

Officer-Involved Critical Incidents

404.1 PURPOSE AND SCOPE

The purpose of this policy is to establish policy and procedures for the investigation of Officer-Involved Critical Incidents (OICI).

In other incidents not covered by this policy, the Chief Safety Officer may request that the investigation will follow the process provided in this policy.

404.1.1 DEFINITIONS

Employing Agency - The agency employing an officer who is alleged to have caused or contributed to the OICI (In many cases the Employing Agency will also be the Venue Agency).

Involved Officer - An officer whose conduct directly results in an OICI.

Law Enforcement Employee: Defined employees and certain other people affiliated with Participating Agencies as follows:

- (a) Full-time, part-time, and hourly sworn officers; whether on- or off-duty and acting for a law enforcement agency or for a private purpose at the time of the OICI.
- (b) Full-time, non-sworn employees on-duty at the time of the OICI.
- (c) Part-time, non-sworn employees on-duty at the time of the OICI.
- (d) Reserve Officers on-duty at the time of the OICI.

Officer-Involved Critical Incident: Is any of the following (UCA 76-2-408(f)):

- (a) An officer's use of deadly force;
- (b) An officer's use of a dangerous weapon against a person who causes injury to any person;
- (c) Death or serious bodily injury to any person, other than the officer, resulting from an officer's:
 1. Use of a motor vehicle while the officer is on-duty; or
 2. Use of a government vehicle while the officer is off-duty;
- (d) The death of a person who is in custody, but excluding a death that is the result of disease, natural causes, or conditions that have been medically diagnosed prior to the person's death; or
- (e) The death of or serious bodily injury to a person not in custody, other than an officer, resulting from an officer's attempt to prevent a person's escape from custody, to make an arrest, or otherwise to gain physical control of a person.

Participating Agency - A law enforcement agency that agrees to be subject to and participate in the Protocol.

Protocol- Means the Salt Lake County Law Enforcement Task Force: Officer-Involved Critical Incident Investigative Protocol. ([See attachment: SLCO OICI Protocol.pdf](#)).

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Protocol Coordinator - The person who is the primary contact for initial notification of an OICI, and coordinates the assignment of the Protocol Teams.

Protocol Team - The investigative unit designated to investigate an OICI. A Protocol Team is comprised of members of a law enforcement agency, the district attorney's office, and/or an inter-agency task force composed of officers from multiple law enforcement agencies.

Serious Bodily Injury - Means bodily injury that creates or causes serious permanent disfigurement, protracted loss or impairment of the function of any bodily member or organ, or creates a substantial risk of death.

Venue Agency - The agency or agencies within whose geographical jurisdiction the OICI occurs.

404.2 POLICY

The policy of the University of Utah Department of Public Safety is to ensure that Officer-Involved Critical Incidents are investigated in a thorough, fair and impartial manner.

404.3 INVOCATION OF PROTOCOL

The Department is a Participating Agency in the Salt Lake County Officer-Involved Critical Incident Task Force Inter-local Agreement. Upon a qualifying event, the Protocol is automatically and immediately in effect. If the Department is the Venue Agency, the Department is required to immediately contact the Salt Lake County District Attorney's Office and the Protocol Coordinator to affirmatively invoke the Protocol (UCA 76-2-408(2)).

The Department may itself voluntarily invoke the Protocol upon the occurrence of any incident involving a law enforcement employee in which the Department deems an outside investigation is appropriate.

404.4 JURISDICTION

Jurisdiction for an Officer-Involved Critical Incident that occurs within Salt Lake County will be determined jointly by the Chief Safety Officer, the Salt Lake County District Attorney's Office and the Protocol Coordinator. Jurisdiction for an Officer-Involved Critical Incident that occurs outside of Salt Lake County will be determined by the Venue Agency.

404.5 TYPES OF INVESTIGATIONS

Officer-Involved Critical Incidents may involve several separate types of investigations. The investigations may include:

- (a) A criminal investigation of the suspect's actions.
- (b) A Protocol investigation of the Involved Officer's and Contributing Officer's actions.
- (c) An administrative investigation as to policy compliance by involved officers.
- (d) A civil investigation to determine potential liability.

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Officer(s) of the Department shall not be primarily responsible for investigating an OICI involving a law enforcement employee of the Department. An officer(s) from the Department may, however, assist an OICI investigation if requested by a member of the Protocol Team.

404.6 INVESTIGATION PROCESS

The following procedures are guidelines used in the investigation of an Officer-Involved Critical Incident.

404.6.1 UNINVOLVED OFFICER RESPONSIBILITIES

Upon arrival at the scene of an Officer-Involved Critical Incident, the first uninvolved officer will be the officer-in-charge and will assume the responsibilities of a supervisor until properly relieved. This officer should, as appropriate:

- (a) Secure the scene and identify and eliminate hazards for all those involved.
- (b) Take reasonable steps to obtain emergency medical attention for injured individuals.
- (c) Request additional resources from the Department or other agencies.
- (d) Coordinate a perimeter or pursuit of suspects.
- (e) Check for injured persons and evacuate as needed.
- (f) Brief the supervisor upon arrival.

