] - 4:1, 4:18, 73:12, 80:20, 131:20, 137:17 publicly [2] - 14:17, 109:1 publishing [1] - 134:1 pull [2] - 69:12, 69:16 punish [1] - 86:5 punishment [4] - 8:25, 83:4, 83:15, 84:25 punitive [1] - 15:16 puppies [7] - 32:13, 32:14, 51:2, 51:6, 51:11, 53:14, 60:17 puppy [6] - 59:10,	60:5, 60:11, 60:12, 60:20, 61:4 purpose [1] - 135:12 purposely [1] - 89:15 pursue [1] - 10:14 push [1] - 123:16 pushback [3] - 50:21, 87:3 put [17] - 23:2, 26:5, 27:17, 47:5, 47:15, 48:14, 55:15, 70:18, 72:8, 72:25, 80:7, 104:2, 111:25, 118:4, 128:1, 128:9, 128:12 putting [5] - 53:9, 72:13, 72:14, 84:2, 103:21
Q				
Quakers [2] - 20:3, 20:5 qualifications [2] - 15:10, 104:16 qualified [3] - 101:24, 113:14, 118:16 question-and-answer [1] - 29:2 questions [24] - 29:5, 29:14, 37:17, 37:18, 38:10, 45:3, 49:17, 65:10, 65:19, 68:4, 70:16, 76:23, 77:9, 90:7, 92:18, 101:11, 102:15, 103:6, 113:8, 129:14, 133:19, 133:23 quick [5] - 29:2, 42:11, 49:5, 62:12, 91:7 quickly [6] - 57:17, 71:2, 87:6, 91:7, 101:12 quite [2] - 52:3, 94:2 quo [4] - 16:2, 49:21, 105:22, 105:24 quote [1] - 11:11 quoted [1] - 116:11				
R				
racism [1] - 9:24 raises [1] - 134:4 Randy [1] - 4:19 rank [1] - 78:3 rather [1] - 135:3 rats [1] - 64:15 re [3] - 7:20, 17:2,				

65:7 re-acclimating [1] - 65:7 re-ask [1] - 7:20 re-think [1] - 17:2 reach [1] - 40:21 reached [3] - 25:18, 109:9, 128:11 reaching [1] - 110:22 read [9] - 6:9, 8:11, 41:18, 42:12, 43:24, 58:10, 84:22, 96:25, 132:23 reading [3] - 6:16, 42:20, 71:22 ready [1] - 77:5 real [6] - 17:5, 50:4, 51:5, 57:11, 73:4, 75:1 reality [1] - 80:16 realizing [1] - 60:11 really [4] - 13:1, 31:22, 42:6, 42:19, 44:15, 50:12, 50:19, 50:20, 51:8, 51:16, 52:6, 53:1, 66:3, 69:4, 71:20, 82:25, 96:24, 98:16, 104:18, 106:4, 106:9, 106:15, 107:25, 108:4, 108:9, 108:10, 109:3, 109:24, 110:10, 112:7, 113:14, 113:22, 115:3, 115:10, 115:13, 115:14, 120:17, 121:21, 121:22, 122:1 reason [7] - 20:20, 21:4, 73:13, 74:13, 80:16, 89:20, 96:14 reasons [4] - 75:14, 76:16, 95:11, 107:6 receive [4] - 6:3, 78:13, 96:14, 110:1 received [2] - 110:6, 112:16 receives [1] - 79:5 receiving [2] - 5:22, 97:16 recent [1] - 133:13 recently [1] - 34:16 recipient [1] - 60:19 recon [1] - 16:15 reconnection [1] - 60:22 reconsider [2] - 19:3, 19:17 record [2] - 90:8, 121:2 recording [1] - 137:7	records [9] - 71:24, 133:14, 133:16, 134:2, 134:21, 134:24, 135:3, 135:4, 135:9 Recovery [1] - 4:8 recreational [1] - 79:5 recruit [2] - 62:5, 62:12 recruitment [5] - 61:11, 62:9, 80:14, 84:3, 110:6 recuse [3] - 107:5, 108:13, 112:6 redact [1] - 135:2 redacted [3] - 134:1, 134:3, 134:5 redactions [1] - 135:7 reduce [8] - 62:4, 70:25, 72:6, 73:4, 81:14, 82:1, 93:20, 93:23 reduces [1] - 16:9 reducing [2] - 16:18, 81:11 reduction [4] - 70:17, 73:21, 82:8, 116:15 reentry [6] - 57:17, 57:20, 58:10, 58:13, 59:5, 116:15 refer [2] - 79:18, 90:13 referenced [1] - 85:4 referendum [4] - 12:9, 12:16, 78:20, 79:13 reflect [1] - 15:18 reflection [1] - 16:14 reform [1] - 18:1 reforms [1] - 20:7 reframe [1] - 18:11 refusal [3] - 16:15, 134:20, 134:24 refuses [2] - 12:22, 134:2 regarding [6] - 9:5, 11:17, 12:11, 13:13, 96:21, 101:22 regret [1] - 108:9 regular [3] - 51:7, 71:8, 110:12 reiterate [1] - 119:19 related [6] - 11:13, 70:16, 73:23, 77:16, 96:19, 133:16 relates [1] - 8:8 relationship [6] -	33:15, 40:6, 40:10, 65:14, 68:6, 71:3 relationships [2] - 19:11, 99:23 relative [1] - 13:9 release [5] - 55:11, 59:5, 134:24, 135:6, 135:9 released [1] - 73:20 relevance [1] - 11:1 relevant [1] - 29:5 reliance [2] - 93:20, 93:23 religious [1] - 25:13 rem [1] - 18:3 remain [2] - 16:23, 81:17 remains [1] - 6:12 remember [9] - 9:16, 31:11, 42:15, 46:8, 48:9, 49:3, 71:16, 82:13, 109:12 remind [2] - 17:9, 119:16 reminded [1] - 115:24 Renewal [1] - 4:8 repeatedly [2] - 78:25, 110:22 rephrase [1] - 73:9 replacement [1] - 119:16 report [5] - 42:20, 43:24, 47:10, 47:11, 86:3 Report [2] - 122:7 reporter [1] - 71:17 reporting [1] - 78:5 Reports [4] - 4:4, 122:6, 134:5, 135:11 reports [3] - 42:13, 91:23, 129:15 represent [1] - 19:5 representatives [2] - 61:25, 62:2 request [2] - 130:9, 130:16 requesting [2] - 133:14, 133:16 required [3] - 6:14, 79:7, 135:6 requirements [2] - 79:1, 81:2 research [3] - 94:10, 98:7, 104:24 Research [1] - 11:11 researched [1] - 89:16 researching [1] - 11:16	reset [1] - 77:2 reside [2] - 72:16, 95:12 residence [1] - 8:6 residents [8] - 5:16, 12:9, 13:11, 33:10, 33:24, 36:6, 52:22, 126:1 resources [1] - 133:4 respect [6] - 33:20, 67:19, 91:5, 91:12, 105:11, 117:20 respons [1] - 20:14 response [5] - 28:8, 28:19, 122:17, 129:10, 133:21 responsibilities [2] - 127:14, 129:1 responsibility [3] - 16:11, 130:25, 135:19 rest [12] - 30:14, 31:5, 31:8, 32:1, 37:8, 85:25, 87:7, 99:18, 109:18, 112:14, 114:7, 123:12 restorative [1] - 84:25 restraint [1] - 12:16 restrictions [1] - 74:10 restrictive [1] - 78:21 resulting [1] - 15:13 résumé [4] - 15:18, 48:10, 105:20, 113:14 retained [2] - 108:17, 108:18 retainment [3] - 62:10, 63:4, 84:3 retention [1] - 13:8 retired [1] - 62:17 reveal [1] - 135:16 REVIEW [1] - 26:13 reviews [4] - 133:18, 134:1, 134:16 revisited [1] - 44:5 RFP [1] - 108:17 Richard [2] - 6:18, 7:2 rid [2] - 19:3, 19:17 rights [4] - 24:4, 25:15, 25:25, 26:3 rise [1] - 6:16 roads [1] - 100:11 Rob [2] - 3:20, 117:15 Robert [3] - 2:10, 6:18, 6:20 Roger [1] - 6:21 role [5] - 14:19, 38:23, 59:14, 70:19,	132:4 roles [1] - 53:25 roll [2] - 3:8, 119:22 Ronald [1] - 6:23 roof [1] - 48:16 Room [1] - 1:17 room [17] - 40:18, 53:2, 54:8, 54:9, 57:6, 75:9, 75:14, 75:15, 75:24, 76:4, 76:5, 98:25, 99:1, 100:7, 101:16, 112:14, 121:4 root [2] - 16:8, 16:20 rooted [1] - 133:9 Ross [1] - 6:22 rounds [1] - 48:15 row [1] - 34:23 ruled [1] - 135:4 run [1] - 84:15 running [1] - 92:19 rushed [2] - 102:17, 115:1
S				
sacrifice [1] - 19:6 safe [2] - 14:21, 132:6 safety [7] - 12:8, 74:13, 74:15, 96:15, 132:16, 133:24, 134:6 Sahm [1] - 7:1 sake [3] - 5:20, 49:18, 90:8 Sam [5] - 5:6, 14:8, 105:22, 117:4, 119:8 sand [1] - 22:20 Sara [3] - 2:2, 3:17, 20:7 sat [1] - 104:2 satisfaction [1] - 11:18 Satisfaction [1] - 12:21 saw [5] - 41:24, 75:8, 83:24, 105:20, 119:10 scenario [1] - 86:10 schedule [1] - 109:10 scheduled [1] - 130:11 scheduling [3] - 43:25, 44:3, 44:7 Schmidt [5] - 5:7, 14:8, 105:22, 117:4, 119:8 SCHMIDT [2] - 5:8, 14:9 SCI [2] - 30:22, 54:11				

