

#673

COMPLETE

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Page 2: About Agencies Scheduled for Study

**Q1**

Please share any comments, suggestions or concerns you may have about these agencies, including any observations about the way the agency shares information online. Please note your responses will be posted online and may be included in a Committee report.

Juvenile Justice, Department of

The cancer that continues to plague DJJ is the lack of qualified leadership. All through the ranks, DJJ leaders lacks the experience and skill set to effectively lead an agency. Because of the poor hiring practices, unqualified hiring managers are hiring equally more unqualified managers. Most hires at important levels in the agency are learning on the job. The current leadership at DJJ is not capable of fixing the current issues and moving the agency forward. Pough is carrying out his personal agenda. He has lost the confidence of the employees. The only reason efforts are made to comply with LAC recommendations is because of their recent review. Failure to fill the Inspector General position for nearing a year is dereliction of duties. This is a critical position to the agency. Further, to remove the Internal Auditor role and cripple the Quality Assurance arm by failure to ensure adequate leadership, suggest disinterest in understanding and correcting problems. Spending millions on Regionalization with no clear plan makes little sense in a climate where the agency is failing to manage existing facilities. There is no accountability at any level. Changes are not being implemented and there are no consequences. The not so long ago sexual assault at MEC was managed by the same person that manages the staff person recently involved in the inappropriate relationship with the juvenile. DJJ promoted that manager and shifted the problem. The Training Department does a great job at ensuring a contract for vendors to provide trainings, but further lack the qualifications and leadership to ensure a sufficient training program exists that meets employees where they are. We are simply not providing the necessary training and have done little to get the training to the staff. The leadership doesn't understand the affects of turnover, so no effort has been made to address the plaquing issue. Affecting morale and juvenile behavior is the bully culture that exists at DJJ. You either conform or you get dealt with. In addition to what the LAC documentation revealed, employees have been constantly trying to tell anyone that would listen that the juveniles and staff are unsafe and the people responsible are not doing anything to protect them. They treat employees poorly and people leave because the unfair treatment is not worth the low pay with no reward. For decades, the Senior Deputy contributions are unclear and begins the list of overpaid and misuse of taxpayer resources. Some of these leaders have been constant in the turmoil at DJJ and should equally be held responsible for failure to protect this vulnerable population.

Page 3: There are three questions seeking general information.

<b>Q2</b> What is your age?	<b>Prefer not to answer</b>
<b>Q3</b> Which best describes your current role?	<b>Former State employee of an agency under study by the House Legislative Oversight Committee</b>
<b>Q4</b> In which county do you live?	<b>Lexington</b>
<b>Q5</b> In which county do you live?	<b>Lexington</b>