404.6.2 SUPERVISOR RESPONSIBILITIES

Upon arrival at the scene, the first uninvolved supervisor should ensure completion of the duties as outlined above, plus:

- (a) Attempt to obtain a brief overview of the situation from any uninvolved officers.
 1. In the event that there are no uninvolved officers who can supply adequate overview, the supervisor should attempt to obtain a brief voluntary overview from one involved officer.
- (b) If necessary, the supervisor may administratively order any officer to immediately provide public safety information necessary to secure the scene, identify injured parties and pursue suspects.
 1. Public safety information shall be limited to such things as outstanding suspect information, number and direction of any shots fired, perimeter of the incident scene, identity of known or potential witnesses and any other pertinent information.
 2. The initial on-scene supervisor should not attempt to order any involved officer to provide any information other than public safety information.
- (c) Provide all available information to the Shift Lieutenant and Emergency Communications Center. If feasible, sensitive information should be communicated over secure networks.
- (d) Take command of and secure the incident scene with additional members until properly relieved by another supervisor or other assigned personnel or investigator.

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- (e) As soon as practicable, ensure that involved officers are transported (separately, if feasible) to a suitable location for further direction.
 - (a) Each involved officer should be given an administrative order not to discuss the incident with other involved officers or members pending further direction from a supervisor or a member of the Protocol Team.
 - (b) When an involved officer's weapon is taken or left at the scene for other than officer-safety reasons (e.g., evidence), ensure that they are provided with a comparable replacement weapon or transported by other officers.

404.6.3 SHIFT LIEUTENANT RESPONSIBILITIES

Upon learning of an Officer-Involved Critical Incident, the Shift Lieutenant shall be responsible for coordinating all aspects of the incident until relieved by the Chief Safety Officer, Deputy Chief Safety Officer of Police Services or authorized designee, or by a member of the Protocol Team.

All outside inquiries about the incident shall be directed to the Shift Lieutenant.

404.6.4 NOTIFICATIONS

The following persons shall be notified as soon as practicable:

- Chief Safety Officer
- Deputy Chief Safety Officer of Police Services
- Investigation Unit Division Commander
- Salt Lake County Officer Involved Critical Incident Investigative Protocol Coordinator
- Professional Standards
- Involved officer's agency representative (if requested)
- Public Information Officer
- District Attorney (Utah Code 76-2-408)
- Involved Officer's Agency if other than the University of Utah Department of Public Safety

404.6.5 INVOLVED OFFICERS

The following shall be considered for the involved officer:

- (a) Any request for legal representation will be accommodated.
 - (a) Involved officers shall not be permitted to meet collectively or in a group with an attorney or any representative prior to providing a formal interview or report.
 - (b) Requests from involved officers from other agencies should be referred to their employing agency.
- (b) Discussions with licensed attorneys will be considered privileged as attorney-client communications.

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- (c) Discussions with agency representatives/employee groups will be privileged only as to the discussion of non-criminal information.
- (d) A licensed psychotherapist shall be provided by the Department to each involved officer. A licensed psychotherapist may also be provided to any other affected members, upon request.
 - 1. Interviews with a licensed psychotherapist will be considered privileged.
 - 2. An interview or session with a licensed psychotherapist may take place prior to the member providing a formal interview or report. However, involved members shall not be permitted to consult or meet collectively or in a group with a licensed psychotherapist prior to providing a formal interview or report.
 - 3. A separate fitness-for-duty exam may also be required (see the Fitness for Duty Policy).
- (e) Communications between the involved officer and a peer support member are addressed in the Wellness Program Policy.
- (f) Allowing the involved officer to contact a spouse, family member, or other personal contact to notify them of their well-being.

Care should be taken to preserve the integrity of any physical evidence present on the involved officer's equipment or clothing, such as blood or fingerprints, until Protocol Investigators or lab personnel can properly retrieve it.

Each involved officer shall be given reasonable paid administrative leave following an Officer-Involved Critical Incident. It shall be the responsibility of the Shift Lieutenant to make schedule adjustments to accommodate such leave.

404.7 CRIMINAL INVESTIGATION

The purpose of an Officer-Involved Critical Incident Protocol Investigation is to examine an officer's use of force which results in serious bodily injury or death of a subject during a law enforcement encounter. The subject's actions prior to the officer's actions, if constituting a criminal offense, is a separate incident and will be investigated separately. The Venue Agency where the subject's alleged criminal conduct occurred may investigate this separate incident, or request another law enforcement agency or the Protocol Team to investigate the separate incident.

Once public safety issues have been addressed, Protocol investigators should be given the opportunity to obtain a voluntary statement from involved officers and to complete their interviews. The following shall be considered for the involved officer:

- (a) Law enforcement employees have the same rights and privileges as citizens, including the right to consult with legal counsel prior to any interview, and the right to have their legal counsel present during an interview.
- (b) Supervisors and Professional Standards personnel should not participate directly in any voluntary interview of officers. This will not prohibit such personnel from monitoring interviews.

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- (c) If requested, any involved officer will be afforded the opportunity to consult individually with a representative of their choosing or an attorney prior to speaking with criminal investigators. However, in order to maintain the integrity of each involved officer's statement, involved officers shall not consult or meet with a representative or an attorney collectively or in groups prior to being interviewed.
- (d) If any involved officer is physically, emotionally or otherwise not in a position to provide a voluntary statement when interviewed by criminal investigators, consideration should be given to allowing a reasonable period for the officer to schedule an alternate time for the interview.
- (e) Any voluntary statement provided by an involved officer will be made available for inclusion in any related investigation, including administrative investigations. However, no administratively coerced statement will be provided to any criminal investigators unless the officer consents.

