



## Charlotte-Mecklenburg Fraternal Order of Police, Lodge #9

1201 Hawthorne Lane, Charlotte, NC 28205 • Tel. 704-376-3838

December 09, 2021

RE: Assaults Inside Mecklenburg County Jail Central

Mecklenburg County Leaders & State Officials,

Over the last few months, our organization has become ever more concerned with an alarming increase in assaults on staff within the Mecklenburg County Sheriff's Office (MCSO) Jail Central facility. While assaults on staff are nothing new, they have dramatically increased under the direction of Sheriff Gary McFadden. In addition, the number of weapons being used against staff and are being confiscated is disturbing. Sheriff McFadden blames the culture of previous Sheriff administrations yet these concerns were uncommon under his predecessors.

Please accept this letter as an official complaint due to the conditions within this jail facility being vehemently unsafe for both inmates and staff due to inadequate staffing, and pure negligence by the Sheriff to perform his official duties. The Sheriff has enacted directives and policies thus circumventing State statutes and NC Jail Rules & Standards on supervision, exercise, personal hygiene, and other provisions that are necessary for the safekeeping, protection, and welfare of the prisoners, and that of the staff. I hope that the below outlined incidents are enough for each of you to look into the operations and management of the Mecklenburg County Sheriff's Office.



A November 4, 2021 news article states an inmate “*refused to heed the officers’ commands and stabbed one of them with “homemade weapons”*”<sup>[1]</sup>. The photo to the left is of the weapons used to attack that officer and was made available to the public.

On November 9<sup>th</sup>, yet again, there was another assault on a staff member after they attempted to get an inmate to return to their cell. After that inmate refused, the staff member was assaulted<sup>[2]</sup>. In both of these cases, the officers had to be treated at a local hospital.

These are just two recent incidents that have been reported by local media partners. The Charlotte-Mecklenburg Fraternal Order of Police, Lodge #9 has learned of many more incidents involving inmates having either assaulted staff members or have been found in possession of weapons; in some of these cases, weapons were used to injure staff. The reports we have indicate the following:

- On January 12, 2021, a request for escorts was made via a phone call due to an inmate in POD 5100 who refused to lockdown in his cell. The inmate, in this case, had possession of chemical spray and sprayed officers who attempted to gain compliance. **MCSO Incident # 2076144.**
- On March 9, 2021, an inmate stabbed several officers and was placed on a “use caution” list. Additional notes stated this inmate “*Excites Pod, refuses to comply with orders.*”
- On April 15, 2021, a conversation between staff members and an inmate became “*tense*” after the inmate refused to comply with directions. A jail Sergeant was assaulted. A 10-33 radio call for help was placed for additional officers to respond due to a riot occurring in POD 6100. More than one inmate became involved and several officers were assaulted. **MCSO Incident #2097179.**



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- On May 2, 2021, a 10-33 call for help was requested to Cell 22 in POD 1800 regarding an inmate who refused orders to cuff up and assaulted a Sergeant. During the assault, the inmate *“began stabbing him [Sergeant] in his back with a metal shank.”* **MCSO Incident #2101662 & 2101748.**
- On May 3, 2021, an inmate stabbed an MCSO Sergeant and tried to stab other staff multiple times with shanks and was placed on a “use caution” list. Additional notes stated this inmate *“tries to excite POD.”*
- On September 3, 2021, an all-available call for help was placed by officers due to what was described as inmates beginning to engage in riotous activities. Inmates used furniture as shields and a fight between officers and inmates occurred. In this incident, road deputies were called for assistance and inmates threw unknown liquids on officers. **MCSO Incident #211128.**
- On September 4<sup>th</sup>, 2021, an all-available escorts call was requested to POD 3900 due to a pod being placed in lockdown. According to the report, *“The Residents were on the phones, popping other Residents traps and loitering around in the dayroom.”* Road deputies were called for assistance due to inmates surrounding the officer’s podium. A fight ensued and OC Vapor was deployed to gain control. An inmate suffered a laceration on the left side of his head resulting in an Emergency Room visit. **MCSO Incident # 211181.**
- On October 9, 2021, an inmate attacked an MCSO Sergeant and was placed on a “use caution” list.
- On October 17, 2021, during a Safety and Security check of POD 3625, an MCSO Sergeant was attempting to remove contraband from an inmate’s cell when she was stabbed several times behind the ear. The inmate was found to have a metal shank, seen here. Photos of the Sergeant’s injuries are available. **MCSO Incident # 2113858.**
- On October 29, 2021, a detention officer was assaulted by an inmate. The detention officer suffered a swollen eye. The inmate responsible for the assault was found to have a metal shank, seen here. Photos of the officer’s injuries are available.
- On November 2, 2021, an inmate attacked multiple officers and stabbed several officers and a Sergeant. This inmate was placed on a “use caution” list.
- On November 12, 2021, an inmate had to be rehoused due to a leak in his cell. As soon as the door opened to the cell, the officer was immediately assaulted by the inmate. Once the inmate was secured, officers located a metal shank in the inmate’s waistband and the inmate commented that he would have stabbed an officer if he was able to. A threat was also made toward the officer’s life. **MCSO Incident # 2115451.**
- On December 3, 2021, at approximately 1245 hours, a Sergeant was assaulted after responding to a disturbance in POD 5600. Several inmates refused commands to leave a recreation yard and





