

0:00:09.958,0:00:11.916

Welcome, everybody, to the Ogden Way podcast.

0:00:11.916,0:00:12.208

The place

0:00:12.208,0:00:15.625

where we talk about the stories of Ogden by telling the story of Ogden???s people.

0:00:16.000,0:00:16.500

And today,

0:00:16.500,0:00:20.208

I'm really excited to tell a story about Ogden City Police Chief Jake Sube.

0:00:20.708,0:00:22.166

Chief, thanks for being with us today.

0:00:22.166,0:00:24.458

Yeah, glad to be here.  
Thanks for having me. Absolutely.

0:00:24.458,0:00:27.625

I often go around town  
and I brag about you and say

0:00:27.625,0:00:30.583

that you're one of the best decisions  
that I've made since becoming the mayor.

0:00:30.583,0:00:31.666

And I mean it.

0:00:31.666,0:00:32.500

I appreciate that.

0:00:32.500,0:00:33.208

It means a lot.

0:00:33.208,0:00:36.041

Somebody definitely, strive to live up  
to. Well, good.

0:00:36.041,0:00:39.041

And I also tell people,  
and you and I have talked about it a lot,

0:00:39.041,0:00:43.000

is that the most important relationship  
between for a mayor and the teachers

0:00:43.000,0:00:46.958

of mayor school is the relationship  
between a mayor and a police chief.

0:00:47.666,0:00:49.750

If that relationship is not intact.

0:00:49.750,0:00:51.791

Nothing else is going to work.

0:00:51.791,0:00:54.791

So I'm glad that we have  
a good relationship, and it's been fun

0:00:55.250,0:00:58.291

having you as my chief, and also be  
you becoming my chief.

0:00:58.291,0:01:01.250

And I hope, me  
becoming your mayor together.

0:01:01.250,0:01:02.333

Yeah. I'm grateful.

0:01:02.333,0:01:05.916

I feel like we've both kind of started  
at the same place.

0:01:05.916,0:01:10.916

And, I think we see very closely,  
very similarly.

0:01:11.000,0:01:14.833

And, it's really allowed us  
to do a lot of great things early on

0:01:15.250,0:01:17.541

in my tenure  
as the chief. It's been great.

0:01:17.541,0:01:19.250

I really appreciate it. Absolutely.

0:01:19.250,0:01:23.000

And one of the a couple of the things  
that I look for when I hire is

0:01:23.000,0:01:26.000

I like to hire for drive,  
and I like to hire for fit.

0:01:26.333,0:01:30.625

And so the questions, as you might recall,  
when we had our interview process,

0:01:30.916,0:01:35.000

we're really geared toward fit  
but also drive.

0:01:35.500,0:01:35.708

Sure.

0:01:35.708,0:01:39.875

And clearly I seen both of those things  
in you, a fit for me

0:01:40.083,0:01:43.083

and the way that we work together,  
but also fit for Ogden

0:01:43.125,0:01:45.583

and I thought that might be a good place  
to start

0:01:45.583,0:01:51.083

today is to maybe if you're willing,  
to share your answer

0:01:51.083,0:01:54.083

to the question that I asked you  
in the interview of why Ogden.

0:01:54.375,0:01:58.375

Yeah, yeah, I'd be I'd be happy to,  
and I guess it goes

0:01:58.625,0:02:03.291

it goes a long way back to being a child  
and growing up on Ogden Avenue.

0:02:03.833,0:02:05.125

Attending T.L.

0:02:05.125,0:02:07.666

Smith at the time when it was T.L. Smith.

0:02:07.666,0:02:12.375

And just my experiences around here,  
grew up with my mom and dad

0:02:12.375,0:02:15.708

and my brother here in Ogden,  
in to elementary.

0:02:16.083,0:02:17.250  
We did move around a lot.

0:02:17.250,0:02:19.875  
We were, we were a low income family.

0:02:19.875,0:02:21.583  
You know, my my dad.

0:02:21.583,0:02:25.708  
Blue collar worker,  
hard hard worker, and really,

0:02:26.833,0:02:29.208  
really, most of the drive I have  
is probably because

0:02:29.208,0:02:30.500  
of him and his work ethic.

0:02:30.500,0:02:32.500  
And so I just saw that in my family.

0:02:32.500,0:02:37.666  
And, you know, growing up in Ogden,  
everything we did was Ogden everywhere.

0:02:37.666,0:02:39.708  
We, you know, there was,  
you know, I didn't even know

0:02:39.708,0:02:43.833  
Salt Lake existed  
as I grew up or, even into Davis County.

0:02:43.875,0:02:46.250  
It was just you when you went into town,  
you went into Ogden.

0:02:46.250,0:02:48.833  
And this is where I went at the Ogden  
Mall.

0:02:48.833,0:02:50.416  
The New Gate mall. It's.

0:02:50.416,0:02:54.833  
This was my stomping grounds as a kid,  
to the point of even dragging the ???vard,

0:02:55.208,0:02:58.416  
you know, you know,  
and so this is just everything

0:02:58.416,0:03:02.541  
I knew, and, I kind of learned who I was  
as an individual.

0:03:02.541,0:03:06.541  
Was just my experience living,  
in and around Ogden.

0:03:06.583,0:03:10.166  
My grandparents lived  
right on the outskirts, in South Ogden.

0:03:10.250,0:03:14.333  
And so everything we did with them  
drifted back into Ogden as well.

0:03:14.875,0:03:18.208  
So just my whole kind of growing up  
experience when it

0:03:18.208,0:03:20.583

when we talked about the city,  
it was it was Ogden.

0:03:20.583,0:03:24.208  
And so that just meant a lot to me,  
which is when eventually

0:03:24.208,0:03:25.458  
I decided to become an officer.

0:03:25.458,0:03:26.500  
This is where

0:03:26.500,0:03:29.250  
this is where I wanted to work,  
as well as the city I wanted to work for.

0:03:29.250,0:03:30.458  
And if you're going to work in Ogden,

0:03:31.541,0:03:32.250  
the the

0:03:32.250,0:03:36.083  
street, Ogden Avenue carries  
a lot of weight and symbolism as well.

0:03:36.083,0:03:37.666  
In terms of Ogden in our past.

0:03:37.666,0:03:38.000  
Yeah.

0:03:38.000,0:03:41.125  
Not the not the tamest street, we'll say.

0:03:41.375,0:03:44.375  
Sure. In Ogden. Yeah. And so,

0:03:44.708,0:03:47.000  
we talked a lot  
about your upbringing on Ogden Avenue

0:03:47.000,0:03:50.250  
and why that meant being an officer  
in Ogden starting as a reserve.

0:03:50.375,0:03:51.791  
Right? Yeah, definitely.

0:03:51.791,0:03:57.083  
I, you know, I learned a lot about life  
just from being a small child.

0:03:57.083,0:04:00.916  
And most people don't really understand  
how much you retain as

0:04:00.916,0:04:04.208  
you grow up from those early experiences  
in your in your childhood.

0:04:04.208,0:04:07.375  
But, you know, Ogden  
Avenue is a very diverse community.

0:04:07.375,0:04:11.916  
When I grew up in it, and so that's  
what I knew is just diversity.

0:04:11.916,0:04:14.958  
And everybody was different,  
but everybody fit in.

0:04:14.958,0:04:16.500  
There was there was no difference.

0:04:16.500,0:04:19.916

And so,  
it really shaped who I was as I grew up.

0:04:20.125,0:04:24.541  
And like I said, because I did see,  
you know, crime growing up and,

0:04:24.958,0:04:28.916  
it shaped me  
into wanting to be an officer, I believe.

0:04:28.958,0:04:30.708  
You know, I think it was internally in me.

0:04:30.708,0:04:33.708  
It wasn't till I got older  
that I really made that decision.

0:04:33.833,0:04:37.083  
But when I did, it was,  
coming back to Ogden,

0:04:37.250,0:04:41.166  
to the point where, as you mentioned,  
I stepped in to be a reserve officer.

0:04:41.166,0:04:44.083  
I wanted to work here.  
This is where I wanted to be.

0:04:44.083,0:04:47.083  
And if I was going to learn to be  
a police officer, I wanted to be here.

0:04:47.458,0:04:49.125  
And thankfully, that worked out.

0:04:49.125,0:04:51.500  
Eventually got hired  
full time as an officer,

0:04:51.500,0:04:55.875  
and I've spent the last 24 years  
working here for Ogden Police Department.

0:04:56.125,0:04:59.416  
And that was a time when we had  
the reserve program, was also a time

0:04:59.416,0:05:04.000  
where we had hundreds of applicants for,  
per position, to be a police officer.

0:05:04.375,0:05:07.791  
And so there was a lot of demand  
to be a reserve officer, hopefully

0:05:07.791,0:05:11.291  
preparing and in the, in the wings  
to become an officer.

0:05:11.291,0:05:12.333  
Right. Definitely.

0:05:12.333,0:05:16.000  
And when I was a reserve,  
we we probably had roughly 50

0:05:16.000,0:05:17.333  
reserve officers at the time.

0:05:17.333,0:05:21.583  
And it was a big contingency  
and they were very beneficial to the city

0:05:21.583,0:05:24.750  
and helping with special events  
and a lot of different coordinated events.

0:05:24.750,0:05:26.500

And as you mentioned, over time,

0:05:28.291,0:05:31.666

the desire to be a police officer dropped,  
and we weren't seeing the candidates

0:05:31.666,0:05:33.708

that were applying for the job  
when I applied.