404.7.1 INTOXICANT TESTING

Law enforcement employees have the same rights and privileges as citizens regarding intoxicant testing. When the Protocol Team determines that an involved officer's sobriety is relevant to the Protocol Investigation, they have these options:

- (a) Obtain a blood and/or urine sample by consent.
- (b) Obtain a blood and/or urine sample incident to arrest. If an arrestee refuses to comply with the request for a sample, attempts will be made to obtain the same in accordance with case law.
- (c) Obtain a search warrant.

The Protocol Team has the first opportunity to obtain blood and/or urine samples. In the event the Protocol Team does not obtain blood and/or urine samples for testing, the Department may then seek to administratively obtain samples.

404.7.2 REPORTS BY INVOLVED OFFICERS

In the event that suspects remain outstanding or subject to prosecution for related offenses, this department shall retain the authority to require involved officers to provide sufficient information for related criminal reports to facilitate the apprehension and prosecution of those individuals.

While the involved officers may write the report, it is generally recommended that such reports be completed by assigned investigators, who should interview all involved officers as victims/witnesses. Since the purpose of these reports will be to facilitate criminal prosecution, statements of involved officers should focus on evidence to establish the elements of criminal activities by suspects. Care should be taken not to duplicate information provided by involved officers in other reports.

Nothing in this section shall be construed to deprive an involved officer of the right to consult with legal counsel prior to completing any such criminal report.

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Reports related to the prosecution of criminal suspects will be processed according to normal procedures but should also be included for reference in the investigation of the Officer-Involved Critical Incident.

404.7.3 WITNESS IDENTIFICATION AND INTERVIEWS

Because potential witnesses to an Officer-Involved Critical Incident may become unavailable or the integrity of their statements compromised with the passage of time, a supervisor should take reasonable steps to promptly coordinate with the Protocol Team to utilize available law enforcement personnel for the following:

- (a) Identification of all persons present at the scene and in the immediate area.
 - (a) Advise Protocol Investigators of the existence of any identified witnesses.
 - (b) When feasible, a recorded statement should be obtained from those persons who claim not to have witnessed the incident but who were present at the time it occurred.
 - (c) Any potential witness who is unwilling or unable to remain available for a formal interview should not be detained absent reasonable suspicion to detain or probable cause to arrest. Without detaining the individual for the sole purpose of identification, attempts to identify the witness prior to their departure should be made whenever feasible.
- (b) Witnesses who are willing to provide a formal interview should be asked to meet at a suitable location where criminal investigators may obtain a recorded statement. Such witnesses, if willing, may be transported by a member of the Department.
 - 1. A written, verbal or recorded statement of consent should be obtained prior to transporting a witness. When the witness is a minor, consent should be obtained from the parent or guardian, if available, prior to transportation.
- (c) Promptly contacting the suspect's known family and associates to obtain any available and untainted background information about the suspect's activities and state of mind prior to the incident.

404.7.4 INVESTIGATIVE PERSONNEL

Once notified of an Officer-Involved Critical Incidents, it shall be the responsibility of the designated Investigation Division supervisor to assign appropriate investigative personnel to handle the investigation of related crimes. Bureau investigators will be assigned to work with Protocol investigators and may be assigned to separately handle the investigation of any related crimes not being investigated by the Protocol Team.

All related department reports, except administrative and/or privileged reports, will be forwarded to the designated Investigation Division supervisor for approval. Privileged reports shall be maintained exclusively by members who are authorized such access. Administrative reports will be forwarded to the appropriate Division Commander.

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404.7.5 STATUTORY MANDATES RELATED TO CRIMINAL INVESTIGATIONS OF CRITICAL INCIDENTS

The Shift Lieutenant shall notify the District Attorney and the Protocol Coordinator as soon as practical following an Officer-Involved Critical Incident within the jurisdiction of the University of Utah Department of Public Safety, whether or not an involved law enforcement officer is a department member (Utah Code 76-2-408).

The District Attorney and the Protocol Coordinator shall jointly designate a Protocol Team to criminally investigate the actions of a law enforcement officer involved in a critical incident. An agency other than the University of Utah Department of Public Safety will criminally investigate the actions of members who may have caused or contributed to a critical incident (Utah Code 76-2-408).

404.8 ADMINISTRATIVE INVESTIGATION

In addition to all other investigations associated with an Officer-Involved Critical Incident, this department may conduct an internal administrative investigation to determine conformance with department policy. This investigation will be conducted under the supervision of Professional Standards and will be considered a confidential officer personnel file.

Interviews of members shall be subject to department policies and applicable laws.