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when one inmate, found to be unrestrained, ignored commands, they walked into a nearby janitorial closet and threw an unknown liquid onto the Sergeant. Afterward, the inmate used a pair of handcuffs and struck the Sergeant in the head with them causing injuries. **MCSO Incident # 2116629.**

- On December 5, 2021, around 1:49 pm, at least one Sergeant and an Officer were assaulted by an inmate. Both required medical treatment. One of the sergeants was just days away from retirement.
- On December 9, 2021, a staff member was assaulted and cut by an inmate. The injuries required medical treatment.

We have physical copies of each incident report number mentioned above and will be provided upon request.

Just last month, our Order was informed that one inmate was found in possession of nine (9) metal shanks, seen here:

Furthermore, there were 68 assaults on detention staff in just the first half of 2021, according to a local news report<sup>[3]</sup>. Many more have occurred since then and will continue to happen under the direction of Sheriff McFadden. For him to blame COVID is simply offensive.

Our organization has also learned that in at least one recent incident, a detention staff member was delayed medical treatment because inadequate staffing prevented proper relief for them to seek needed treatment. The injuries were significant enough this employee was not medically cleared to return to work.

If these vicious attacks were not enough, multiple employees within the MCSO have reported that Sheriff McFadden refers to employees as “slaves” and that they have a “plantation mentality.” I have included two anonymous letters below sent to our Order describing the culture that has developed under Sheriff McFadden’s leadership. While I do not normally use anonymous sources, I have personally spoken with current and former MCSO employees who have verified information in the included letters; this is why they are mentioned and attached. I have also included an internal email sent from an MCSO employee, Dorian Potts, who retired on December 1<sup>st</sup>.

With the information outlined thus far, the Charlotte-Mecklenburg Fraternal Order of Police is asking each of you to support an independent internal investigation of the policies, procedures, and events that have occurred within the Mecklenburg County Sheriff’s Department since Sheriff McFadden’s arrival. Furthermore, we ask that you take the appropriate measures to ensure that these assaults cease and all who are responsible for these failures are held accountable. These occurrences are not a result of failures by the rank-and-file employees as Sheriff McFadden again blames; it is because of his failed policies and inadequate staffing that are unable to maintain a proper fire plan, and an environment safe for both employees and inmates. I can tell you employees are exhausted both physically and mentally due to the extreme pressures of mandatory overtime and dangerous conditions inside the jail.

We realize Sheriff McFadden is an elected official; however, the remaining staff are not and should be afforded the same rights and protections that all Mecklenburg County employees have. Current employees are fearful of retaliation but are willing to speak on these matters if approached. It is requested that any





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interviews be conducted in a sterile environment away from all MCSO facilities. In addition, I would personally request you also speak with recently departed employees to gain a better understanding of what has been occurring and why these employees separated from the MCSO. I am confident that you will come to find the truth so long as you are willing to ask the men and women who, for some reason, continue to show up to a facility where so many of their brothers and sisters have suffered an injury.

