

00:00:09:12 - 00:00:10:06  
Welcome, everybody.

00:00:10:06 - 00:00:11:22  
I'm Ogden City Mayor Ben Nadolski,

00:00:11:22 - 00:00:15:10  
and we are here at the Ogden Way Podcast,  
the place where we tell Ogden stories

00:00:15:22 - 00:00:18:02  
by telling the stories  
of all of these people.

00:00:18:02 - 00:00:21:03  
Now, it's really important that we  
introduce our guest today appropriately.

00:00:21:11 - 00:00:24:23  
This is Deputy Chief of Police Tyler  
Ziegler.

00:00:25:20 - 00:00:28:14  
Now, that's his formal name.

00:00:28:14 - 00:00:31:02  
We call him endearingly Ziggy.

00:00:31:02 - 00:00:32:09  
Yes. Right. Yes.

00:00:32:09 - 00:00:35:01  
So, chief Ziggy, for for us. Yes.

00:00:35:01 - 00:00:38:03  
And I would encourage anybody else  
to stick on by that.

00:00:38:03 - 00:00:39:20  
That's  
what makes him comfortable, right? Yeah.

00:00:39:20 - 00:00:43:01  
I don't think there's very few people  
that don't call me Ziggy.

00:00:43:14 - 00:00:44:00  
Right.

00:00:44:00 - 00:00:47:16  
Even now in my current position,  
that's how I'm known at the department.

00:00:47:16 - 00:00:50:02  
Yeah. That's correct. So,

00:00:50:02 - 00:00:50:23  
it's actually pretty fun.

00:00:50:23 - 00:00:53:23  
Just in leadership meeting this morning,  
you were filling in for for Chief Sube.

00:00:54:03 - 00:00:54:11  
Yeah.

00:00:54:11 - 00:00:57:11  
And I, I called on  
you and called you Tyler, and you're like.

00:00:57:14 - 00:00:59:16  
Yeah, yeah, that's when I. I've told you.

00:00:59:16 - 00:01:02:02  
I think I've told you only my wife.

00:01:02:02 - 00:01:04:02  
When I'm in trouble.

00:01:04:02 - 00:01:06:02  
That's that's when that comes out. Yeah.

00:01:06:02 - 00:01:08:17  
So you got me. Yeah, I got you  
good, Yeah, I thought you I've just.

00:01:09:21 - 00:01:12:06  
Yes. Well, thanks for being here today.

00:01:12:06 - 00:01:13:03  
Yeah, absolutely.

00:01:13:03 - 00:01:16:03  
I really want our people, our city,  
our community,

00:01:16:22 - 00:01:19:18  
to get to know the people behind the work.

00:01:19:18 - 00:01:21:01  
I think the people.

00:01:21:01 - 00:01:23:13  
People think that work just happens.

00:01:23:13 - 00:01:25:11  
Yeah, or things happen.

00:01:25:11 - 00:01:27:16  
Progress happens. Whatever.

00:01:27:16 - 00:01:29:03  
It really is made to happen.

00:01:29:03 - 00:01:30:20  
It's made to happen by people.

00:01:30:20 - 00:01:33:06  
For people with people,  
you know, I mean, yes.

00:01:33:06 - 00:01:37:02  
And so, I,  
I would love for the city to know

00:01:37:20 - 00:01:40:04  
my deputy chief of police the way I do.

00:01:40:04 - 00:01:41:00  
Yeah. Right.

00:01:41:00 - 00:01:43:07  
And so thanks for coming here  
and sharing more about you.

00:01:43:07 - 00:01:46:07  
Yeah, absolutely happy to do it. So,

00:01:46:10 - 00:01:49:00  
so I,

00:01:49:00 - 00:01:52:18  
I have a specific recollection  
of our, service together.

00:01:53:07 - 00:01:53:15  
Yeah.

00:01:53:15 - 00:01:59:05  
And first of all, when we  
when I hired, Chief Sube to be my chief.

00:01:59:05 - 00:02:01:08  
Right. And we've talked  
about what it means to have my chief. Yes.

00:02:01:08 - 00:02:01:16

You had.

00:02:01:16 - 00:02:04:07

This is a seriously important.

This is serious work.

00:02:04:07 - 00:02:06:02

Overseeing

a police department is not political.

00:02:06:02 - 00:02:08:01

It's very serious work.

00:02:08:01 - 00:02:09:11

And I need a very serious chief.

00:02:09:11 - 00:02:11:14

Somebody

I believe in and believes in me. Right.

00:02:11:14 - 00:02:14:09

And we have to have

that chemistry and camaraderie.

00:02:14:09 - 00:02:15:20

And after hiring,

00:02:17:07 - 00:02:18:14

Chief Sube,

00:02:18:14 - 00:02:21:14

we elevated you to, Deputy chief.

00:02:21:14 - 00:02:25:12

Yes. So you're his deputy,

and you're also my deputy chief of police.

00:02:26:01 - 00:02:29:21

And and so being you're everybody's deputy

00:02:30:00 - 00:02:32:22

chief, and,

00:02:32:22 - 00:02:34:20

you're kind of the brains behind

00:02:34:20 - 00:02:37:20

a lot of the internal operations,

00:02:38:10 - 00:02:41:17

kind of off, oftentimes off

camera, behind the scenes.

00:02:41:22 - 00:02:42:08

Right?

00:02:42:08 - 00:02:42:23

Right. Chief Sube

00:02:42:23 - 00:02:46:04

got a lot of internal engagement

and a lot of internal leadership.

00:02:46:11 - 00:02:49:11

And you really help him

on that internal leadership, right? Yes.

00:02:49:17 - 00:02:49:23

Yeah.

00:02:49:23 - 00:02:52:21

You couldn't, first of all,

00:02:52:21 - 00:02:55:04

your your selection

00:02:55:04 - 00:02:58:10

of Chief Sube, there couldn't have been a better person, you know, that.

00:02:58:10 - 00:03:02:22  
You've expressed that so many times, but you should know, you didn't know all of us

00:03:02:22 - 00:03:07:11  
at the PD, but everyone else knew that that was the right pick too.

00:03:07:18 - 00:03:11:21  
And so that selection was the first,

00:03:11:21 - 00:03:14:21  
like real introduction to you as the mayor.

00:03:14:21 - 00:03:17:07  
What were you going to do in that in that situation?

00:03:17:07 - 00:03:18:07  
What are you going to bring in somebody

00:03:18:07 - 00:03:20:09  
from the outside because it was a nationwide search.

00:03:21:19 - 00:03:24:21  
But you couldn't get somebody more Ogden

00:03:24:21 - 00:03:28:10  
or somebody who loves this police department or this city more than,

00:03:29:05 - 00:03:34:15  
Chief Sube and so that that first pick was really for us, everyone at the PD.

00:03:34:15 - 00:03:37:05  
And you need to know that that first. Okay?

00:03:37:05 - 00:03:39:20  
You know, we can we can sit back and breathe.

00:03:39:20 - 00:03:42:21  
Because when you're coming in as a new mayor, there's apprehension.

00:03:42:21 - 00:03:43:23  
It doesn't matter who you are.

00:03:43:23 - 00:03:46:00  
It's just the fact. Right, right.

00:03:46:00 - 00:03:48:01  
And so,

00:03:48:01 - 00:03:52:01  
I totally understand that by you selecting Chief Sube

00:03:52:01 - 00:03:55:10  
and then him choosing me to to be the deputy chief.

00:03:57:07 - 00:04:00:16  
That was a call not only to to serve him and work for him

00:04:00:16 - 00:04:03:01  
directly, but I would be working for you directly as well.

00:04:03:01 - 00:04:05:09

And so. Yeah,  
so that's that's certainly not lost on me.

00:04:06:09 - 00:04:07:07  
I appreciate all that.

00:04:07:07 - 00:04:12:02  
And I, I just want to say that Chief Sube  
out competed everybody nationally.

00:04:12:08 - 00:04:14:00  
I made him earn it. Remember. Right.

00:04:14:00 - 00:04:16:15  
And I'm sure that made the department  
a little bit nervous at the time.

00:04:16:15 - 00:04:17:03  
Yeah.

00:04:17:03 - 00:04:20:03  
Not because I didn't believe  
he would earn it or couldn't compete.

00:04:20:14 - 00:04:24:03  
But just the fact that we're we're looking  
at all of our options, right? Yes.

00:04:24:08 - 00:04:27:16  
And but part of the consideration  
for me to hire internally was,

00:04:29:04 - 00:04:32:04  
where is the department internally  
and how strong is the department?

00:04:32:11 - 00:04:35:11  
And are we at a place  
where I want to build from?

00:04:35:12 - 00:04:35:19  
Yeah.

00:04:35:19 - 00:04:38:19  
And elevate and take to the next level,  
or is this a,

00:04:39:13 - 00:04:40:19  
a fresh start or a clean sweep?

00:04:40:19 - 00:04:43:00  
And it was not a fresh start  
or a clean sweep.

00:04:43:00 - 00:04:46:17  
This is their strong elements  
within that department that I want to

00:04:46:17 - 00:04:49:18  
hold on to, but I want to do my  
I want to do things my way.

00:04:49:18 - 00:04:52:08  
And I want to be our department  
and build on that.

00:04:52:08 - 00:04:53:09  
Yeah. And Chief Sube

00:04:54:10 - 00:04:55:04  
that was a big part of

00:04:55:04 - 00:04:57:12  
the of the conversation  
in the interview was like, what are you

00:04:57:12 - 00:05:00:20  
what do you want to do differently

and what do you see opportunities for

00:05:01:11 - 00:05:03:04  
and how do our visions align?

00:05:03:04 - 00:05:04:19  
You know, I mean, yeah,

00:05:04:19 - 00:05:07:19  
but when, when we were going  
through the selection for the deputy chief,

00:05:07:19 - 00:05:09:18  
that's the chief's appointment  
to make with the support

00:05:09:18 - 00:05:13:16  
primarily of the CAO would, of course,  
I have veto authority there too.

00:05:13:16 - 00:05:16:18  
And I was very much involved  
in your selection and,

00:05:19:01 - 00:05:20:15  
the, the men and women

00:05:20:15 - 00:05:23:15  
of the department really look admired you

00:05:23:21 - 00:05:26:21  
and you in your leadership  
resonate with them.

00:05:27:05 - 00:05:29:01  
And so you were a strong choice for them.