- (a) Any involved officer may be requested or administratively compelled to provide a blood or urine sample for alcohol/drug screening. Absent consent from the officer, such compelled samples and the results of any such testing shall not be disclosed to any criminal investigative agency.
- (b) If any officer has voluntarily elected to provide a statement to Protocol Investigators, the assigned administrative investigator should review that statement before proceeding with any further interview of that involved officer.
 - 1. If a further interview of the officer is deemed necessary to determine policy compliance, care should be taken to limit the inquiry to new areas with minimal, if any, duplication of questions addressed in the voluntary statement. The involved officer shall be provided with a copy of their prior statement before proceeding with any subsequent interviews.
- (c) In the event that an involved officer has elected not to provide Protocol Investigators with a voluntary statement, the assigned administrative investigator may conduct an administrative interview to determine all relevant information.
 - 1. Although this interview should not be unreasonably delayed, care should be taken to ensure that the officer's physical and psychological needs have been addressed before commencing the interview.
 - 2. If requested, the officer shall have the opportunity to select an uninvolved representative to be present during the interview. However, in order to maintain the integrity of each individual officer's statement, involved officers shall not consult or meet with a representative or attorney collectively or in a group prior to being interviewed.

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3. Administrative interviews should be recorded by the investigator. The officer may also record the interview.
4. The officer shall be informed of the nature of the investigation. If an officer refuses to answer questions, he/she should be given their *Garrity* rights and ordered to provide full and truthful answers to all questions. The officer shall be informed that the interview will be for administrative purposes only and that the statement cannot be used criminally.
5. Professional Standards shall compile all relevant information and reports necessary for the Department to determine compliance with applicable policies.
6. Any other indications of a potential violation of any policy shall be determined in accordance with standard disciplinary procedures.

404.9 CIVIL LIABILITY RESPONSE

A member of this department may be assigned to work exclusively under the direction of the legal counsel for the department to assist in the preparation of materials deemed necessary in anticipation of potential civil litigation.

All materials generated in this capacity shall be considered attorney work product and may not be used for any other purpose. The civil liability response is not intended to interfere with any other investigation but shall be given reasonable access to all other investigations.

404.10 AUDIO AND VIDEO RECORDINGS

Any officer involved in an Officer-Involved Critical Incident may be permitted to review available Mobile Audio/Video (MAV), body-worn video, or other video or audio recordings prior to providing a recorded statement or completing reports.

The on-scene supervisor of an Officer-Involved Critical Incident will ensure the involved officer's body-worn video, or other video or audio recordings are turned off, when appropriate. The involved officer will retain possession of the body-worn camera until directed otherwise by a member of the Protocol Team.

Any recordings captured by MAV, body-worn video, or other video or audio recording device may only be viewed as directed by Protocol Investigators, under exigent circumstances, or with the approval of the Chief Safety Officer or the authorized designee.

Any MAV, body-worn and other known video or audio recordings of an incident should not be publicly released during an ongoing investigation without consulting the Salt Lake County District Attorney's Office, the Protocol Team, and/or Attorney General, as appropriate.

404.11 DEBRIEFING

Following an Officer-Involved Critical Incident, the University of Utah Department of Public Safety may conduct both a Critical Incident Stress Debriefing and a tactical debriefing.

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404.12 MEDIA RELATIONS

All media inquiries regarding an Officer-Involved Critical Incident involving an officer of the Department shall be directed to the Chief Safety Officer or the authorized designee. All media releases will be coordinated with the Venue Agency, the Employer Agency, and the Protocol Team, as appropriate.

The identities of involved officers will only be released at the discretion of the Chief Safety Officer or the authorized designee, or as required by law. Furthermore, no involved officer shall be subjected to contact from the media. No involved officer shall make any comment to the media unless authorized by the Chief Safety Officer.

Department members receiving inquiries regarding Officer-Involved Critical Incidents occurring in other jurisdictions shall refrain from public comment and will direct those inquiries to the agency having jurisdiction and primary responsibility for the investigation.

404.12.1 DEPARTMENT WEBSITE

This policy shall be published on the department website along with any related written procedures and protocols (Utah Code 76-2-408).

Attachments

SLCO OICI Protocol.pdf

Salt Lake County

Law Enforcement Task Force:

Officer Involved Critical Incident

Investigative Protocol

January 18, 2018

PREAMBLE

The Law Enforcement Officer Involved Critical Incident Investigative Protocol (this “Protocol”) has been established to provide uniform procedures and mutually agreed-upon guidelines. The goal and purpose of the Protocol is to ensure compliance with Utah Code Annotated §76-2-408 along with ensuring every investigation of an Officer Involved Critical Incident (OICI) is conducted professionally, thoroughly, and impartially.

This Protocol’s procedures and rules cannot anticipate every possible circumstance that might occur. When used correctly, this Protocol creates an independent, transparent, and objective process from which meaningful and valuable conclusions can be drawn. This Protocol is for the community, its citizens, the agencies who serve them, and the police officers who, often while making a split second decision, take action in the exercise of government power that results in an OICI. Each deserves the best investigation and this Protocol strives to achieve this idea.

This Protocol is not a statute, ordinance, or regulation. It is not intended to increase the civil or criminal liability of member agencies or their employees, and shall not be construed as creating any mandatory obligation to, or on behalf of, third parties.