In closing, our media partner, Investigative Reporter Nate Morabito (WCNC News), will be airing a segment regarding the concerns outlined in this letter. I have also included the NC SBI Director, Secretary, Deputy Secretary, Director, and Deputy Director of the Division of Health Service Regulations (NC DHHS) with a copy of this letter. I would encourage each of you to see that these issues are real and that active employees are risking their jobs, livelihood, and health speaking on them. If you have any further questions, please feel free to contact me at your convenience.

Respectfully,

Daniel Redford  
Vice President, NC Fraternal Order of Police, Lodge #9  
dredford@ncfoplodge9.com

CC: Gary McFadden, Sheriff, Mecklenburg County, NC  
Mark Michalec, President, NC FOP #9  
Nate Morabito, WCNC News  
Robert Schurmeier, NC SBI Director  
Mandy Cohen, Secretary, NC DHHS  
Kody Kinsley, Chief Deputy Secretary, NC DHHS  
Mark Payne, Director, Division of Health Service Regulation  
Emery Milliken, Deputy Director, Division of Health Service Regulation



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From: Concerned Individuals

To: Elected Officials in Mecklenburg County, the City of Charlotte, and Other Interested Parties

This is being written on behalf of the line staff of the Mecklenburg County Sheriff's Office (specifically those holding the rank of Captain, Sergeant, Training Officer, and Detention Officer) headquartered in Charlotte, NC. You are receiving this information so that you may be informed of the dangerous conditions that staff and inmates are faced with on a daily basis within the main Mecklenburg County Jail. This information is intended for specific actions to be taken to have order and control restored in the jail.

Currently the environment in the Mecklenburg County Jail is a very hostile and volatile one for employees. The jail is out of the control of the staff charged with maintaining control. Uniformed, civilian, and contract staff are in harms way everyday that they report to the jail. Employees in the above-mentioned groups are faced with imminent threats of intimidation and physical violence when they come into contact with the inmate population as they never have been before. As a group, inmate behavior has deteriorated to a point where they have become increasingly aggressive towards staff. Civilian staff and contracted partners have reached out to the jail's administration to alert them to the unsafe conditions that their staff have to endure when trying to carry out their responsibilities due to the threat of violence from the inmates.

The uniformed staff face the same threats as the civilians and the contracted staff plus the threat of physical violence from inmates attacking them with homemade weapons (shanks), spitting on them, throwing urine on them, and throwing feces in their faces. The production of the shanks by the inmates has grown exponentially over the past 3 years. The inmates have also attacked staff with their fists as well, causing several staff members to remain out of work with injuries sustained in these attacks. These attacks have been perpetrated against both male and female staff members to include Captains, Sergeants, Training Officers, and line staff.

The physical violence against staff is something that has never been seen in Mecklenburg County. There may have been anywhere from 3-5 physical attacks per year against staff on average, if any at all, maybe 1 may have involved an inmate weapon. Within the past 6 months alone, there have been 6 supervisors injured and out of work due to physical attacks on them by inmates. The situation is deteriorating quickly! These attacks and other forms of disobedience such as riots have occurred with inmates banding together in mass against staff. These incidents have not been dealt with sufficiently by the jail's administration and subsequently they are the root cause of a very serious staff shortage that would otherwise not exist to the extent that it does. Staffing levels are so low that staff is not able to respond according to the building's fire plan. This puts inmate and staff lives at risk on a daily basis if a fire emergency should occur. Lives are further put at risk as there is not nearly enough staff to respond to inmates or staff needing emergency assistance quickly. To be specific, incidents involving the following Sergeants and Captain have occurred recently: J. Clyburn, Z. Snider, A. Goodman, M. Crenshaw, G. Anthony, L. McCleod, C. Bozardt, and Capt. R. Abee. Many of these incidents were not publicized but need to be investigated in order to begin to understand the level of violence against staff. A few of the Detention Officers recently injured include R. Simpson, J. Huff, D. Williams, R. Overcash, FTO J. Daugherty, K. Heller, A. Turnage, O. Obichere. The actual lists of staff out of work due to injury as a result of encounters with inmates is much longer. A random visit to the jail will highlight the lack of staff available to respond to a fire emergency. This is particularly true after hours and on the weekends



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where executive and administrative staff must be called back in from home in order to have any type of response at all to an emergency.

