

**LOUISVILLE METRO CIVIL SERVICE BOARD  
LOUISVILLE METRO POLICE MERIT BOARD  
LOUISVILLE METRO MERIT BOARD  
517 COURT PLACE, SUITE 501  
Louisville, Kentucky 40202**

Notice of: **PERSONNEL ACTION**

Name: Officer Katie Crews #5140 Classification: Officer  
Address: Personal Privacy Exemption Jeffersonville IN Department: Second Division  
47130

**YOU ARE HEREBY:** (Mark proper action below)

☐ Suspended \_\_\_\_ days ( \_\_\_\_ hours)      ☒ Dismissed      ☐ Laid-off      ☐ Demoted

For the following reason(s): (Please provide full details which will enable employee to make an explanation and, in case he/she desires to appeal, will place him/her fairly upon his/her defense. Attach additional pages as necessary.)

Per Attached

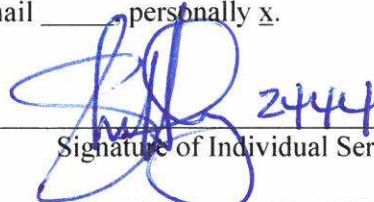
**This change becomes effective on the 7<sup>th</sup> day of February, 2022.** (In case of dismissal of a regular employee, the effective date must be subsequent to the date this notice is served.)

  
\_\_\_\_\_  
Appointing Authority

LMPD  
Department

This notice served on Officer Katie Crews #5140 by mail \_\_\_\_ personally x.  
This 7<sup>th</sup> day of February, 2022.

  
\_\_\_\_\_

  
\_\_\_\_\_  
Signature of Individual Serving Notice

Any **Civil Service** employee who has been **DEMOTED, DISMISSED, LAID-OFF OR SUSPENDED IN EXCESS OF TEN DAYS, FROM A REGULAR, NON-PROBATIONARY POSITION**, (this includes time served and time withheld) from the classified service may, within ten calendar days from the date such change becomes effective, file written appeal for a hearing by the Louisville Metro Civil Service Board.

Any **Police Merit Board** employee who has been **DEMOTED, DISMISSED, LAID-OFF OR SUSPENDED FROM A PERMANENT, NON-PROBATIONARY POSITION**, (this includes time served and time withheld) from the classified service may, within ten calendar days from the date such change becomes effective, file written appeal for a hearing by the Louisville Metro Police Merit Board.

Any **Merit Board** employee who has been **DEMOTED, DISMISSED, LAID-OFF OR SUSPENDED IN EXCESS OF FIFTEEN DAYS, FROM A REGULAR, NON-PROBATIONARY POSITION**, (this includes time served and time withheld) from the classified service may, within seven calendar days from the date such change becomes effective, file written appeal for a hearing by the Louisville Metro Merit Board.



## LOUISVILLE METRO POLICE DEPARTMENT

**GREG FISCHER**

MAYOR

**ERIKA SHIELDS**

CHIEF OF POLICE

February 7, 2022

Officer Katie Crews #5140  
Second Division

### **Professional Standards Case #20-048 & #20-049**

Dear Officer Crews:

Please be advised effective this date your employment with the Louisville Metro Police Department is terminated. I am taking this action based upon my review of Professional Standards Unit investigation files #20-048 and #20-049, which were initiated by former Chief Robert Schroeder on June 2, 2020, and June 20, 2020, and your Pre-Termination meeting held January 18, 2021. The original investigation was conducted by the Louisville Metro Police Department's Professional Standards Unit. The following is the result of my subsequent investigation.

