

Andrew Johnston

Thank you for running for the Salt Lake City Council,

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 capitol, 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.**

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 do not know if there are already internal mechanisms for this. I would want to ensure that all instances are reviewed and evaluated carefully. I do think that ongoing training for all officers is important.

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

So long as doing so would not undermine police safety and investigations, yes.

Would you make available demographics of people stopped by SLCPD?

Yes.

Would you make available demographics of people arrested by SLCPD?

Yes.

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

Yes, so long as it did not undermine privacy rights of civilians and undermine police investigations and activities.

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 would want to know what is happening currently as to make certain not to duplicate efforts. Officer evaluations should be taken seriously and public perceptions could be a part of them, but not all of it.

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?

Sounds like something akin to use of Miranda rights. Essentially, something similar to a warning instead of a ticket? I would want to work with police to see how cumbersome it would be and what benefit would be gained.

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

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?

In most cases, yes. I do believe there could be exceptions to such a rule that would benefit the community as well.

### **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?

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

The concept is correct but not universal. As a social service provider, there are times when police intervention is welcome to keep us safe. We currently utilize diversion policies for those who need alcohol detox and some behavioral issues related to severe mental illness, however, often it is difficult to assess the nature of the problem until immediate intervention is made. I believe that all officers should be crisis intervention trained and recertified yearly to help make such interventions as safe for all as possible.

Taking funds from police is not the answer. We are seriously underfunded in social services and we should not rob Peter to pay Paul. We need real intentional investment

in alternative services including Medicaid expansion and other funding means to help with behavioral health services.

### **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)?

I agree that we should always seek to use the least restrictive means and least intensive force necessary.

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

Sure, but the devil is in the details.

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.)?

Yes.

### **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?

Yes.

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

Yes.

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

Yes, but again, the devil is in the details of implementation.

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

Yes.

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

Yes.

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

Yes, but you have to reach out to minority neighbors in unique ways. Notice is not enough.

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?

Yes. Funding is always an issue.

### **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.**

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

What is the role of the DA's office? It cannot be all left to the review board that is under resourced and expected to take on even more. These are overworked private citizens like the rest of us.

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?

Moving to a paid board opens up all sorts of other issues: why not pay the planning commission? Or other boards? City gov't relies on having a committed volunteer element to add support, accountability and input without bloating gov't more.

Blanket restrictions on membership are rarely a good idea. If the board is truly representative I would more concerned with enduring gender, income and racial representation on the board.

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

I disagree with placing them in authority over the department. It should partner with them in matters of investigation and oversight.

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?

I would need to look at this more closely but at first look, I don't see a need for another investigative 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?

You will need to explain this logic to me further to respond to the question. The location of the prison has little to do with the size of the population. I strongly disagree with the DOC intentionally or unintentionally consolidating corrections programs in west salt lake and cementing the minority student school to prison pipeline.

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

The state legislature should be forced to face the connections between funding Medicaid services and correctional reform along with building a new facility. The hypocrisy of arguing for a new prison by invoking their personal concern for the welfare of the inmates while ignoring the need to pay for that reform once they leave the institution is nauseating.

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.

Public behavioral health services must be funded and supported. 80% of the prison and jail populations can be mapped for substance use issues that drive their criminal behaviors. This must be addressed and it often comes down to funding. It's not all money but all current supportive services are not robust enough currently to handle the needs.

County correctional services must have good screening procedures to separate those who need mental health and substance use needs from those who are immediate threats to public safety. Drug and mental health courts are great but we do not have

enough and enough case management and treatment services to help those in them.  
We are under resourced.

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.

So much more to discuss but it's difficult to fit it all in here.