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I. DEFINITIONS

- A. **Administrative Investigation**: An investigation conducted by the Employing Agency, generally conducted by the Employing Agency's Internal Affairs Investigators.
- B. **Advisory Board**: A Board that shall govern the administration of the Protocol.
- C. **Case Manager**: The investigator who is assigned by the Team Leader to lead and manage the investigation, and prepare the case to be presented to the District Attorney's Office.
- D. **Contributing Officer**: An Officer whose conduct is directly related to, or contributes to, the cause of the OICI.
- E. **Custodial Death**: The death of a person in law enforcement custody who is not free to leave.
- F. **Dangerous Weapon**: A firearm or an object that in the manner or its use or intended use is capable of causing death or serious bodily injury.
- G. **Deadly Force**: Force that creates or is capable of creating a substantial risk of causing death or serious bodily harm to a person, or forced used with the purpose of causing a substantial risk of death or serious bodily injury to a person.
 - I) The use of instrumentalities other than firearms may constitute the deployment of deadly force. Police cars have been held to be instruments of deadly force. For this protocol, if the use of a vehicle, police dog, or other instrumentality results in the death or serious bodily injury of a subject, the use of that force would constitute the invocation of this Protocol. A dog bite is only deadly force if it results in or is likely to result in death.
- H. **District Attorney's Office**: The Salt Lake County District Attorney's Office or their designated representative in their absence.
- I. **Employing Agency**: The Agency employing an officer who is alleged to have caused or contributed to the OICI (In many cases the Employing Agency will also be the Venue Agency).
- J. **Escorting Officer**: The officer (preferably a supervisor) who maintains custody of the Involved Officer until relieved by a Protocol Team member.
- K. **Forensic Unit**: The Protocol Team Leader's Employing Agency will generally be responsible for scene processing, evidence collection and storage.
- L. **Guarded Access**: A member of the Protocol Team must be present when a Liaison Officer or any other member of the Employing Agency has contact with the Involved or Contributing Officer(s).
- M. **Involved Officer**: An officer whose conduct directly results in an OICI.
- N. **Law Enforcement Employee**: This Protocol applies to defined employees and to certain people affiliated with Participating Agencies as follows:
 - I) Full-time, part-time, and hourly sworn officers; whether on or off duty and acting for a law enforcement agency or for a private purpose at the time of the OICI.
 - II) Full-time, non-sworn employees on duty at the time of the OICI.
 - III) Part-time, non-sworn employees on duty at the time of the OICI.
 - IV) Reserve Officers on duty at the time of the OICI.

- V) Temporary law enforcement employees and law enforcement agency volunteers, whether paid or unpaid, on duty at the time of the OICI. This category includes informants when they are working under the direct control and supervision of an Officer.
- O. **Liaison Officer**: An officer or representative from the Employing Agency who is not a member of the Protocol Team but who serves as a liaison to the Protocol Team for a specific OICI investigation to facilitate communication between the Protocol Team and the Employing Agency. The Liaison Officer is not assigned investigative functions, but can respond to requests from the Protocol Team and can be present during interviews. The Liaison Officer shall have Guarded Access at all times to the Involved or Contributing Officer(s).
- P. **Law Enforcement Officer**: A law enforcement officer as defined in Section 53-13-103.
- Q. **Officer Involved Critical Incident (OICI)**: is any of the following:
- I) The use of a dangerous weapon by an officer against a person that causes injury to any person;
 - II) A fatal injury to any person except the officer, resulting from the use of a motor vehicle by an officer;
 - III) The death of a person who is in law enforcement custody, but not including deaths that are the result of disease, natural causes, or conditions that have been medically diagnosed prior to the person's death; or
 - IV) A fatal injury to a person resulting from the efforts of an officer attempting to prevent a person's escape from custody, make an arrest, or otherwise gain physical control of a person.
- R. **Participating Agency**: A law enforcement agency that agrees to be subject to and participate in this Protocol as set forth herein, and has indicated such a commitment to participation by approving the Interlocal Agreement.
- S. **Protocol Coordinator**: The person who (1) is the primary contact for initial notification of an OICI, and (2) coordinates the assignment of the Protocol Teams for OICI.
- T. **Protocol Team or Team**: The investigative unit designated to investigate an OICI. A Protocol Team is comprised of members of a law enforcement agency, the district attorney's office, and/or an interagency task force composed of officers from multiple law enforcement agencies.
- U. **Scene Manager**: A Protocol Team member who has responsibility for managing the scene, this may be a Detective or a Forensic Protocol Team member. The Scene Manager answers to the Protocol Team Leader and/or the Case Manager.
- V. **Subject**:
- I) The person (injured or not), who caused the Law Enforcement Employee to use Deadly Force, and who may or may not have criminal culpability related to the OICI; or
 - II) The person against whom force under investigation was applied.
- W. **Team Leader**: A leader of a Protocol Team, generally a person of the rank of Sergeant or above.
- X. **Venue Agency**: The agency or agencies within whose geographical jurisdiction the OICI occurs.

- Y. **Public Information Officer:** A member of a participating agency who is designated as the spokesperson for media relations.

II. FORMATION OF A PROTOCOL TEAM

Agencies in Salt Lake County may participate in this Protocol by supplying personnel and/or resources to a current Protocol Team or an agency may form its own OICI Protocol Team.

Currently the following agencies have a standing Protocol Team: Unified Police Department of Greater Salt Lake, Salt Lake City Police Department, and West Valley City Police Department.

Each Team will at a minimum consist of: a Team Leader, a Case Manager, six Investigators, a Forensic Unit (including a Scene Manager), Evidence Storage Unit, and a Public Information officer. The Advisory Board will determine if a particular Team, Evidence Storage Unit, or Forensic Unit qualifies for inclusion in this Protocol.

Each Team should have the ability to have members of the Team arrive on the scene of an OICI within thirty minutes and the majority of the Team should arrive within one hour after the callout has been initiated. A Team may decline a call out for cause, but should make a good faith effort to respond when called.

