



LOUISVILLE METRO DEPARTMENT OF CORRECTIONS  
LOUISVILLE, KENTUCKY

GREG FISCHER  
MAYOR

MARK E. DOTSON  
DIRECTOR

December 6<sup>th</sup>, 2017

Officer Tracy Dotson  
FOP President Lodge 77  
Louisville Metro Department of Corrections

Officer Dotson, you are the President of the Louisville Corrections Fraternal Order of Police Lodge No. 77. That Lodge represents two Louisville Metro Department of Corrections bargaining units: Officers and Sergeants and Lieutenants and Captains. Those two units comprise the entire compliment of over 500 sworn Metro Department of Corrections employees. The Lieutenants and Captains is the smaller of the two bargaining units, but arguable the greater of the two because of the rank of those members.

A report was made that while you were acting in your capacity as the President and attending an FOP (Fraternal Order of Police) Conference in Madisonville, Kentucky you told current and retired Metro Corrections Officers that an ex-employee possessed a video showing a current female member of LMDC Lieutenants and Captains bargaining unit having sex on a desk at LMDC Training facility.

I ordered an investigation to determine whether there was evidence to support the official misconduct claim made by you that a member of LMDC Lieutenants and Captains engaged in sexual relations at a government building.

In your sworn investigative interview, you asserted that the video you referenced was from the years 2007-2008. During that investigation, one of the persons who was a party to the conversation gave a sworn statement that you said that "someone" sent you a video via cell phone which showed the member of LMDC Lieutenants and Captains bargaining unit having sex on a desk at the LMDC Training Facility and that you offered explicit detail on how the video depicted the act of penetration.

During the investigation, you claimed that although you were informed that the video does exist that you did not ask to see the video but you affirmed that you believe one exists. You offered that your conversation was simply drunk talk, but it is much more than that.

An internal investigation cleared the member of LMDC Lieutenants and Captains bargaining unit of misconduct and demonstrates that your comments were false. You spread a false rumor that

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tangible evidence exists in the form of a video showing member of LMDC Lieutenants and Captains bargaining unit engaged in intercourse at the place of employment. It is acknowledged that NO evidence was provided and no video was presented. It is also reasonable to acknowledge that a false rumor has a negative impact on career and reputation. It exposes that victim to an investigation which has at first potential job loss or discipline if the allegation were to be sustained. These investigations take time. There is cost to all the parties. And when the allegation is for something that did not happen there is a lingering embarrassment and anger attached to allegations that can undermine even the strongest individual. Making a false statement of sexual misconduct creates a victim, it does damage to a person's reputation; it is a violation of LMDC code of conduct and a violation of your fiduciary duty to FOP 77 Union members.

The Collective Bargaining Agreement has an established time line that bind management's ability to discipline employees for misconduct. Regrettably the time limit attached to this investigation was not followed and my ability to impose discipline is impaired. But that does not mean that nothing can be done to address your misconduct. For your misconduct I am issuing you this written instruction.

A handwritten signature in black ink, appearing to read 'Mark Bolton', written over a horizontal line.

Mark Bolton, Director  
Louisville Metro Department of Corrections