SCIs [2] - 89:4, 89:7 Sciubba [1] - 7:2 scores [1] - 89:4 scratcher [1] - 99:13 screened [1] - 8:18 screenshot [1] - 28:3 Search [16] - 106:23, 107:4, 107:13, 108:10, 108:15, 108:21, 110:5, 110:8, 110:14, 111:6, 111:19, 112:10, 112:11, 112:15, 114:1, 114:6 search [5] - 15:4, 21:20, 108:18, 109:19, 118:8 second [16] - 4:18, 26:19, 28:13, 68:10, 101:2, 101:3, 112:11, 114:16, 122:11, 123:6, 123:7, 123:20, 123:21, 129:3, 129:4, 136:1 seconds [6] - 77:18, 79:2, 79:10, 80:1, 81:20, 83:13 secret [2] - 72:24, 114:9 secretary [1] - 90:25 Section [1] - 135:1 section [2] - 4:18, 4:23 sectioned [1] - 48:25 sections [1] - 93:8 secure [2] - 14:21, 94:12 security [14] - 47:6, 73:13, 73:14, 73:17, 73:23, 74:15, 74:21, 75:14, 76:13, 76:16, 88:2, 88:5, 95:10, 96:15 see [38] - 21:10, 21:22, 25:16, 29:14, 30:10, 35:21, 35:23, 38:22, 41:13, 45:10, 47:24, 54:20, 60:5, 60:22, 60:25, 70:19, 74:13, 74:14, 78:6, 80:7, 80:23, 83:24, 85:14, 86:11, 87:21, 89:9, 91:7, 97:8, 103:11, 104:4, 104:11, 108:11, 109:14, 116:3, 118:1, 128:15, 134:10 seeing [2] - 93:17, 108:22 seem [2] - 92:20,	101:11 segregation [1] - 79:18 selected [1] - 109:1 selecting [1] - 118:20 selection [1] - 14:11 semantics [1] - 78:24 semantics-wise [1] - 78:24 send [3] - 18:24, 28:3, 89:8 Senior [1] - 133:1 sense [4] - 36:10, 36:15, 50:12 sensitive [1] - 135:9 sent [1] - 118:2 sentence [4] - 13:22, 17:1, 55:4, 74:3 sentiments [1] - 119:19 separated [3] - 8:15, 30:13, 31:25 September [2] - 27:2, 119:11 Sergeant [1] - 78:2 series [1] - 113:8 serious [3] - 20:11, 133:6, 134:4 serve [2] - 38:21, 135:12 served [1] - 106:22 service [2] - 32:13, 50:13 services [1] - 25:13 Services [1] - 125:23 serving [3] - 74:3, 94:24, 106:25 servitude [1] - 8:25 session [1] - 29:2 sessions [1] - 61:10 set [3] - 82:6, 102:12, 118:25 Setlock [3] - 24:19, 132:22, 132:25 SETLOCK [2] - 24:20, 132:24 setting [2] - 58:13, 114:24 settings [1] - 107:23 several [4] - 32:20, 43:4, 87:24, 118:14 shackles [1] - 12:15 shall [2] - 9:1, 9:2 shape [2] - 52:7, 107:2 share [4] - 33:13, 106:14, 114:12, 114:20	shared [11] - 39:12, 39:25, 66:24, 69:19, 69:22, 70:1, 70:4, 114:7, 116:22, 117:3 Sharon [2] - 5:9, 7:4 Sheriff [6] - 2:5, 38:1, 102:3, 120:2, 126:23, 132:8 shift [12] - 24:5, 34:14, 35:12, 36:2, 36:3, 44:10, 84:4, 84:5, 92:15, 92:17, 92:21 shifted [1] - 50:15 shifting [1] - 44:24 shifts [2] - 92:19, 98:11 ship [4] - 34:19, 34:21, 34:23, 35:8 shocked [2] - 105:6, 106:18 short [8] - 39:7, 57:19, 62:4, 96:2, 96:6, 104:21, 114:25, 115:6 short-term [3] - 57:19, 96:2, 96:6 shortage [1] - 133:3 shortages [1] - 61:8 shortly [2] - 108:16, 111:13 show [1] - 10:7 showed [1] - 102:25 showers [3] - 25:7, 25:12, 26:1 shows [3] - 22:3, 24:3, 103:7 shrunk [1] - 80:21 shutting [1] - 75:15 sick [1] - 8:22 side [6] - 34:23, 51:3, 53:17, 75:17, 76:6, 101:6 sidewalk [1] - 90:19 sight [2] - 30:6, 31:25 signed [1] - 4:12 significant [2] - 72:8, 78:7 significantly [2] - 12:1, 12:7 similar [4] - 81:10, 105:1, 134:3, 135:12 simple [3] - 50:12, 51:16, 52:16 single [1] - 128:7 sit [3] - 61:24, 62:6, 114:8 sits [1] - 66:15 sitting [4] - 27:18,	71:6, 71:25, 72:1 situation [4] - 12:12, 58:15, 92:10, 93:12 situations [1] - 12:23 six [4] - 48:9, 54:6, 86:23, 121:16 skill [1] - 13:9 slavery [1] - 8:24 