00:05:29:01 - 00:05:31:10  
And they were really looking  
in, backing you to make sure that,

00:05:32:14 - 00:05:33:06  
they had a

00:05:33:06 - 00:05:36:07  
deputy chief that they,  
I probably they probably interact a lot,

00:05:37:02 - 00:05:39:14  
maybe even more  
so with than just the chief.

00:05:39:14 - 00:05:41:16  
Right. Or the command staff as a whole.

00:05:41:16 - 00:05:42:03  
Yeah.

00:05:42:03 - 00:05:44:17  
In terms of,  
you know, public facing the chief

00:05:44:17 - 00:05:47:12  
towards the public certainly  
is the guy that everybody sees.

00:05:47:12 - 00:05:50:12  
But yeah, inside of the department,  
there's certainly a lot more,

00:05:51:07 - 00:05:55:21  
interaction with myself and the officers  
and the, the administrative staff and our,

00:05:55:22 - 00:05:56:22  
and our leadership.

00:05:56:22 - 00:05:59:07

So yeah, that that's good to hear.

00:05:59:07 - 00:05:59:14

Yeah.

00:05:59:14 - 00:06:01:14

Well,

I, I kind of started to allude to this,

00:06:01:14 - 00:06:04:16

but I had the same

I had moments with both you and chief

00:06:04:16 - 00:06:07:16

Sube where I,

00:06:08:08 - 00:06:11:08

they were hard

things that we went through together.

00:06:11:23 - 00:06:14:19

And for the sake of privacy  
for those involved

00:06:14:19 - 00:06:15:20

and for the victims and etc.,

00:06:15:20 - 00:06:18:23

we won't talk about the specifics  
of of the things, but this job

00:06:19:11 - 00:06:23:07

as the mayor and I think people wouldn't  
quite recognize what it's like to run

00:06:23:17 - 00:06:26:23

to be the CEO of a city that runs  
a police department of ours like ours.

00:06:27:03 - 00:06:31:02

Yeah, it's very,  
very serious work, right? Yes.

00:06:31:08 - 00:06:31:23

It's not

00:06:33:06 - 00:06:34:00

it's not a joke.

00:06:34:00 - 00:06:35:23

It's not for politics.

00:06:35:23 - 00:06:38:10

It's not for notoriety.

00:06:38:10 - 00:06:40:05

It's for it's very serious.

00:06:40:05 - 00:06:42:16

And I went through an experience  
with chief

00:06:42:16 - 00:06:45:16

Sube when he was deputy chief,

00:06:45:19 - 00:06:48:20

where I said, I need to make my decision  
on my own on this.

00:06:49:09 - 00:06:53:05

I need to know what I'm allowing or what  
we're going to do on my own.

00:06:54:03 - 00:06:55:18

And they get any into his credit.

00:06:55:18 - 00:06:58:11

He gave me access to everything

00:06:58:11 - 00:06:59:07  
and I went through it.

00:06:59:07 - 00:07:02:07  
I don't know if you know this.  
No, I didn't.

00:07:02:19 - 00:07:04:00  
I went through everything.

00:07:04:00 - 00:07:06:02  
It took me.

00:07:06:02 - 00:07:07:13  
I mean,

00:07:07:13 - 00:07:10:00  
my office made up binders  
and things for me to review through.

00:07:10:00 - 00:07:13:00  
And every single break in between meetings  
and every

00:07:13:13 - 00:07:14:16  
before meetings.

00:07:14:16 - 00:07:17:16  
At the end of the day, I'd stayed late  
and I read everything.

00:07:18:06 - 00:07:19:15  
And at the end of the day, I.

00:07:19:15 - 00:07:21:08  
That was when I knew

00:07:22:17 - 00:07:23:12  
that he was going to do the

00:07:23:12 - 00:07:26:12  
right thing,  
because it showed in all of the steps.

00:07:27:09 - 00:07:29:14  
And I was like, that's a hard call.

00:07:29:14 - 00:07:31:01  
That's unpopular.

00:07:31:01 - 00:07:33:00  
But that didn't matter.  
He made the right call, right?

00:07:33:00 - 00:07:35:05  
And through that process,  
I started to believe in him.

00:07:35:05 - 00:07:36:01  
Right.

00:07:36:01 - 00:07:39:01  
And I had a similar experience with you  
where I,

00:07:39:03 - 00:07:41:17  
Chief Sube, was out of town  
and you were acting Chief,

00:07:41:17 - 00:07:43:19  
and we went through something,

00:07:43:19 - 00:07:46:19  
and that was the moment  
I said, that's my guy.

00:07:46:20 - 00:07:48:10

So thanks for being that man.

00:07:48:10 - 00:07:51:19

I, I think that people need to understand  
that we're not just doing this

00:07:51:19 - 00:07:54:19

because of some  
something Partizan or political.

00:07:55:20 - 00:07:58:13

I don't just believe  
in the importance of police.

00:07:58:13 - 00:08:01:10

I actually believe  
in my police officers too.

00:08:01:10 - 00:08:01:20

Right?

00:08:01:20 - 00:08:04:20

And I'm here to get to know them into,

00:08:05:00 - 00:08:08:02

you know, I hold you guys accountable and  
you hold me accountable to a standard to.

00:08:09:02 - 00:08:10:05

And I just want

00:08:10:05 - 00:08:14:09

listeners to know  
that this is more than something

00:08:15:13 - 00:08:16:07

transactional.

00:08:16:07 - 00:08:18:01

This is real, real people

00:08:18:01 - 00:08:21:01

that I believe in and their morals  
and their integrity in their character.

00:08:21:11 - 00:08:24:11

And I'm counting on you to have that same  
standard and belief and

00:08:24:19 - 00:08:25:23

accountability for our officers.

00:08:25:23 - 00:08:27:02

Right? Right.

00:08:27:02 - 00:08:27:08

Yeah.

00:08:27:08 - 00:08:29:12

I think that's why I think I mentioned,

00:08:29:12 - 00:08:32:12

you know, the apprehension  
when you came in as mayor.

00:08:33:11 - 00:08:36:16

Because we don't know you and myself,

00:08:36:22 - 00:08:40:05

Chief Sube, all of the administrators,  
the leaders, down to the officers,

00:08:40:15 - 00:08:44:08

we care about Ogden like, oh,  
we really care about Ogden.

00:08:44:22 - 00:08:49:10

Regardless of what anyone believes or what

some social media comments might say,

00:08:49:13 - 00:08:52:13  
we we love Ogden,  
and we we have a lot of pride in Ogden

00:08:53:02 - 00:08:55:18  
and and specifically the Ogden  
Police Department.

00:08:55:18 - 00:08:58:02  
You mentioned,  
you know, your officers, right.

00:08:59:19 - 00:09:00:02  
Yeah.

00:09:00:02 - 00:09:01:02  
That's how we view it.

00:09:01:02 - 00:09:04:00  
Like there's  
a lot of grocery stores out there

00:09:04:00 - 00:09:06:06  
and they officer they'll provide

00:09:06:06 - 00:09:09:06  
groceries to their customers.

00:09:09:06 - 00:09:11:14  
But we looked at law enforcement  
like that.

00:09:11:14 - 00:09:15:06  
Some do it better than others,  
and they're all doing the same thing,

00:09:15:06 - 00:09:18:07  
but some have figured out a way to do it  
better than anybody else.

00:09:18:08 - 00:09:20:10  
They're more professional,  
they're polished.

00:09:20:10 - 00:09:23:14  
They're, inviting. They figured it out.

00:09:23:22 - 00:09:25:15  
That's what we want to do.

00:09:25:15 - 00:09:28:12  
Our law enforcement officers,

00:09:28:12 - 00:09:31:12  
across the country,  
our brothers and sisters,

00:09:32:14 - 00:09:34:08  
there's just a bond there.

00:09:34:08 - 00:09:36:21  
That you can't get anywhere else  
or any another job.

00:09:36:21 - 00:09:39:21  
But when we do it here at Ogden,  
we want to do it better than anybody else.

00:09:40:06 - 00:09:42:04  
And that's, 1,000% true.

00:09:42:04 - 00:09:43:10  
So I go back to that.

00:09:44:14 - 00:09:47:10  
We were apprehensive

because we care about it so much,

00:09:47:10 - 00:09:50:10  
and we work so hard  
to make this the best police department

00:09:50:14 - 00:09:53:07  
for our people  
and for the people of Ogden.

00:09:53:07 - 00:09:55:15  
So what are you going to do  
when you come in as mayor?

00:09:55:15 - 00:09:58:23  
What are you going to change or mandate  
that will make it difficult

00:09:58:23 - 00:10:01:23  
to for us to,

00:10:01:23 - 00:10:04:13  
to not do the things that we think  
are right

00:10:04:13 - 00:10:07:13  
in our profession, in our profession,  
or most effective.

00:10:07:23 - 00:10:12:02  
I think that started to dissipate for me,  
that you mentioned

00:10:12:02 - 00:10:17:12  
a time that you knew that, you know,  
I would be a good deputy chief for you.

00:10:17:12 - 00:10:20:05  
But I remember our first budget meeting  
in this last year.

00:10:20:05 - 00:10:22:08  
We were all sitting around the table.

00:10:22:08 - 00:10:26:06  
People were talking about money, and,  
you know, where are we going to budget

00:10:26:06 - 00:10:28:16  
and what are we going to,  
what are we going to cut?

00:10:28:16 - 00:10:29:23  
Where are we going to cut back?

00:10:29:23 - 00:10:32:02  
What are we going to add to add funds to.

00:10:32:02 - 00:10:35:20  
And so it was very like  
financial discussion, which I love.

00:10:36:01 - 00:10:41:17  
But, you know, I remember specifically  
you stopped everybody and for ten minutes

00:10:42:21 - 00:10:44:05  
the conversation went away

00:10:44:05 - 00:10:48:01  
from money and from the X's and O's  
and the ones and zeros.

00:10:48:01 - 00:10:52:10  
And I went to our purpose  
is to serve the people of Ogden as a team.

00:10:53:14 - 00:10:57:06

And you said something that has resonated with me, and that was you said,

00:10:57:17 - 00:11:01:17  
essentially, I'm going to paraphrase,  
but excellence is not a noun, it's a verb.

00:11:02:03 - 00:11:05:12  
This is where excellence  
is not a destination

00:11:05:12 - 00:11:08:04  
that you can achieve  
and like plant your flag on.