0:05:33.708,0:05:38.208

I was probably hundred  
and 50 people sitting in the,

0:05:38.208,0:05:41.291

old Marshal White  
gym doing a police test.

0:05:41.666,0:05:45.500

Now, you know, I would love  
I would love to see 150 applicants

0:05:45.500,0:05:48.916

for application process, but  
unfortunately, we're we're probably more

0:05:48.916,0:05:52.125

in the 40 or 50 range on a  
on a good testing process.

0:05:52.125,0:05:55.250

And so it was competitive,  
which also meant why

0:05:55.250,0:05:58.625

I wanted to get into the reserves,  
to learn the job, to experience the job

0:05:58.916,0:06:02.375

and prepare myself to eventually  
take the step to be a full time officer.

0:06:02.375,0:06:05.375

And so, just to be clear, for anyone  
watching or listening

0:06:05.416,0:06:08.208

to be a reserve means  
that you are a volunteer.

0:06:08.208,0:06:08.958

Yes. Right.

0:06:08.958,0:06:10.333

Yeah. And so how long?

0:06:10.333,0:06:13.166

How long were you basically a volunteer?

0:06:13.166,0:06:15.666

Reserve officer. Roughly about a year.

0:06:16.958,0:06:17.958

I spent about a year.

0:06:17.958,0:06:20.083

And through  
that I did ride alongs with officers.

0:06:20.083,0:06:25.583

I worked at the Christmas Village  
providing security, some, New Year's

0:06:25.583,0:06:29.791

Eve event, things like that, that,  
I helped participate in.

0:06:29.791,0:06:31.541

But, yeah, it's volunteer.

0:06:31.541,0:06:32.750

It was you

0:06:32.750,0:06:34.041

put on the police uniform,

0:06:34.041,0:06:36.791

you're going out and representing  
the Ogden City Police Department,

0:06:36.791,0:06:39.541

but you're an auxiliary unit  
that's there to help and and provide

0:06:39.541,0:06:40.916

additional support and resources.

0:06:40.916,0:06:43.916

But yeah, it was  
it was a great experience.

0:06:44.000,0:06:46.375

One I don't regret, one I'm grateful for.

0:06:46.375,0:06:49.375

And I learned a lot from it,  
I learned a lot.

0:06:49.458,0:06:52.000

A lot of people may not have  
that same experience

0:06:52.000,0:06:55.708

as I may have in the Reserve Corps,  
but I definitely gravitated towards

0:06:55.708,0:06:59.416

those individuals who showed me  
what being an Ogden cop was

0:06:59.416,0:07:02.750

and what it meant to be, and why  
there should be pride in it, which only

0:07:03.583,0:07:07.500

drove me further to want to be  
a police officer here in Ogden.

0:07:07.916,0:07:10.625

And as a side, I was officer offered a job

0:07:10.625,0:07:13.666

at another agency  
before an opportunity opened in Ogden.

0:07:13.666,0:07:17.875

And, I didn't accept that job  
because this is where I wanted to be,

0:07:17.875,0:07:19.333

and I accepted this job.

0:07:19.333,0:07:21.791

And, of course, I'm  
very grateful now. So.

0:07:21.791,0:07:25.083

So instead of taking the compensation,  
I'm going to stay working for free

0:07:25.083,0:07:26.833

because I want to work in Ogden. Yep.

0:07:26.833,0:07:27.791

Absolutely. Right.

0:07:27.791,0:07:30.791

And that's, that's the that's  
the difference between Ogden and other

0:07:30.791,0:07:34.041

communities is  
this is a place that we focus with intent

0:07:34.500,0:07:37.125

because we feel a sense of purpose here.

0:07:37.125,0:07:40.125

It to me is my why working here.

0:07:40.333,0:07:42.208

There's no other city  
I want to be the mayor of.

0:07:42.208,0:07:43.250

Period. Yeah.

0:07:43.250,0:07:47.666

If it wasn't in Ogden, I, I don't care  
to be a mayor, you know what I mean?

0:07:47.666,0:07:49.875

Yeah. It's all about Ogden. So.

0:07:49.875,0:07:51.916

And I felt that from you  
in terms of being an officer,

0:07:51.916,0:07:54.125

if you want to be an officer, it's  
going to be in Ogden.

0:07:54.125,0:07:56.416

And that's the answer to why Ogden.

0:07:56.416,0:07:57.250

Yeah.

0:07:57.250,0:08:00.375

So as you go on about your career,  
one of the experiences growing up

0:08:00.375,0:08:03.791

on Ogden Avenue of being a kid in Ogden  
and on the streets of Ogden, that

0:08:04.416,0:08:07.666

that inform the way that you are  
as an officer on the streets of Ogden?

0:08:08.083,0:08:09.541

Yeah, I just I think it

0:08:09.541,0:08:13.416

it made me realize that we all come  
from varying walks of life.

0:08:13.416,0:08:18.208

Having grown up in a, in a family  
that was fairly low income,

0:08:18.208,0:08:22.291

and we had our difficulties living  
paycheck to paycheck, I think it gave me

0:08:22.291,0:08:26.833

a different perspective on, when people  
are having their most difficult days,

0:08:26.875,0:08:29.875

that everybody's human,  
everybody's a person.



0:08:30.666,0:08:33.500

No matter the circumstance that they're in, they are human.

0:08:33.500,0:08:34.750

There is a person.

0:08:34.750,0:08:38.375

Unfortunately,  
I, my family was not immune to that.

0:08:38.375,0:08:42.125

My mom had significant  
drug history and issues.

0:08:42.250,0:08:45.833

As I grew up, as I got older,  
they got more and more severe.

0:08:46.291,0:08:49.208

Unfortunately, to the point  
that we've had no contact

0:08:49.208,0:08:52.958

or I haven't had contact with her  
for years, for many years, unfortunately.

0:08:53.333,0:08:54.041

Makes me sad.

0:08:55.750,0:08:57.708

But it also makes me

0:08:57.708,0:09:01.458

empathetic to what is happening  
to individuals in their circumstances.

0:09:01.458,0:09:03.416

I understand

0:09:03.416,0:09:07.250

you know, anybody that calls the police,  
it's their worst days, their worst moment.

0:09:07.250,0:09:10.458

And,  
so I think growing up in that environment

0:09:10.458,0:09:14.666

helped me understand that, that  
it may seem like one of a bunch of calls

0:09:14.666,0:09:17.666

in a call list, but the reality is that  
that person who made that phone call,

0:09:17.666,0:09:19.666

it is what matters. It's  
what matters to them.

0:09:19.666,0:09:20.708

It's affecting their lives.

0:09:20.708,0:09:23.083

And we need to understand that.  
We need to respect that.

0:09:23.083,0:09:26.083

And I think just kind of the growing up,  
the way I grew up

0:09:26.291,0:09:28.333

helped me understand that.

0:09:28.333,0:09:31.125

Well, I, I,  
I really appreciate that you would share

0:09:31.125,0:09:34.541

that when we had Diana Lopez from you,  
from Ogden Police Department,

0:09:35.333,0:09:38.291

here on the show, she talked about  
one of the biggest challenges

0:09:38.291,0:09:41.791

that she sees is that the community  
doesn't always see our officers as people.

0:09:42.958,0:09:44.791

But at the end of the day, if you sit  
and you talk

0:09:44.791,0:09:48.458

and you ask, you see who they are,  
and they're good people, genuine people,

0:09:48.791,0:09:50.625

people that want to make an impact  
in a difference.

0:09:50.625,0:09:52.458

Right? Yeah, absolutely.

0:09:52.458,0:09:56.083

And over your career, you've made  
a huge impact and difference in Ogden.

0:09:56.500,0:10:00.208

What, tell us quickly about the  
the roles you've had between

0:10:00.750,0:10:04.250

being a reserve and then becoming  
a full time officer to being chief.

0:10:04.791,0:10:05.208

Yeah.

0:10:05.208,0:10:08.583

So, in the last 24 years, you know,  
you think back.

0:10:08.791,0:10:09.750

Well, that's a long time.

0:10:09.750,0:10:12.375

But then I think back,  
I've had an opportunity to do a lot of

0:10:12.375,0:10:15.375

great things since I've, I've worked  
for the Ogden Police Department.

0:10:15.791,0:10:19.250

Just came out, worked  
five straight years as a patrol officer,

0:10:19.250,0:10:23.208

handling calls for service,  
providing assistance to our community.

0:10:23.208,0:10:26.208

From there, I got  
I got moved to our gang unit,

0:10:26.250,0:10:29.125

spent another four years  
as a gang detective.

0:10:29.125,0:10:35.041

Got a lot of knowledge and experience,  
in the job in that that particular field.

0:10:35.041,0:10:35.958  
From there,

0:10:35.958,0:10:39.708  
I eventually went to the crime reduction  
unit, had an opportunity

0:10:39.708,0:10:42.250  
to work in that unit,  
which is just heavily geared

0:10:42.250,0:10:45.375  
at addressing crime in our community  
so that it would make our crimes,

0:10:45.458,0:10:46.625  
our community safer.

0:10:46.625,0:10:50.375  
And so I just kind of learned  
a whole different aspect of, of police

0:10:50.375,0:10:52.125  
work through that, that field.

0:10:52.125,0:10:55.958  
From there, I was promoted to sergeant,  
worked in patrol.

0:10:55.958,0:10:57.000  
I got the opportunity

0:10:57.000,0:11:00.041  
to be a sergeant in the crime reduction  
unit, a sergeant in the gang unit.