sleep [1] - 98:21 slow [1] - 72:22 small [6] - 45:17, 45:22, 45:23, 46:4, 51:17, 53:16 smart [1] - 75:20 Smith [2] - 90:16, 90:17 snacks [1] - 22:22 so-called [1] - 92:9 social [6] - 9:18, 10:8, 44:20, 113:17, 113:18, 130:2 socialized [1] - 60:10 society [1] - 8:15 solitary [3] - 78:21, 79:3, 79:17 solution [1] - 81:7 solutions [1] - 14:4 solved [1] - 16:1 someone [15] - 15:11, 16:1, 22:7, 47:5, 47:15, 60:11, 60:12, 63:2, 72:5, 78:3, 79:21, 80:5, 90:18, 90:21, 113:24 sometimes [4] - 32:6, 44:15, 57:4, 74:8 somewhat [2] - 30:6, 95:16 somewhere [1] - 72:2 soon [1] - 97:3 sorry [17] - 18:5, 48:12, 59:21, 73:9, 88:16, 100:5, 121:21, 123:2, 124:9, 124:22, 125:17, 126:16, 127:2, 127:19, 127:25, 131:14, 132:22 sort [2] - 38:21, 48:3 sound [5] - 30:7, 31:25, 36:18, 51:16, 57:23 sounds [4] - 31:6, 50:11, 50:12, 52:16 South [3] - 32:20, 32:24, 32:25 spam [1] - 118:2 sparking [1] - 63:11	speaking [9] - 17:10, 19:8, 25:1, 36:15, 65:4, 65:6, 90:14, 115:23 speaks [1] - 66:17 specific [4] - 30:24, 81:20, 83:12, 98:3 specifically [2] - 70:24, 135:1 speed [1] - 77:4 speed-dating [1] - 77:4 Spencer [1] - 6:24 spend [3] - 8:21, 18:8, 18:9 spent [4] - 32:14, 65:4, 87:12, 104:15 spigot [1] - 128:6 spirit [1] - 134:21 Spisak [1] - 6:22 spoken [1] - 118:4 spray [1] - 12:15 stability [1] - 19:10 staff [36] - 11:20, 11:21, 13:7, 30:11, 32:18, 32:21, 32:23, 35:16, 35:19, 36:20, 50:19, 52:5, 52:21, 53:2, 53:7, 53:11, 56:2, 58:4, 58:16, 60:2, 60:3, 60:6, 75:6, 79:19, 81:3, 86:19, 90:14, 94:8, 94:13, 94:22, 95:3, 96:5, 100:4, 110:7, 132:2, 132:3 staffing [6] - 41:19, 41:20, 42:9, 43:22, 61:8, 73:23 stakeholders [5] - 34:18, 36:18, 40:18, 57:4, 109:23 stand [1] - 116:13 standards [1] - 134:6 standing [3] - 7:5, 90:20, 94:23 start [27] - 24:10, 30:20, 34:10, 35:12, 36:2, 36:3, 44:11, 44:24, 50:2, 51:17, 52:17, 53:8, 53:14, 53:18, 58:3, 58:14, 60:10, 62:11, 65:23, 67:9, 77:10, 78:10, 80:8, 82:3, 86:14, 101:5, 108:12 started [10] - 32:12, 50:24, 51:1, 51:7, 54:3, 75:10, 86:21, 110:9, 110:21, 110:25
---	--	---	--	--

starting [7] - 3:12, 35:5, 62:14, 78:7, 82:1, 83:21, 111:13 starts [2] - 58:10, 59:6 state [9] - 52:8, 52:9, 54:14, 80:22, 88:13, 88:18, 88:25, 89:5, 132:12 State [4] - 12:14, 71:7, 86:25, 87:13 statements [1] - 12:19 States [2] - 8:24, 9:2 states [1] - 8:24 statewide [3] - 79:16, 85:12 Statistics [1] - 77:13 status [6] - 16:2, 49:21, 85:19, 85:20, 105:21, 105:24 stay [2] - 21:4, 41:25 stayed [2] - 17:23, 75:23 steeped [1] - 15:15 step [2] - 41:16, 119:5 Stephen [1] - 26:9 stepped [1] - 76:8 stifle [1] - 86:7 Still [1] - 6:19 still [15] - 6:14, 25:18, 29:17, 31:15, 50:7, 51:8, 56:10, 62:19, 63:18, 63:19, 67:24, 75:8, 89:15, 106:17 stipend [1] - 10:3 stood [1] - 75:4 stored [1] - 26:2 story [3] - 34:9, 74:24, 75:11 straight [2] - 4:1, 78:5 straightforward [1] - 81:7 strained [1] - 9:19 Street [1] - 1:20 street [1] - 65:12 stress [2] - 11:12, 23:1 stressed [1] - 8:21 stresses [1] - 9:20 striking [1] - 11:8 strongly [1] - 6:1 struggle [1] - 62:18 struggled [2] - 62:16, 63:12 struggling [1] - 62:16	students [1] - 63:17 Studies [1] - 133:1 studies [2] - 11:16, 81:1 study [5] - 85:22, 86:18, 97:2, 124:18, 125:22 stuff [2] - 26:2, 110:3 