00:11:08:04 - 00:11:11:22  
It's something that you're constantly  
pursuing because you can't like,

00:11:12:05 - 00:11:13:01  
everybody wants to go.

00:11:13:01 - 00:11:15:00  
I'm now excellent  
because I've achieved this or not.

00:11:15:00 - 00:11:19:04  
No, it's a constant state  
and pursuit of something better.

00:11:19:04 - 00:11:22:04  
And I think that was the first time  
that I was like, okay,

00:11:22:06 - 00:11:25:06  
I even remember  
texting a group of my friends who are,

00:11:25:12 - 00:11:27:03  
you know, administrators,  
the police department.

00:11:27:03 - 00:11:28:18  
I go, this guy's the real deal.

00:11:28:18 - 00:11:32:12  
Like,  
he he has, he has the vision that we have.

00:11:33:08 - 00:11:35:01  
It's in the Ogden Way framework.

00:11:35:01 - 00:11:37:10  
We call it the growth mindset.

00:11:37:10 - 00:11:40:15  
We have a mindset of continual  
and constant growth and achievement

00:11:40:15 - 00:11:42:06  
in performance and improvement.

00:11:42:06 - 00:11:43:08  
Right? Yeah.

00:11:43:08 - 00:11:46:04  
And we're never done growing. Right.

00:11:46:04 - 00:11:47:08  
And we all have to have.

00:11:47:08 - 00:11:50:00  
So I think it's just this mindset  
that's important.

00:11:50:00 - 00:11:54:01  
And you you've heard me since that's  
across the boards all the time every day.

00:11:54:01 - 00:11:55:04

Right?

00:11:55:04 - 00:11:57:01

I appreciate you  
sharing that story. I remember

00:11:58:09 - 00:11:59:04

I remember the meeting.

00:11:59:04 - 00:12:00:08

Yeah.

00:12:00:08 - 00:12:03:07

That's the executive leadership  
that people don't know about.

00:12:03:07 - 00:12:06:07

The job comes with. But,

00:12:08:09 - 00:12:11:12

I admire and respect

00:12:11:21 - 00:12:14:20

and value  
my department, my police department.

00:12:14:20 - 00:12:16:21

And when I talk like this,  
you guys, I'm not.

00:12:16:21 - 00:12:19:06

I don't own this department.

00:12:19:06 - 00:12:23:09

I call it mine  
because I feel the connection to this,

00:12:23:09 - 00:12:26:09

you know, to the calling into the mission  
of the of the Department

00:12:27:07 - 00:12:29:14

on behalf of the city and the people.

00:12:29:14 - 00:12:31:22

And so and I want  
I wish everybody could feel that.

00:12:31:22 - 00:12:33:21

And it's important as a mayor that I let

00:12:33:21 - 00:12:37:05

everybody know that that's how I feel,  
because I'm here to do that work for them.

00:12:37:14 - 00:12:39:09

But it's important I share that.

00:12:39:09 - 00:12:40:20

Right? Right.

00:12:40:20 - 00:12:43:10

And anyway,  
you have a really good way of sharing it,

00:12:44:14 - 00:12:47:12

and you're in your  
way and you've got your own experiences.

00:12:47:12 - 00:12:50:12

But how do you think  
that the department is

00:12:51:01 - 00:12:51:11

seeing it?

00:12:51:11 - 00:12:54:11  
Because, I mean, I have to  
I'll just say this.

00:12:54:17 - 00:12:56:17  
You you had apprehension,  
you talked about.

00:12:56:17 - 00:12:59:17  
And so the department when I came in,  
that's normal.

00:13:00:03 - 00:13:02:19  
You heard a lot of things about me.

00:13:02:19 - 00:13:04:09  
Some probably turned out to be true.

00:13:04:09 - 00:13:06:12  
Some probably didn't turn out to be true.

00:13:06:12 - 00:13:09:03  
But I had heard the same thing.

00:13:09:03 - 00:13:12:05  
You're going through the, through the race  
and you got people in your ear

00:13:12:16 - 00:13:15:11  
trying to convince you of what is  
and what isn't,

00:13:15:11 - 00:13:18:06  
and you don't know  
what their intentions are or what

00:13:18:06 - 00:13:21:06  
the facts are, and you're  
just sort of hearing a lot of things.

00:13:21:21 - 00:13:24:14  
And if you go to social media,  
you'll hear, see the same exact thing.

00:13:24:14 - 00:13:27:19  
It's not that far different when you're  
a candidate until you're a part of it

00:13:28:07 - 00:13:32:00  
and you see the inner workings  
and you have the hard experiences

00:13:32:00 - 00:13:35:14  
that we've had, you know, I mean, yes,  
and I'll say I had apprehension to,

00:13:38:04 - 00:13:39:06  
and that's why it's been important

00:13:39:06 - 00:13:40:14  
that we get to know each other  
the way they have.

00:13:40:14 - 00:13:43:18  
So how do you how do we feel about where

00:13:43:18 - 00:13:46:18  
we're at as a department  
now that we've been through this journey?

00:13:47:12 - 00:13:49:05  
Yeah.

00:13:49:05 - 00:13:51:19  
It's absolutely incredible

00:13:51:19 - 00:13:56:06  
what has happened in just,

we'll say, the past 12 months.

00:13:57:01 - 00:14:01:14  
The, the vision that you have  
that is shared with Chief Sube

00:14:01:23 - 00:14:04:20  
and with all of us is,

00:14:04:20 - 00:14:08:15  
manifesting  
in, in ways not only subjectively.

00:14:08:15 - 00:14:12:03  
I can't I can say, come to work  
and people are happy.

00:14:12:03 - 00:14:13:09  
I can say that.

00:14:13:09 - 00:14:18:08  
But objectively, we are doing things  
that have not been done historically.

00:14:18:08 - 00:14:21:16  
We have not 170 years  
at the Ogden Police Department.

00:14:22:02 - 00:14:23:09  
And in the last 12 months,

00:14:23:09 - 00:14:27:03  
as has been publicized,  
some may know, some some might not know.

00:14:27:03 - 00:14:29:23  
We have 26 laterals that have chosen.

00:14:29:23 - 00:14:34:05  
And laterals are law enforcement officers  
from other agencies that come join us,

00:14:34:08 - 00:14:35:08  
that choose us,

00:14:37:06 - 00:14:40:06  
because they want to be a part  
of what we're building.

00:14:40:09 - 00:14:44:23  
And 26 in 12 months is unprecedented.

00:14:45:07 - 00:14:48:07  
And I say that  
because in the 12 months prior,

00:14:48:19 - 00:14:51:19  
in that same time period, but  
just 12 months earlier, there was four,

00:14:53:08 - 00:14:54:18  
days, it's a 500.

00:14:54:18 - 00:14:56:21  
And you said, I'm a numbers guy  
and I am a numbers guy.

00:14:56:21 - 00:15:03:07  
550% increase in 12 months just based on  
what what can we attribute that to?

00:15:03:08 - 00:15:05:22  
Is it that we had some big

00:15:05:22 - 00:15:07:18  
to pay change in the last 12 months?

00:15:07:18 - 00:15:08:17

We didn't.

00:15:08:17 - 00:15:09:11

It wasn't there.

00:15:09:11 - 00:15:12:15

So what is it  
that's attracting, officers here?

00:15:12:15 - 00:15:15:01

And time after time,  
as we sit down into these interviews

00:15:15:01 - 00:15:18:11

with these laterals, because we interview  
them, we're not just taking anybody,

00:15:18:21 - 00:15:20:03

we interview them and we say,

00:15:20:03 - 00:15:22:19

if you're going to come to Ogden,  
you're going to come to work hard,

00:15:22:19 - 00:15:24:14

because that's what we do here.

00:15:24:14 - 00:15:27:22

And if you don't do that,  
you will get chewed up and spit out.

00:15:28:23 - 00:15:32:05

And time  
after time they say, we want that.

00:15:32:05 - 00:15:33:16

We want this culture.

00:15:33:16 - 00:15:34:16

The word is out.

00:15:34:16 - 00:15:35:21

This is where you can come to be

00:15:35:21 - 00:15:39:06

a police officer, a real police officer  
doing real police work.

00:15:39:16 - 00:15:41:16

And and that's something  
that we want to be a part of.

00:15:41:16 - 00:15:43:06

550% increase.

00:15:43:06 - 00:15:44:20

And on the opposite side of that,

00:15:44:20 - 00:15:48:05

you need to know to that  
in that in the last 12 months, we've lost

00:15:48:15 - 00:15:52:01

two officers who have lateral  
to other police departments.

00:15:52:23 - 00:15:55:20

In the 12 months before  
when we pulled on four, we lost ten.

00:15:55:20 - 00:15:57:21

So not only  
are we bringing in more laterals,

00:15:57:21 - 00:16:01:20

but we've reduced our turnover  
outside by 80%.

00:16:02:18 - 00:16:06:01  
And so that is, a resounding,

00:16:08:01 - 00:16:10:16  
I just think

00:16:10:16 - 00:16:13:12  
it just illustrates what's happening.

00:16:13:12 - 00:16:14:21  
You mentioned compensation.

00:16:14:21 - 00:16:17:21  
We had not made any major compensation  
changes in this time,

00:16:18:16 - 00:16:20:16  
but we have kept  
up with the changes we made.

00:16:22:23 - 00:16:24:14  
In my tenure as counsel before,

00:16:24:14 - 00:16:27:16  
we made some pretty hard calls  
to try and level up.

00:16:28:06 - 00:16:31:03  
Right. And,

00:16:31:03 - 00:16:33:14  
culture is critical,

00:16:33:14 - 00:16:35:15  
but you it's, in my view, I don't think

00:16:35:15 - 00:16:38:15  
we can really start to build a culture  
if you don't compensate fairly.

00:16:38:19 - 00:16:39:04  
Right.

00:16:39:04 - 00:16:41:17  
At least competitively  
and fairly respectfully.

00:16:41:17 - 00:16:42:17  
Right. We're not the highest paid

00:16:42:17 - 00:16:45:06  
department in the state,  
but we do compete.

00:16:45:06 - 00:16:46:15  
Yes. Right.

00:16:46:15 - 00:16:49:15  
And I think that we can make up that edge  
through culture.

00:16:49:18 - 00:16:50:20  
Yes. Does that make sense?

00:16:50:20 - 00:16:53:15  
Yeah. So compensation is critical  
for a foundation.

