



## LOUISVILLE METRO POLICE DEPARTMENT

**GREG FISCHER**  
MAYOR

**ERIKA SHIELDS**  
CHIEF OF POLICE

July 6, 2022

Officer Clayton Poff #7489  
Second Division

### Professional Standards Cases #19-020

Dear Officer Poff:

On March 5, 2019, an investigation was initiated pursuant to KRS 67C.326 concerning any violations of the Louisville Metro Police Department's rules, standards, policies, and procedures regarding your contact with [REDACTED] on March 1, 2019. The Professional Standards Unit investigation is complete. The following is the result and my final action regarding these matters.

#### Violations of:

Standard Operating Procedure 5.1.3 Conduct Unbecoming (Count 1)	-Unfounded
Standard Operating Procedure 5.1.3 Conduct Unbecoming (Count 2)	-Sustained
Standard Operating Procedure 5.1.32 Appropriate Action	-Not Sustained
Standard Operating Procedure 7.9.10 Vehicles Used in Criminal Acts	-Sustained
Standard Operating Procedure 8.24.3 Special Circumstances (Search Incident to a Lawful Arrest)	-Not Sustained
Standard Operating Procedure 9.1.3 De-Escalation	-Sustained
Standard Operating Procedure 9.1.5 Use of Physical Force	-Sustained
Standard Operating Procedure 11.2.8 Safeguarding of Evidence and Property	-Not Sustained

Due to the above "Sustained" findings be advised on July 29, 2022, you will serve a suspension without pay from the Louisville Metro Police Department for a total of 80 hours (10 days) for the above violations. The effective date of this discipline is the date of this correspondence.

You violated Standard Operating Procedure 5.1.3 Conduct Unbecoming (Count 2) when you refused to allow [REDACTED] (grandmother) to have her granddaughter's diaper bag out of the car prior to towing it, nor would you allow her to have the baby's clothes or shoes leaving the baby clothed in a diaper.

You violated Standard Operating Procedure 7.9.10 Vehicles Used in Criminal Acts when you towed the vehicle of [REDACTED] and towed the vehicle under the "992" code for arrest and told [REDACTED] the vehicle was part of an ongoing investigation but did not place a hold on her vehicle. There was no indication of probable cause the vehicle was involved in a crime for the tow. Further, there was no need to tow the vehicle to clear the roadway as that would best be accomplished by allowing a member of [REDACTED] family, who were present, to move the vehicle.

You violated Standard Operating Procedure 9.1.3 De-Escalation when you failed to continue using advisements, warning and verbal persuasion and elected to use a takedown move on Ms. [REDACTED]

You violated Standard Operating Procedure 9.1.5 Use of Physical Force when you used a takedown method on [REDACTED] causing her to temporarily go unconscious. The use of physical force was not reasonable or necessary.

The conduct cited above clearly warrants discipline. It is clear you have violated these policies of the Louisville Metro Police Department. I consider the suspension and to be both appropriate and necessary to the maintenance of good order and discipline within the Department. Any further violations of this nature will warrant progressive discipline.

Pursuant to Louisville Metro Police Merit Board Rules and Regulations 9.3(3), "Any police officer removed, suspended, laid off, reduced in grade or reprimanded by the Chief shall be allowed a period of ten (10) days from the date of notice from the Chief to file a written response to the disciplinary action which shall be made a part of the officer's permanent personnel record in the Police Department. No trial or examination of witnesses shall be required in any such case except at the discretion of the Chief."

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>.

Sincerely,



Erika Shields  
Chief of Police

Cc: Major C. Robinson  
Adrienne Earley  
Lisa Jarrett  
Legal Division  
Professional Standards Unit  
LMPD Human Resources  
Metro Human Resources

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 Clayton Poff #7489 Classification: Officer  
Address: [REDACTED] Sellersburg, IN Department: Second Division  
47172

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

☒ Suspended 10 days (80 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 6th day of July, 2022. (In case of dismissal of a regular employee, the effective date must be subsequent to the date this notice is served.)

[Signature]

Appointing Authority

LMPD

Department

This notice served on Officer C. Poff by mail \_\_\_\_\_, personally x.

This 6th day of July, 2022.

[Signature]

[Signature]  
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

July 6, 2022



New Albany, Indiana 47150

### Professional Standards Case #19-020

Dear [REDACTED]

The complaint you filed against Officers Clayton Poff, Noah Straman and Jasmine Collins on March 5, 2019, was assigned to the Louisville Metro Police Department Professional Standards Unit. Your complaint stemmed off your contact with Officer Poff, Officer Straman and Officer Collins on March 1, 2019 in the rear alley of your grandmother's residence in the 3400 block of Hale Avenue (South Alley). The Professional Standards Unit investigation is now complete. The following is my final action in this matter.

#### Detective Noah Straman

Violations of:

Standard Operating Procedure 9.1.5 Use of Force	-Sustained
Standard Operating Procedure 3.6.4 Field Interview Procedures	-Sustained
Standard Operating Procedure 9.1.3 De-escalation	-Exonerated
Standard Operating Procedure 5.1.3 Conduct Unbecoming	-Unfounded
Standard Operating Procedure 5.1.11 Courtesy	-Not Sustained
Standard Operating Procedure 7.12.7 Strategies & Tactics of Patrol Stops	-Not Sustained

#### Officer Jasmine Collins

Violations of:

Standard Operating Procedure 5.1.3 Conduct Unbecoming	-Unfounded
Standard Operating Procedure 9.1.3 De-escalation	-Exonerated
Standard Operating Procedure 9.1.5 Use of Physical Force	-Exonerated



**Detective Clayton Poff**

Violations of:

Standard Operating Procedure 5.1.3 Conduct Unbecoming (Count 1)	<b>-Unfounded</b>
Standard Operating Procedure 5.1.3 Conduct Unbecoming (Count 2)	<b>-Sustained</b>
Standard Operating Procedure 5.1.32 Appropriate Action	<b>-Not Sustained</b>
Standard Operating Procedure 7.9.10 Vehicles Used in Criminal Acts	<b>-Sustained</b>
Standard Operating Procedure 8.24.3 Special Circumstances (Search Incident to a Lawful Arrest)	<b>-Not Sustained</b>
Standard Operating Procedure 9.1.3 De-Escalation	<b>-Sustained</b>
Standard Operating Procedure 9.1.5 Use of Physical Force	<b>-Sustained</b>
Standard Operating Procedure 11.2.8 Safeguarding of Evidence and Property	<b>-Not Sustained</b>

Due to the above "Sustained" findings, Detective Clayton Poff will receive an 10-day suspension and Detective Noah Straman will receive an 8-day (64 hours) suspension.

Pursuant to KRS 67C.321 (2), you may have the Louisville Metro Police Merit Board review my decision. Questions regarding this process should be directed to the Office of Inspector General at 574-4357.

Sincerely,

  
Erika Shields  
Chief of Police

Cc: Legal Division  
Professional Standards Unit  
Office of Inspector General



## LOUISVILLE METRO POLICE DEPARTMENT

GREG FISCHER  
MAYOR

ERIKA SHIELDS  
CHIEF OF POLICE

May 10, 2022

Officer Jasmine Collins #7469  
Second Division

### Professional Standards Case: 19-020

Dear Officer Collins:

On March 5, 2019, an investigation was initiated pursuant to KRS 67C.326 concerning any violation of the Louisville Metro Police Department's rules, standards, policies and procedures in regard to your contact with [REDACTED] on March 1, 2019. The Professional Standards Unit investigation has been completed. The following is the result and final action regarding this matter.

#### Violations of:

Standard Operating Procedure 5.1.3 Conduct Unbecoming  
Standard Operating Procedure 9.1.3 De-Escalation  
Standard Operating Procedure 9.1.5 Use of Physical Force

**-Unfounded**  
**-Exonerated**  
**-Exonerated**

Due to the above findings, there will be no disciplinary action taken.

Sincerely,

A handwritten signature in black ink, appearing to read "E. Shields".

Erika Shields  
Chief of Police

Cc: Colonel P. Humphrey  
Adrienne Earley  
Lisa Jarrett  
Legal Division  
Professional Standards Unit



## LOUISVILLE METRO POLICE DEPARTMENT

GREG FISCHER  
MAYOR

ERIKA SHIELDS  
CHIEF OF POLICE

May 10, 2022

Detective Noah Straman #5000  
Second Division

### Professional Standards Cases #19-020

Dear Detective Straman:

On March 5, 2019, an investigation was initiated pursuant to KRS 67C.326 concerning any violations of the Louisville Metro Police Department's rules, standards, policies, and procedures regarding your contact with [REDACTED] on March 1, 2019. The Professional Standards Unit investigation is complete. The following is the result and my final action regarding these matters.

#### Violations of:

Standard Operating Procedure 9.1.5 Use of Force	-Sustained
Standard Operating Procedure 3.6.4 Field Interview Procedures	-Sustained
Standard Operating Procedure 9.1.3 De-Escalation	-Exonerated
Standard Operating Procedure 5.1.3 Conduct Unbecoming	-Unfounded
Standard Operating Procedure 5.1.11 Courtesy	-Not Sustained
Standard Operating Procedure 7.12.7 Strategies & Tactics of Patrol Stops	-Not Sustained

Due to the above "Sustained" findings be advised on May 14, 2022, you will serve a suspension without pay from the Louisville Metro Police Department for a total of 64 hours (8 days) for the above violations. The effective date of this discipline is the date of this correspondence.

I have determined you violated Standard Operating Procedure 9.1.5 Use of Force when you used an inappropriate level of force on Ms. Trabue who displayed no active aggression against you or other officers on the scene on March 1, 2019. You violated Standard Operating Procedure 3.6.4 Field Interview Procedures when you kept [REDACTED] who had been handcuffed, in the back of your vehicle for a prolonged period after it had been determined he had no outstanding warrants or protective orders.

The conduct cited above clearly warrants discipline. It is clear you have violated these policies of the Louisville Metro Police Department. I consider the suspension and to be both appropriate and necessary to the maintenance of good order and discipline within the Department. Any further violations of this nature will warrant progressive discipline.



Pursuant to Louisville Metro Police Merit Board Rules and Regulations 9.3(3), "Any police officer removed, suspended, laid off, reduced in grade or reprimanded by the Chief shall be allowed a period of ten (10) days from the date of notice from the Chief to file a written response to the disciplinary action which shall be made a part of the officer's permanent personnel record in the Police Department. No trial or examination of witnesses shall be required in any such case except at the discretion of the Chief."

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>.

Sincerely,



Erika Shields  
Chief of Police

Cc: Lt. Colonel S. Healey  
Major C. Robinson  
Adrienne Earley  
Lisa Jarrett  
Legal Division  
Professional Standards Unit  
LMPD Human Resources  
Metro Human Resources

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: Detective Noah Straman #5000

Classification: Detective

Address: [REDACTED] Sheperdsville Ky 40165

Department: Second Division

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

☒ Suspended 8 days  
( 64 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 10th day of May, 2022. (In case of dismissal of a regular employee, the effective date must be subsequent to the date this notice is served.)

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

LMPD  
Department

This notice served on Detective N. Straman by mail \_\_\_\_\_, personally x.

This 10th day of May, 2022.

DA N H  
\_\_\_\_\_

St. Russell Miller  
\_\_\_\_\_  
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.

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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.