III. PROTOCOL STRUCTURE AND GOVERNANCE

A. ADVISORY BOARD

An Advisory Board will govern the administration of the Protocol. The Advisory Board will consist of representatives from each Participating Agency and the District Attorney's Office. Any participating agencies contributing personnel and resources to a task force will have one vote on the Advisory Board. An agency that does not contribute any personnel to a task force can participate in board discussions but will not have a vote on the Advisory Board.

The Advisory Board will select the Protocol Task Force Coordinator and alternates -- seeking the very best and most qualified person to fill each of these critical positions. Although the Advisory Board will endeavor to reach unanimity as to who will be designated to fill these key positions, the position of Protocol Task Force Coordinator, including alternates for these positions, shall require the approval of at least seventy-five percent (75%) of the Advisory Board.

- (a) The Advisory Board will select a Protocol Task Force Coordinator who is the most qualified of the applicants.
- (b) The Advisory Board will select alternates for the position of Protocol Task Force Coordinator, in order for substitutions to be made in the event of conflicts.

Protocol team members will be assigned by each agency contributing to the task force. The Protocol Task Force Coordinator can reassign a team member to another team with the consent of the appointing agency.

The Advisory Board will be led by a Chairperson who shall serve until said Chairperson resigns from their position or a different Chairperson is voted in. The Chairperson shall be voted in or out of this position by at least a seventy-five percent (75%) vote. The Chairperson will be elected from the representatives currently on the Advisory Board. Any action taken by the Advisory Board requires a seventy-five percent (75%) majority vote to become effective. The Chairperson does not have any additional voting power by virtue of their position as Chairperson.

The Advisory Board shall meet as deemed necessary by the Chairperson or at the request of a Participating Agency representative. The Advisory Board will meet to address Protocol issues, amend or modify this Protocol, report on transpired Protocol investigations, discuss and plan training, discuss and approve allocation of resources, and other matters that concern or involve the Protocol. Decisions made by the Advisory Board along with changes to this Protocol shall be sent to the Chief Executive Officers of all Participating Agencies and the District Attorney. Decisions made by the Advisory Board, including but not limited to the Protocol, shall only be made upon the approval of at least seventy-five percent (75%) of the Advisory Board. Notice of all proposed Protocol changes shall be sent to the Chief Executive Officers of all Participating Agencies and the District Attorney at least 7 days prior to an Advisory Board Meeting.

The Advisory Board shall receive input from each Participating Agency regarding the description of assets, equipment, and other resources dedicated to the Protocol. The Protocol Coordinator will work with the Participating Agency if there are issues with a specific individual of resource.

The Advisory Board will select a Protocol Coordinator along with a Backup Protocol Coordinator from the Participating Agencies.

Any replacements, additions, or substitutions will be at the recommendation of the Protocol Coordinator with the approval of the Advisory Board.

B. PROTOCOL COORDINATOR

The Protocol Coordinator provides leadership, organization, and structure to the OICI investigation and is a resource for the Team Leaders. The Protocol Coordinator will help answer unresolved questions of protocol and procedure. Consistent with the OICI Protocol, the Protocol Coordinator will choose which Protocol Team investigates the OICI to ensure that the Protocol Team Leadership is from a non-involved agency.

The Protocol Coordinator shall serve until said Coordinator resigns from their position or a different Coordinator is selected by the Advisory Board. The Coordinator and Backup Coordinator shall be a member of a Participating Agency. The Coordinator and Backup Coordinator shall be voted in or out of this position by at least a seventy-five percent vote of the Advisory Board.

The Protocol Coordinator is responsible for the following:

1. Advising the Venue Agency and District Attorney which Protocol Team is available for a specific OICI.
2. Contacting the particular Protocol Team Leader for a Protocol Team response.
3. Aiding the Protocol Team Leader with any requests the Team Leader may have.
4. Maintaining contact information for Team Leaders.
5. Remaining available to facilitate the assignment of additional resources and personnel as needed to aid the Team Leader.
6. Arranging additional specialized training and monitoring training hours for team members.
7. In the event of a conflict, the Protocol Coordinator shall notify the Venue Agency and the DA's Office.

The Protocol Coordinator will not take an active role in an OICI investigation and should remain available for the next OICI incident. The Protocol Coordinator cannot serve more than three years.

C. BACKUP COORDINATOR

The Backup Coordinator serves in the absence of the Protocol Coordinator.

D. TEAM LEADER

A Team Leader means a leader of a Protocol Team, generally a person of the rank of Sergeant or above. A Team Leader is responsible for the following:

1. Managing the overall OICI investigation, organization and progression.
2. Keeping the involved agencies informed of the OICI status.
3. Ensuring adequate resources are available and utilized for interviews, evidence collection, documentation, and other investigation functions.

IV. INVOCATION OF PROTOCOL

Upon a qualifying event this protocol is automatically and immediately in effect. In accordance with UCA §76-2-408 the Venue Agency is required to immediately contact the District Attorney's Office and the Protocol Coordinator to affirmatively invoke the protocol.

The Protocol Coordinator will determine which Protocol Team(s) are available for a response to the OICI, after which the Protocol Coordinator will contact the District Attorney's Office and venue agency and inform them which Team will handle the OICI. The Protocol Coordinator will then initiate the Protocol Team callout and response (*See the Call out Flow Chart at the back of this document*).