00:16:53:15 - 00:16:57:16  
But because it's just a really important  
signal of respect.

00:16:58:05 - 00:16:59:13  
Right. Yes.

00:16:59:13 - 00:17:02:14  
Yeah I, I wasn't intending to say  
we haven't because you're right.

00:17:02:14 - 00:17:06:04  
When you were on council we had a big  
adjustment and that was several years ago.

00:17:07:11 - 00:17:08:00  
But that

00:17:08:00 - 00:17:11:05  
wasn't  
that got us to where we were competitive.

00:17:11:05 - 00:17:14:15  
And for the first time, we we started  
to be competitive with other agencies.

00:17:14:15 - 00:17:15:21  
And that was really helpful.

00:17:15:21 - 00:17:18:12  
But we didn't see that  
immediate jump. Right?

00:17:18:12 - 00:17:20:16  
Because like you said,  
that's the foundation.

00:17:20:16 - 00:17:22:00  
What comes after that.

00:17:22:00 - 00:17:27:19  
And, some things you can't put a price on  
and the supportive of a city,

00:17:28:05 - 00:17:32:19  
I'm not talking just about you  
or the administration, but the people.

00:17:33:07 - 00:17:35:00  
You can't value that.

00:17:35:00 - 00:17:40:12  
You can go work somewhere  
where you get paid more, but you also

00:17:40:12 - 00:17:43:12  
might not be able to be as fulfilled or,

00:17:44:01 - 00:17:46:21  
supported as you will in Ogden City.

00:17:46:21 - 00:17:48:19  
It's just second to none here.

00:17:48:19 - 00:17:49:01  
Yeah.

00:17:49:01 - 00:17:50:22  
And we've got a we've got an agreement.

00:17:50:22 - 00:17:52:11  
Right.

00:17:52:11 - 00:17:55:11  
And we talk about this agreement  
every time we swear someone in,

00:17:55:16 - 00:17:59:10  
we talk about the promises I make to you,  
the promises you make to me.

00:17:59:17 - 00:18:01:05  
Right? Right. And it's about.

00:18:02:10 - 00:18:04:13  
It's about following the law.

00:18:04:13 - 00:18:07:04

It's about adhering to  
and respecting the Constitution,

00:18:07:04 - 00:18:08:17  
the United States of America. Yeah.

00:18:08:17 - 00:18:13:23  
And that the Constitution is apolitical,  
that it is our compass and our true north,

00:18:14:17 - 00:18:19:00  
and that we rely upon it and that we stand  
up and protect people's rights.

00:18:19:09 - 00:18:22:09  
Yeah. Regardless of their politics.

00:18:22:09 - 00:18:25:07  
It is about the Constitution, right? Yeah.

00:18:25:07 - 00:18:26:04  
And that's the promise.

00:18:26:04 - 00:18:29:12  
I make a promise not to politicize  
you and allow you to operate

00:18:29:12 - 00:18:34:00  
in an apolitical way, and you promise  
to follow the Constitution.

00:18:34:03 - 00:18:35:07  
For me.

00:18:35:07 - 00:18:40:00  
And that arrangement is what is reflective  
of a fair and professionalized

00:18:40:13 - 00:18:43:02  
and unbiased and apolitical department

00:18:43:02 - 00:18:45:03  
out there on the streets,  
serving our people.

00:18:45:03 - 00:18:46:23  
Right? Right.

00:18:46:23 - 00:18:47:14  
Right.

00:18:47:14 - 00:18:50:01  
Yeah. And

00:18:50:01 - 00:18:52:18  
I think that's manifesting.

00:18:52:18 - 00:18:53:09  
Yeah.

00:18:53:09 - 00:18:56:20  
First of all, yes, you stand up in front  
of every single new hire

00:18:56:21 - 00:19:01:00  
or lateral officer that comes in and says  
and say, you have an obligation here

00:19:01:00 - 00:19:03:06  
to follow the Constitution  
and follow the law.

00:19:03:06 - 00:19:04:20  
And as long as you do those things,

00:19:06:17 - 00:19:07:02  
you're

00:19:07:02 - 00:19:10:02  
going to have the support  
of everyone here at Ogden City.

00:19:10:04 - 00:19:11:12  
You do do say that.

00:19:11:12 - 00:19:15:13  
And I think that manifest  
because our people, are going out.

00:19:15:19 - 00:19:19:00  
We have 155 officers now,  
the highest we've ever been

00:19:20:03 - 00:19:22:03  
working on the street.

00:19:22:03 - 00:19:25:03  
You know, again,  
going back to the numbers thing,

00:19:25:13 - 00:19:28:18  
as of this month,  
we're trending to be down,

00:19:29:18 - 00:19:32:12  
15% on uses of force

00:19:32:12 - 00:19:36:06  
from our prior year  
and even more than the year before that.

00:19:36:18 - 00:19:41:01  
And so I think you said it earlier,  
you talked about we're not only bringing

00:19:41:01 - 00:19:44:13  
in more people, but we're bringing  
in really quality people.

00:19:44:21 - 00:19:47:21  
And so even though we have more officers  
and more opportunities

00:19:47:21 - 00:19:51:11  
to have contact with the community,  
and we're unapologetically,

00:19:51:19 - 00:19:56:06  
unapologetically pursuing  
crime and criminals in a way

00:19:56:06 - 00:19:59:11  
that we haven't in recent history,  
our uses of force are going down.

00:19:59:21 - 00:20:03:20  
And so that, to me, indicates  
a highly trained, highly professional

00:20:04:00 - 00:20:07:20  
and highly capable force of officers  
that can go out and do the job,

00:20:09:08 - 00:20:11:04  
in a way that that we can be proud of.

00:20:11:04 - 00:20:11:18  
That's right.

00:20:11:18 - 00:20:14:18  
I'm glad you brought that that stat,  
because

00:20:15:04 - 00:20:18:03  
early on, that was the what I told you  
I wanted to see.

00:20:18:03 - 00:20:19:08

I want to know.

00:20:19:08 - 00:20:22:16

I don't just want to know the crime rates,  
but I want to know some measure

00:20:22:16 - 00:20:25:16

of our, professionalism out there.

00:20:25:21 - 00:20:29:00

And use of force is a good barometer  
for that.

00:20:29:03 - 00:20:30:21

Yeah.

00:20:30:21 - 00:20:31:15

We have officers

00:20:31:15 - 00:20:34:21

that are so skilled and so capable,  
they don't have to use that as often.

00:20:35:09 - 00:20:38:21

They're doing they're enforcing the law  
in such a professional way that it doesn't

00:20:39:07 - 00:20:41:09

create more conflict out there.

00:20:41:09 - 00:20:42:11

Right? Right.

00:20:42:11 - 00:20:45:21

But that said, we also have officers  
that are able to defend ourselves

00:20:45:21 - 00:20:49:19

themselves, to find each other and defend  
the people of our city when needed.

00:20:50:06 - 00:20:52:19

And that's a really important distinction.

00:20:52:19 - 00:20:54:17

And when they do that lawfully

00:20:54:17 - 00:20:57:17

and consistent with their training,  
that's rooted in the law.

00:20:58:00 - 00:20:59:04

Right? Yeah.

00:20:59:04 - 00:21:01:07

Then that's what having your back means.

00:21:02:16 - 00:21:05:03

It means you  
follow everything that we asked you to do,

00:21:05:03 - 00:21:07:05

and we're going to have your back  
to show that.

00:21:07:05 - 00:21:08:20

Yeah, improve that.

00:21:08:20 - 00:21:12:16

What you have in your back  
doesn't mean is lying for you

00:21:12:16 - 00:21:16:05

or covering up for you,  
or turning a blind eye to misbehavior.

00:21:16:18 - 00:21:19:18  
And that's the point we make to him  
every time we swear him in or promote.

00:21:19:22 - 00:21:22:02  
That's why we're driving so much culture  
to the sergeant level,

00:21:22:02 - 00:21:24:13  
and why we put so much attention  
into that process.

00:21:24:13 - 00:21:25:13  
Right? Right.

00:21:25:13 - 00:21:28:11  
And I have not one time

00:21:28:11 - 00:21:32:08  
seeing an officer bristle  
at that or push back

00:21:33:06 - 00:21:37:11  
because they hold themselves accountable  
and each other and me.

00:21:37:18 - 00:21:39:06  
Right. You know what I mean?

00:21:39:06 - 00:21:43:02  
And that's what people I think we I think  
cities and people across the country

00:21:43:02 - 00:21:46:02  
are losing sight of the ability  
for us to do that at, at the city level.

00:21:46:02 - 00:21:46:19  
Right.

00:21:46:19 - 00:21:48:13  
But it to me, it's so simple.

00:21:48:13 - 00:21:49:18  
It's kind of stupid.

00:21:49:18 - 00:21:52:13  
Right? Right. Yeah. Yeah.

00:21:52:13 - 00:21:55:12  
But it is, is  
it is kind of for, for your position.

00:21:55:12 - 00:21:58:12  
It is a difficult thing to say  
because you have to know you.

00:21:58:12 - 00:22:02:09  
You've said it so many times  
and so publicly that you know that

00:22:03:13 - 00:22:04:04  
when it comes

00:22:04:04 - 00:22:07:06  
down to it, that's the decision  
that you've already made.

00:22:07:06 - 00:22:09:10  
And they know that they trust that.

00:22:09:10 - 00:22:12:10  
And if you don't keep that or if we don't

00:22:12:13 - 00:22:15:10  
as as Chief Sube and  
I don't keep to that word.

00:22:15:10 - 00:22:17:22

Then we lose all the trust in that culture  
and everything

00:22:17:22 - 00:22:20:22

that is driving people  
here goes away in an instant.

00:22:20:22 - 00:22:23:01

Yep. So.

00:22:23:01 - 00:22:26:11

But you know, for those listening,  
remember that when you see an incident

00:22:26:11 - 00:22:30:21

in our community, if you want me out there  
driving political wedges,

00:22:32:00 - 00:22:32:17

there's people out there.

00:22:32:17 - 00:22:35:01

They're demanding  
I get out there and start doing that

00:22:35:01 - 00:22:38:17

to so divisiveness and toxicity  
and to drive a political wedge.

00:22:39:07 - 00:22:39:12

Right.

00:22:39:12 - 00:22:42:17

And I don't do that because I've made  
a promise to our department.

