



Tim Findley, Jr. for Mayor
February 1, 2022

Louisville needs bold leadership. We need a culture shift in our great city. Tim Findley, Jr. seeks to lead through an equity lens, with an equitable budget, and by putting in place dynamic leadership to reorganize how we run our city. Currently, there is no leadership - we are all leading ourselves. In our vision for Louisville:

- *Every decision will be looked at through an equity lens*
- *The budget matters. It's a moral document. It needs to be equitable.*
- *Dynamic leadership and culture change are essential*

With those guiding principles, we want to introduce the first priorities of a Findley administration:

Reorganization of Metro Government

- We will assess the purpose of the 70 plus Boards and Commissions associated with Metro Government and take advantage of opportunities to streamline and/or consolidate
- We will implement term limits of two 3-year terms. Individuals may rejoin a Board after sitting out one year.
- We will ask our Transition Team to remain engaged to recruit for key Boards and Commissions where turnover is expected due to the new term limits. In addition to balancing Democratic and Republican candidates, there will be a significant focus on diversity and in involving populations served by the respective Board or Commission in the recruiting efforts.
- Our governance department will review the charter/bylaws of the Boards and Commissions to seek efficiencies and process improvements.

- Principles governing the overhaul including Equity, Competitiveness, Innovation and Technology.
- Our plans and goals will be public and transparent. We will make a call for innovative ideas through a public hotline.

Public Safety

- **Focus on dealing with root causes:** The risk factors that lead to violence in Louisville (and across the country) are fundamentally about the reduction of poverty, health equity, and the blossoming of opportunity. In our city, like many others, gun violence is concentrated in a few disinvested neighborhoods and a growing body of evidence demonstrates that a focus on affordable housing, including rehabilitating vacant lots and parks, improved income through jobs and increasing involvement of community organizations can significantly decrease violence within these neighborhoods. Our focus will be on changing the way leadership and resources are organized to invest in the people, to invest in alternative approaches to truly keeping all people safe.
- **Transform policing while addressing rising crime:** Too many people are dying, are arrested for nonviolent offenses, and are wrongfully targeted by law enforcement. We're committed to standing up against aggressive policing practices, abuse, an absence of transparency, and cover-ups that have plagued this department and eroded public trust. To that end, this administration seeks to:
 - REMOVE BARRIERS TO EFFECTIVE MISCONDUCT INVESTIGATIONS AND CIVILIAN OVERSIGHT
 - Remove contract provisions, local policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that:
 - Allow officers to wait 48 hours or more before being interrogated after an incident
 - Prevent investigators from pursuing other cases of misconduct revealed during an investigation
 - Prevent an officer's name or picture from being released to the public
 - Prohibit civilians from having the power to discipline, subpoena, or interrogate police officers
 - State that the police chief has the sole authority to discipline police officers
 - Enable officers to appeal a disciplinary decision to a hearing board of other police officers
 - Enable officers to use the contract grievance process to have an outside arbitrator reverse disciplinary decisions and reinstate officers who have committed misconduct

- Prevent an officer from being investigated for an incident that happened 100 or more days prior
 - Allow an officer to choose not to take a lie detector test without being punished, require the civilian who is accusing that officer of misconduct to pass a lie detector first, or prevent the officer's test results from being considered as evidence of misconduct
- KEEP OFFICERS' DISCIPLINARY HISTORY ACCESSIBLE TO POLICE DEPARTMENTS AND THE PUBLIC
 - Retain and make publicly available crime clearance data, particularly data on crime "cleared by exceptional means," and remove contract provisions, local and state policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that allow police officers to:
 - Expunge or destroy records of past misconduct (both sustained and unsustained) from their disciplinary file
 - Prevent their disciplinary records from being released to the public via a Freedom of Information Act (FOIA) request
- ENSURE FINANCIAL ACCOUNTABILITY FOR OFFICERS AND POLICE DEPARTMENTS THAT KILL OR SERIOUSLY INJURE CIVILIANS
 - Remove contract provisions, local policies, and provisions in state Law Enforcement Officers' Bills of Rights laws that:
 - Require officers to be given paid administrative leave or paid desk-duty during an investigation following a police shooting or other use of deadly force
 - Prevent officers from receiving unpaid suspensions as discipline for misconduct or allow officers to use vacation or discretionary time to pay themselves while on suspension
 - Allow officers to receive paid leave or paid desk-duty after being charged with a felony offense
- THIS ADMINISTRATION IS ALSO COMMITTED TO ADDRESSING THE EPIDEMIC OF GUN VIOLENCE IN LOUISVILLE
 - We will invest in community violence intervention (CVI) programs that address the cycle of intergenerational poverty, violence, and trauma that drives gun violence.
 - This administration will rethink how we spend our tax dollars, and shift from massive spending on police to an investment in a shared vision of community safety that actually works.

