

## **Donald L. Leach II**

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(859) 552-4286

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### **Summary of Qualifications**

Experience for over 30 years in local detention (jails)/corrections.

Experience for over 20 years consulting on jail management issues nationally focusing on risk management for jails and jail operational methodology.

Experience for 5 years as an Expert Witness in both Federal and State courts.

Supervisory experience of up to 402 employees (indirectly); supervised internal affairs investigations, experienced in interviewing, hiring, training, scheduling, motivating, evaluating, and dismissing personnel.

Experienced in administering and managing a large detention facility, developing and administering programs, budgeting, contract development and monitoring, conducting research, monitoring compliance with policies and procedures, community relations, public speaking, controlling costs, problem-solving, and preparing reports.

Extensive public relations experience as Public Information Officer for the Division developing press releases and conducting print and broadcast interviews.

Excellent oral and written communication skills in relating with people from a broad range of backgrounds.

Extensive computer experience, including planning, developing, maintaining, and installing networks.

### **Employment History**

***Consultant*** – 1993 to Present *Donald L. Leach & Associates, Ltd.*

Sandy, Utah

Responsible for providing a range of consultative and expert witness services involving overall jail management; including, but not limited to, such areas use of force relating to issues of security and operations, the provisions of medical and mental health services, classification, contract management for privatized services (food, medical, mental health), management information systems, strip search, gang and security threat group management in jails. Co-created and developed a new jail management paradigm – Mission Based Management. Activities include conducting training seminars in developing and implementing jail classification systems, risk management methodologies; conducting on-site visits to client facilities to evaluate jail management systems and classification systems, conduct risk management analysis; analyzing data and information systems; and developing and enhancing jail classification programs. Clients have included the Department of Justice; Ministry of Justice, The Netherlands; National Institute of Corrections; American Jail Association; Voorhis-Robertson Justice Services; and Sabbatine and Associates, LLC., among others.

***Administrative Officer, Senior (Deputy Director)*** – 1996 to 2008 *Lexington-Fayette Urban County Division of Community Corrections*

Lexington, Kentucky

Responsible for providing the Director of Community Corrections with expert advice and a full range of staff, analytical, planning, and support services related to the management and operation of the Division of Community Corrections, which provides care and custody services to over 1000 adult and 60 juvenile offenders within a modern detention framework. Serve as Director in his absence. Responsible for assisting

Director in analyzing and resolving Divisional administrative and management problems; supervising internal affairs investigations; contract development and management of privatized services (medical, mental health, food services, commissary, technology and energy); supervising subordinates; handling administrative and management duties regarding the planning, organizing, implementing, and supervising of projects and special events; administering and implementing community development programs; attending staff meetings; preparing oral and written reports; conducting research and special studies; composing newsletter articles and promotional materials; developing and formulating policies and procedures; and serving as a liaison between the Division of Community Corrections, the public, and other governmental organizations. Served as a primary member of management team responsible for the construction of a new \$62 million jail facility which including spearheading the new facility transition team. Conceived, designed, implemented and managed of a \$2.5 million voice, video, and data network to support the new facility.

**Planning / Research Analyst** – 1992 to 1996 *Lexington-Fayette Urban County Division of Detention*

Lexington, Kentucky

Responsible for providing the Director of Community Corrections with expert advice, as well as a full range of staff, analytical, planning, and support services related to the management and operation of the Division of Community Corrections; developing, implementing, maintaining, supervising, and serving as system administrator for the WAN / LAN automated inmate management information system, including hardware and software; developing and enhancing the Urban County Criminal Justice Network; performing research and analysis of public policy issues for use by members of the Urban County Council; analyzing existing programs and operations and summarizing findings with recommendations; serving on various committees; overseeing various projects; attending meetings in lieu of Council members; administering the Residential Parking Permit District Program; designing and implementing special programs; and operating and maintaining databases.

**Training Coordinator** – 1985 to 1992 *Lexington-Fayette Urban County Detention Center*

Lexington, Kentucky

Responsible for developing, implementing, coordinating, and supervising the Division of Community Correction's Training Division; supervising all training-related activities; developing curriculum and conducting pre-and in-service training for all staff members; performing needs assessments; analyzing job tasks for all areas of the organization; and recommending, drafting, and editing all policies and procedures. Advanced through ranks of Corporal, Sergeant and Lieutenant.

**Detention Officer** – 1984 to 1985 *Lexington-Fayette Urban County Detention Center*

Lexington, Kentucky

Responsible for the care custody and supervision of an offender population within an assigned area.