For the first time in at least 3 decades, two riots occurred within the jail. The riots took place at night on Friday September 3, 2021, in POD 3900 & Saturday September 4, 2021, in POD 6900.

Detention staff response was so minimal due to staff shortages, staff from other areas had to respond and assist with these riots. The riots were not publicized and while they have not reached riot level since then, inmates in many housing units continue refuse to lockdown when they are asked to do so in mass numbers on a daily basis.

The overarching reason for these issues is the change in inmate attitude towards violence and actions against staff. While inmate on staff attacks has occurred in previous Sheriff administrations, it has never occurred to this degree. During past administrations, inmates seriously considered the sanctions and the consequences of their actions and their actions more often than not, did not include physical violence against staff. Under the administration of Sheriff Garry McFadden, the inmates no longer have to consider the seriousness of being sanctioned for committing violence against staff. For committing violence against staff, residents are sent to a segregation unit for a period of 10-60 days after an investigation has been conducted. Inmates are allowed to keep their purchased commissary food items, they are allowed to watch movies and listen to music on an electronic tablet that McFadden insists that his staff issue to them, and in many cases, they do not remain in segregation for the amount of time that they are prescribed. They are let go early. Inmates often ask of staff before committing violence and infractions what will be some of the consequences if they carry out violence and infractions. A specific example would include an inmate that was found to be in possession of a cell phone and cell phone chargers. It is also a crime to have a cell phone within a detention facility/prison. The inmate was sent to segregation and among the items that he was allowed to take with him was five 50-gallon bags of commissary that he obviously got from the sale of allowing other inmates to use the cell phone. Staff had to use a rolling laundry bin to transport the commissary to the inmate in segregation. McFadden's unwillingness to personally address his and his administration's disdain for inmates assaulting his staff has led to inmates feeling as though they have nothing to lose when taking their frustrations out on staff by assaulting them.

Sheriff McFadden also has created a hostile environment for staff to work within the jail. He often dehumanizes and degrades staff telling them that they are slaves, and that he has to get them out of what he calls a "plantation mentality." This is particularly derogatory language especially when you consider that it is coming from a Department Head within Mecklenburg County who prides themselves and trains its employees on embracing the diversity of those that may not speak or act like others would like them to. McFadden constantly threatens supervisors during every meeting with them saying that they are not leaders and that they are the cause for the violence within the jail. He always threatens that he is going to bring in people from other agencies to replace them. While speaking for hours on end, McFadden never takes responsibility for any of the dire circumstances that are occurring, he looks for, and lays the blame on everyone else, including his closest executives, except himself. McFadden has not held one meeting that had a positive tone in nature that was not accusatory or demeaning to his supervisory staff. He has held no meeting motivating staff to perform at a high level. This is tantamount to a parent never ever telling a child that they love them. Not that he would need to praise his staff all of the time, but positive reinforcement at times should be expected. During one meeting with staff,

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McFadden asked the staff "How many of you believe that I like the residents more than I do the staff?" Many staff responded that they believed that McFadden did in fact favor inmates needs over their well-being. In response to the employee's affirmation of his statement, McFadden's only response was to one employee of whom he asked, "Did you get that 5% raise last year." McFadden says that the raise that all County employees received should suffice when they are concerned for their physical safety. That he even had to bring it up and address the question in the first place is as telling as any other specific example presented in this writing. In other unprecedented moves, McFadden has demoted numerous Sergeants, Captains and Majors the overwhelming majority of whom he promoted less than 1 year prior. There have been at least 7 sudden retirements amongst line staff, Sergeants, Captains, and Majors this year alone due to the degradation, and threats by McFadden. The unaddressed volatility in the building on a daily basis just cements the decision for these employees. Many of the people mentioned above have served the County for over 20 years. McFadden often says to his employees: "Your years of service mean nothing to me." Demeaning staff, threatening staff, not holding inmates accountable, sudden retirements, resignations, and staff out due to injury from incidents with inmates are all the reasons why the staff shortage is so critical. This is yet another way in which McFadden is responsible for the lack of staff and overall security at the Detention Center.