0:11:00.500,0:11:04.041  
And that at that time when, when I got  
when I became the gang sergeant,

0:11:04.041,0:11:05.791  
we had moved to a new system

0:11:05.791,0:11:09.041  
where the gang unit was under  
the Strikeforce umbrella.

0:11:09.500,0:11:12.583  
So I had the opportunity to kind of help  
build what that program is.

0:11:12.958,0:11:14.250  
With the gang unit out there.

0:11:14.250,0:11:17.958  
So there was a lot of its administrative  
side of things that I got to learn through

0:11:17.958,0:11:22.958  
that, as well as directing, a unit  
like the Gang Unit, which was fantastic.

0:11:23.458,0:11:26.625  
From there, I got promoted to lieutenant,  
worked as a watch commander.

0:11:27.416,0:11:29.958  
Then had the opportunity  
to be lieutenant in the strike force.

0:11:29.958,0:11:33.791  
I mean, yeah, Lieutenant,  
the strike force, lieutenant in the CRU,

0:11:33.791,0:11:35.166  
lieutenant over the gang unit.

0:11:35.166,0:11:40.458

So, a lot of those opportunities,  
and then eventually to captain

0:11:40.458,0:11:45.041  
where I was over both sides at one point,  
the field operations division and the

0:11:46.083,0:11:48.500  
patrol division or a uniformed division,

0:11:48.500,0:11:52.166  
and gained a lot of experience  
and knowledge in that,

0:11:52.166,0:11:55.166  
overseeing both sides of the house  
of a police department.

0:11:55.541,0:12:00.166  
And then, luckily, luckily enough, under  
Chief Young, I was selected to be

0:12:00.166,0:12:05.250  
the deputy chief, and learned  
a great deal, in that position.

0:12:05.750,0:12:08.625  
And I think all of those experience is

0:12:08.625,0:12:12.291  
are what I believe  
prepared me, for being the chief.

0:12:12.750,0:12:15.750  
But I will say to your point  
that you kind of made earlier is,

0:12:16.041,0:12:18.750  
is that I didn't want to become a chief.

0:12:18.750,0:12:20.916  
I wanted to become the chief of Ogden.

0:12:20.916,0:12:23.416  
This wasn't about what

0:12:23.416,0:12:26.125  
other city  
I might be able to advance my career in.

0:12:26.125,0:12:26.750  
It was,

0:12:26.750,0:12:28.250  
you know, if I didn't get chief,

0:12:28.250,0:12:31.708  
then I was going to be content  
as the deputy chief for Ogden City.

0:12:31.708,0:12:32.708  
This is where I want to be.

0:12:32.708,0:12:35.291  
This is where my career will finish out.

0:12:35.291,0:12:38.291  
And I feel blessed that  
that I have the opportunity to

0:12:38.291,0:12:40.375  
to lead as the chief at this point.

0:12:40.375,0:12:42.916  
And so to that,  
I thank you for giving me the opportunity.

0:12:42.916,0:12:45.791

It means it means a lot to me. Well,  
thanks for stepping up.

0:12:45.791,0:12:49.250  
Being the leader, especially  
in these positions, it's pretty dang hard.

0:12:49.791,0:12:52.708  
We are under immense amount of pressure  
all the time.

0:12:52.708,0:12:53.708  
Right.

0:12:53.708,0:12:56.916  
And it's important that we hire  
strong people who have a strong

0:12:56.916,0:12:58.875  
will and a sense of self.

0:12:58.875,0:13:02.916  
Enough confidence in self to be able  
to handle all those pressures because,

0:13:03.125,0:13:07.625  
at least for me, and I see this from you,  
I don't pray for a lighter load.

0:13:07.625,0:13:09.500  
I pray for a stronger back.

0:13:09.500,0:13:12.541  
And we've got to have strong backs  
to carry

0:13:12.541,0:13:14.375  
the kind of burdens  
and the loads that we do.

0:13:14.375,0:13:15.750  
And frankly, that's

0:13:16.833,0:13:19.833  
it's during the heavy burden periods  
that we've had together.

0:13:20.000,0:13:23.458  
Because anytime I don't know  
if you're mayor of a city like ours

0:13:23.916,0:13:26.583  
and you have a police department  
like we do, things happen.

0:13:26.583,0:13:29.083  
We go through things,  
we respond to things.

0:13:29.083,0:13:32.625  
Our officers have challenges every day,  
and things come up that are just hard.

0:13:33.250,0:13:36.166  
But that's because the job is just hard.

0:13:36.166,0:13:39.250  
But hard times create hard  
men and women and,

0:13:40.416,0:13:44.000  
I see a lot of that from from you  
and from our department.

0:13:44.333,0:13:46.250  
We've got officers

0:13:46.250,0:13:49.208

carrying heavy burdens every day

0:13:49.208,0:13:51.666  
on behalf of our people, of our city.

0:13:51.666,0:13:54.250  
And that has, I've built  
a lot of respect for the department.

0:13:54.250,0:13:57.958  
And watching that,  
those kind of experiences matter, right?

0:13:58.000,0:13:58.291  
Yeah.

0:13:58.291,0:14:02.833  
So one of the questions that I asked  
you also during the interview was that,

0:14:04.000,0:14:06.125  
I didn't want to hire, you know,

0:14:06.125,0:14:08.041  
Chief Young did a great job,  
but I didn't want to.

0:14:08.041,0:14:10.958  
I wasn't looking for a Chief  
Young part two, I was looking for.

0:14:10.958,0:14:14.833  
How do, I want to look for someone that???s  
going to build on what Chief Young did.

0:14:15.125,0:14:18.500  
Just like Chief Young built  
on what Chief Watt who built on...

0:14:18.500,0:14:20.833  
right? The, the chief's before.

0:14:20.833,0:14:22.625  
And all of the shoulders  
that we all stand on.

0:14:22.625,0:14:24.958  
I want to continue to build on.

0:14:24.958,0:14:27.583  
And so one of the questions  
I asked you was,

0:14:27.583,0:14:29.916  
what do you want  
your legacy to be as a chief?

0:14:29.916,0:14:34.625  
And, this is another place  
where I think you and I found fit, right?

0:14:34.625,0:14:35.208  
Yeah.

0:14:35.208,0:14:37.666  
And we had  
we had Lieutenant Keyes on the show.

0:14:37.666,0:14:38.875  
He talked a lot about history.

0:14:38.875,0:14:41.333  
If you don't mind starting there.

0:14:41.333,0:14:42.791  
Yeah. Yeah, absolutely.

0:14:42.791,0:14:47.375

And, to your point,  
I feel blessed to have followed Chief

0:14:47.375,0:14:49.791  
Young and been under Chief  
Watts leadership.

0:14:49.791,0:14:51.125  
Mike Ashwin.

0:14:51.125,0:14:54.083  
John Greiner,  
I learned a lot from all of them.

0:14:54.083,0:14:59.208  
But I also realize  
that I have to find my way, right.

0:14:59.208,0:15:03.208  
And in a direction to continue  
carrying the police department forward.

0:15:03.750,0:15:06.416  
Just because we're moving forward  
doesn't mean we always will.

0:15:06.416,0:15:09.416  
And so my role in stepping in  
was to make sure that we do that, that,

0:15:09.458,0:15:10.333  
that we have that.

0:15:10.333,0:15:14.500  
And so to as you talked about the history  
of the police department,

0:15:14.500,0:15:19.000  
I look at where Ogden City  
Police Department started, and a lot of,

0:15:19.000,0:15:23.208  
a lot of people know the history  
and the history of, of how old our agency

0:15:23.208,0:15:27.291  
is, roughly 170 years old, 1855.

0:15:27.333,0:15:30.583  
There's a lot of history in between now  
and then that I think is lost

0:15:30.583,0:15:34.500  
to a lot of people, which I very much  
appreciate you having, Lieutenant

0:15:34.500,0:15:38.375  
Keyes on here, who has become really  
a resident historian for us.

0:15:38.375,0:15:41.375  
And it's fantastic  
because he's keeping that history for us.

0:15:41.416,0:15:44.500  
But part of my goal is to bring  
that history back, to bring back

0:15:45.041,0:15:49.875  
what it means to be an Ogden City officer,  
that you aren't just the next name

0:15:49.875,0:15:54.041  
on a piece of paper that you can look  
at the the wall in our department

0:15:54.041,0:15:56.500  
and see you come from something

so much bigger that you're

0:15:56.500,0:15:59.375  
standing on the shoulders of giants  
that came before you.

0:15:59.375,0:16:00.541  
That's important to me.

0:16:01.666,0:16:02.166  
Because I

0:16:02.166,0:16:05.375  
don't want I don't want people to believe  
I'm just another name.

0:16:05.375,0:16:06.916  
I'm just another ID number.

0:16:06.916,0:16:09.583  
That you are a part of something  
bigger than yourselves.

0:16:09.583,0:16:13.000  
And so, we're really going to push  
to bring that back.

0:16:13.000,0:16:17.333  
One of the big things that I'm doing  
initially is, we did some research

0:16:17.333,0:16:18.375  
we found,

0:16:18.375,0:16:19.875  
and it just may seem like a small thing,

0:16:19.875,0:16:22.333  
but it's the first step  
and it's our badge.

0:16:22.333,0:16:23.208  
This is a great badge.

0:16:23.208,0:16:25.750  
Has history, will always be  
a part of our organization,

0:16:25.750,0:16:27.541  
and it will carry forward  
in our organization.

0:16:27.541,0:16:31.833  
However, I want to go back to the badge  
that pre-dated this

0:16:31.833,0:16:35.791  
that you're seeing in  
most of our historical, pictures.