**United States Marine Corps** – 1972 to 1974 Corporal - Honorable Discharge

**Education**

**Doctorate in Public Administration**, 2005, Kennedy-Western University (Non-accredited), Cheyenne, Wyoming

**Master of Arts (I)** coursework degree in Geography, 1979 to 1980, University Of Kentucky, Lexington, Kentucky

**Bachelor of General Studies**, 1978, University of Kentucky, Lexington, Kentucky; Area of study in Sociology, Psychology and Political Science

## **Publications**

- "The Use of Force Continuum: Is it Worth Keeping?" (Part 2); Collins, William; Swartz, Jeffrey; and Leach, Donald, Correctional Law Reporter, May/June 2011
- "The Use of Force Continuum: Is it Worth Keeping?" (Part 1); Collins, William; Swartz, Jeffrey; and Leach, Donald, Correctional Law Reporter, December/January 2011
- "Arrestee Strip Searches: An Administrator's View"; Correctional Law Reporter, July/August 2010
- "How should agencies manage transgender offenders? An interview with Jail Risk Management Consultant Donald L. Leach"; Leach, Donald and Whyte, Luke; Corrections One, [www.correctionsone.com/correctional-healthcare/articles/2082675-How-should-agencies-manage-transgender-offenders/](http://www.correctionsone.com/correctional-healthcare/articles/2082675-How-should-agencies-manage-transgender-offenders/)
- "PREA Redux: What's It Going to Cost?"; American Jail, July/August 2010
- "PREA Redux: What's It Going to Cost?"; Correctional Law Reporter, December/January 2010
- "Prison Rape Elimination Act Lives On"; Correctional Managers Report, December/January 2009
- "Carrots versus Sticks: Managing Behavior in the Jail", – American Jails, Hagerstown: November/December 2008
- "PREA Draft Standards are PREA 'DAFT' Standards" – Correctional Managers Report, August 2008
- "Carrots versus Sticks: Managing Behavior in the Jail", – Correctional Managers Report, April/May 2008
- "Issues Surrounding Managing Lesbian, Gay, Bi-sexual, Transsexual, and Intersex Offenders (LGBTI) in Jails", – American Jails, Hagerstown: November/December 2007; LJN Exchange, National Institute of Corrections, US Department of Justice, 2006; and Corrections Professional, November 2007
- "Excited Delirium: Fact or Fiction", – LJN Exchange, National Institute of Corrections, US Department of Justice, 2007
- "Are Tasers in Jails a Great New Tool or Another Headache", – LJN Exchange, National Institute of Corrections, US Department of Justice, 2006
- "Mission Creep and the Role of the Jail in Public Health Policy" – LJN Exchange, National Institute of Corrections, US Department of Justice, 2004
- Creating a New Jail Management Paradigm, 2004 Published Dissertation
- "Journey into Objective Jail Classification", Leach, Don and Sabbatine, Ray, American Jails, Hagerstown: Jan 1999
- "A New Strip Search Paradigm", Leach, Don and Sabbatine, Ray, American Jails, Hagerstown: November/December 1996

## **Professional Affiliations**

- Americans for Effective Law Enforcement* – Faculty, Instructor, Editorial Board member; Academic Committee Member, Course Director
- Institute for the Prevention of In-Custody Deaths*. – Member, Board of Directors
- American Jail Association* – Member, Board of Directors, 2006 – 2010
- American Correctional Association* – Member

## **Training & Certifications**

- Certified Litigation Specialist***, Corrections Litigation, Americans for Effective Law Enforcement
- Certified Correctional Trainer***, National Academy of Corrections
- Certified Law Enforcement Instructor***, Commission on Law Enforcement Standards and Training, Arkansas
- Certified Self-Defense Instructor***, National Academy of Corrections
- Use of Force by the Numbers***, Train-the-Trainer, Institute for the Prevention of In-custody Deaths
- Recognition, Prevention, and Management of Excited Delirium and Sudden In-custody Deaths Instructor***,

Institute for the Prevention of In-Custody Deaths

**Certified Firearms Instructor**, Federal Bureau of Investigation

**National Institute of Corrections Training Seminars**

*Managing the Small Jail – Instructor*

*Managing the Medium-size Jail – Instructor*

*Inmate Behavior Management – Instructor*

*Developing Objective Jail Classification Systems – Instructor*

*Jail Design and Review*

*Organizational Diagnosis and Change*

*Enhancing Human Resource Systems*

*Assessing Tomorrow's Leadership*

*Training Development and Design*

*Systematic Methods for Effective Decision Making*

**American Jail Association Training Seminar Instructor**

*Objective Jail Classification*

*Managing Security Threat Groups and Gangs*

*Managing the Generations in our Jails*

*Developing Religious Programs in Jails*

*Leadership and Ethics in Jails*

*Managing Special Populations*

*Sexuality in the Jail: Managing Lesbian, Gay, Bisexual, Transgender and Intersex Inmates*

*Growing and Special Populations*

**Media Relations for Law Enforcement**, Chris Ryan Seminars

**Instructor Certification**, The WRAP Restraint System

**Certified Class D Coach**, United States Judo, Incorporated

**Sensei (Instructor) 4 Seasons MMA/Kukuchi-do Judo Team** - Third Degree Black Belt (Sandán), Judo