In recent news media reports, McFadden says that he has tasked the Captains in the jail for a proposal on how to bring the Detention Center under control. Captains have presented a proposal to begin to bring the jail under control to McFadden as early as May and as late as June of this year. When presented with the proposal from the Captains, McFadden has had two different responses saying at times: "I don't want that shit." (Meaning that he was not pleased at what was submitted) and at other times saying: "I never received any proposal." McFadden has claimed both statements at different times while speaking to his staff. As the Sheriff of Mecklenburg County, McFadden does not need a proposal by Captains or anyone else to bring the jail under control. He cannot allow residents to have tablets, he can not allow the residents to have commissary while in segregation among other things. This is another example of McFadden looking to place blame on others to absolve himself of any blame. Every previous administration before McFadden's inmates did not have these items in segregation. It was not the Captains that gave the directive for inmates to have these items. It should not be solely their responsibility to do what McFadden refuses to do.

This has been written to bring to light the conditions that anyone working within the jail has had to endure and the reasons as to why they exist. While the pandemic, an up and down economy, a new age of employees are all factors in this equation, they are not the root of the problem, they only exacerbate it. The root of the problem is that Sheriff McFadden's mis-management and treatment of the employees at the jail has been horrible. At the root of this is his narcissistic personality. McFadden is always speaking of himself and how so many other law enforcement agencies want him, and how he has a tv show speak to his grandiose sense of self-importance. He often mentions how no one thanks him for raises and bonuses speaking to his constant need for praise and admiration. He often berates, belittles, and demeans others in front of their peers showing no guilt or shame. The constant threatening statements of firing, demotion to his supervisory staff speaks to his intimidation and bullying of them.

Beyond the narcissism, McFadden refusing to hold the inmates accountable for their actions, while at the same time holding his staff responsible for violence occurring and tasking them with finding the solution, create an environment where inmates believe they can assault staff at their whim. Even



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though some things are inherent within the profession, no one should be subjected to intimidation in the workplace due to lack of accountability or intimidation and degradation from the person in charge.

You are receiving this information so that you may take action to investigate the conditions within the jail. No response, or a response without looking deeply into what all is going on there would be remiss. To be very clear and precise, the root cause of the out-of-control violence, intimidation and disobedience in the jail is the policies put in place by McFadden that lessen the consequences of the inmate's actions and his refusal to adjust these policies back to previous ones.

Below is a list of individuals that can begin to provide specific details on how counter-productive it is trying to work under the Sheriff Garry McFadden. Many can also speak to the dangerous and out of control the jail is: Sgt. T. Johnson, Sgt. T. David, Sgt. D. Truesdale, Sgt. A. Goodman, Sgt. M. Crenshaw-Hill, Sgt. C. Funderburk, Capt. H. Saunders, Capt. N. Goode, Major J. Eason, Major M. F. Smith, Major H. Magwood just to name a few. Any current supervisor within the jail can also speak to these issues, however, the fear of reprisal would be so great that it is undeterminable if they will be willing to participate fully unless the investigation is completely anonymous and confidential. The individuals listed above have worked under the past three Sheriffs and have over well over 10 years of service time. The overwhelming majority of these individuals have worked with McFadden and suddenly retired or were forced to retire before they were ready to, – forcing them to leave large sums of money that they earned over the years on the table – demoted unfairly by McFadden, or seriously injured after being attacked by inmates in the jail.

The brave men and women that still continue to report work at the jail every day to serve the citizens of Mecklenburg County are counting on you to assist with taking specific actions to investigate and correct the current conditions. These would ultimately like to arrive home safely without the threat of imminent violence just as you do every day.

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Dear Sir / Ma'am,

Employees of the Mecklenburg County Sheriff's Office is calling for an investigation of the unethical practices being conducted by Sheriff Garry L. McFadden. He has a lack of good moral character. Sheriff McFadden has created his own investigative team in the agency. He uses that team to bring frivolous charges against his own officers. Please do an investigation of all officers that Garry McFadden has charged with assault who are previous employers. McFadden have staff members including supervisors to write fake reports against his own officers. He has his "investigative team" use the fake report to get warrants from the magistrate. Then have his team to arrest them. To take things a step further, McFadden had Major Z. Parker to talk to the magistrates to let them know that deputies are not allowed to file felony charges against inmates for assaulting them, possessing of weapons in the jail, nor for assaulting other inmates.