0:16:36.083,0:16:39.083  
So we're bringing that back to again  
to kind of have that first start,

0:16:39.083,0:16:42.875  
that first kickstart of let's  
remember who we are, where we came from.

0:16:44.166,0:16:45.250  
And you mentioned

0:16:45.250,0:16:48.625  
Marshall White earlier  
as you know, Sergeant White, he,

0:16:49.166,0:16:51.666  
there was a lot of people  
that were shocked to tell me that



0:16:51.666,0:16:54.791  
they had no idea that the Marshall White  
was named after a fallen officer,

0:16:55.125,0:16:56.666  
and that that hurt me deep.

0:16:56.666,0:16:59.208  
Like,  
I like to have people not even understand

0:16:59.208,0:17:02.250  
why that building was named  
or who the individual was named after.

0:17:03.041,0:17:05.875  
I took it personal as a member  
of the Ogden Police Department.

0:17:05.875,0:17:09.125  
That that I did,  
I failed that we didn't do our part

0:17:09.125,0:17:12.125  
to make sure people know  
the legacy of Marshall White.

0:17:12.333,0:17:14.916  
Because it has to be more than just  
the name on the building.

0:17:14.916,0:17:17.666  
That is a great tribute,  
and we need to carry a way forward.

0:17:17.666,0:17:20.666  
And so, again, the badge we're going  
to would have been a badge

0:17:20.666,0:17:22.875  
of the Marshall White wore at one  
time as well.

0:17:22.875,0:17:26.375  
So I think that's a pretty cool,  
step where we're moving.

0:17:26.375,0:17:29.500  
So history is big to me  
and where you came from,

0:17:29.500,0:17:32.500  
why you're doing what you're doing,  
and that it is more than just putting

0:17:32.625,0:17:35.291  
a uniform on and signing a roster.

0:17:35.291,0:17:37.000  
So so let's get let's

0:17:37.000,0:17:38.500  
we're going to get to the Marshall  
White here in a little bit.

0:17:38.500,0:17:41.500  
But if let's talk about history  
for a minute because

0:17:42.125,0:17:44.625  
and we already talked about fit.

0:17:44.625,0:17:46.500  
But for me  
when we, when you mentioned history

0:17:46.500,0:17:49.541

and you talked about standing on the  
shoulder of the giants that precede us,

0:17:50.375,0:17:53.500  
it, it fit well.

0:17:53.500,0:17:54.666  
And this is just a sneak peek

0:17:54.666,0:17:57.958  
into some of the conversations  
that you and I have had together, since,

0:17:58.416,0:17:59.083  
since that time.

0:17:59.083,0:17:59.958  
Is that

0:17:59.958,0:18:01.916  
I don't want our employees of the city

0:18:01.916,0:18:03.500  
to just feel like they're coming  
and punching the clock.

0:18:03.500,0:18:06.500  
I want them to feel like they're coming  
to a place that they're a part of that.

0:18:06.625,0:18:10.291  
That they're a part of a mission and  
a vision and a purpose when they're here.

0:18:10.541,0:18:14.125  
And that any officer that comes to work  
for us recognizes that they're part

0:18:14.125,0:18:18.041  
of something special, one,  
because of the history that predates them,

0:18:18.625,0:18:21.625  
but two is because of the way the culture  
that we create while they're here.

0:18:21.916,0:18:24.291  
And and so I love your vision

0:18:24.291,0:18:27.291  
for your legacy,  
being bringing the history back

0:18:27.708,0:18:31.000  
because it fits with me and my vision  
and yours as well,

0:18:31.375,0:18:32.833  
for making sure people recognize

0:18:32.833,0:18:36.250  
where we come from and what we are  
stewards of while we're here.

0:18:36.875,0:18:40.958  
And to me, the more I've learned  
about who we are as a city,

0:18:41.958,0:18:43.750  
it gives me more

0:18:43.750,0:18:48.583  
fulfillment and and fit and feeling  
that I am where I should be, right?

0:18:48.583,0:18:48.875  
Yeah.

0:18:48.875,0:18:52.041

And I want all of our officers to feel the same way, want all of our employees to.

0:18:52.666,0:18:55.666

And so I appreciate the work you're doing to bring that history back

0:18:56.458,0:18:59.083

so that our officers do recognize where we are.

0:18:59.083,0:18:59.916

Right? Yeah.

0:18:59.916,0:19:02.916

And it kind of makes you think forward too doesn't it?

0:19:03.208,0:19:05.416

When you think about how much history is behind you

0:19:05.416,0:19:08.416

and how much we talk about the history and the contributions of the past,

0:19:08.708,0:19:11.166

well, that's kind of us right now. Yeah.

0:19:11.166,0:19:12.833

So the things that we do matter right now.

0:19:12.833,0:19:15.875

Yeah, is they will be our history, they'll be our legacy.

0:19:15.875,0:19:17.500

They'll be what we. Right.

0:19:17.500,0:19:21.041

And so that's what I'm trying to convey to our, to our department is,

0:19:21.375,0:19:24.250

is that that we come from this history.

0:19:24.250,0:19:26.166

But you're also a part of it now.

0:19:26.166,0:19:28.958

You're a part of that history and that legacy that this department

0:19:28.958,0:19:31.041

will carry forward for years to come.

0:19:31.041,0:19:32.000

And so that's

0:19:33.083,0:19:33.375

that's a

0:19:33.375,0:19:37.250

fast forward through the many, many, many hours and hours of conversation

0:19:37.250,0:19:41.541

that chief and I have had together is, as we become, you become my chief,

0:19:41.541,0:19:46.083

I become your mayor, is what are we going to do moving forward and why?

0:19:46.750,0:19:50.958

And for me, as we've talked about that, we think about the significance

0:19:50.958,0:19:53.958  
of the history,  
the significance of our contributions now

0:19:54.125,0:19:58.375  
and that in the future, what we are doing  
now is the legacy that we leave behind.

0:19:59.083,0:20:03.875  
It makes you think really long and hard  
about what we do and and what we don't do.

0:20:04.625,0:20:07.500  
And, we talk a lot.

0:20:07.500,0:20:09.833  
You invite me to every swearing in

0:20:09.833,0:20:11.916  
and every promotion ceremony,  
and I don't miss them.

0:20:11.916,0:20:14.916  
If there's if I'm in town,  
I don't miss those

0:20:15.416,0:20:19.750  
because it's an opportunity for us  
to share our expectation with our officers

0:20:20.250,0:20:25.000  
and we make it really clear  
that the Constitution is our compass,

0:20:25.541,0:20:28.708  
and that the Constitution is the framework  
for the rule of law

0:20:29.291,0:20:35.250  
and that the law set the framework for the  
the policies we have as a department

0:20:35.250,0:20:38.625  
that are refined over time through case  
law and trial and error, long history

0:20:39.791,0:20:40.000  
and that

0:20:40.000,0:20:43.041  
that informs your instinct  
or your training and that your training

0:20:43.041,0:20:46.041  
is honed and your instincts are honed  
based on the training.

0:20:46.500,0:20:49.291  
And so I make it really clear  
and you help reinforce

0:20:49.291,0:20:52.208  
and you kind of chief it up for me  
to make sure that the,

0:20:52.208,0:20:55.333  
our officers hear it and  
and live it and lead it every day.

0:20:56.583,0:20:59.166  
We expect you to follow the law

0:20:59.166,0:21:02.166  
and to follow your training  
and follow your instincts.

0:21:02.250,0:21:05.500

Not to worry about politics,  
because there's no place for politics

0:21:05.500,0:21:08.500  
in the police department, it???s  
not a political body.

0:21:08.500,0:21:11.750  
This is an entity  
that's rooted in the rule of law, period.

0:21:12.625,0:21:13.875  
And they love that.

0:21:13.875,0:21:16.833  
That's all they ask  
for accountability to the law.

0:21:16.833,0:21:19.166  
Yeah. Right. Yeah. Absolutely.

0:21:19.166,0:21:22.958  
So yeah, it's been  
I mean, I think first off,

0:21:22.958,0:21:25.000  
I appreciate the fact that you do show up,

0:21:25.000,0:21:28.000  
you show up and it's meaningful  
to our department that you do show up.

0:21:28.291,0:21:30.375  
It's meaningful,  
meaningful to the officers,

0:21:30.375,0:21:33.000  
the ones coming in to the ones  
who already work here.

0:21:33.000,0:21:37.375  
Because it's, you know, people can read  
emails, people can hear hearsay

0:21:37.416,0:21:38.083  
from somebody.

0:21:38.083,0:21:40.958  
But when when the words are coming  
directly from your mouth,

0:21:40.958,0:21:42.041  
it has that much more meaning.

0:21:42.041,0:21:44.083  
And so I appreciate that.

0:21:44.083,0:21:48.708  
And it also makes my job easier  
when I talk to, to the officers about what

0:21:48.708,0:21:51.708  
we're doing, the directions we're heading,  
what we expect of them,

0:21:51.791,0:21:55.541  
that it's a united front and they they  
believe it because I don't have to wonder

0:21:55.541,0:21:59.916  
what the person above me thinks or below  
me thinks that we're all on the same page.

0:21:59.916,0:22:03.208  
And so, you know,  
when we bring in new officers, we don't

0:22:03.791,0:22:06.666

want them to understand  
what the culture of Ogden City is,

0:22:06.666,0:22:10.875  
what they're coming into, the type of work  
that they're going to be involved in.

