

## **Transparency and Accountability**

**As a community we give law enforcement personnel significant power and authority, but we also need to ensure that it is being wielded in a just and humane way, and that law enforcement personnel are held accountable to the community they serve. Greater transparency and accountability will also help to build greater trust and respect in the community for law enforcement personnel. Publicly available data about law enforcement activities will help us understand where systemic problems exist.**

Will you require officers to report all uses of force to a public database and also use this to inform an early intervention system that retrains and disciplines officers with repeated uses of force or civilian complaints?

I am supportive of a national database that allows local and national police agencies and governments to better understand trends on use of force. There is an active discussion underway about the data that is to be tracked and how, and what best practices will be implemented by local police departments. I am supportive of the concept and will continue to work with our Police Chief and Department to ensure Salt Lake City remains part of that dialogue and remains on the progressive front of public safety.

Would you make available all data about incidents involving use of force (deadly and less than lethal)?

My administration has long been committed to transparency and open government. We've instituted open city hall, made expenditure data available online, and improved access to planning and zoning processes. Salt Lake City has also already made a number of police data available online through [data.slcgov.com](http://data.slcgov.com).

I am committed to continuing this tradition of transparency into my next term. I worked with the Police Department to institute national best practices on the collection and disclosure of data, including deadly and less than lethal use of force. As national standards for data collection and distribution are set, I will also work to make those available to the public.

Would you make available demographics of people stopped by SLCPD?

[See above](#)

Would you make available demographics of people arrested by SLCPD?

[See above](#)

Would you make publically available footage from body cams in situations involving use of force?

[See above](#)

Will you partner with local research institutions to field a regular survey of community perceptions of the police and use this information to guide officer evaluations as well as department policies and practices?

Salt Lake City already conducts a regular community survey every other year, and I will work to include perceptions on the police department in that survey. I am happy to explore additional ways empirical data can be collected on perceptions of City government and the police department.

Would you be willing to institute a model system where people stopped by the police are immediately given a card by the officer, with their name and badge number, what the stop was for, and how to file a complaint, should they chose to?

I am willing to discuss the pros and cons of this with our Police Department, along with methods and best practices for how something like this might be implemented.

BODY CAMS ETC. Will you propose and support an ordinance or revise police department policy to require police officers use technology that collects audio and visual data of police interactions (including body cameras) and develop clear policies governing their use, storage and accessibility of footage in consultation with activists and community organizations? This should include policies that:

- Record all interactions with civilians (except where a civilian opts not to be recorded, notification of the option not to be recorded should be required upon first contact)
- Allow civilians to review footage involving them or a relative and require this information be released to the public
- Prevent officers from reviewing footage of an incident before completing initial reports or statements
- Secure the privacy of the citizen during all processes

Salt Lake City has been on the forefront of instituting body cameras on police officers. In total over 295 cameras have been purchased with the intent to outfit every sworn officer in first-responder roles. The city also plans to supply every officer with a body camera in the future. Body cameras provide information that protects police officers and civilians. There is an obvious need to protect the privacy of individuals, but that must be balanced with the primary purpose behind body cameras – the ability to provide great information and detail to actual events that occurred during public safety activities.

Will you openly affirm the right of the public to record the police by video and audio, without fear of having their devices confiscated or damaged?

I am supportive of the public's ability to film and document what is happening in public situations. The exception would be when the safety of our police officers or the public and/or the effectiveness of the police operation is put at risk.

### **Reducing Unnecessary Police Actions**

**Many daily problems in our city can be resolved through means less forceful and expensive than law enforcement. For example, addiction is a health issue, and is more effectively handled by health professionals and other means.**

Would you seek to reduce interactions with law enforcement by using non-sworn personnel as first responders to work with people who have substance abuse challenges, mental health challenges, are homeless, or are at risk for domestic violence?

In the last budget, Salt Lake City added eight social workers to the Salt Lake City police department. These social workers will assist those with mental health, drug, and other issues get the help they need and allow police officers to focus more on crime. This pilot project is the first of its kind in the nation. If successful, I hope to work with the City Council and Police Department to expand this and similar programs in Salt Lake City.