00:22:43:14 - 00:22:46:23

But what the people of I can get in return  
is that they get a lawful,

00:22:46:23 - 00:22:50:12

law abiding,  
well qualified, compassionate department

00:22:50:17 - 00:22:55:07

that can also defend their liberties  
and their rights when when necessary.

00:22:55:08 - 00:22:56:09

Right.

00:22:56:09 - 00:22:59:05

And so do you want a talking point for me,

00:22:59:05 - 00:23:03:07

or do you want department that performs  
for you and serves you right?

00:23:03:07 - 00:23:06:18

That's I choose the latter ferocity.

00:23:07:10 - 00:23:07:18

Yeah.

00:23:07:18 - 00:23:10:18

Instead of the talking point in the easy  
cheap wins for me.

00:23:11:05 - 00:23:12:06

Right?

00:23:12:06 - 00:23:13:09

Yes. You have it.

00:23:13:09 - 00:23:15:08

And and we appreciate that. And

00:23:16:17 - 00:23:17:03

you know, you

00:23:17:03 - 00:23:20:03

mentioned that when you see something,

00:23:20:05 - 00:23:22:00

when you see something new because look,

00:23:22:00 - 00:23:25:01

we were 4K cameras on our chest all day.

00:23:25:20 - 00:23:28:01

They have to have that thing  
on every time they come in

00:23:28:01 - 00:23:30:14

contact with anybody in our community.

00:23:30:14 - 00:23:33:14

That body camera,  
any law enforcement encounter,

00:23:34:01 - 00:23:37:15

and I don't know of any other profession  
or job that requires that.

00:23:39:01 - 00:23:41:13

So of course  
things are going to be videoed

00:23:41:13 - 00:23:44:17

and they're going to make the news  
and they're going to be highly publicized.

00:23:44:17 - 00:23:47:10

There's no secret  
that, you know, most of the television

00:23:47:10 - 00:23:50:16

shows on or about cops,  
people are interested in this.

00:23:51:08 - 00:23:54:03

But what you need to know and you've  
you've been speaking to the audience

00:23:54:03 - 00:23:56:07

and I want to speak to the audience  
too, is

00:23:56:07 - 00:23:58:12

I just mentioned  
the reduction of use of force.

00:23:58:12 - 00:24:02:18

I think I messed up  
and said 15%, it's 25% from last year.

00:24:03:19 - 00:24:04:04

We have

00:24:04:04 - 00:24:07:04

just over 40 incidents of use of force.

00:24:07:04 - 00:24:11:07

You talked about we can defend ourselves  
or use force when it's appropriate.

00:24:11:14 - 00:24:15:22

I want people to know that we we're on  
track this year and it's going to match

00:24:16:04 - 00:24:20:09

prior year's to handle north  
of 50,000 calls for service this year.

00:24:20:22 - 00:24:23:06

That doesn't include  
that's just calls for service.

00:24:23:06 - 00:24:25:10  
That doesn't include  
all of the proactive work

00:24:25:10 - 00:24:27:06  
that our officers are doing,  
the contacts that they're

00:24:27:06 - 00:24:30:13  
making and proactive work  
which exceed that number.

00:24:31:06 - 00:24:36:12  
And so if you take let's just get estimate  
100,000 contacts a year.

00:24:36:12 - 00:24:39:21  
And I'm telling you right now  
we have just over 40 uses of force.

00:24:39:21 - 00:24:41:18  
You do the math on that.

00:24:41:18 - 00:24:44:18  
You tell me, are officers

00:24:45:23 - 00:24:47:23  
acting and interacting with people

00:24:47:23 - 00:24:51:16  
in our community in a professional  
and appropriate and reasonable way?

00:24:51:16 - 00:24:54:16  
42 and 100,000 contacts?

00:24:55:04 - 00:24:57:16  
I mean. That's a small fraction.

00:24:57:16 - 00:24:58:06  
Again. Yeah.

00:24:58:06 - 00:25:01:06  
And that does not imply  
that those are wrongful uses of force.

00:25:01:10 - 00:25:01:20  
Correct.

00:25:01:20 - 00:25:05:17  
And that's a  
that's part it's a distinction we anything

00:25:06:01 - 00:25:07:17  
that involves any kind of.

00:25:07:17 - 00:25:11:09  
So for example, if we have to take  
somebody down on an arrest

00:25:11:23 - 00:25:14:17  
and they scrape their knee,  
that's a use of force.

00:25:14:17 - 00:25:16:15  
It could be as little as that.

00:25:16:15 - 00:25:18:08  
And yeah, it's so important.

00:25:18:08 - 00:25:21:08  
I'm glad you brought that up  
because we're not suggesting that.

00:25:21:17 - 00:25:22:13

Yeah, you're

00:25:22:13 - 00:25:25:04  
you're talking about the definitions  
that you're comfortable with, right?

00:25:25:04 - 00:25:28:00  
But people don't know the language  
we use. Right.

00:25:28:00 - 00:25:30:06  
What it actually means. Right? Right.

00:25:30:06 - 00:25:31:23  
And to your point about you know,

00:25:31:23 - 00:25:35:17  
this is not to say  
this isn't some argument about, you know,

00:25:35:22 - 00:25:40:02  
those 42 are bad and and the bad ones  
out of a hundred thousand.

00:25:40:02 - 00:25:43:13  
So that's a little know every single use  
of force goes to a professional standard

00:25:44:00 - 00:25:46:01  
standards bureau,  
which is our internal affairs.

00:25:46:01 - 00:25:50:01  
And it's reviewed, very carefully,  
for those kinds of things.

00:25:50:01 - 00:25:52:15  
So yeah, we do have those measures  
in place, right.

00:25:52:15 - 00:25:56:02  
And the overwhelming majority,  
if not all of them, clear

00:25:56:02 - 00:25:59:20  
that standard, because there are times  
where force is necessary

00:26:00:06 - 00:26:04:10  
to protect yourselves, protect each other,  
and to protect our city and our people.

00:26:04:10 - 00:26:06:13  
Right. People have seen cops, right?

00:26:06:13 - 00:26:09:22  
They know they know how people interact  
with police sometimes.

00:26:09:23 - 00:26:12:16  
Right.  
And it's not always friendly, right?

00:26:12:16 - 00:26:13:10  
Yeah. Well, it's

00:26:14:09 - 00:26:17:02  
we are nice until we're not nice.

00:26:17:02 - 00:26:17:14  
Right.

00:26:17:14 - 00:26:21:06  
And in this in this in this department  
and in this profession,

00:26:22:07 - 00:26:25:07  
when you're not nice is not always,

00:26:25:08 - 00:26:26:00  
it's not the same.

00:26:26:00 - 00:26:29:21  
Like I have moments where I can pop off  
at the mouth or I lose my cool.

00:26:30:13 - 00:26:33:13  
And that has consequences for me,  
I guess, politically or whatever.

00:26:34:01 - 00:26:37:01  
But I'm not using force.

00:26:37:05 - 00:26:39:16  
When you guys choose to use it, it's

00:26:39:16 - 00:26:44:09  
there's protocols, laws, rights, right,  
that dictate all of that.

00:26:44:14 - 00:26:45:07  
Yeah.

00:26:45:07 - 00:26:46:00  
And so it's.

00:26:46:00 - 00:26:48:01  
Hundred years of case law that govern.

00:26:48:01 - 00:26:50:14  
And we don't choose to use it. Right,  
right.

00:26:50:14 - 00:26:52:14  
It's it's a choice made for us.

00:26:52:14 - 00:26:53:15  
Usually you have to.

00:26:53:15 - 00:26:53:21  
Yeah.

00:26:53:21 - 00:26:56:19  
It's a choice that's, that's made  
by someone else than you're responding to.

00:26:56:19 - 00:26:58:11  
Right. Exactly.

00:26:58:11 - 00:26:59:22  
So yeah, I'm  
glad we made that distinction.

00:26:59:22 - 00:27:02:12  
But how amazing is it that,

00:27:04:15 - 00:27:07:10  
that we're able to develop this,

00:27:07:10 - 00:27:10:10  
this culture within our city?

00:27:10:11 - 00:27:14:01  
You know, where I first learned  
the impact of politics on police officers.

00:27:14:13 - 00:27:15:12  
Was that.

00:27:15:12 - 00:27:18:03  
I was in Washington, DC.

00:27:18:03 - 00:27:20:08  
Have I told you this? No.

00:27:20:08 - 00:27:23:08

So I was on the city council and me and council member Lopez at the time.

00:27:24:09 - 00:27:27:09  
We went out to represent the city council at the

00:27:28:11 - 00:27:31:11  
Fallen Officers Memorial when we lost Officer Day.

00:27:32:08 - 00:27:35:06  
And one of the customs

00:27:35:06 - 00:27:38:06  
and traditions in police world is you guys have challenge coins.

00:27:38:07 - 00:27:41:07  
So everybody made sure to show up challenge coins.

00:27:41:08 - 00:27:45:06  
And we had one made for Officer Light Day and we that's family.

00:27:45:06 - 00:27:48:01  
There are officers that were there on the scene etc.

00:27:48:01 - 00:27:50:11  
recognizing that

00:27:50:11 - 00:27:52:14  
people were very, very close with him.

00:27:52:14 - 00:27:55:00  
This is a very emotional trip for. Right.

00:27:55:00 - 00:27:58:06  
And we were there to just for support. But

00:27:59:17 - 00:28:01:01  
after the events of the

00:28:01:01 - 00:28:04:01  
day, officers go out to the to some bars there

00:28:04:20 - 00:28:07:03  
and they have patches on the walls and things like that

00:28:07:03 - 00:28:10:05  
and exchange coins and they tell stories and etc.,

00:28:10:15 - 00:28:14:09  
and there was an officer from Kansas, small department, small city in Kansas,

00:28:15:15 - 00:28:17:20  
and he introduced himself to me and asked what I do.

00:28:17:20 - 00:28:20:20  
And I told him I was on city council in Ogden, Utah, and he's like

00:28:21:12 - 00:28:23:16  
city council, what are you doing here?

00:28:23:16 - 00:28:26:16  
I'm like, unfortunately, we lost an officer,

00:28:26:22 - 00:28:28:13  
so me and

00:28:28:13 - 00:28:31:07  
Luis over  
there are here to support the family

00:28:31:07 - 00:28:34:07  
and officers, and and he's like,

00:28:34:10 - 00:28:35:04  
he would do that?

00:28:35:04 - 00:28:38:04  
And I go, yeah, of course  
this is important.