As a general guideline after the Employing Agency is involved in an OICI (non-motor vehicle or non-custodial in nature) and has a fully functional Protocol Team, this Team may be considered as the first option for handling the next OICI investigation.

If an OICI occurs outside of the employee's jurisdiction, and there is a Protocol Team from the Venue Agency, that Protocol Team should generally handle the investigation, after consultation with the District Attorney's Office, the Employing Agency, and the Protocol Coordinator. A Protocol Team can be called in to assist or handle this type of OICI by mutual agreement between the involved agencies and the District Attorney's Office.

If the chosen Team is not available the Protocol Coordinator will designate another Team to respond in consultation with the Venue Agency and District Attorney's Office.

If multiple Venue and/or Employing Agencies are involved in the OICI, the Protocol Coordinator will designate an appropriate Team to respond in consultation with each agency involved in the OICI and the District Attorney's Office.

Each Protocol Team should have the ability to have its team members present and on scene within 30 minutes following the callout. The majority of the Team should arrive within one hour.

V. OPTIONAL INVOCATION OF PROTOCOL

Each participating agency, in the capacity of a Venue Agency or Employing Agency, may itself invoke this Protocol upon the occurrence of any incident involving a Law Enforcement Employee in which the Employing Agency deems an outside investigation is appropriate.

- I) The Protocol Coordinator may decline participation in an optional Protocol invocation.
- II) A specific Team may decline participation in an optional Protocol invocation.
- II) The District Attorney's Office has discretion to decline participation in an Optional Protocol invocation.
- III) In lieu of an Optional invocation of the Protocol, the involved agency may investigate the matter itself.

VI. INVESTIGATIVE RESPONSIBILITIES

The purpose of the OICI Protocol investigation is to examine an officer's use of force which results in serious bodily injury or death of a subject during a law enforcement encounter. The subject's action's prior to the officer's actions, if constituting a criminal offense, is a separate incident and will be investigated separately. The Venue Agency where the subject's alleged criminal conduct occurred may investigate this separate incident, ask another agency to investigate or ask the Protocol Team to investigate the separate incident.

If the protocol team is asked by the venue agency head to investigate the related criminal offense by the subject(s) involved in the OICI protocol investigation, the Protocol Team Leader will ensure separate investigators are assigned to the criminal investigation.

The Protocol Team is responsible for screening the case in its entirety with the District Attorney's Office. If the Protocol Team is asked to conduct a related criminal investigation, the District Attorney will direct how screening will take place.

The designated Protocol Team is in charge of the OICI investigation they respond to, but may use the assistance of the Venue and/or Employing Agency officers at the discretion of the Protocol Team. Any assistance provided to the investigation by the Venue and/or Employing Agency should include notations in reports describing which Protocol Team member made the request and to whom the evidence or reports were given.

The Venue Agency will provide a victim advocate(s) for any civilian crime victims involved in the OICI.

The District Attorney's authorized investigator, representative, or liaison shall be entitled to participate in the investigation.

Public Safety Interview: The first supervisor on the scene, regardless of agency, will take the Public Safety statement. The supervisor will inform the first arriving supervisor of the Protocol Team of this information and turn the investigation of public safety matters over to the Protocol Team once upon scene.

The Employing Agency shall assign a liaison officer. The Protocol Team will work with the liaison officer to the greatest extent possible in order to keep the liaison officer informed of the investigation. The Protocol Team will cooperate with the liaison officer on agency specific accommodations to the Involved Officer, including but not limited to, notification of support members, family, clergy, medical and mental health assistance, union representatives, and legal representatives.

VII. EMPLOYEE INTERVIEWS, DOWNLOADS & PROCESSING

The Protocol Team will determine the location where the involved employees, witnesses and suspects will be transported for processing and interviews. Officers who were present at the time of the OICI, whether involved or witnesses, will be relieved of their duties as promptly as possible and shall, if possible, be individually transported by an Escorting Officer to the facility designated by the Protocol Team Leader. Care should be taken by the Escorting Officer to maintain visual of the Involved Officer(s), including weapons until relieved by a Protocol Team member. Involved Officers shall not discuss their use of Deadly Force or their involvement in an OICI amongst themselves, fellow officers, or other officers (except their legal representatives).

Law Enforcement Employees have the same rights and privileges as citizens, including the right to consult with legal counsel prior to being interviewed and the right to have their legal representative present during an interview. Interviews of Involved Employees should not be conducted immediately (with the exception of a dying declaration) but may occur at a later time giving the Employee a chance to meet with their legal representative.

Involved Employees may call their spouses or family in order to notify them of their well-being.

Interviews of witnesses or other involved parties outside the presence of Protocol Investigators, and without prior mutual agreement by the Protocol Team Leader, tend to undermine the purpose and usefulness of this Protocol and shall not occur.

All citizen witnesses or involved individuals at the scene may be temporarily detained in order to gain control of the scene. Once the scene has been contained and any suspects have been taken into custody, all witnesses or other involved individuals who are questioned should be interviewed in a non-custodial setting, unless a material witness warrant has been obtained to require their attendance.