0:22:11.125,0:22:12.208  
Ogden's a busy city.

0:22:12.208,0:22:16.833  
We have we have work that we have to do,  
but I expect it to be done professionally.

0:22:17.291,0:22:20.916  
Like you said, using the Constitution  
as our compass with the goal

0:22:20.916,0:22:22.625  
of making our city safe and safer.

0:22:22.625,0:22:25.625  
We've seen historic drops in crime,

0:22:25.666,0:22:28.375  
and my goal is to continue that, continue

0:22:28.375,0:22:32.250  
that trend, and show the officers  
that we support them

0:22:32.291,0:22:34.000  
so that they can go out and do their work

0:22:34.000,0:22:37.000  
back them when they're making  
the decisions that they need to make.

0:22:37.791,0:22:40.125  
And they're going to make hard decisions  
and they're going to have to make

0:22:40.125,0:22:41.291  
those hard decisions.

0:22:41.291,0:22:45.125  
And we have to find a way, to provide  
them the resources, the training,

0:22:45.125,0:22:49.250  
the tools that they need to be successful  
when when it's a split second decision.

0:22:49.666,0:22:52.666  
And so, I am I am,

0:22:52.833,0:22:56.166  
fully in on making sure  
that they have that and those resources.

0:22:56.166,0:22:59.166  
And by you stepping in  
and kind of conveying that in those,

0:22:59.375,0:23:03.416  
swearing ins and promotional processes  
only delivers it to the next level

0:23:03.416,0:23:05.083  
that we've got the support.

0:23:05.083,0:23:07.916  
And so it, it, it,

0:23:07.916,0:23:10.041  
it strengthens them to want to go out  
and do it,

0:23:10.041,0:23:12.333  
to go out there and work  
and make our community safe,

0:23:12.333,0:23:15.583  
to protect victims,  
to protect our neighborhoods,

0:23:15.833,0:23:18.833  
and to do it  
the right way for the right reasons.

0:23:18.833,0:23:22.333  
And so, I think we've had a lot  
of really good messaging

0:23:22.625,0:23:25.541  
in the last group  
since you???ve become the mayor.

0:23:25.541,0:23:30.000  
And, yeah, I think the officers  
are really accepting it.

0:23:30.000,0:23:34.458  
I've gotten some recent feedback from  
officers that, is very meaningful to me,

0:23:34.458,0:23:37.958  
that we're going in the right direction,  
that the officers feel supported,

0:23:38.375,0:23:42.208  
but they feel supported to go do  
the right things, to go do the right job.

0:23:42.458,0:23:44.083  
And it's a good feeling.

0:23:44.083,0:23:47.625  
I love that they the feedback  
that I've heard from them is they

0:23:48.083,0:23:51.083  
they want to do the right things for  
the right reasons and in the right ways.

0:23:51.375,0:23:52.250  
That's it.

0:23:52.250,0:23:55.250  
And so when we talk about accountability,

0:23:55.583,0:23:58.916  
I don't think anybody is more accountable  
than they are to themselves

0:23:58.916,0:24:00.291  
and to each other.

0:24:00.291,0:24:02.291  
And that's something  
that the public should know

0:24:03.291,0:24:05.500  
is that we're not making it up.

0:24:05.500,0:24:08.500  
And I want the officers to know,  
and I hope some of them watch this.

0:24:08.583,0:24:09.791  
Cause I'm not just saying it in private.

0:24:09.791,0:24:12.791  
I want the whole I want the whole  
community to hear me say these things.

0:24:13.291,0:24:14.666  
But I'm not here to politicize you.

0:24:14.666,0:24:16.375  
I'm here to lead for you. I'm with you.

0:24:16.375,0:24:18.333  
I'm here to help provide for you

0:24:18.333,0:24:21.333  
and to help ensure that you have  
the tools, the training and the resources

0:24:21.875,0:24:25.166  
and the ability to succeed  
because your success is Ogden's success.

0:24:26.791,0:24:28.333  
Because it's more than just a crime rate.

0:24:28.333,0:24:29.666  
It's actual lives.

0:24:29.666,0:24:32.041  
Just like you talked  
about growing up here.

0:24:32.041,0:24:34.000  
Yeah. You know, certainly  
we have to track metrics.

0:24:34.000,0:24:37.833  
You're the most data driven department  
we have in the city is Ogden PD.

0:24:38.166,0:24:38.791  
Sure.

0:24:38.791,0:24:40.416  
But it's not, it's more than a number.

0:24:40.416,0:24:42.041  
It's actual people.

0:24:42.041,0:24:43.125  
Right? Yeah.

0:24:43.125,0:24:46.666  
And and so the impact is real  
that the, the police department makes.

0:24:47.583,0:24:47.875  
Yeah.

0:24:47.875,0:24:52.500  
And it's a it's important to, to  
I think the overall health of the city

0:24:52.500,0:24:54.250  
and then factors into every part

0:24:54.250,0:24:58.416  
of what the city is trying to do  
and development and growth and business.

0:24:58.416,0:25:02.958  
And it's critical that we are using data  
to drive us forward,

0:25:02.958,0:25:03.791  
to do the right things,

0:25:03.791,0:25:07.541  
to make our city a place where people want  
to come live, work and play.

0:25:08.875,0:25:11.166  
And data,



you're exactly right, is important.

0:25:11.166,0:25:13.750

And we track it.

We have CompStat every month.

0:25:13.750,0:25:19.416

But I to your point, data, is also behind  
that is people, the community.

0:25:20.041,0:25:23.041

You know, that data tells me something  
about what's happening in our community,

0:25:23.083,0:25:26.541

the victim, the victims in our community,  
those that need our assistance and help.

0:25:27.083,0:25:30.083

No matter which walk of life  
you come from,

0:25:30.458,0:25:34.541

we we can sometimes get so stuck on data  
that we're just looking at numbers,

0:25:34.541,0:25:37.625

and we always have to remind ourselves  
that the numbers are more than that.

0:25:37.625,0:25:41.500

And so that that, I think, is  
what carries us forward when we go out

0:25:41.500,0:25:44.208

and why officers are driven  
to do the right things, why they want

0:25:44.208,0:25:47.500

to help the individuals, why they go  
the extra mile on an investigation.

0:25:48.000,0:25:52.750

You know,  
and to your point too, officers

0:25:53.625,0:25:57.500

do not want officers  
who make them look bad as much as somebody

0:25:57.500,0:26:00.541

might or the, you know, individuals  
may believe that that's not the case.

0:26:02.166,0:26:03.250

A bad officer

0:26:03.250,0:26:07.458

only makes the rest of the department  
and law enforcement as a whole look bad.

0:26:07.541,0:26:08.750

They don't want that.

0:26:08.750,0:26:10.958

Officers do not want that.

0:26:10.958,0:26:13.708

They want those individuals  
who are giving them a bad name,

0:26:13.708,0:26:16.875

doing the wrong things out  
just as much as any community member does.

0:26:17.375,0:26:18.791

I do as the chief.

0:26:18.791,0:26:21.916

We're not going to allow those types  
of behaviors

0:26:21.916,0:26:24.583

in our department,  
and I'm happy to say I don't believe

0:26:24.583,0:26:26.166

we have that  
at the Ogden Police Department.

0:26:26.166,0:26:28.791

I think we have a lot of driven officers  
that want to do the right things

0:26:28.791,0:26:32.541

for the right reasons,  
and are here for the right reasons.

0:26:32.541,0:26:34.291

They're doing this for the right reasons.

0:26:34.291,0:26:38.125

And what, you know what else is important  
about accountability is,

0:26:39.208,0:26:41.291

you know, I think we have the,

0:26:41.291,0:26:44.500

because of everything that the world  
has been through in recent years, that

0:26:44.833,0:26:48.583

we have this, we automatically go to the  
worst case scenario and think about that.

0:26:49.625,0:26:53.041

But what precedes  
that is a whole culture of accountability

0:26:53.041,0:26:57.000

and integrity  
and leadership, management, etc..

0:26:57.000,0:27:00.916

And so every day,  
nobody's perfect period.

0:27:01.416,0:27:03.791

Like, I, I???m never perfect.

0:27:03.791,0:27:06.958

But what we try to do  
is we try to give each other the support

0:27:06.958,0:27:09.958

and the feedback that they need along  
the way to be better every day.

0:27:10.125,0:27:13.125

And that's an important tenet of the Ogden  
way, is that it's

0:27:13.375,0:27:15.250

we talk about a growth mindset.

0:27:15.250,0:27:18.125

We show up and we wake up every day

0:27:18.125,0:27:20.833

in a better place to be better today.

0:27:20.833,0:27:21.583

Right?

0:27:21.583,0:27:24.625

And so our officers deserve to work  
in that kind of environment,

0:27:24.625,0:27:27.208  
but also have the support and leadership  
from you and I.

0:27:27.208,0:27:30.625  
That when they when they're doing  
something or we see is a sign of something

0:27:30.625,0:27:34.208  
that isn't just what we want,  
there's correcting points, right?

0:27:34.625,0:27:36.125  
And that's leadership.

0:27:36.125,0:27:39.583  
So that we don't we hope  
we hope to avoid the major situations

0:27:39.583,0:27:41.041  
because we've had

0:27:41.041,0:27:43.666  
time together where we engage  
and we provide input and feedback

0:27:43.666,0:27:48.791  
and and we're providing that in a way  
that allows them to internalize the input

0:27:49.166,0:27:51.500  
and put it toward their own growth,  
and to their greatness.