style [1] - 48:2 subcommittee [1] - 15:2 subject [1] - 9:3 substance [1] - 67:23 substantive [1] - 65:25 successful [6] - 13:12, 49:22, 68:5, 102:21, 106:10, 106:16 successfully [1] - 13:10 suddenly [1] - 112:8 suffer [1] - 12:1 suffered [1] - 83:8 sufficient [2] - 17:25, 18:1 suggesting [1] - 53:12 suggestion [2] - 53:15 suggestions [2] - 128:11, 128:19 suggests [1] - 11:11 super [2] - 110:2 superintendent [5] - 29:25, 32:23, 52:3, 92:11, 95:3 supervise [2] - 56:13, 56:19 supervised [4] - 20:24, 29:24, 30:9 supervises [1] - 78:8 supervising [1] - 68:16 supervisor [1] - 75:3 supplies [3] - 22:21, 22:24, 23:5 support [2] - 6:1, 116:17 supporting [2] - 18:25, 113:21 supremacy [1] - 9:24 surely [1] - 47:14 surprise [2] - 117:24 surprised [1] - 42:21 surprising [3] - 31:6, 32:2, 32:4 surrounded [1] - 76:3	surrounding [1] - 51:5 Survey [3] - 12:21, 80:19, 111:24 survey [2] - 13:16, 104:2 surveys [1] - 11:19 Susan [2] - 2:3, 3:18 suspensions [1] - 135:15 sustainable [1] - 61:16 sustenance [2] - 9:8, 9:15 Swift [3] - 84:24, 85:1, 85:7 symptoms [1] - 11:10 system [8] - 9:21, 10:16, 15:16, 57:18, 70:21, 71:7, 81:14, 119:15 systematically [1] - 52:24 systemic [2] - 15:24, 16:16	term [9] - 45:5, 57:19, 79:18, 95:7, 96:2, 96:3, 96:6, 123:17 terminated [1] - 13:5 terminology [2] - 46:7, 46:9 Terrance [1] - 7:2 thankful [1] - 115:8 thankfully [1] - 128:10 THE [1] - 2:1 theater [1] - 17:1 theirs [1] - 18:21 themselves [1] - 90:15 theory [1] - 45:14 therefore [2] - 5:18, 38:9 they've [5] - 50:8, 62:18, 62:21, 74:5, 99:24 thinker [1] - 47:8 thinking [7] - 39:18, 45:1, 47:9, 49:3, 75:18, 75:21, 116:9 third [3] - 46:21, 53:13, 95:24 thirty [2] - 77:18, 79:2 Thomas [1] - 6:22 thorough [1] - 118:21 thoroughly [1] - 8:20 thoughtful [1] - 67:17 thoughts [6] - 42:11, 43:14, 43:20, 43:24, 48:3, 48:5 thousands [1] - 116:8 three [12] - 7:10, 12:6, 12:18, 21:11, 23:22, 25:12, 29:13, 63:8, 69:14, 69:15, 87:20, 114:22 thriving [1] - 63:22 through-ways [1] - 10:15 throughout [8] - 25:21, 56:11, 57:2, 67:11, 90:23, 103:5, 105:1, 118:12 throw [1] - 75:13 thursday [1] - 1:11 Thursday [4] - 129:23, 130:5, 130:13, 130:23 tide [1] - 35:5	tiered [1] - 48:17 Tiffany [1] - 18:14 Tim [1] - 6:25 timeline [1] - 114:25 timely [2] - 6:3, 66:5 timer [2] - 29:4, 77:11 timing [1] - 102:17 tired [1] - 55:16 tirelessly [1] - 18:24 tiring [1] - 38:6 TO [1] - 3:3 today [11] - 24:25, 27:4, 65:18, 85:25, 96:21, 102:16, 116:18, 116:21, 119:19, 129:16, 133:4 today's [2] - 117:2, 122:10 Todd [3] - 4:21, 7:23, 131:21 together [10] - 5:20, 14:3, 18:10, 49:9, 72:25, 82:12, 82:17, 82:20, 83:23, 112:13 tokenistic [1] - 15:6 tolerate [1] - 95:16 tolerated [2] - 83:2, 84:5 toll [1] - 95:5 Toma [1] - 2:18 TOMA [4] - 27:13, 27:16, 27:23, 28:2 tonight [7] - 7:16, 9:4, 20:4, 20:10, 107:11, 109:22, 112:6 took [7] - 46:7, 46:14, 48:13, 63:20, 86:16, 111:24, 111:25 toot [1] - 117:10 tooth [1] - 131:23 toothpaste [1] - 22:19 total [1] - 80:20 totally [2] - 19:11, 24:24 touches [1] - 22:5 tough [1] - 79:9 tour [1] - 63:10 tours [2] - 48:4, 89:6 town [1] - 86:20 toxicity [1] - 83:5 Tracey [1] - 7:2 track [1] - 92:22 traditional [3] - 15:15, 15:21, 109:4 tragedies [1] - 134:14 tragic [1] - 77:20 train [2] - 60:14,