Sheriff McFadden constantly refers to his staff as slaves working on his plantation. He tells the staff at the sheriff's office that they should respect the inmates because they make more money than officers make when they are on the street. He often tells his command staff that he hates that he has blacks on his command staff. McFadden says he wish he can have and all white command staff. McFadden brags that he tells other black sheriff's and black chiefs in other counties and states that he they "do not want his problem" of having blacks as supervisors. He brags that he can say and do anything he wants to the staff because everyone is too dumb to sue him and that if they tried, he would have immunity.

Please investigate the number of inmates getting assaulted in the jail. Investigate each inmate that has been sent to the hospital for getting assaulted by other inmates. Investigate the number of officers who have also been assaulted by the inmates. Sheriff McFadden makes staff alter reports to hide the truth about what is really going on the jails and the courthouse. McFadden tried to cover up a young female officer who was stabbed by an inmate at least 10 times. He continues to cover up assaults in the jail and refuses to take suggestions from officers that will make the jail safer. All supervisors at the jail have given McFadden suggestions also that he refuses to look at. He ignores the pleas for help from staff and ignores the documented suggestions and is persistent that no one has given him anything. Please investigate the riots and look at the videos. Inmates and officers get brutally beaten in the jail every day and McFadden covers it up. If an officer tries to defend themselves after being assaulted by an inmate, McFadden charges them with assault. Please investigate the arrest of the officer that happened the week of September 2021. McFadden had a sergeant write a report that was not there. The sergeant did not see what happened and wrote a fake report against the officer. Then McFadden had his "investigative team" arrest the officer.

A lot of officers are forfeiting their retirement because they can longer work under McFadden because of his unethical ways. Officers with rank are also leaving. When McFadden finds out officers gave their notice to leave, or even retire, he makes them turn in their equipment and leave immediately. Please investigate the reasons why officers are leaving with 15+ years of service forfeiting their retirement and law enforcement pay.

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Please investigate before more people get hurt and killed in the jail. Sheriff McFadden is becoming unstoppable, and people are hurting mentally and physically. There is currently a "hit list" in the jail that the inmates made. "D" shift at jail central requested and had a meeting with McFadden on November 3, 2021. They voiced their concerns and questioned his unethical ways. Some walked out on McFadden as he tried to lie to them, as they were uncovering his lies. Once the meeting was over, McFadden said to several staff members, "I can't believe they talked to me like that in front of those crackers."

Investigate all staff that is currently out after being attacked in the jail. You will find that McFadden has a lot to cover up. The most recent thing he is beginning to do is have the sheriff's office of professional compliance conduct frivolous investigations on his own staff. As a result, many supervisors are getting false accusations brought against them and having this as permanent records in their personnel files. It has been determined that McFadden lied to the media when he reported that a female officer had sex with inmate, then had her arrested. Sheriff McFadden bragged to his command staff that he was deliberately going to "let the ship sink" at jail central. He said he was going to watch it go down and blame everything on the supervisors at central. Garry McFadden is a liar and every word that comes out of his mouth is a lie. He is setting up hard working employees that come to work each day to make a decent living and provide for their families. No one can understand why he is doing what he is doing but we need help today. One sergeant was attacked by inmates, and his leg was broken in several different places. This never made it to the media. A few sergeants were stabbed several times. The inmates committing these acts receive visits and telephone calls each day without discipline. One inmate stabbed several officers one morning. McFadden made sure that inmate received visits and telephone calls each day with no discipline. Garry McFadden has given the jail to the inmates to run and in the meantime, more and more people are getting hurt. When Chief White or any other supervisors try to intervene, McFadden just laughs at them and say "I'm sorry. I'm just trying to get y'all off the plantation."

We need help immediately.

Sincerely,

MCSO Stall



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**From:** Potts, Darian <[Darian.Potts@mecklenburgcountync.gov](mailto:Darian.Potts@mecklenburgcountync.gov)>

**Sent:** Wednesday, December 1, 2021 7:17 AM

**To:** MCSOALL <[MCSOALL@mecklenburgcountync.gov](mailto:MCSOALL@mecklenburgcountync.gov)>

**Subject:** 10-42

My career here at the Mecklenburg County Sheriff's Office is coming to a close as I have decided to enter the retirement portal. I have been coming through these doors or ones like it for approximately 28 years. During my career here, I have calculated an innumerable number of sentences. It has been an incredible experience working with the wonderful staff in the Classification and Records sections. It has been an amazing journey.