0:27:51.500,0:27:52.750  
Right? Yeah.

0:27:52.750,0:27:56.041  
Growth every day equals greatness  
some day.

0:27:56.208,0:27:57.750  
Yeah. Right. Yeah.

0:27:57.750,0:27:59.291  
And so that's what we're always after.

0:27:59.291,0:28:02.291  
And that's our mindset and an ethos  
and a spirit of greatness that

0:28:02.791,0:28:05.708  
that we're trying to create here  
through what we call the Ogden way.

0:28:05.708,0:28:08.708  
And I see it every day  
at the Ogden Police Department.

0:28:09.250,0:28:11.083  
And I think that's something  
that people that are watching,

0:28:12.041,0:28:14.333  
I wish you could see it the way I do.

0:28:14.333,0:28:16.666  
Just I wish you had access the way I do.

0:28:16.666,0:28:19.375  
There's only one mayor in the town.

0:28:19.375,0:28:21.583  
But if everybody got to see  
what I'm seeing

0:28:21.583,0:28:25.875  
and giving an honest  
look at, I, as you know, I didn't.

0:28:25.875,0:28:30.125  
I arrived with an external,  
exposure to the department,

0:28:30.666,0:28:33.666  
and I got to live through where we are,  
you know what I mean.

0:28:33.666,0:28:33.958  
Yeah.

0:28:33.958,0:28:37.125  
And,  
so I really appreciate the opportunity

0:28:37.916,0:28:40.166  
just to share a lot of this  
because the, the,

0:28:40.166,0:28:43.291  
I think the community  
is really proud of our department.

0:28:43.958,0:28:47.541  
And if they saw all the things that I saw,  
it would reinforce

0:28:47.541,0:28:50.541  
and double down on that pride  
of our department, I promise.

0:28:50.666,0:28:51.083  
Yeah.

0:28:51.083,0:28:54.875  
And I and that's the thing is,  
I realize that the vast majority of the

0:28:54.875,0:28:58.541  
Ogden City community supports the Ogden  
Police Department, and we feel that we

0:28:58.958,0:29:02.958  
I feel blessed by the support  
we have from the Ogden community.

0:29:03.458,0:29:06.708  
I, had the opportunity  
to attend the FBI National Academy.

0:29:06.708,0:29:10.750  
And so I have quite a few, friends  
throughout law enforcement

0:29:10.750,0:29:11.750  
across the country.

0:29:11.750,0:29:16.875  
And not all of them  
have the same, situation as we have here.

0:29:16.875,0:29:20.583  
You know, they're they're shocked to hear  
of some of the kindnesses that happen.

0:29:20.583,0:29:23.500  
And when we posting on social media  
about community members

0:29:23.500,0:29:26.083  
bringing stuff to the police department,  
and they're just shocked

0:29:26.083,0:29:27.750  
that that's happening in our communities.

0:29:27.750,0:29:29.416  
And so it's not lost on me.

0:29:29.416,0:29:32.500  
We have a phenomenal community,  
and that's why it is important

0:29:32.500,0:29:37.250  
that we have great officers that,  
we provide them the training they need.

0:29:37.250,0:29:38.458  
We we

0:29:38.458,0:29:42.125  
we almost double exceed  
the amount of required training

0:29:42.125,0:29:44.375  
our officers have because it's  
that important to us,

0:29:44.375,0:29:47.625  
much to your point of making  
sure our people have the resources

0:29:47.625,0:29:51.333  
and that we would  
when there is some sort of a deviation

0:29:51.458,0:29:55.708  
from, policy or, or an issue that that

0:29:55.708,0:29:59.375  
we have leaders that are able to step in  
and resolve those issues.

0:30:00.125,0:30:02.500  
And are capable of it  
of having those conversations.

0:30:02.500,0:30:05.208  
And we hold that we hold our supervisors  
accountable to that.

0:30:05.208,0:30:07.500  
That's important.  
That's part of being you're not a manager.

0:30:07.500,0:30:09.000  
You're you're a leader.

0:30:09.000,0:30:12.041  
You you do have to manage manage things,  
but you need to lead people.

0:30:12.416,0:30:15.041  
And so that's important in that  
the training,

0:30:15.041,0:30:20.083  
the resources we're giving them  
to be better, every day, it's important.

0:30:20.083,0:30:23.666  
That's why when we say post requires  
40 hours of training,

0:30:24.250,0:30:27.208  
we're probably going to hit 80 to 100  
per officer.

0:30:27.208,0:30:27.666  
I think we hit

0:30:27.666,0:30:31.791

94 hours of training per officer last year  
because that's a priority.

0:30:31.791,0:30:35.291

We want the best  
because we believe we have the best so.

0:30:35.500,0:30:38.500

Exactly when you're the best,  
you get the best.

0:30:38.916,0:30:41.833

Yeah, it it attracts more of the same.

0:30:41.833,0:30:43.458

You attract what you are.

0:30:43.458,0:30:47.833

Well, I, I really admire  
the men and women of the department

0:30:47.833,0:30:51.041

because again, another thing  
that I tell them at our swearing in

0:30:51.041,0:30:54.375

is we're looking for men and women  
of of integrity and of character.

0:30:54.375,0:30:56.375

We're looking for great men and women

0:30:56.375,0:30:59.208

because you can't be a great officer  
unless you're a great human being.

0:30:59.208,0:30:59.791

Great person.

0:30:59.791,0:31:02.750

And so who we hire really matters.

0:31:02.750,0:31:06.625

And when you get a good one, hanging on  
to them and supporting them is important.

0:31:07.333,0:31:09.125

But they're not just officers.

0:31:09.125,0:31:11.208

They're also mentors, potentially.

0:31:11.208,0:31:13.416

And,

0:31:13.416,0:31:16.333

you also talked about what you want  
your legacy to be, and you talked a lot

0:31:16.333,0:31:18.875

about youth and talked  
about the Marshall White Center.

0:31:18.875,0:31:21.375

And as you know, and hopefully

0:31:21.375,0:31:24.375

everyone else knows that youth is a thing  
that matters a ton to me.

0:31:24.875,0:31:27.583

And I love the ideas  
that you've brought to the table

0:31:27.583,0:31:30.583

to help make sure that our officers  
are a place to be mentors for our youth.

0:31:30.958,0:31:33.208

Yeah. Can you share that example? Yeah, absolutely.

0:31:33.208,0:31:38.041

That and that would be kind of the second part of of what I'd like my legacy.

0:31:38.041,0:31:41.041

And that is enhancing our relationship with youth.

0:31:41.166,0:31:44.541

We, I think we've, we've done a pretty good job

0:31:44.541,0:31:48.458

of, of engaging the community as a whole and community events.

0:31:48.458,0:31:50.666

I think we've done a lot of really great things.

0:31:50.666,0:31:52.958

And I think under Chief Young and Chief Watt

0:31:52.958,0:31:56.375

those things got enhanced significantly from years past.

0:31:56.375,0:32:01.208

And so, when I look at that and say, well, how do I make them better?

0:32:01.208,0:32:03.500

Or improve on that? And it's it's the youth.

0:32:03.500,0:32:07.208

How do we engage with with the kids that live here in Ogden City?

0:32:07.666,0:32:12.208

Because my hope is the legacy is that I don't necessarily see the impact.

0:32:12.208,0:32:16.166

I may be long gone before the long term impacts of that relationship happen.

0:32:16.625,0:32:20.625

So again, it's not about me and now, and right now and, and in this time, it's

0:32:20.625,0:32:23.791

what potentially is going to, to come to fruition over time.

0:32:24.208,0:32:27.583

But yeah, I'm looking at, amping up some programing,

0:32:27.625,0:32:30.625

involving our officers with, with the youth.

0:32:30.708,0:32:35.500

We have a phenomenal group of school resource officers that go every day

0:32:35.500,0:32:38.750

and, and engage with, with students and with kids in our community.

0:32:39.166,0:32:42.083

And I want to  
I want to capitalize that in the summer.

0:32:42.083,0:32:46.250  
In the summer, we often take those SROs  
and have to kind of piece them, piecemeal

0:32:46.250,0:32:46.750  
them out.

0:32:47.833,0:32:49.291  
But when we have people,

0:32:49.291,0:32:52.583  
officers  
like that, that have that propensity to,

0:32:53.333,0:32:58.958  
have the propensity  
to, do well with youth

0:32:58.958,0:33:02.458  
and with kids, like you,  
you've got to take advantage of that.

0:33:02.708,0:33:03.416  
It's built in.

0:33:03.416,0:33:05.583  
It's already a built in situation.

0:33:05.583,0:33:09.208  
So, that's not dispatch calling, is it?

0:33:09.208,0:33:10.625  
No thankfully, no.

0:33:10.625,0:33:13.000  
Thankfully, no.

0:33:13.000,0:33:16.000  
Well, I'll have a talk with who that was.

0:33:16.916,0:33:19.625  
So the goal is,  
and I think it's perfect timing

0:33:19.625,0:33:22.750  
with the Marshall White Center opening up,  
I think it's going to be a phenomenal

0:33:23.166,0:33:26.666  
facility where we can engage with youth  
more regularly.

0:33:26.958,0:33:30.250  
We're looking at bringing  
in, a program called Rad Kids,

0:33:30.250,0:33:33.541  
which is going to allow officers  
to guide, lead and teach

0:33:34.750,0:33:38.541  
kids in protecting themselves,  
against bullying, against,

0:33:39.208,0:33:42.083  
you know, other kid bullying

0:33:42.083,0:33:47.500  
to adult situations to online safety,  
to a whole myriad of things.