---	--	---	---	---

60:15 trained [1] - 60:20 training [5] - 12:17, 12:22, 13:1, 13:5, 13:9 transcript [1] - 137:9 transferred [1] - 50:8 transferring [1] - 94:17 transformation [1] - 17:5 transformational [1] - 15:19 transformative [1] - 16:7 transient [1] - 87:19 transparency [17] - 14:13, 15:8, 16:22, 38:25, 65:22, 66:2, 68:8, 103:13, 105:9, 115:17, 116:19, 133:6, 133:10, 134:9, 134:22, 135:13, 135:18 transparent [4] - 66:4, 96:17, 105:8, 105:15 traveled [1] - 32:19 treat [3] - 30:16, 76:12, 91:4 treated [3] - 31:7, 32:9 treating [1] - 67:18 treatment [6] - 47:7, 67:22, 67:23, 78:13, 88:4, 88:5 treats [1] - 22:23 tremendous [1] - 21:12 Trevor [3] - 2:20, 20:3, 100:23 trial [1] - 74:5 tried [3] - 75:2, 113:17, 113:18 troubling [2] - 133:15, 134:10 true [1] - 137:8 trust [1] - 65:14 try [2] - 47:23, 69:16 trying [7] - 22:17, 22:18, 22:19, 22:20, 110:24, 111:8, 123:11 turn [6] - 14:2, 35:5, 44:23, 45:17, 81:15, 104:18 turn-around [1] - 104:18 turning [1] - 78:11 turns [1] - 92:3 twice [2] - 52:1,	74:11 two [30] - 4:12, 11:18, 12:19, 21:11, 23:17, 25:6, 27:6, 29:13, 32:15, 39:14, 41:17, 42:11, 45:3, 47:23, 55:4, 58:25, 64:11, 65:12, 68:18, 77:17, 82:5, 86:4, 88:18, 91:12, 97:20, 112:15, 112:21, 113:5, 114:3 two-way [2] - 65:12, 91:12 Tylenol [1] - 22:20 type [1] - 45:6 types [1] - 32:15 typically [1] - 27:20	universities [2] - 63:8, 63:9 University [1] - 13:14 unless [4] - 22:6, 48:15, 61:5, 129:23 unlike [1] - 17:19 unmet [1] - 16:6 unplanned [2] - 91:21, 91:25 unprepared [1] - 25:1 unsure [1] - 13:3 up [30] - 4:12, 11:4, 13:20, 22:14, 24:14, 25:22, 25:23, 27:18, 41:2, 41:4, 44:6, 45:4, 49:4, 49:25, 65:18, 82:5, 85:6, 88:12, 92:7, 97:2, 98:21, 99:3, 99:11, 102:12, 111:3, 116:18, 118:2, 120:19, 123:4 update [4] - 110:6, 110:21, 110:25, 111:9 updated [2] - 13:5, 134:15 updates [1] - 110:13 upholding [1] - 15:16 upset [1] - 31:4 urge [1] - 135:17 urgent [1] - 134:11 Uses [1] - 93:15 usher [1] - 88:1 ushering [1] - 44:2 usual [1] - 33:11 utilization [1] - 126:6 utilized [3] - 117:17, 124:14, 124:16	vice [1] - 40:14 vice-versa [1] - 40:14 Victor [1] - 6:23 view [1] - 112:25 Vinckley [1] - 6:20 violate [2] - 134:21, 134:22 violated [3] - 25:14, 25:25, 78:25 violating [1] - 115:15 violation [3] - 26:3, 74:6, 134:25 violence [3] - 15:25, 83:3, 83:14 virtual [2] - 108:22, 114:24 vision [11] - 15:19, 39:12, 39:25, 66:24, 69:19, 69:20, 69:22, 70:1, 70:4, 106:4, 116:23 visit [7] - 45:25, 54:14, 73:18, 74:16, 74:17, 128:2 visitation [1] - 74:11 visited [1] - 32:5 visiting [10] - 43:18, 54:8, 54:9, 75:9, 75:14, 75:15, 75:24, 76:4, 76:5, 85:20 visits [4] - 33:9, 73:25, 75:9, 76:11 visualize [1] - 99:1 vital [3] - 22:15, 22:24 vocational [1] - 116:15 voice [2] - 104:4, 104:9 voices [2] - 14:15, 104:7 volunteer [1] - 59:17 volunteers [2] - 59:18, 60:7 vote [21] - 10:18, 28:25, 29:6, 97:2, 107:5, 107:11, 108:13, 112:6, 113:6, 119:22, 123:15, 126:17, 126:24, 127:4, 127:5, 128:14, 128:16, 128:17, 129:25, 130:12, 130:23 voted [4] - 9:10, 9:11, 129:23, 130:21 voters [1] - 78:19 votes [2] - 9:5, 120:12	voting [5] - 4:16, 7:15, 103:1, 124:12, 125:8
	U			W
