



LOUISVILLE METRO POLICE DEPARTMENT
LOUISVILLE, KENTUCKY

CRAIG GREENBERG

MAYOR

JACQUELYN GWINN-VILLAROEL

CHIEF OF POLICE

June 25, 2024

Dear Mayor Greenberg,

Pursuant to your request for my resignation, it is with a heavy heart and considerable amount of duress that I herein tender my resignation from the post of Chief of Police of the Louisville Metro Police Department.

I came here during challenging times for the agency and for the citizens wherein a wall of divisiveness between the men and women of LMPD, the citizens, media, and the mayoral administration existed. The divisiveness and subsequent toxicity were pervasive within LMPD and illuminated a conflict between those who sought diligently to uphold the proper ideals of the most noble of professions and those who were indebted to traditions, legacies, and operational standards contrary to the professional tenets of public service, fairness, impartiality, and ethics.

From day one, my mission was to challenge the status quo perceptions and assuage this conflict by engaging with the troops and the community in a manner in which an environment where trust and legitimacy would be fostered and flourish, thereby improving the culture by which the department operates.

The greatest challenge I encountered at that end was an invasive presence of professional and ethical apathy that was counterproductive to morale of the brave, enthusiastic, motivated professionals who share the same passion and vision for a new and greater LMPD and a drive to be true agents of public service. I could not be prouder of the working professionals of the LMPD.

The department's longstanding cultural deficiencies permeated the agency (per my observations) in a vertical and linear orientation emanating from certain members of leadership and filtering down to the rank-and-file positions, thus creating an apathetic professional malaise. It has been noted in the media that I have been often "too hard on my commanders". I acknowledge that perception is indeed an actuality, due to the need to alter these cultural deficiencies where accountability, cooperation, integrity, and professionalism were subsequent priorities to principles of cronyism, cliques and indiscretion, bullying, and backbiting could be mitigated.



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This resignation letter may be longer than what is normally submitted. The men and women of LMPD (both sworn and professional staff members) and the citizens of Louisville deserve to know I have not and will not abandon them. During my time here, I have met and talked with countless individuals who expressed newfound hope and optimism in the direction in which the department was heading, many who shed tears of joy for brighter days ahead in the city they love; therefore, I felt it necessary that I provide them an explanation. Although I am aware that there is much work still to be done toward changing the culture at LMPD I resign my post as the head of this great department, I am not resigned to the belief that the citizen does not deserve the best LMPD has to offer, I do not resign myself to believe that LMPD is incapable of being a world-class department.

I am humbled to have been of service to those who share the mission and looking forward to any future opportunities to service the citizens of Louisville.

In furtherance of my resignation, I agree to vacate headquarters, return equipment and work remotely, for four months, until October 26, 2024.

Upon separation on October 26, 2024, I agree to consult on disciplinary cases or litigation in which I was personally involved at an hourly rate of \$125 per hour for preparation and or attendance at meetings or proceedings, at mutually agreeable times and places, plus travel expenses for the foreseeable future.

Sincerely,



Jacquelyn Gwinn-Villaroel

Cc: David Kaplan, Chief of Staff to the Mayor
Ernestine Booth-Henry, Executive Director of Human Resources
Personnel File