00:28:38:07 - 00:28:41:01  
He was important  
to the city, you know? And,

00:28:42:07 - 00:28:42:21  
he said, you know,

00:28:42:21 - 00:28:46:11  
that we can't get a vote of support  
in our city

00:28:46:11 - 00:28:49:11  
from one single council member.

00:28:49:11 - 00:28:50:06  
And it was all.

00:28:50:06 - 00:28:52:05  
And then you went into the politics of it.  
All right.

00:28:52:05 - 00:28:55:15  
And how Partisan it was,  
and divisive and toxic it had become.

00:28:56:01 - 00:28:59:01  
And then it was us against them and blah,  
blah, blah, blah.

00:28:59:07 - 00:29:02:23  
And he said departments across the country  
struggle the most.

00:29:03:06 - 00:29:06:06  
And police officers make a decision  
whether they work here or not.

00:29:07:02 - 00:29:10:02  
Compensation is important,  
yes, where the city is, etc.

00:29:10:02 - 00:29:14:01  
but they look at their elected officials  
and how they are treated.

00:29:14:07 - 00:29:14:19  
Yeah.

00:29:14:19 - 00:29:17:13  
And if they're politicized,  
they don't want to be there 100%.

00:29:17:13 - 00:29:18:12  
Right.

00:29:18:12 - 00:29:22:07  
And they were struggling to provide  
minimum manning hours and staffing

00:29:22:15 - 00:29:27:06  
on the street because their politicians  
were playing politics with people's lives.

00:29:28:11 - 00:29:29:20

But yeah,

00:29:29:20 - 00:29:33:06

like I, like I mentioned some things  
you cannot put a price tag on.

00:29:33:08 - 00:29:33:21

You can't.

00:29:33:21 - 00:29:37:15

And that's like the local example of what  
like the government shut down.

00:29:37:15 - 00:29:40:20

We're like, oh my gosh, look at parties,  
fight over freaking who knows what.

00:29:41:11 - 00:29:43:15

What's the real story?

I'm not really sure.

00:29:43:15 - 00:29:45:21

All I know  
is the impact of our people in our city.

00:29:45:21 - 00:29:48:10

And it sucked, right? Yeah.

00:29:48:10 - 00:29:51:02

So it's just politics ruins  
good things too.

00:29:51:02 - 00:29:53:03

More often than.

00:29:53:03 - 00:29:56:03

It seems to interfere

00:29:56:17 - 00:29:57:09

when it shouldn't.

00:29:57:09 - 00:30:00:09

Yes. Yeah. So.

00:30:01:18 - 00:30:04:18

What what do you want to share  
while we're here?

00:30:04:18 - 00:30:07:18

While we're here.

00:30:08:04 - 00:30:10:11

I think

00:30:10:11 - 00:30:13:20

if I,  
if I have an opportunity to speak to,

00:30:14:20 - 00:30:17:15

you know, the officers of the,  
the Ogden Police Department

00:30:17:15 - 00:30:22:06

or those who are considering a position  
with the Ogden Police Department,

00:30:22:06 - 00:30:24:02

you know,  
you talked about that culture and what

00:30:25:04 - 00:30:26:03

what builds that?

00:30:26:03 - 00:30:29:12

I think one of Chief Sube???s, you know,

00:30:30:08 - 00:30:34:06

sayings is, you know,  
he chooses Will over skill.

00:30:34:06 - 00:30:38:01  
And essentially what he's trying to say  
there is when we're looking for people

00:30:38:08 - 00:30:41:01  
to hire,  
when we're looking for people to promote,

00:30:41:01 - 00:30:45:07  
we are looking for people  
that have the will to do

00:30:45:19 - 00:30:50:15  
hard work, to come to work every day  
and work until they're tired.

00:30:50:15 - 00:30:53:15  
So they go home and they feel exhausted,  
but they don't feel exhausted

00:30:53:23 - 00:30:55:00  
and defeated.

00:30:55:00 - 00:30:58:00  
They they feel exhausted and fulfilled and

00:30:58:19 - 00:31:02:18  
so, I mean, that's something  
we say regularly now will over skill.

00:31:03:02 - 00:31:05:12  
And that's so important  
in our leadership as well.

00:31:05:12 - 00:31:08:12  
So I want people to know that,

00:31:09:11 - 00:31:12:09  
that's our philosophy towards  
this culture is

00:31:12:09 - 00:31:16:04  
we have a will and a desire  
for a relentless pursuit of excellence.

00:31:16:09 - 00:31:17:07  
You share that.

00:31:17:07 - 00:31:19:18  
I know you share that  
because you've said it multiple times,

00:31:19:18 - 00:31:22:18  
and because we have  
that collective belief and,

00:31:23:18 - 00:31:26:18  
because we we strive for that together.

00:31:27:02 - 00:31:31:13  
That's where we get to this culture, where  
we're having fun, where we're producing,

00:31:31:23 - 00:31:36:11  
where, we're seeing actual impact  
on our community.

00:31:36:15 - 00:31:38:18  
I know it's touted all the time,  
the crime reduction.

00:31:38:18 - 00:31:42:09  
Again, I'll go back to the numbers  
thing, but, you know, we're on pace

00:31:42:16 - 00:31:45:13  
for another 16% reduction year

00:31:45:13 - 00:31:48:13  
over year in, 2025 for part one crimes.

00:31:48:20 - 00:31:52:10  
Those guys can look at that stuff and go,  
I did that because it's not me.

00:31:52:19 - 00:31:55:00  
I'm not in any danger  
and I'm not doing anything.

00:31:55:00 - 00:31:58:07  
The most dangerous part of my day  
is driving into the office, right?

00:31:58:07 - 00:32:00:05  
I'm I'm behind the keyboard.

00:32:00:05 - 00:32:01:05  
It's those guys.

00:32:01:05 - 00:32:04:05  
Right. And,

00:32:04:13 - 00:32:06:09  
I think that's I think that's the

00:32:06:09 - 00:32:09:09  
the piece of that culture that,

00:32:09:14 - 00:32:12:19  
you have instilled and, and we have,

00:32:13:10 - 00:32:17:20  
we have always tried to, to put  
at the forefront of our organization.

00:32:17:20 - 00:32:20:16  
I think the other thing I just want to  
share is I don't feel it's so weird

00:32:20:16 - 00:32:24:19  
because I don't feel like I work  
for a government agency, right?

00:32:24:19 - 00:32:29:03  
Currently in the way that government work  
is sometimes portrayed

00:32:29:03 - 00:32:30:08  
and that is soul sucking.

00:32:30:08 - 00:32:32:08  
Go to work, punch and punch out.

00:32:32:08 - 00:32:35:20  
I feel like we us at the Oregon  
Police Department and everybody here

00:32:35:20 - 00:32:40:18  
at Ogden City, we're working for  
like a highly productive, high performance

00:32:41:17 - 00:32:42:21  
organization.

00:32:42:21 - 00:32:47:04  
And that's, I think, is what's  
so fulfilling, about the culture as well.

00:32:47:04 - 00:32:49:02  
I see you mentioned the leadership  
meeting this morning.

00:32:49:02 - 00:32:52:10

I sat in that room  
with all the leaders of this city.

00:32:52:18 - 00:32:55:08  
And I think that our job is important  
as police.

00:32:55:08 - 00:32:59:01  
But every time I have to sub in  
for Chief Sube, I sit around

00:32:59:04 - 00:33:02:04  
everybody goes around the table and talks  
about what's happening in the city,

00:33:02:07 - 00:33:05:11  
and I just go and for small lot.

00:33:05:11 - 00:33:08:09  
Going on, Since we've got it easy.

00:33:08:09 - 00:33:12:01  
And of course I don't, you know,  
our job is not easy,

00:33:12:01 - 00:33:15:07  
but there is so many people here  
that have caught Division.

00:33:15:12 - 00:33:18:07  
They've caught the Ogden Way,  
which is the term, you know,

00:33:18:07 - 00:33:21:07  
that's  
you branded that and they believe in it.

00:33:22:02 - 00:33:22:16  
And so

00:33:23:18 - 00:33:26:09  
that's,

00:33:26:09 - 00:33:27:20  
that's been fun to be a part of.

00:33:27:20 - 00:33:29:12  
I feel the exact same way.

00:33:29:12 - 00:33:32:12  
Yeah. That's why I,

00:33:32:16 - 00:33:35:16  
that's my way of getting up in the morning  
and coming into work.

00:33:35:18 - 00:33:37:13  
I don't

00:33:37:13 - 00:33:40:17  
I don't feel fear or apprehension or,

00:33:41:22 - 00:33:44:22  
you know, I mean, yeah, I don't,  
I don't like, I don't I go to work,

00:33:44:22 - 00:33:47:22  
I feel energized  
getting up and coming here,

00:33:48:18 - 00:33:51:05  
because I'm around people  
that feel the same way, too.

00:33:51:05 - 00:33:54:13  
And I know that stuff starts  
at the top, etc., but you guys have helped

00:33:54:13 - 00:33:57:13  
drive it through the rank and file.

00:33:58:03 - 00:33:59:19  
What people probably don't realize

00:33:59:19 - 00:34:02:19  
is that when you are able to

00:34:03:09 - 00:34:06:21  
be this sort of a department  
and bring that type of excellence

00:34:07:08 - 00:34:10:13  
to the table,  
it demands more of everybody that's here.

00:34:11:17 - 00:34:14:12  
It sets  
a higher standard for every single person,

00:34:14:12 - 00:34:17:20  
and that the higher standard of people  
we bring in elevate the standard of.

00:34:17:20 - 00:34:19:14  
Everybody else started here.

00:34:19:14 - 00:34:23:06  
And then when we are full staff  
and we develop a waiting list

00:34:23:06 - 00:34:26:06  
like we are to work here,  
now we get to choose.

00:34:26:21 - 00:34:29:21  
You called it, the will over skill.

00:34:30:01 - 00:34:31:12  
I call it fit.

00:34:31:12 - 00:34:33:16  
We hire for fit.

00:34:33:16 - 00:34:36:19  
And what I mean by that is we're hiring  
for fit and mindset and drive.

00:34:37:13 - 00:34:38:19  
And if you don't have the skill,

00:34:38:19 - 00:34:42:22  
you have the drive and the mindset,  
the will to get the skill right.

00:34:42:23 - 00:34:44:09  
That's what you're saying, right?