	ultimately [2] - 101:17, 105:16 unable [2] - 8:14 under [7] - 6:10, 9:19, 9:20, 30:3, 48:16, 58:25, 72:10 under-one-roof [1] - 48:16 undermines [1] - 19:9 understaffing [1] - 81:8 undo [1] - 83:10 unfair [1] - 18:17 unfortunately [1] - 25:9 uniform [1] - 47:20 union [5] - 61:25, 62:2, 84:14, 87:5 unions [1] - 86:20 unique [2] - 12:12, 66:19 unit [28] - 25:22, 47:1, 47:5, 47:9, 47:14, 52:2, 52:4, 52:7, 52:13, 53:4, 53:6, 59:13, 71:12, 72:20, 84:11, 85:8, 86:15, 86:16, 86:21, 86:24, 87:25, 90:19, 94:25, 95:21, 95:22, 95:23, 100:4 Unit [1] - 46:23 United [2] - 8:23, 9:2 units [8] - 46:17, 47:13, 49:12, 52:14, 53:10, 72:11, 84:15, 100:4		V	
		vacation [1] - 131:5 valuable [1] - 10:11 values [1] - 17:4 variables [1] - 72:23 various [3] - 57:1, 81:13 vast [1] - 74:4 venture [2] - 44:1, 92:23 verbal [2] - 5:14, 13:11 verified [1] - 75:1 verify [1] - 28:1 versa [1] - 40:14 versus [3] - 86:2, 91:20, 100:6 via [1] - 137:7		wage [1] - 8:16 wait [10] - 4:22, 4:23, 5:1, 7:8, 7:13, 7:24, 24:20, 24:22, 84:19, 129:17 waive [1] - 7:19 waiving [1] - 129:15 waking [1] - 105:19 walk [2] - 31:23, 35:18 walked [3] - 35:2, 35:3, 53:5 walking [4] - 71:21, 90:18, 94:6, 95:2 wants [2] - 63:14, 78:23 WARDEN [5] - 27:13, 27:16, 27:23, 28:2, 28:22 Warden [47] - 2:16, 2:18, 2:19, 7:15, 14:1, 14:12, 20:8, 20:9, 21:20, 23:9, 24:2, 26:5, 28:24, 29:1, 29:4, 29:7, 29:8, 36:16, 65:15, 70:25, 72:18, 83:21, 83:22, 100:24, 102:19, 107:13, 108:15, 108:21, 110:5, 110:8, 110:14, 111:6, 111:18, 112:9, 112:11, 112:14, 114:1, 114:5, 115:2, 115:7, 118:9, 119:11, 123:15, 130:13, 132:3, 133:19 warden [18] - 29:25, 47:10, 57:11, 75:12, 81:25, 88:12, 88:13, 102:2, 104:5, 107:2, 107:6, 107:11, 109:15, 113:10, 113:13, 115:6, 118:16, 119:18 Warden's [5] - 21:13, 106:22, 107:4, 122:6, 122:7 wardens [3] - 46:24, 47:12, 116:12 warm [1] - 61:2 Washington [2] - 6:25, 86:25

watch [3] - 35:16, 36:1, 55:14 watched [4] - 39:12, 60:2, 62:8, 68:22 watching [6] - 8:19, 10:19, 68:23, 83:19, 95:3, 119:9 water [5] - 128:5, 128:8, 128:12, 128:17, 128:20 ways [9] - 10:15, 22:6, 23:23, 23:24, 23:25, 57:1, 71:14, 82:9, 116:5 weaned [1] - 51:12 web [2] - 9:18, 9:19 website [1] - 135:12 week [20] - 25:12, 27:1, 42:16, 51:2, 58:24, 61:15, 65:4, 66:16, 67:12, 85:16, 85:20, 86:4, 102:25, 103:6, 105:19, 111:12, 115:23, 118:11, 118:12, 129:17 weeks [5] - 25:4, 58:2, 58:12, 110:5, 128:2 welcome [7] - 38:16, 49:14, 57:14, 64:5, 65:1, 76:25, 100:14 welcoming [1] - 43:18 Welfare [2] - 62:1, 96:22 well-being [1] - 9:25 wellness [1] - 81:3 Western [1] - 13:15 wheelchair [3] - 55:23, 55:24, 60:12 whereof [1] - 9:1 whim [1] - 36:11 white [1] - 9:23 whole [8] - 17:23, 34:14, 52:8, 52:9, 71:14, 72:7, 88:18, 92:14 whole-heartedly [1] - 72:7 wholly [1] - 9:7 wildly [1] - 106:16 William [1] - 6:24 willing [8] - 41:3, 41:15, 58:16, 59:14, 61:24, 62:6, 113:25, 114:20 willingness [2] - 38:21, 103:15 win [1] - 82:3	window [3] - 45:5, 45:18, 45:19 Wingard [25] - 2:20, 20:3, 29:8, 37:19, 64:24, 77:8, 90:6, 100:23, 103:19, 104:14, 105:12, 105:18, 107:18, 113:2, 113:5, 113:12, 114:15, 114:18, 118:12, 121:3, 121:4, 121:8, 121:9, 121:13 WINGARD [83] - 29:21, 31:2, 32:11, 34:6, 34:25, 36:14, 37:20, 37:24, 38:8, 38:13, 38:16, 39:5, 39:9, 40:24, 41:7, 41:9, 