

Racial Equity in Policing Commission Salt Lake City, Utah

Policy and Practice Subcommittee Meeting Agenda

Wednesday, December 9, 2020 4:00 pm to 5:30 pm

This meeting will be an electronic meeting pursuant to the Core Commission determination that conducting the meeting at a physical location presents a substantial risk to the health and safety of those who may be present at the anchor location. The Subcommittee Meeting will not have a physical location and all attendees will connect remotely.

To view the meeting, please connect via Zoom:

The meeting will be conducted by Josh King, a member of the Commission facilitators, The Langdon Group. To view membership information, please visit <https://www.slc.gov/boards/racial-equity-in-policing-commission/>

1. Welcome Subcommittee Members, Staff and Guests (Confirmed guest subject matter experts include:
 - a. Mark Kittrell (City Attorney)
 - b. Sgt. Scott Teerlink (Internal Affairs)
 - c. Rick Rasmussen (Human Resources -CRB Representative)
2. Review Upcoming Schedule
 - a. Wednesday, Dec 9 – Subcommittee
 - b. Wednesday, Dec 16 – Subcommittee
 - c. Wednesday, Dec 23 – No meetings
 - d. Wednesday, Dec 30 – No meetings
 - e. Wednesday, Jan 6 – Regular Commission (Sub Updates & Preliminary Update)
 - f. Wednesday, Jan 13 – Listening Session
3. Discussion of Scoped Items
 - a. Officer Involved Critical Incident (OICI) – Mark Kittrell
 - i. Presentation and discussion of conceptual chart for OICI.
 - b. Update on Three Ordinances - Mark Kittrell
 - i. Body Cam Ordinance: adopted by Council on 12/1/2020 (not yet enacted)
 - ii. Ordinance related to proposed changes to the Police Civilian Review Board (scheduled for Council action on December 8)
 - iii. Ordinance related to a repeal of the Civil Service Commission and the creation of an appeal hearing officer system to hear discipline appeals coming out of the Police and Fire Departments (scheduled for Council

action on December 8) Note: This ordinance also has a companion ordinance that relates to recruitment and promotion.

- c. Personnel practices and accountability in SLCPD/law enforcement
 - i. Discussion related to the Subcommittees data requests and questions submitted (**Refer to Attachment A** for a list of the data requested and received and links to the data, in addition to the Subcommittees questions and answers provided).
- 4. Discussion about next steps
- 5. Next Meeting: December 16, 2020 at 4pm to 5pm

ATTACHMENT A

Racial Equity in Policing Commission
Salt Lake City, Utah

Policy and Practice Subcommittee Meeting Materials

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Meeting Materials can be found in the Drive folder, sub-folder for this meeting at this link:
https://drive.google.com/drive/folders/1SDZfjVGB_2tPjrY9Q9H8ypu8iCsamo0D?usp=sharing

1. Officer Involved Critical Incident (OICI)
2. Ordinances
 - a. Body Cam Ordinance: adopted by Council on 12/1/2020 (not yet enacted)
 - b. Ordinance related to proposed changes to the Police Civilian Review Board (scheduled for Council action on December 8)
 - c. Ordinance related to a repeal of the Civil Service Commission and the creation of an appeal hearing officer system to hear discipline appeals coming out of the Police and Fire Departments (scheduled for Council action on December 8) Note: This ordinance also has a companion ordinance that relates to recruitment and promotion.
3. Questions submitted by this Subcommittee and responses provided by City (below).

Good Afternoon Policies and Practices Subcommittee,

Please see the responses below and attachments from SLCPD. These are in response to questions from the subcommittee meeting on November 25th. I am currently working on organizing your new information requests from this past Wednesday's subcommittee meeting. I will send those to SLCPD and request response before your last subcommittee meeting scheduled for this month (December 16th).

Have a great weekend.

- **A copy of SLCPD's application** – Christi will send as well as **POST minimum qualifications and timeline from PT test invitation to Police Officer status.**

The application is owned by HR and can be found online at <https://external-slcgov.icims.com/jobs/4770/entry-level-police-officer---2021/job>.

- **Copies of interview questions and exam questions** - Christi unsure about written test, but interview probable. She will follow up.

The exam questions are copyrighted and not owned by SLCPD. We are unable to share those questions due to the copyright. Also, the interview questions are kept closely held so they are not shared. Because the department has civil service, we cannot release any information that may be construed as giving some people an unfair advantage over any others. SLCPD hiring is closely overseen by civil service.

Lingering Questions:

1. **Do recruiters or trainers have cultural sensitivity training?** Understanding is that there is no additional training specific to recruiters beyond that which all officers receive (Fair & Impartial Training, Blue Courage, City Training, & Arbinger).

They receive the same training as all officers.

2. **Are drug convictions a barrier for otherwise qualified applicants, even if it's just marijuana which is now legal in some states?**

Answer – There are many considerations that go into determining if an applicant's criminal history will affect their ability to be hired with the Police Department. The three main considerations relate to:

1. the applicants previous conduct as an indicator of future behavior and suitability to perform duties relevant to the operation of the Department
2. the ability of the applicant to obtain a law enforcement certification through the state of Utah
3. the duty of the Department to maintain public trust through effective hiring practices

Bullet 1 –