

In 36 years of policing, with 27 of those in police leadership, I have learned that leadership decisions are not always popular. The union has a right to voice their opinion, but any leader will tell you that leadership is about doing the right thing - at the right time - rather than the popular thing. I realize decisions I make can affect morale, but they are made because they are the right thing to do for this department and for this community.

- Maintaining an annual Vehicle Stops Study for transparency and accountability against biased policing is the RIGHT THING to do.
- Instituting Body Worn Cameras for our officers was the RIGHT THING to do.
- Releasing body worn camera footage within hours of a critical incident to maintain transparency was the RIGHT THING to do.
- Enforcing discipline and holding officers accountable for behavior and actions that bring dishonor to this police department and to this community is the RIGHT THING to do.
- Asking officers to spend uncommitted time outside of their patrol cars, walking an area, and working to build trust in our community is the RIGHT THING to do.
- Reorganizing our department at a time when status quo was not impacting crime – was the RIGHT THING to do.

Any leader will also tell you that while criticism is inevitable, it can also be helpful. While I'm confident in my decisions, I respect the over 600 men and women of this department who voted this week. I will work to regain their confidence and to address their concerns, but I will never compromise my duty to do the RIGHT THING!

With major national policing issues continue to challenge America and violent crime continue to challenge our community, these are difficult times in which to be a police officer. It's understandable that officers are discouraged and frustrated. I share their frustration! So I would be remised if I didn't say that recognizing the amazing work of the men and women of our department is also the RIGHT THING to do. That despite these tough times of intense scrutiny and criticism, our men and women continue to serve this community with honor, and they are to be commended for their efforts.

And, despite the criticism of me, I remain steadfast in my commitment to work with the men and women of the Louisville Metro Police Department to do all we can together to make Louisville a safer community.