0:33:47.500,0:33:51.041  
But it also is done in a way  
that it is fun and engaging and,



0:33:51.041,0:33:54.916  
and really builds a relationship  
between law enforcement and the community,

0:33:55.083,0:33:58.958  
but also empowers the kids for the future  
and who they'll be.

0:33:58.958,0:34:00.375  
And so that's one big step.

0:34:00.375,0:34:02.833  
We've already got officers  
that are heading to training to get

0:34:02.833,0:34:07.250  
some certification and teaching that,  
but I also want to expand on that.

0:34:07.250,0:34:11.166  
We've had some early meetings  
with the Ogden City Recreation Department

0:34:11.166,0:34:14.166  
about how we can have law enforcement  
more engaged

0:34:14.208,0:34:17.291  
in some of the activities  
that are happening, in recreation.

0:34:17.583,0:34:20.375  
So those are things that are coming  
that, again,

0:34:20.375,0:34:23.833  
will put us in the same room  
with kids to have meaningful engagement.

0:34:24.333,0:34:28.875  
Because you've mentioned earlier is,  
you know, that the officers are people

0:34:29.083,0:34:31.958  
and you don't know their story,  
you don't know where they come from.

0:34:31.958,0:34:35.541  
And these potentially give kids  
and the youth an opportunity to

0:34:35.583,0:34:38.916  
to learn that and and to realize that,

0:34:39.375,0:34:43.500  
we're all just people, you know,  
and we're out there to support each other.

0:34:43.500,0:34:43.958  
We're all.

0:34:43.958,0:34:45.333  
And so this I think it's

0:34:45.333,0:34:48.916  
going to be I'm excited for it,  
I really am I'm super excited.

0:34:49.625,0:34:53.166  
And I, beyond Marshall White,  
I want to take the advantage of

0:34:53.166,0:34:58.541  
of some facilities potentially using Ben  
Lomond High out, out on the north end

0:34:59.000,0:35:01.791  
of, of Ogden City to engage there,

0:35:01.791,0:35:04.875  
to spread it out,  
to make and give everybody an opportunity.

0:35:05.291,0:35:06.000  
Because, you know,

0:35:06.000,0:35:09.375  
I realize not everybody has the ability  
to be everywhere and get kids everywhere.

0:35:09.375,0:35:12.625  
And so we want to facilitate these  
environments where they can do it easily.

0:35:13.125,0:35:15.208  
So I hope to build and grow on that.

0:35:15.208,0:35:18.791  
We're working on it now heavily  
to kind of build what that program is,

0:35:18.791,0:35:24.208  
but that youth engagement is going to be  
a big part of what we do moving forward.

0:35:24.208,0:35:29.166  
Well, and it fits with the  
it fits with your legacy, your desire to

0:35:29.750,0:35:32.458  
to tap into our history of our department

0:35:32.458,0:35:35.208  
at the Marshal White with Detective Doc,

0:35:35.208,0:35:38.666  
Sergeant White,  
and his name on the building.

0:35:38.750,0:35:41.708  
And so that'll be fun  
to also activate that.

0:35:41.708,0:35:46.375  
But, but also fits within the initiative  
we're driving on the north end of town

0:35:46.625,0:35:50.625  
where we've met with students  
and we've had Dolores Banks Green.

0:35:50.625,0:35:53.958  
And also, the publisher of the Standard  
Examiner, Jim Konig, here

0:35:53.958,0:35:56.833  
who is also participating  
in kind of activating

0:35:56.833,0:35:58.291  
and engaging on the north end of town more

0:35:58.291,0:36:01.041  
and making sure that the whole north  
end of town knows that,

0:36:01.041,0:36:01.958  
that they're a part of Ogden

0:36:01.958,0:36:05.125  
and that we see them  
and that we're providing and serving them.

0:36:05.708,0:36:08.750  
And there's no better place to do that  
than at Ben Lomond.

0:36:09.166,0:36:09.458

Yeah.

0:36:09.458,0:36:12.666

And it's a great time because we've got a really cooperative and collaborative,

0:36:12.791,0:36:16.000

school district and administration that's really helpful and supportive,

0:36:16.000,0:36:19.708

not just of Ogden City, but especially the police department with the SROs.

0:36:20.416,0:36:22.708

We're really starting to see these things come together

0:36:22.708,0:36:26.625

and everybody starting to drive in the same direction, right?

0:36:26.791,0:36:27.250

Yeah.

0:36:27.250,0:36:29.250

Yeah,  
we we've had some really good meetings

0:36:29.250,0:36:31.333

with the school district recently about this.

0:36:31.333,0:36:34.458

And they're, they're excited for it as much as we're excited for it.

0:36:34.458,0:36:38.583

And kind of creating a partnership on on on this moving forward.

0:36:38.583,0:36:40.166

So beyond school right.

0:36:40.166,0:36:42.916

What what is  
what is our engagement beyond school.

0:36:42.916,0:36:44.625

And so I'm very,

0:36:44.625,0:36:48.458

very grateful that the school district is, you know, so supportive

0:36:48.458,0:36:52.583

of wanting to help us engage in this and sees the importance in it as well.

0:36:52.583,0:36:56.833

So, I'm super excited for for everybody that's been willing to engage

0:36:56.833,0:37:00.583

in these conversations and are eager to be a part of it.

0:37:00.583,0:37:01.833

Yeah. I'm excited.

0:37:01.833,0:37:05.500

Well, we've talked a lot about you talked about us, our relationship.

0:37:05.500,0:37:08.500

We talked about how you grew up

in the people of Ogden.

0:37:08.916,0:37:10.541

We're talking about kids and youth.

0:37:10.541,0:37:13.416

We're talking about the north of the town.

We talked a lot about the people.

0:37:15.125,0:37:15.625

Because

0:37:15.625,0:37:18.625

again, when we talk about data,  
we have to remember the people.

0:37:19.250,0:37:22.000

And so we talk about people.

0:37:22.000,0:37:25.041

Let's talk quickly about the data  
and what it's saying

0:37:25.041,0:37:28.791

about the trajectory of Ogden and where  
we've come from since you were a kid.

0:37:29.458,0:37:31.458

Yeah, right. We've come a long way.

0:37:31.458,0:37:34.208

And what most people will  
recognize is just how far we've come.

0:37:34.208,0:37:34.958

Yeah, yeah.

0:37:34.958,0:37:39.583

Ogden is, a much, much different city  
from when I was a kid.

0:37:39.583,0:37:43.583

And I will say, even from when I started  
here as a police officer,

0:37:43.583,0:37:45.041

I started here in 2000.

0:37:45.041,0:37:48.375

And in that 24 years,  
it's drastically changed.

0:37:48.958,0:37:51.416

When you look at the numbers since 2016,

0:37:51.416,0:37:55.083

we're down  
55% in crime, which is, shocking.

0:37:55.083,0:37:58.375

That's that's those  
are some shocking numbers you look at.

0:37:58.375,0:38:04.291

If you take her 10,000, we're roughly  
260 crimes per 10,000.

0:38:04.375,0:38:08.625

And you compare to other cities,  
we're, we're very low in the state.

0:38:08.625,0:38:11.291

We're we're at a reasonable place.

0:38:11.291,0:38:14.791

And like a city like Sandy is roughly

0:38:14.791,0:38:19.000

the same 260, roughly 260  
per 10,000 people.

0:38:19.375,0:38:22.666  
What we tend to battle more than anything  
now is that perception,

0:38:22.666,0:38:26.666  
the perception of crime  
and people think back to the Ogden

0:38:26.666,0:38:30.750  
of the 80s and 90s,  
and we are no longer that city, I think.

0:38:31.166,0:38:34.166  
And the police department  
has a has a part in that.

0:38:34.166,0:38:36.375  
But there is so much more  
that's played into that.

0:38:36.375,0:38:40.208  
All of the city departments have played  
a huge factor into where the city is.

0:38:40.708,0:38:44.541  
We're just one spoke in the wheel of  
of carrying that forward.

0:38:44.583,0:38:48.375  
There's been a lot of,  
things done through our,

0:38:48.666,0:38:51.666  
through all the various departments  
that truly have re-

0:38:52.458,0:38:57.666  
just kind of reinvented Ogden and really  
made it not a place where crime thrives.

0:38:58.750,0:38:59.625  
But unfortunately,

0:38:59.625,0:39:02.833  
we have to overcome  
this continued continued perception.

0:39:02.833,0:39:06.791  
And so I do have a goal  
to try to try to combat that the that

0:39:07.000,0:39:10.458  
this isn't the city  
that, that people have to fear to come to.

0:39:11.291,0:39:13.041  
You can come down here  
and walk around at night.

0:39:13.041,0:39:15.375  
You can go and experience  
25th Street in the evening.

0:39:15.375,0:39:19.625  
You can walk to and from the junction  
to the to downtown 25th Street

0:39:19.958,0:39:21.208  
and know that you'll be safe.

0:39:21.208,0:39:22.333  
Know that you have officers

0:39:22.333,0:39:26.000  
that are out there, patrolling

and continuing to make the city safe.

0:39:26.166,0:39:30.041  
Our numbers are phenomenal,  
and we're continuing that trend

0:39:30.041,0:39:31.291  
as we continue to move forward.

0:39:31.291,0:39:33.750  
And my goal  
as the chief, is to not go backwards.

0:39:33.750,0:39:34.875  
We cannot go backwards.

0:39:34.875,0:39:36.625  
We have to continue forward

0:39:36.625,0:39:40.541  
and maintain the safe city that that's  
been created over the last 20 years.