As my career draws to a close, my attention now turns to those of you who will be left in the trenches. Many of you are in the crucible between the inmates and leadership. There are too many stories of the detention staff being assumed as being wrong before the situation is looked into to weigh the totality of circumstances or thoroughly investigated. There is a sport's commercial currently airing on television which poses the question – "who got my back?" I am wondering – who does have your back? It appears everyone is operating in a spirit of fear and are afraid to make a decision on pressing important matters which affects day to day operations.

Unfortunately, it feels like no one has your back. It was once said during a meeting by a supervisor that "our hands are tied" and my response was "no one ties their own hands." This job is tough enough and it does not need any additional pressure added. This closed community environment is toxic enough all alone. It takes a peculiar person to deal with inmates for over twelve hours a shift being faced with overcrowding, under-appreciated and oftentimes overlooked; especially the Classification Section as it relates to SADD pay and \$2,000 bonus even though they were required to conduct the same duties as other detention staff (providing pod supervisors lunch breaks, reporting to calls inside facility, and filling in when pods cannot be filled otherwise). Not to mention our new normal, COVID19 and being understaffed. You all have been placed in pods with lions, tigers, and bears and are expected to perform miracles with little to no support nor backing. I know many of our line staff feel like they are between a striking hammer and the anvil; being beaten and compressed from every angle. Feeling pressure from incompetent, inadequate, ineptitude, inefficient, and unconcerned leadership; moreover, having to deal with belligerent, aggressive, argumentative, and assaultive inmates who feel like they have absolutely nothing to lose. The inmates are the ones who are winning and are being rewarded for such negative behavior. Conversely, if any member of the detention staff makes one misstep, they are thrown to the wolves to flounder and fend for themselves.

The STRESS level is through the roof and consequently, the line staff are at a point, they are just trying to survive their tour of duty without injury or being maimed. Many of the housing units are totally out of control (disturbances/riots) and over the last few years the inmates' attitudes have been embolden by neo-philosophies which have proven to be ineffective in this setting. The staff members show up to work but are just in survival (safe) mode; as a result, they are doing just enough to get by.

It is true, venting to God will be the only thing which can help you all because it is going to take a miracle from God to turn this place around. This place has become the new fiery furnace. It has



## Charlotte-Mecklenburg Fraternal Order of Police, Lodge #9

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been turned into the lion's den. The inmates have alluded to turning Jail Central into the new Lanesboro CI and they have succeeded in doing so.

When a person in leadership refuses or fails to see beyond themselves, they will never be able to ascertain what the real problem truly is. No one person has the solution to every problem regardless of rank or file. A true leader must surround himself/herself with those whom they can trust, and those persons should be free to express themselves without fear of retribution or reprisal as long as it is done in a respectable manner. If this is not allowed, you will never get the best out of those who labor with, around or under you. If space is not allowed for people to vent or voice their opinions, instead of the organization being a professional pillar of the community; it in turn, will be transformed in a circus. Never forget Newton's third law of motion: "For every action, there is an equal and opposite reaction."

In a book written by John Maxwell entitled, *Developing the Leaders Around You*; he writes, "Great leaders all have one thing in common. They know that acquiring and keeping good people is a leader's most important task." A great leader must know the worth of those who are under their leadership, truly value them and not view them as being dispensable.

"...working to influence change by being the difference"  
This mission and objective has been accomplished!

I once had a church leader who told us and I quote, "People have more than one way to vote. Some people vote with their pocketbooks (i.e., contributions and offerings) and while other people vote with their feet." It is incumbent upon this office to take a serious look at its practices as it relates to the handling and care of its employees (its most valuable resource) to prevent the people from voting with their feet. It's going to take a miracle.

I will be praying for your continued success, survival, and safety as you continue to navigate your way through these murky waters. It has truly been a blessing to work side by side of the most wonderful and amazing people in this agency. Thank you for all you do to protect the citizens of Mecklenburg County as I bid you all Godspeed.

The State has reviewed and approved my paperwork and has given me a release date of December 01, 2021.

TIME SERVED!