00:34:44:09 - 00:34:46:20  
Yeah. We'll teach you.  
We will teach you. Yeah.

00:34:46:20 - 00:34:48:13  
But you got a wallet, right?

00:34:48:13 - 00:34:50:08  
And you can't

00:34:50:08 - 00:34:52:00  
you can't like develop the want.

00:34:52:00 - 00:34:53:00  
You're going to have the want.

00:34:53:00 - 00:34:54:17  
We're going to create an environment

00:34:54:17 - 00:34:58:10  
that attracts the people that have  
that drive, not want, and that will.

00:34:58:11 - 00:34:59:16  
Right, right.

00:34:59:16 - 00:35:01:23  
And cash I'm just telling you like

00:35:02:22 - 00:35:05:04  
it's born out in the numbers.

00:35:05:04 - 00:35:07:06  
But I, I have people  
tell me all the time, like,

00:35:07:06 - 00:35:10:18  
I see the increased presence,  
I see the increased professionalism.

00:35:11:11 - 00:35:13:06  
And it's

00:35:13:06 - 00:35:16:00  
I feel that energy every day  
when I'm around you guys

00:35:16:00 - 00:35:18:06  
because it's real, you know.

00:35:18:06 - 00:35:20:06  
And that is not just fun.

00:35:20:06 - 00:35:23:06  
I have fun with you guys  
because you guys are fun people.

00:35:23:08 - 00:35:25:11  
But I'm freaking fulfilled, right?

00:35:25:11 - 00:35:26:09  
Right.

00:35:26:09 - 00:35:30:05  
That's a that is a totally different level  
of living life.

00:35:30:23 - 00:35:31:13  
Yeah.

00:35:31:13 - 00:35:34:13  
When you live life  
having fun, that's cool.

00:35:34:23 - 00:35:37:05  
When you live your life fulfilled

00:35:37:05 - 00:35:39:18  
as a next level, that is purpose.

00:35:39:18 - 00:35:42:13  
That's that's your why. Right?

00:35:42:13 - 00:35:46:00  
And I want every single person that lives  
that works here to feel that way

00:35:46:00 - 00:35:47:03  
every day.

00:35:47:03 - 00:35:50:03  
And I and I want our city to know  
that that's the kind of

00:35:50:03 - 00:35:53:07  
public servants that we are  
and want to become.

00:35:54:05 - 00:35:57:05  
You know, we focus too much  
on this disagreement or that.

00:35:57:12 - 00:36:01:09  
But the overwhelming majority of employees  
in this city love this town,

00:36:02:04 - 00:36:04:18  
and they give so much of themselves  
for it.

00:36:04:18 - 00:36:05:12  
Right? Yeah.

00:36:05:12 - 00:36:10:08  
And and you're pushing that you expect  
that so that the end product is for

00:36:11:09 - 00:36:12:03  
the people who live

00:36:12:03 - 00:36:15:03  
here, for the work here and recreate here.

00:36:15:21 - 00:36:19:02  
I think the last thing on that note  
is just

00:36:19:17 - 00:36:23:09  
the last piece of that culture  
to get that out of people

00:36:23:09 - 00:36:28:15  
that professionalism and that excellence  
that you're trying to achieve is you care,

00:36:29:08 - 00:36:31:23  
caring about people beyond

00:36:31:23 - 00:36:34:22  
what their job  
responsibilities are every day.

00:36:34:22 - 00:36:40:15  
You know, I, I have been dealing  
with stuff, struggling with some stuff

00:36:40:15 - 00:36:43:18  
at home, and I had to miss a work function  
the other day.

00:36:43:18 - 00:36:47:05  
And you were at the work function function  
and I think that the chief chief

00:36:47:06 - 00:36:51:12  
who we just mentioned that, I was dealing  
with something with family and,

00:36:52:14 - 00:36:54:05  
it was a particularly difficult day.

00:36:54:05 - 00:36:57:05  
And you called me that night, and

00:36:57:22 - 00:36:58:17  
you said, Zig,

00:36:59:23 - 00:37:02:10  
I don't know what's happening,  
I don't care.

00:37:02:10 - 00:37:03:08  
It's not my business.

00:37:03:08 - 00:37:06:08

But I want you to know that  
whatever you need,

00:37:07:20 - 00:37:08:14  
it's yours.

00:37:08:14 - 00:37:10:10  
Like, do whatever you need to do.

00:37:10:10 - 00:37:13:01  
Your family is first. Always.

00:37:13:01 - 00:37:16:13  
And I can't tell you how much  
that call meant to me, because that's

00:37:16:23 - 00:37:19:14  
if you're talking about that transition  
over this apprehension.

00:37:19:14 - 00:37:20:09  
That's the moment.

00:37:20:09 - 00:37:23:13  
If everything leading up to that,  
that's the moment where I was like, okay,

00:37:24:16 - 00:37:26:05  
you didn't have to make that call.

00:37:26:05 - 00:37:29:05  
There was nothing in it  
for you to make that call.

00:37:29:19 - 00:37:30:21  
But it was important to me.

00:37:30:21 - 00:37:34:20  
And so we take that energy,  
we take that kind of philosophy,

00:37:34:20 - 00:37:37:20  
and we push it down to our people.

00:37:40:06 - 00:37:43:05  
And that's that last piece  
of that culture, right?

00:37:43:05 - 00:37:45:19  
We care about people. Yeah. And,

00:37:46:20 - 00:37:49:00  
Yeah,

00:37:49:00 - 00:37:50:13  
I just,

00:37:50:13 - 00:37:54:09  
I think, I think that kind of encapsulates  
everything, everything else.

00:37:54:09 - 00:37:57:13  
And then once somebody trust you  
and knows that you care about them,

00:37:57:13 - 00:38:00:13  
they're going to give you everything  
in return.

00:38:00:18 - 00:38:03:18  
Everything you just said about me,  
I'd say the exact same about you.

00:38:04:03 - 00:38:06:00  
I guess  
it's the reflection of the culture.

00:38:06:00 - 00:38:07:07

It's it's the standard.

00:38:07:07 - 00:38:09:11

It's the expectation. It's.

00:38:09:11 - 00:38:11:02

Dude, I remember that day.

00:38:11:02 - 00:38:13:05

I remember missing you at the vet.

00:38:13:05 - 00:38:15:19

It's like we're zig, right?

00:38:15:19 - 00:38:16:12

Where's the part?

00:38:16:12 - 00:38:18:06

Like, we have fun, too.

00:38:18:06 - 00:38:19:13

Yeah, and I missed that.

00:38:19:13 - 00:38:20:21

You weren't there to have fun with.

00:38:20:21 - 00:38:23:21

But I also,

00:38:23:23 - 00:38:26:11

I couldn't stop wondering and worrying  
and, like.

00:38:26:11 - 00:38:29:11

Yeah, it's not necessarily my business.

00:38:29:12 - 00:38:30:03

The specifics.

00:38:30:03 - 00:38:34:13

But you are my business  
because you do matter to me and you,

00:38:35:10 - 00:38:39:09

your well-being, the well-being of  
your family or is super important to us.

00:38:39:14 - 00:38:40:07

Right.

00:38:40:07 - 00:38:44:12

And it's not just because you're Ziggy,  
it's for everybody here.

00:38:44:22 - 00:38:48:06

And if you're not a good father  
or husband, right.

00:38:48:14 - 00:38:50:22

And that's what you're doing. You're  
being a good father and husband. That's

00:38:52:14 - 00:38:54:16

I don't want people that aren't good  
fathers and husbands

00:38:54:16 - 00:38:57:17

and mothers and sons and daughters,  
you know what I mean?

00:38:57:17 - 00:38:59:22

Yeah.

00:38:59:22 - 00:39:01:08

Because it's hard to be a good cop

00:39:01:08 - 00:39:04:15

if you're not good in everything

you do, right?

00:39:05:07 - 00:39:08:07

Yeah.

So thanks for being that kind of man.

00:39:08:07 - 00:39:10:18

Thanks for certainly  
being that kind of deputy chief.

00:39:10:18 - 00:39:12:05

Well, I appreciate it.

00:39:12:05 - 00:39:14:01

Thanks for

00:39:14:01 - 00:39:16:13

thanks for helping to drive  
and instill that in our department.

00:39:16:13 - 00:39:21:08

For every officer in our, our department,  
there's it's the journey,

00:39:21:21 - 00:39:22:22

and we're not done.

00:39:22:22 - 00:39:27:03

We're never going to be Bill,  
and we're we're just a year into this.

00:39:27:03 - 00:39:30:01

Really? Yeah. Right.

00:39:30:01 - 00:39:32:22

I'm two years into my tenure,  
one year into our rebuild.

00:39:32:22 - 00:39:36:03

It's not even like a rebuild from, like,  
a start from scratch, but putting our

00:39:36:03 - 00:39:38:14

fingerprint on our department. Right.

00:39:38:14 - 00:39:41:10

And that's what I'm really looking forward  
to in 2026.

00:39:41:10 - 00:39:43:17

As being our administration.

00:39:43:17 - 00:39:44:22

I inherited a lot of things,

00:39:46:10 - 00:39:47:04

some things I needed

00:39:47:04 - 00:39:50:04

to do over some things  
that I wish I didn't inherit.

00:39:50:04 - 00:39:52:15

But a lot of the things  
that I'm blessed to inherit.

00:39:52:15 - 00:39:56:12

And, I want to make sure that the next  
mayor inherits nothing but blessings.

00:39:56:20 - 00:39:57:08

Right?

00:39:57:08 - 00:40:01:05

Yeah,  
but we'll continue the build as well.

00:40:02:00 - 00:40:05:00

So thanks for being that man  
in that leader.

00:40:05:04 - 00:40:06:05  
I appreciate it. Yeah.

00:40:06:05 - 00:40:08:10  
Happy loving doing it.

00:40:08:10 - 00:40:10:06  
We get one shot at this you know.

00:40:10:06 - 00:40:10:13  
Yeah.

00:40:10:13 - 00:40:12:05  
One day  
we're going to be looking back on this.

00:40:12:05 - 00:40:15:04  
And so we just have  
to take advantage of it now

00:40:15:04 - 00:40:16:11  
and enjoy it while it's happening.

00:40:16:11 - 00:40:19:22  
I know it's so we're going to look back  
and be pretty proud.

00:40:19:22 - 00:40:22:10  
Dude. Yeah. How do you do like,  
I'm really proud of the work we're doing.