0:39:40.541,0:39:42.041  
So I know Mayor Zoltanksi

0:39:42.041,0:39:45.708  
really well from Sandy City,  
and they run an amazing place.

0:39:45.833,0:39:48.041  
Yeah,  
they're proud of the city. Who they are.

0:39:48.041,0:39:52.416  
They're a vibrant, thriving city  
succeeding and and.

0:39:52.666,0:39:53.916  
Yeah, right.

0:39:53.916,0:39:58.416  
And so when we talk about our, part  
one crime rates

0:39:58.416,0:40:02.916  
being the same as Sandy city,  
it's not a reflection of their's going up.

0:40:03.583,0:40:06.416  
No. It's a reflection  
of how much ours have gone down.

0:40:06.416,0:40:07.041  
100%.

0:40:07.041,0:40:08.375  
And when we talk about ours

0:40:08.375,0:40:11.000  
coming down that much, it's a reflection  
of how much we've

0:40:11.000,0:40:12.333  
how far we've come as a city.

0:40:12.333,0:40:16.125  
I still feel like we have a lot  
of the same values grit, determination

0:40:16.125,0:40:20.041  
and so on, as a city, we???re a blue collar,  
roll up your sleeves mentality city.

0:40:20.833,0:40:25.458  
But it's so amazing to be able to stand  
alongside

0:40:25.875,0:40:30.375  
Sandy City and the Mayor Zoltanski  
to talk about the safety of our city.

0:40:30.541,0:40:31.750  
Yeah, right. Yeah.

0:40:31.750,0:40:35.666  
I mean, that's the exact point, is this is  
I so grateful to be able to compare

0:40:35.666,0:40:40.291  
ourselves to the safety of Sandy,  
because that they are a fantastic city.

0:40:40.666,0:40:43.000  
And so what I want to compare ourselves  
to were those cities,

0:40:43.000,0:40:46.000  
those cities that are doing great things,  
that we can say we are too.

0:40:46.125,0:40:46.500  
Right.

0:40:46.500,0:40:49.416  
We're doing those same great things  
to make a great, safe city.

0:40:49.416,0:40:51.291  
And I want Sandy to continue to thrive.

0:40:51.291,0:40:54.458  
And for them to drive their numbers down  
where they can too.

0:40:54.916,0:40:57.041  
Yeah. And  
and that we continue to do the same.

0:40:57.041,0:40:57.708  
Absolutely.

0:40:57.708,0:41:00.708  
Because it creates a safer environment  
for people to succeed in.

0:41:00.750,0:41:02.250  
And that's really,

0:41:02.250,0:41:05.250  
in the big picture we're talking about,  
what all the departments are doing.

0:41:05.416,0:41:07.000  
It's not just the city  
and the departments.

0:41:07.000,0:41:08.916  
This is the community broader than that.

0:41:08.916,0:41:12.375  
And so when we talk about the Ogden way,  
what we're going to going to be doing in

0:41:12.375,0:41:15.791  
the future is we're setting the table for  
community partners and anchors to come.

0:41:16.458,0:41:19.666  
And the Ogden Way is a framework  
and a vision that fits

0:41:19.666,0:41:23.291  
all of us together and drives  
all of us in the same direction.

0:41:23.833,0:41:26.916

And I believe when we start doing  
that kind of work of alignment

0:41:27.458,0:41:30.958

and achieving and thriving  
and driving all in the same direction,

0:41:30.958,0:41:33.875

we're going to see even bigger  
and better outcomes,

0:41:33.875,0:41:36.791

to help people succeed and to thrive,  
and to connect with opportunities

0:41:36.791,0:41:38.416

through an environment for success.

0:41:38.416,0:41:39.875

Yeah. Right. Yeah.

0:41:39.875,0:41:43.125

And so the police department provides  
and so does fire.

0:41:44.000,0:41:45.875

Those are two of the most important,

0:41:45.875,0:41:49.708

most fundamental services  
that any city can provide.

0:41:49.875,0:41:51.041

Period.

0:41:51.041,0:41:53.125

That we will never farm out to anybody.

0:41:53.125,0:41:53.791

Yeah.

0:41:53.791,0:41:56.125

That's the city does that and that's that.

0:41:56.125,0:41:58.875

We do it with the support of the cities  
around us and the county that we're in

0:41:58.875,0:42:01.875

with and with the troopers  
and the state that we live in.

0:42:02.166,0:42:06.458

Those services are ours to to manage  
and to deliver for people.

0:42:07.208,0:42:09.791

And I'm proud to say  
that we have the best police department

0:42:09.791,0:42:11.958

in the state of Utah and beyond.

0:42:11.958,0:42:16.541

And I'm thankful to have,  
the best police chief, period,

0:42:17.166,0:42:20.166

to help,  
to lead the best officers, period.

0:42:20.291,0:42:22.916

For the best city on the planet.

0:42:22.916,0:42:25.125

There's nowhere I want to be but here,



0:42:25.125,0:42:27.583  
and there's no one  
I want to be my chief than you.

0:42:27.583,0:42:30.375  
There's no department  
that I want other than OPD.

0:42:30.375,0:42:31.333  
Well, I appreciate that.

0:42:31.333,0:42:33.291  
I'm truly honored  
and blessed to be where I'm at.

0:42:33.291,0:42:37.208  
I'm truly honored to serve the officers  
of the Ogden City Police Department. I

0:42:38.333,0:42:39.166  
you know, I

0:42:39.166,0:42:39.625  
feel like I've

0:42:39.625,0:42:43.541  
echoed the exact same thing you're saying  
is that I am grateful for where I'm at

0:42:43.541,0:42:47.833  
and being able to serve the individuals  
in our department and this city.

0:42:48.000,0:42:50.208  
It's, it's second to none.

0:42:50.208,0:42:52.208  
And, beyond grateful for it.

0:42:52.208,0:42:55.291  
Well, we end every episode  
with a call to action.

0:42:55.833,0:42:56.375  
And so today,

0:42:56.375,0:43:00.208  
I want to encourage and challenge  
anybody that's watching or listening.

0:43:00.916,0:43:03.250  
If you're looking for opportunity,

0:43:03.250,0:43:06.375  
if, there's a lot of change afoot right  
now, there's changes at the federal level.

0:43:06.833,0:43:09.250  
There are pivots happening  
within the work force.

0:43:09.250,0:43:10.875  
If you're looking for a new opportunity,

0:43:10.875,0:43:13.833  
I encourage  
you look to the Ogden Police Department.

0:43:13.833,0:43:18.041  
If you know somebody that is, potentially

0:43:19.083,0:43:22.666  
facing layoff or, career change  
because of changes at the federal level

0:43:22.666,0:43:25.583  
or within different industries,  
and they're looking for something to do.

0:43:25.583,0:43:27.583  
Look at the Ogden Police Department.

0:43:27.583,0:43:31.875  
If you or someone you know is  
is an officer at another department,

0:43:32.166,0:43:34.291  
and they're looking for a place  
that they can work and thrive

0:43:34.291,0:43:36.833  
and have access  
to all of the different bureaus

0:43:36.833,0:43:40.041  
and specialties that you mentioned,  
that your career and more.

0:43:40.041,0:43:43.041  
Encourag them to look at Ogden  
Police Department,

0:43:43.500,0:43:47.625  
you know, anybody that wants to be great,  
who's on their journey toward greatness,

0:43:48.125,0:43:50.000  
and they're looking for a place  
where they can be their best.

0:43:51.166,0:43:53.500  
Look to Ogden City, look to Ogden  
Police Department.

0:43:53.500,0:43:56.500  
That's the call to action  
that I think I want to end on.

0:43:56.791,0:44:00.458  
Because if you do, we've got great  
opportunities coming forward for people

0:44:01.208,0:44:04.000  
not just as officers,  
but as mentors in our community.

0:44:04.000,0:44:06.583  
Right? Yep.  
Be a part of something special.

0:44:06.583,0:44:07.958  
Stand on the shoulders of the giants.

0:44:07.958,0:44:11.375  
Be a giant alongside us  
that the future will stand on,

0:44:11.875,0:44:13.458  
and then be a mentor for that future.

0:44:13.458,0:44:16.041  
While you're here,  
can you think of a better play?

0:44:16.041,0:44:18.208  
Nope.  
I think that you've said it perfectly.

0:44:18.208,0:44:21.375  
We we, we have a lot of resources.

0:44:21.375,0:44:23.083  
Reach out. We want to talk to all of you.

0:44:23.083,0:44:25.458  
Anybody who has interest,

we want to talk with you.

0:44:25.458,0:44:29.166

You can learn what Ogden City is about,  
whether you're currently working as one

0:44:29.166,0:44:30.250

or have an interest in.

0:44:30.250,0:44:31.666

We we happy to talk with you.

0:44:31.666,0:44:34.833

Well, I???m with you, there is no better way  
because there's only one way

0:44:34.833,0:44:37.416

and it is the Ogden way,  
and that's how we'll finish.

0:44:37.416,0:44:40.750

Thank you everybody, for joining us today  
on the Ogden Way podcast,

0:44:41.166,0:44:44.666

a place where we talk about Ogden stories  
through the, through the lens

0:44:44.666,0:44:46.375

and to the stories of Ogden???s people.

0:44:46.375,0:44:49.833

Today Ogden Police Chief  
Jake Sube, thanks for being with us.

0:44:49.875,0:44:52.000

Thank you. And thank you to everybody  
for being with us today.