Would you take funds that would otherwise go to law enforcement to fund non-sworn personnel in these efforts?

If the pilot program is successful, I am willing to work with the Police Chief to expand it. Each budget cycle is different and it is not possible to make a categorical statement about taking funds from one program and putting them into another without additional detail or specifics.

### **Reducing Violence**

**Police presence should ALWAYS decrease the chance of violence taking place.**

As Mayor will you modify police department use of force policies to require officers use minimal force and de-escalation tactics, carry a less-lethal weapon, and intervene when another officer uses excessive force (See LVPD policy)?

My administration is committed to using some of the most current and progressive public safety tactics and strategies in the nation. During my administration, Salt Lake City has followed a community policing model, where police officers earn the trust of the residents and are integrated into the fabric of the community.

Will you ensure police policy prohibits officers from using force on a person for talking back or as a punishment for running away?

I am happy to discuss this with the Police Chief and Department and implement any national best practices on the issue.

Would you build a performance evaluation system that rewards, and values effective interpersonal skills (de-escalation, effective work with people who have mental health and substance abuse challenges, and countering bias, etc.)?

See above

### **Encouraging Excellence in Law Enforcement/Improved Training**

**In order to improve the relationship between law enforcement personnel and the community they serve, we need to ensure that officers are well trained in interpersonal and de-escalation skills. Officers need to know how to identify and work appropriately and humanely with people who have mental health and substance abuse challenges. Officers need to understand and respect the challenges people of color face in our community. They need to understand how their implicit bias might cause harm, and how to control these.**

Would you require training for law enforcement officers to help them understand how bias works, and how to counter it? Would you require and incentivize law enforcement personnel to maintain these special social skill sets?

In the last two years, the City completely revamped its diversity training to include an understanding of biases and methods to interact with youth, LGBTQ, and those with mental illness and other issues.

Would you implement training on how to appropriately engage with youth, LGBTQ individuals, people with mental illness, addicted people, and non-English speakers?

See above

Would you implement new policies aimed at rewarding and retaining officers who reduce violence?

I am open to discussing your ideas and considering the topic with consultation with the Police Chief and Department.

Would you work to increase the number of women and people from ethnic and minority groups hired by the SLCPD?

I strongly believe that it is important that the police force reflects the demographics of the community they serve. With the appointment of Chief Brown, we are seeing a renewed level of commitment to diversity in the workforce. Chief Brown, the Department of Human Resources, and I will continue to press the importance of diversity in the police department, including reviewing and expanding recruitment practices, reaching out to community leaders, and implementing other best practices from around the country.

Would you improve community connections with community forums on a regular basis?

I am happy to continue public forums, such as the Dialogue series we conducted on both discrimination and officer involved shootings, as means of engaging the community, making law enforcement accessible, and increasing trust and safety throughout our City.

Would you conduct special outreach with minority communities including well-publicized community meetings with ample notice?

I have been having special meetings with minority communities in Salt Lake City, including LGBTQ, Hispanic, Polynesian, Asian, Refugee, homeless, and other minority communities. These have been useful dialogs for me, the communities, and have helped shape our direction on a number of policies and procedures. I have also had several dialogs with minority communities around improving participation in SLC decision making and engagement. I'm happy to further these meetings and have more public dialogs to the extent it is acceptable to each group and furthers our dialogs and outcomes to achieve broader and deeper minority participation in SLC government.

Would you conduct an assessment of what kind of training is most effective in terms of helping law enforcement personnel to achieve these goals, and then implement it?

My administration is committed to using national best practices and is open to learning about new ideas and approaches to officer training.

### **Improving the Civilian Review Board (CRB)/Independent Investigations and Prosecutions**

**The Salt Lake City Civilian Review Board is one of the main direct tools community members have to hold Salt Lake City's Law Enforcement personnel accountable to the community they serves. While it is good that the SLC CRB exists, and over the years it has been given more authority and tools to work with, it is time to make it even better. This civilian oversight structure must have the power to investigate police misconduct, subpoena, and discipline police officers.**

The Police Civilian Review board ensures accountability and increases trust of the police force by providing an independent review of complaints against the police department. By policy, all complaints involving excessive force are automatically reviewed by the Police Civilian Review Board. The Board also regularly reviews use of force cases where a police officer kills or injures a civilian.

