



**MURRAY  
CITY** UTAH

## **A Letter from Murray City Mayor Blair Camp and Police Chief Craig Burnett**

Dear Residents and Businesses of Murray City,

Considering recent incidents involving minority communities and police officers across the country, we have received several emails, phone calls, and letters asking questions about Murray City Police Department policies. We would like to publicly respond to these questions as we believe that open communication and transparency is paramount to building and maintaining trust within our community.

While we believe that our police policies are proven and effective, we also acknowledge that we must continually improve and guard against all biases. Below is a summary of some of our policies in the following areas:

### **Hiring Practices**

Candidates must agree to an extensive background check and complete a series of interviews. We have worked diligently to identify and hire officers who have shown a strong commitment to fair and objective policing.

### **Complaint Process**

Complaints about the services provided by the department, or the conduct of its members, are taken seriously. All allegations of misconduct are investigated, regardless of the source of the allegation. A complaint of misconduct can be made at any time by contacting the police department. Complaints can be made in-person or by phone, text or email. A lieutenant investigates a complaint by conducting interviews and gathering evidence. Findings are forwarded to the Chief of Police with a recommendation for discipline.

Any time an officer uses deadly force, an automatic investigation occurs. A team of experienced officers from outside agencies investigates. Investigative findings are presented to the District Attorney.

## **Use of Force**

- De-escalation is our primary objective, and our officers receive extensive training in verbal de-escalation and other techniques to calm a situation.
- Our officers have a duty to intervene and to stop or attempt to stop another officer when force is being inappropriately applied.
- The use of techniques that restrict blood flow to the head or restricts respiration are against department policy.
- Officers are restricted from shooting at moving vehicles.
- Federal and state laws specify as to when deadly force is legal. State law also indicates that a verbal warning should be given. Our department policy states that a verbal warning and opportunity to comply should be given before using physical force. Only the least amount of physical force necessary may be used for successful intervention.

## **Body Cameras**

All our officers are equipped with body worn cameras. All interactions with the public are required to be recorded, except for sensitive victim information.

## **Officer Training**

Ongoing training for our officers is mandatory. The following list is a small sample of the training provided to our officers:

- Implicit bias training is done annually
- Virtual simulator training with several scenarios creating immersive, relevant experiences
- De-escalation training
- Crisis intervention training
- Specific training from members of the hearing-impaired community teach basic signing and other considerations for interactions with those with hearing disabilities
- Mental illness training, with some officers choosing to pursue advanced Crisis Intervention Training to better assist those in crisis. Officers can call on mental health providers who will respond on-scene to provide services.

We affirm to our community that our organization does not and will not tolerate, nor accept in any way, the violent or disrespectful treatment of anyone that degrades dignity or disregards human life. We are committed to the ideal that all people are entitled to enjoy the equal protection of the laws.

Sincerely,

Blair Camp, Mayor

Craig Burnett, Chief of Police