- Build upon the Group Violence Intervention program.
 - With the exception of the violent criminals in and around the gangs in the city, we will leverage the Group Violence Intervention program involving local and federal law enforcement agencies, criminal justice entities and city departments for a more holistic approach to reduce gun violence and “minimize harm to community by replacing enforcement with deterrence.”
- FUND ADDITIONAL GRASSROOTS ORGANIZATIONS
 - We will seek stronger partnerships and funding relationships with grassroots community-based organizations, community organizers, and faith-based organizations that have strong community relationships and infrastructure for youth engagement and violence interruption. We know that, ultimately, prevention is our greatest opportunity to reduce violence.
- EXPAND MENTAL HEALTH SUPPORT ESTABLISH AND ESTABLISH ALTERNATIVE APPROACHES TO MENTAL HEALTH CRISES
 - This administration will aim for every person in Louisville to have access to well-trained, certified, mental health professionals and resources. That means not only ensuring mental health is covered by insurance, but also ensuring that providers are recruiting and working with a diverse pool of trauma-informed, healing-centered, culturally responsive practitioners.
 - Mental health crises should not be excuses for heavy-handed police interventions, and are best handled by mental health professionals. To that end, this administration will:
 - Establish and fund Mental Health Response Teams outside of LMPD, to respond to crisis situations. These approaches have been proven to reduce police use of force in these situations by nearly 40%.
 - Establish a team of mental health professionals, social workers and/or crisis counselors to send as first responders to calls involving mental health crises, such as the CAHOOTS model implemented in Eugene.
 - Involve this multidisciplinary team in the planning, implementation and response to crises.
 - Require at least 40 hours of crisis intervention training for police officers (Ex: LAPD Mental Evaluation Team).
 - Support existing and emerging non-clinical mental health interventions such as psychosocial education, holistic support systems, art-based methods, and peer-based support that is delivered by people of color and offered in safe spaces to increase access to services and to reduce stigma.
 - Be intentional with implementing a plan that includes destigmatizing treatment and interventions so people utilize the services offered.

Piloting a Universal Basic Income (UBI)

- This administration will bring a renewed focus to investing in our working class, which is the backbone of our great city. That includes exploring the viability of a universal basic income to cover basic living costs. A UBI program creates a system where residents of an area are given a direct cash payment at regular intervals to alleviate poverty, grow the economy, and improve the lives of people just barely getting by.

As our poverty rate in Louisville, and especially our child poverty rate, is so high, clearly our current policies are not working. In Louisville, 11.4% of our residents live in poverty. For children, that rate is 19.5%, and 16.2% are food insecure.

According to Mayors for a Guaranteed Income, there have been 28 UBI pilot programs in cities across the country. The most famous of these programs was in Stockton, California, championed by former Mayor Michael Tubbs.

In the Stockton program, 125 random people living in low-income neighborhoods were given \$500 a month with no strings attached. The results were clear. Money tended to go towards essentials like food, utilities, and gas. Households receiving the payment paid down debt and even helped family members living in poverty. And the number of participants with a full-time job actually increased 12% versus 5% in the control group.

Poverty has proven to be cyclical and has held many in our community down for far too long. We seek to end this unnecessary cycle and give Louisvillians the support they need and deserve.

Offering Fare-Free Transit

- This administration will partner with TARC to explore a fare free bus pilot program, either system wide or along some of its most popular routes. Cities such as Kansas City, Raleigh, Albuquerque, Boston, and Richmond have all experimented with fare-free bus systems for some or all of their lines. All of these programs have been carried out with great success, increasing ridership and saving both individuals and communities money. TARC already offers free or reduced fares to certain groups such as children, students, or those over 65, so the concept is already present in our transit policies.

For TARC, farebox revenue makes up between 5 and 10% of overall revenue, or about \$5-7 million a year. This is hardly an insurmountable cost for Metro Government to make up, while the benefits are numerous. Free fares mean that people have more money to spend elsewhere. It means that they will make more trips than they would otherwise. Whatever is lost in fares is more than made up for in economic growth elsewhere. Kansas City's free fare program showed an increase in overall economic activity of between \$13 and \$17.9 million, for example.

Fare free transit can lead to more riders, which reduces the number of cars on the road. Fewer cars mean less traffic, which helps both car and bus riders get to where they are going faster. The reduction in automobile usage can also incentivize more productive uses of urban land rather than parking. Interstates and roads themselves don't make a direct profit. They do, however, allow economic and physical development to occur. Transit is the same way, and areas along transit routes will see economic benefits.

With more people using transit, traffic delays and road repair costs also drop. A community may lose \$1.50 in fares but save \$1.50 in fixing potholes. There is also no money spent on collection boxes or enforcing penalties for fare-jumpers, which often affects minority riders the most.

Universal Pre-K

- One of the most impactful ways that we can fight against the achievement gap is to ensure that our children are ready for kindergarten. In the midst of chaotic times, families may not be aware of the steps needed to ensure that their children are K-Ready. There will be a virtual K-Ready Camp launched by JCPS this summer, July 20-31, for which registration is now open. Systems need to be coordinated to reach every rising kindergartener. Our children deserve Universal Pre-K; we want to make accessible free, publicly-funded, high-quality, full-day preschool education for every three, four and five-year-old in the city. While historically-marginalized groups have greater financial need and stand to benefit most from access to high-quality pre-k, universal access is critical. Universality ensures quality and buy-in across the city.

I am making a promise that universal pre-K will be in my first budget recommendation in April 2023. I recommend paying for it through an ad valorem tax that the city of Louisville can implement on its own.

- The Metro Council, on the next Mayor's recommendation, can implement this property tax to fund high-quality, full-day pre-k for all 3 and 4-year-olds in Louisville.
- This option does not require the approval of the state legislature or JCPS.
- An ad valorem tax could generate \$7 million for every 1 cent of property taxes on \$100 of assessed property value.