

Law Enforcement Survey-Due Oct1
Thank you for running for Mayor of Salt Lake City

This survey was developed by a group of community members who want to see change and improvement in the law, policy, culture, and practice of law enforcement in Salt Lake City.

We appreciate your willingness to answer these questions and thank you for your attention to each important issue presented. We assume you will answer in any method you deem appropriate. Feel free to elaborate, and to ask questions during this process. We will share the results with Salt Lake City voters through social and traditional media, and may take other actions in response. We ask for your response by October 1.

As you are aware, in addition to many Utahns, much of the nation is in a state of protest over entrenched systematic abuses within our country's Law Enforcement and Criminal Justice institutions. It's time for deep, significant changes in these institutions.

Salt Lake City, our capital, is Utah's most progressive and educated city. As is our well-established tradition, we expect Salt Lake City to lead even while the state might lag behind.

We are committed to these and similar changes. We hope this will be the beginning of an effective, dynamic and impactful conversation through this election cycle and beyond.

Sincerely,

The Community Summit for Law Enforcement Accountability (CS4LEA)

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.

Trust and respect between our community and law enforcement is critical, and transparency and accountability are the foundation from which trust and respect can be built.

1. 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?

Incidents of use of force and citizen complaints, as well as records of other law enforcement activities, are currently compiled in a variety of ways within the Salt Lake City Police Department as well as other law enforcement agencies. The databases in which this information resides are controlled by current legal and policy constraints. These constraints exist to ensure that protections are in place to protect the rights of witnesses, victims, the media, and law enforcement personnel. I remain committed to complete transparency within the context of these legal and ethical protections. Should there be a need to modify or increase the information currently compiled, or to whom it can be disseminated I will work with all interested parties to craft the appropriate legal and policy modifications.

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

As previously indicated the collection and dissemination of law enforcement related data is currently governed by specific legal and policy protections. It would be my intention to ensure Salt Lake City complies with those provisions.

3. Would you make available demographics of people stopped by SLCPD?

Yes, as mayor I will look into a system that would gather demographic information regarding all encounters with law enforcement. The definition of a "stop" may not currently capture all law enforcement encounters or correctly identify the ethnicity of the subject.

4. Would you make available demographics of people arrested by SLCPD?

Presently all arrest data is captured both by the Salt Lake City Police Department and the Salt Lake County Sheriff's Office and is available on their respective websites.

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

The issue of body worn cameras is extremely complex and evolving. It is clear that this technology will require significant review and development over the course of the next few years. I will remain involved in these discussions to ensure that the balance between the rights of citizens to be informed is balanced against every citizen's privacy and due process protections. This discussion is critical and must be approached recognizing that the actions we take today will have significant social, legal and financial implications. What is required is tempered, rational and collective coordination. I will bring these attributes to this discussion.

6. 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?

I have and will continue to implement strategies designed to understand and improve our law enforcement service. Community surveys are important but are only one mechanism to obtain feedback on what can only be described as our most important governmental function. Citizens must be listened to and they must be informed. Communication is not a one way process. Simply asking questions is not enough. No law enforcement agency can perform its mission without the involvement, support and participation of those it seeks to serve. I am committed to developing and continuing a two-way conversation.

7. 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 understand the premise of this question and support the concept. It should be understood that presently Salt Lake City, like every other law enforcement agency has policies in place that require officers to provide the information described. Policies also exist to ensure citizens have the opportunity to file complaints, either directly or anonymously against any officer. The question does imply that citizens in this community are either unaware of or being denied these opportunities. I stand committed to ensuring these policies are adhered to and implemented in a manner which ensures the police department and its members are held accountable.

BODY CAMS ETC.

8. 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

Body Cams are already in use by the SLCPD patrol officers. Currently, these officers are required to activate their body camera whenever they interact with the public. A best-practices policy regarding the use of body cams has yet to be established in this country. We have work to do in this area and I am committed to working with the public and our law enforcement agency to develop a best practice.

9. 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?

Yes. Any citizen who is in a legal place and is not interfering, absolutely has the right to record an officer while performing his or her duty.

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.

Reducing Unnecessary Police Actions

10. 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?

Presently there are significant resources that have not been utilized to deal with the very complex and persistent challenges associated with substance abuse in our community. Clearly law enforcement has a significant role to play. Salt Lake County has and continues to be a pioneer in creative substance abuse and mental health program delivery. Salt Lake City has rarely utilized the full spectrum of these resources. I am committed to ensure we, as a city, partner with existing service delivery providers who have the experience and resources to assist those most in need. I am committed to ensuring law enforcement is fully engaged in all aspects of our community, however, as it relates to evidence based mental health and substance abuse treatment models, law enforcement is a part of the solution they are not THE solution.

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

I would not support reducing critical law enforcement budgets to create new social service programs within the Salt Lake City Police Department. We, as a city, must be committed to

ensuring that public safety is and remains a priority. This can be done while improving the availability of critical social service programs, as I have previously indicated. I am committed to ensuring that we work more cooperatively to ensure the tax dollars we are spending are used not just efficiently but more effectively.