00:40:24:04 - 00:40:25:02  
I believe in what we're

00:40:25:02 - 00:40:28:04  
doing so much, and I believe in you guys  
and who we are,

00:40:29:01 - 00:40:32:08  
that if there were political consequences  
for that,

00:40:33:03 - 00:40:36:03  
so be it.

00:40:36:04 - 00:40:38:00  
But I'd rather

00:40:38:00 - 00:40:41:00  
I'd rather double down  
on the things I believe in, you know?

00:40:41:08 - 00:40:41:18  
Yeah.

00:40:41:18 - 00:40:44:18  
Then capitulate and change  
and be something that we're not,

00:40:45:11 - 00:40:48:22  
or something that we don't believe  
for political convenience like.

00:40:49:14 - 00:40:52:14  
But, you know, like,  
you can go somewhere else,

00:40:53:10 - 00:40:56:10  
I can go do anything else, but I can't

00:40:56:19 - 00:41:00:06  
live with myself in my conscience  
if I don't do it that way, you know?

00:41:00:11 - 00:41:01:15

Yeah, I do.

00:41:01:15 - 00:41:03:15  
So anyway, we got a good thing going on.

00:41:03:15 - 00:41:04:07  
Let's keep it going.

00:41:04:07 - 00:41:05:09  
Yeah, absolutely.

00:41:05:09 - 00:41:07:17  
And, thanks for sharing the numbers.

00:41:07:17 - 00:41:09:21  
Thanks for sharing  
your personal experience.

00:41:09:21 - 00:41:12:11  
I hope,  
I hope that's helpful for others to hear.

00:41:12:11 - 00:41:12:18  
Yeah.

00:41:13:23 - 00:41:16:08  
There's so many,

00:41:16:08 - 00:41:19:08  
so many stories out there  
I wish we could share.

00:41:19:15 - 00:41:22:09  
They're just too private and,

00:41:22:09 - 00:41:23:20  
this is sensitive work.

00:41:23:20 - 00:41:25:11  
And it's not a lack of transparency. It's.

00:41:25:11 - 00:41:27:19  
It's respect for victims rights. Right.

00:41:27:19 - 00:41:30:23  
And but there's when victims  
go through things, too,

00:41:30:23 - 00:41:33:23  
there's an entire department  
that's helping them through that.

00:41:34:18 - 00:41:37:06  
And we're privy to a lot.

00:41:37:06 - 00:41:40:06  
And they're counting on us  
to, to keep that stuff covered it.

00:41:40:16 - 00:41:42:05  
Right. 100%. Yeah.

00:41:42:05 - 00:41:43:14  
And it's part of being professional.

00:41:43:14 - 00:41:47:14  
So speaking of professional,  
you have a great set up here.

00:41:47:14 - 00:41:50:07  
You have a great team  
that produces this podcast.

00:41:50:07 - 00:41:53:19  
What's the chances that I get  
some Photoshop a beautiful head of hair

00:41:53:19 - 00:41:56:19

here.

00:41:57:03 - 00:41:58:05

But you know.

00:41:58:05 - 00:42:00:05

What is

is that beyond our current technology?

00:42:00:05 - 00:42:00:21

No, I don't think so.

00:42:00:21 - 00:42:03:19

I actually do see I do see you.

00:42:03:19 - 00:42:06:01

Manscaping. The eyebrows  
growing them out a little bit. Very.

00:42:06:01 - 00:42:09:00

Okay. Turn them into bangs a little bit.

Yeah, yeah, we'll get them.

00:42:09:00 - 00:42:09:22

We'll get we'll get something.

00:42:09:22 - 00:42:12:11

I know actually, this is a nice  
this is nice studio isn't it.

00:42:12:11 - 00:42:13:23

It's it's yeah, it's really nice.

00:42:13:23 - 00:42:15:07

It's almost as nice as your office.

00:42:16:12 - 00:42:19:12

You got a little bit to go there. So,

00:42:20:11 - 00:42:23:02

if, if for those that don't know  
what his office looks like,

00:42:23:02 - 00:42:25:05

it looks like a quilted bear.  
The inside of a quilted bear.

00:42:25:05 - 00:42:25:08

Yeah.

00:42:25:08 - 00:42:27:13

Just walk into the closed bear lobby.

00:42:27:13 - 00:42:29:02

I'm not that I.

00:42:29:02 - 00:42:30:11

This is going to shock you.

00:42:30:11 - 00:42:31:23

I'm not the typical cops.

00:42:31:23 - 00:42:34:16

Like people don't look at me and go,  
that's the Swat guy.

00:42:34:16 - 00:42:36:04

Right?

00:42:36:04 - 00:42:37:12

So I do my own thing.

00:42:37:12 - 00:42:39:01

Yeah, I've got a nice office.

00:42:39:01 - 00:42:43:00

Yeah, it's a it's a nice, tidy,  
very orderly.

00:42:43:18 - 00:42:45:16  
Like you're pretty

00:42:45:16 - 00:42:48:06  
tucked in, dialed up guy, right?

00:42:48:06 - 00:42:48:16  
Yeah.

00:42:48:16 - 00:42:52:21  
I, I like to have, Yeah, like you  
said, quilted wherever I go with.

00:42:53:03 - 00:42:55:01  
Except for when you let the. You're tired.

00:42:55:01 - 00:42:56:16  
They go into your soup  
while you're in your bowl of soup.

00:42:56:16 - 00:42:57:22  
Yeah, but other than that,

00:42:59:10 - 00:43:03:21  
but you  
are a guy that came to us from Sacramento.

00:43:04:02 - 00:43:05:01  
Yeah.

00:43:05:01 - 00:43:08:02  
You're one of, a  
in a family of law enforcement.

00:43:08:02 - 00:43:09:06  
Yeah, right.

00:43:09:06 - 00:43:11:07  
Your dad's the undersheriff of Sacramento.

00:43:11:07 - 00:43:13:11  
Sacramento County Sheriff's Department.

00:43:13:11 - 00:43:15:01  
And you got a brother  
working out there in that department?

00:43:15:01 - 00:43:16:05  
Yeah, Sergeant.

00:43:16:05 - 00:43:17:12  
Sergeant. Yeah.

00:43:17:12 - 00:43:20:10  
And, yeah,

00:43:20:10 - 00:43:23:10  
I'm sure they're proud of the work  
you're doing here, right?

00:43:23:15 - 00:43:25:02  
Yeah. Yes.

00:43:25:02 - 00:43:29:12  
I'm. I'm just glad I'm here  
and doing it here because I'm a, I, like

00:43:29:12 - 00:43:33:06  
you mentioned the California transplant,  
but this year is the first year.

00:43:33:06 - 00:43:37:00  
Now I can officially say I've lived here  
longer in Utah than in California.

00:43:37:00 - 00:43:39:04  
So I'm officially I'm put in my adoption

paperwork.

00:43:39:04 - 00:43:41:21

There you go. There we go. Welcome. Okay.

00:43:41:21 - 00:43:42:12

All right.

00:43:42:12 - 00:43:44:14

I'm glad you left  
all that dysfunction in California, too.

00:43:44:14 - 00:43:47:13

But we're doing great here. Yeah. We are.

00:43:47:13 - 00:43:48:00

Okay.

00:43:48:00 - 00:43:51:13

Deputy chief Tyler Ziegler, deputy chief.

00:43:51:13 - 00:43:53:17

Ziggy. Just Ziggy.

00:43:53:17 - 00:43:54:21

Ziggy  
Just Zigs.

00:43:54:21 - 00:43:56:13

Yeah, well, thanks for being here.

00:43:56:13 - 00:43:58:11

Thanks for being a good man. Okay.  
Thanks for having me.

00:43:58:11 - 00:43:59:11

Thank you for being a great leader.

00:44:00:21 - 00:44:02:17

That's all for our show today.

00:44:02:17 - 00:44:06:19

Thanks for tuning in to the Ogden Way  
Podcast for our call to action.

00:44:06:19 - 00:44:10:20

If you haven't done so already,  
go to go to OPD social media

00:44:10:20 - 00:44:13:20

and look at the work they're doing.

00:44:13:23 - 00:44:15:23

Suspend your politics for a moment

00:44:15:23 - 00:44:18:19

and just look at the people  
that are in the photos.

00:44:18:19 - 00:44:20:10

Look at the energy they have.

00:44:20:10 - 00:44:22:23

Sometimes you'll see professional focus  
because they're in a moment.

00:44:22:23 - 00:44:26:09

Sometimes you'll see smiles and laughter  
because they're in the community

00:44:26:09 - 00:44:29:09

and they're amongst one another  
and amongst our our city of people.

00:44:31:01 - 00:44:33:04

I, I just want to challenge everybody

00:44:33:04 - 00:44:36:12

to suspend your political bias

00:44:36:12 - 00:44:39:22  
and focus on the people  
that are doing the work.

00:44:40:17 - 00:44:42:23  
And when you get to know  
and give an opportunity to people,

00:44:43:23 - 00:44:46:20  
the real people, doing  
the things that lift this city and help

00:44:46:20 - 00:44:51:03  
lift our people through the challenges  
that we have, it's hard out there right?

00:44:51:21 - 00:44:54:19  
There's struggle  
and there's suffering out there.

00:44:54:19 - 00:44:57:19  
And there's people here like Ziggy  
and our Department of Officers

00:44:58:23 - 00:45:02:04  
that are doing the work  
to make better outcomes happen

00:45:02:04 - 00:45:05:04  
and help people lift themselves  
through challenging circumstances.

00:45:05:12 - 00:45:07:15  
Right? That's right.  
That's the call to action.

00:45:07:15 - 00:45:11:22  
Let's be the type of city  
that looks at each other

00:45:11:22 - 00:45:13:21  
and treats each other  
a little bit different,

00:45:13:21 - 00:45:16:06  
a lot different  
than what the nation is actually.

00:45:16:06 - 00:45:18:16  
Okay. Got it. Okay, man.

00:45:18:16 - 00:45:19:13  
Thanks for being with us.

00:45:19:13 - 00:45:22:13  
I'm Ogden City Mayor Ben Nadolski,  
this is the Ogden Way Podcast

00:45:22:23 - 00:45:25:02  
This is Deputy Chief Tyler Ziegler.

00:45:25:02 - 00:45:26:03  
Thank you for being with us.

00:45:26:03 - 00:45:29:19  
And thank you for  
caring and lifting the city.