Violations of:

#### **Professional Standards Case #20-048**

Standard Operating Procedure 2.31.6 Social Media – Member Responsibilities	<b>-Sustained</b>
Standard Operating Procedure 5.1.3 Conduct Unbecoming	<b>-Sustained</b>

#### **Professional Standards Case #20-049**

Standard Operating Procedure 4.31.6 Procedures (WVS)	<b>-Sustained</b>
Standard Operating Procedure 9.1.3 De-escalation	<b>-Sustained</b>
Standard Operating Procedure 9.1.8 Use of Chemical Agents	<b>-Sustained</b>
Standard Operating Procedure 9.1.12 Use of Deadly Force	<b>-Exonerated</b>

In regard to Professional Standards Unit case #20-048, I have determined you violated Standard Operating Procedure 2.31.6 Social Media – Member Responsibilities when you posted a comment to Facebook which could be construed as promoting violence. Specifically, you stated "P.S. I hope the pepper balls that she got lit up with a little later hurt" followed by the statement, "Come back and get you some tonight ole girl, I'll be on the line again tonight."

You violated Standard Operating Procedure 5.1.3 Conduct Unbecoming with this same post as people outside the Department saw the post and were offended by it which adversely affected, lowered, or destroyed public respect and confidence in the Department.



In regard to Professional Standards Case #20-049, I have determined you violated Standard Operating Procedure 4.31.6 Procedures - WVS when on May 31, 2020, you were engaged in law enforcement action and failed to have your Wearable Video System activated and failed to complete a failure to activate form.

You violated Standard Operating Procedure 9.1.3 De-escalation when you failed to provide individuals the opportunity to respond to your commands to disperse prior to deploying a chemical agent.

You violated Standard Operating Procedure 9.1.8 Use of Chemical Agents when you used pepper balls to disperse a large crowd that was neither disorderly nor aggressive. Further, you directed a pepper ball at an individual standing in the doorway of a private business. This individual did not pose an immediate threat to you or anyone else and the Mayor's Executive Order imposing the 9:00 p.m. curfew was not applicable to private property.

Your conduct has severely damaged the image of our Department we have established with our community. The result of your actions seriously impedes the Department's goal of providing the citizens of our city with the most professional law enforcement agency possible. I cannot tolerate this type of conduct by any member of the Louisville Metro Police Department. Your conduct demands your termination, and it is in the best interests of the Louisville Metro Police Department and our community that your employment be terminated.

Pursuant to Louisville Metro Police Merit Board Rules and Regulations 9.3(4), "Disciplinary action taken by the Chief involving suspension, demotion, or dismissal of any permanent officer shall be subject to review by the Board on an appeal by the employee. If such a review is requested in writing, within ten (10) days from the effective date of the disciplinary action, the Board shall schedule and conduct a public hearing to review the action of the Chief subject to the Hearing Procedures of the Board and applicable statutes."

Pursuant to Section 10.1(2) of the Louisville Metro Police Merit Board Rules and Regulations, an appeal requesting the Louisville Metro Police Merit Board (the "Board") to review my action in this case must be made in writing to the Board with a copy to me within ten days of the effective date of the disciplinary action set forth in this letter and must include a statement of the grounds for appeal.

Once an appeal for review is properly filed, the Board will schedule a public hearing to review the disciplinary action set forth in this letter pursuant to Section 9.3(4) of the Louisville Metro Police Merit Board Rules and Regulations. A copy of the Louisville Metro Police Merit Board Rules and Regulations may be obtained from the Board. The rules are also available at:  
<http://MyMetro/HumanResources/CivilService/PoliceMeritBoardRulesandRegulations.pdf>.

Sincerely,



Erika Shields  
Chief of Police

Cc: Lieutenant Colonel J. Judah  
Major S. Healey  
Legal Division  
Adrienne Earley  
Lisa Jarrett  
Professional Standards Unit  
Human Resources  
Metro Human Resources

# Redaction Log

Reason	Page (# of occurrences)	Description
Personal Privacy Exemption	1 (1)	KRS 61.878(1)(a) exempts from disclosure all records that contain information of a personal nature where the public disclosure thereof would constitute a clearly unwarranted invasion of personal privacy.