42:12, 42:19, 44:23, 45:12, 45:16, 46:13, 46:20, 48:7, 48:11, 48:19, 49:14, 49:24, 51:22, 54:2, 57:14, 57:22, 59:8, 59:12, 59:20, 59:24, 61:5, 61:20, 62:7, 64:5, 65:1, 65:5, 65:20, 66:6, 67:2, 67:12, 68:2, 68:7, 71:1, 74:18, 76:25, 77:24, 78:15, 78:17, 79:9, 79:12, 80:3, 80:11, 81:18, 81:22, 82:11, 82:18, 82:22, 83:18, 85:3, 85:11, 86:13, 87:10, 87:23, 89:3, 90:1, 90:16, 91:16, 93:1, 93:21, 93:24, 96:24, 98:6, 100:14, 100:18, 100:20, 121:8, 121:10 Wingard's [2] - 5:14, 101:23 wings [1] - 72:12 winning [1] - 34:2 wintertime [1] - 23:10 wise [1] - 78:24 wish [1] - 117:7 withdraw [1] - 128:19 withdrawal [1] - 77:17 withheld [1] - 135:15 withhold [1] - 135:3 woman [1] - 7:5 women [2] - 132:9 won [1] - 108:17 wonder [1] - 113:23 wonderful [1] - 7:5	wonderfully [1] - 84:17 word [4] - 8:8, 107:9, 114:12 words [2] - 5:17, 86:4 work-related [1] - 11:13 workable [1] - 81:7 worker [1] - 44:20 workers [3] - 81:17, 89:24, 128:13 workforce [1] - 80:21 works [3] - 47:25, 67:23, 95:1 world [1] - 8:17 worse [2] - 13:2, 24:1 worst [1] - 21:3 worthy [1] - 107:21 written [2] - 23:12, 86:2	Z Zachary [1] - 7:1 Zankovich [1] - 116:10 Zilinek [1] - 6:23 Zoom [1] - 102:12
		Y	
		yard [3] - 48:22, 90:19, 90:20 yards [3] - 47:2, 48:21, 48:22 year [17] - 23:11, 55:5, 55:7, 55:8, 60:14, 60:15, 60:21, 61:15, 67:10, 70:19, 104:24, 106:24, 118:9, 122:21, 123:12, 124:17, 134:11 year-and-a-half [1] - 124:17 years [30] - 13:1, 17:15, 30:1, 34:16, 42:15, 48:9, 50:24, 50:25, 54:4, 55:4, 56:13, 58:25, 60:2, 60:18, 62:19, 68:15, 69:14, 69:15, 76:19, 78:24, 79:15, 80:12, 80:17, 80:25, 83:6, 83:9, 90:23, 99:23, 103:13, 115:7 yesterday [1] - 97:25 yield [3] - 26:10, 26:12, 37:8 yielding [2] - 64:8, 64:10 yinz [1] - 128:16	

JAIL OVERSIGHT BOARD ACTION TRACKER

File No.	Date	Type	Status	Vote Information	Details
2024-039	1/9/2025	Motion	Passed (9-0)	Yays (unanimous)	Motion: to approve the meeting minutes for November 7, 2024.
2024-040	1/9/2025	Motion	Passed (9-0)	Yays (unanimous)	Motion: to approve the meeting minutes for December 5, 2024.
2024-041	1/9/2025	Motion	Passed (7-1-1)	Yays (Bigley, Griffin, Kraus, O'Connor, Innamorato, Evashavik-DiLucente, and Perkins); Nays (Man-E); Abstentions (Hallam)	Motion: to confirm County Executive's appointment of Mr. Trevor Wingard as ACJ Warden.
2024-042	1/9/2025	Motion	Passed (8-0)	Yays (Bigley, Griffin, Kraus, Innamorato, Evashavik-DiLucente, Perkins, Hallam, and Man-E)	Motion: to forgo monthly presentations from Community Corrections, Warden, and Deputy Warden.
2024-043	1/9/2025	Motion	Passed (5-3)	Yays (Griffin, Innamorato, Perkins, Hallam, and Man-E); Nays (Bigley, Kraus, and Evashavik-DiLucente)	Motion: to approve IIWF monthly disbursements of \$125 for FY2025 (to be calculated on the first of each month). Amended (passed 5-3): to approve IIWF disbursements for January 2025 only.
2024-044	1/9/2025	Motion	Withdrawn	-	Motion: to provide drinking water to incarcerated people on kitchen duty (resolved; withdrawn).
2024-045	1/9/2025	Motion	Passed (8-0)	Yays (Bigley, Griffin, Kraus, Innamorato, Evashavik-DiLucente, Perkins, Hallam, and Man-E)	Motion: to approve updates regarding JOB liaison duties and responsibilities.