The board currently has an independent, full-time professional investigator with decades of experience as an investigator with the FBI. The authority of this individual is outlined in City Code. My administration is open to considering ways we can improve the effectiveness of this individual and his work.

Finally, my administration has opened up the reports of the Civilian Review Board through an Executive Order. All findings of the Civilian Review Board are now presumed to be public, except in cases of unusually sensitive privacy interests.

Do you support an independent investigation of cases in which a police officer employed by Salt Lake City kills or seriously injures a civilian?

By policy, all complaints involving excessive force are reviewed by the Police Civilian Review Board. The Board also regularly reviews use of force cases where a police officer kills or injures a civilian.

Would you take steps to expand, improve, and innovate regarding the membership of the CRB? Would you prohibit members that are current, former, or family of law enforcement or employees or contractors of criminal justice institutions? Would you seek to make it a paid position?

Past and present CRB members have served this city well, and I am thankful for their service. While I am always open to evolving how we can expand and improve the caliber of individuals serving on our boards and commissions, current and former officers, along with family members of law enforcement, can provide meaningful input and analysis regarding police conduct. I would not support completely barring their participation on the CRB, but am open to considering limiting the number of those with law enforcement connections to ensure a diversity of opinion and background on the board. No boards or commission members in the City are paid, and I currently don't support changing that tradition.

Will you insure a new and improved CRB has the independent power to investigate, subpoena, and discipline officers?

My administration is committed to ensuring the CRB has the resources and tools to effectively do its job. The CRB is a review board and I would not support giving them the power to directly discipline officers. The current system allows them to submit a recommendation and statement if they agree or disagree with the Police Chief's disciplinary actions.

Will you require an independent and external prosecutor, separate from the City or County prosecutor's office, or any other government agency, to manage the proceedings following independent investigation?

In cases where there is a conflict of interest, or even the appearance, the City routinely passes cases to an independent entity.

#### **Alternatives to Incarceration and the Vote to Build a Prison in Salt Lake City.**

**The United States incarcerates the highest percentage of population of any modern country on Earth. There are active nationwide campaigns seeking to reduce the prison population by half. The state legislature recently made a start at reform in what is known as HB348. We are concerned that the reform efforts in that bill remain unfunded (lack of Medicaid expansion and other deficits) while what could easily be a Billion dollar project to build a prison remains funded.**

**The Federal Government has multiple tools at its disposal to stop the project due to its proximity to the Great Salt Lake and other logistical and environmental concerns.**

**We understand that both campaigns have committed to fight placing the prison in Salt Lake City.**

Would you include arguments about reducing prison populations in your discussions with the public and the federal government about prohibiting the prison in Salt Lake City?

I am strongly in favor of alternatives to incarceration. In an effort to avoid incarceration for those with drug and alcohol abuse or mental health issues, I will work with City, County, and State Officials to find solutions that support rehabilitating these individuals.

Do you think serious reforms should be in place before we expand our prison system?

The prison is managed by the State of Utah. It is my understanding that the new prison will institute many reforms as part of its design and construction. I am happy to continue these conversations with the state of Utah.

Will you implement alternatives to incarceration as a model for our county and state governments? What are your ideas for reducing our ruinous incarceration rates? Please elaborate.

See above. In Salt Lake City, I will continue to explore programs such as the social worker pilot project that will continue to lower incarceration rates and provide individuals with the help they need.

Our new Police Chief, Mike Brown, has started a diversion program for drug offenders to immediately divert those individuals to a treatment approach, and we are working with the County Sheriff, District Attorney and others to institute other non-incarceration approaches.

Finally, I strongly believe education and community engagement is key to reducing gang violence and participation. My administration is committed to working with the Salt Lake City School District to fund new community learning centers, high quality after school programs, and gang outreach workers – all of which have seen increased funding while I have been Mayor.

Is there anything else you would like us to know? We appreciate your attention to these serious matters which so deeply affect the lives of so many.

I look forward to meeting and discussing these issues more with your group.