

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 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 will 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 Zoltanski

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 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.