Reducing Violence

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

12. 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)?

As Mayor I will work cooperatively with the City Council and law enforcement to understand and implement best practices. It would be a mistake for any elected official to suggest that unilateral policies are the primary solution to any problem. Policies, without the understanding and willingness to adhere to them are meaningless. I am committed to ensuring there is ownership, clarity and genuine participation within the Police Department to policies providing a safe and welcoming community. Leadership, communication, dedication and a commitment to oversight and due process are what will ensure our citizens receive the treatment they demand and deserve. As Mayor I will work collectively to ensure we all follow policies that are in place today and support additional policies as they become necessary.

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

As Mayor, I have an ethical and legal responsibility to ensure these actions are monitored, documented, investigated, and, when necessary, prosecuted. Current Salt Lake City Police Department Policy as well as state and federal law define the limitations regarding use of force any law enforcement officer can employ in the situations described, i.e. fleeing, resisting or in other circumstances where force may be reasonable.

14. 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.)?

The role of a Mayor is to identify and select leaders who have proven abilities with these very critical skills. Once a leader is selected the Mayor in consultation with the City Council must engage in constant communication to ensure that leader is in fact managing this critical department effectively.

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.

15. 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?

The Salt Lake City Police Department has utilized training programs to expose its members to the unique aspects of many cultures and perspectives. I would, as indicated in a previous response, ensure that the leadership of the Department expands on this work towards greater understanding of the unique and complicated issues facing people of color, women, various religious groups, and gay, lesbian and transgender communities. I believe that individuals should demonstrate compassion, fairness and respect for others not to receive additional compensation, time off or to obtain any other material compensation but rather as a function of basic moral and personal commitment. Individuals who do not possess and demonstrate these characteristics or those who are resistant to these concepts are unsuited for a career in law enforcement.

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

I am aware that the Salt Lake Police Department has engaged in efforts to improve relations with all of the identified categories. It would be my intention to ensure that the Administration of the Police Department remains committed to this direction and provide for those within the community who wish either to examine or participate with such efforts an opportunity to do so. The success or failure of these efforts must also be regularly reviewed by the Mayor and City Council and we must have a willingness to alter practices, procedures, or policies when circumstances dictate.

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

I have indicated in previous responses that it is my belief that adherence to the Constitution, state and federal law, and the policies of the Salt Lake City Police Department are not issues to be incentivized but rather an oath that must be upheld. Non-compliance with these standards is and would be grounds for discipline, termination, and criminal prosecution.

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

The Salt Lake City Police Department has improved the diversity of their workforce. While I am pleased with the Department's progress I do believe more can and should be done to promote diversity of all types within law enforcement. I will request that they communicate regularly and publicly about ongoing efforts at recruitment. I was responsible for a program created in the Salt Lake County Sheriff's office to attract and retain both women and minority officers that included a scholarship component. I would support implementation of a similar program here.

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

I am fully committed to an open and transparent City Hall and will be fully engaged with the city and its residents through regular community forums and other community engagement opportunities.

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

I have made this commitment directly to our minority communities during this campaign and pledge to honor those commitments as mayor.

21. 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?

One of the primary goals of my administration will be to identify a mechanism to provide for greater communication between the Mayor, Council, Community Councils and other stakeholders regarding the efforts of the Police Department. Formal external assessment or accreditation may provide an opportunity to improve this dialogue.

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.

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

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

Yes, recently Salt Lake City Police along with all other agencies have migrated to a model, defined by the Utah Legislature, requiring all incidents to be investigated by an "outside agency". While this protocol has only been utilized for the past few months it appears to be working well.

23. 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?

The Citizen Review Board appears to be a valuable resource to ensure transparency and accountability. I will commit to a more comprehensive examination of the Board and its respective functions.

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

[This will require a much more in depth review before committing to any action.](#)

25. 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?

[The decision to select a prosecutorial body is not within the scope of authorities of a Municipal Mayor. However, if I believed it was appropriate, I would not hesitate to advocate for an outside agency for an independent investigation.](#)

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.

26. 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 firmly committed to fighting the prison move to Salt Lake City with all means at my disposal.](#)

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

[I believe that reforms like repealing minimum mandatories and alternatives to incarceration will decrease our need for prison space rather than increase it. This has been part of the conversation, but should play a more prominent role in the decisions being made about the prison development.](#)

28. 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.

Yes, I will work with Salt Lake City's police chief and the Salt Lake County DA on alternatives to incarceration. I also plan to work with our service providers (homeless, mental health, and substance abuse) as we discuss alternatives to incarceration.

I am very concerned about the expanding prison population and will support alternatives, as well as reducing the mandatory minimums, to help reduce our incarceration rates.

29. 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 am looking forward to working with you. I believe open and honest dialogue is the best way to craft fair and equitable policies while still ensuring the public safety.