Weapons inspection and download(s) will be handled by the Protocol Team and will generally be conducted where the officer was transported following the incident. The officer shall be photographed in the presence of the Protocol Team in the clothing he/she was wearing during the incident.

Specific requests of the Employing Agency for implementation of agency-specific requirements (such as body photographs, blood tests, medical exams, or other similar requests) will be honored and the liaison officer will instruct the Protocol Team on how to handle such requests.

Weapons replacement will be handled by the Employing Agency.

VIII. SCENE SECURITY & SUBJECT SECURITY

The Venue Agency has the initial responsibility for securing the crime scene(s) within its jurisdiction. Ultimate scene security is the responsibility of the Venue Agency under the direction of the Protocol Team Leader.

Prior to final relinquishment of the scene, the Protocol Team will provide the Administrative Investigators with an opportunity to walk through the scene and assess the need for further processing.

In the event of Subject(s) being transported to the hospital, the Venue Agency should accompany the Subject(s) in order to:

1. Locate, preserve, safeguard, and then transfer the custodial chain of evidence to the Protocol Team.
2. If applicable, the Venue Agency may obtain a dying declaration, or document any spontaneous utterances, contemporaneous statements, or similar type of statements. Statements shall be recorded whenever possible. The Venue Agency shall not illicit any type of statement.
3. Maintain custody if the Subject is to be arrested.
4. Identify witnesses and medical personnel.
5. A Protocol Team member should respond as soon as practical in order to preserve and collect evidence and obtain any statements.
6. For Officer safety, visitors are not allowed in the Subject(s)'s hospital room.

Guard duty will generally be staffed by the Venue Agency, though the Protocol Team can assume this responsibility if the team leader deems it appropriate.

IX. SCENE PROCESSING & EVIDENCE STORAGE

The Protocol Team Leader's Employing Agency's Forensic Unit will generally be responsible for scene processing, evidence collection, and storage. Administrative Investigators from the Employing Agency have access to all collected evidence and test results as provided by a Protocol Team Member.

Evidence collected during the course of the OICI investigation will be stored at the Protocol Team Leader's Employing Agency. When the District Attorney's Office concludes the physical evidence collected for the Protocol Investigation is no longer needed for legal purposes, the agency storing the evidence along with the Employing Agency will be notified. The Employing Agency can then assume responsibility for preservation or disposal of such evidence as prescribed by law and departmental policy.

X. AUTOPSY

A member of the Protocol Team will attend the autopsy unless otherwise agreed upon and cleared by the Protocol Team Leader.

When the Medical Examiner agrees, the Protocol Team Member attending the autopsy shall assume responsibility for documenting and collecting physical evidence. Any evidence collected shall be held at the Protocol Team Leader's Employing Agency's Evidence Facility. Any variance of this must be approved through the Case Manager and the Protocol Team Leader.

XI. PUBLIC/ MEDIA RELATIONS

The Venue, Employing, and Protocol Team Leader's Employing Agency's Public Information Representatives will respond to handle any press inquiries and releases. The Venue Agency will generally be the Lead Public Information Contact Person. It is encouraged that the Protocol Team Leader be consulted prior to the release of any public statements.

If the Protocol Team investigators determine the release of specific information would materially jeopardize the investigation, they shall notify those agencies possessing that knowledge about the hazards of releasing such information.

XII. ADMINISTRATIVE INVESTIGATION

An Administrative Investigation will be conducted by the Employing Agency, typically by the Employing Agency's Internal Affairs Investigators. The Protocol Team will cooperate with the Administrative Investigation (Internal Affairs) to the greatest extent possible. While the Protocol Team does not direct the Administrative Investigation, their results are of interest to the Employing Agency for its internal use and those results are fully available for that purpose.

The Protocol Team's investigation and the Administrative Investigations are important and should be aggressively pursued, however, any investigative conflicts between the two formats shall be resolved by allowing the Protocol Team to have priority. It is intended this prioritization will preclude competition between the two investigative formats for access to witnesses, physical evidence, and the involved parties. This prioritization will prevent the Protocol Investigation from being compromised by an untimely exercise of the Employing Agency's control of the scene, evidence, and/or witnesses.

Prior to final relinquishment of the scene, the Protocol Team will provide the Administrative Investigators with an opportunity to walk through the scene and assess the need for further processing.

The Employing Agency shall control the reports and findings of the Administrative Investigation.

In accordance with established law, evidence that is obtained by Administrative Investigators after ordering Law Enforcement Employees to cooperate (i.e. interview statements, physical evidence, toxicology test results, investigative leads, etc.) shall not be revealed to Protocol Team Members.

XIII. RECORDS MANAGEMENT

All reports will be forwarded to the Protocol Team Leader (or Case Manager if applicable) for coordination and insertion into the reporting format of the Protocol Team Leader's Employing Agency. The Protocol Team Leader will decide which investigator is responsible for drafting a particular report and will coordinate appropriately. Protocol Team members should not draft more than one report on an interview or event. The Protocol Team Case Manager is responsible for the final report.

The Venue Agency is responsible for creating a case, in order for the OICI to be in compliance with N.I.B.R.S. The Protocol Team's report should be reported as an agency assist in order to be in compliance with N.I.B.R.S.

Although the Protocol Team Leader's Agency will be deemed to be the agency that controls the records related to the OICI, all audio and video records created through the use of body-worn cameras, dashboard cameras, or other digital technology will be held and maintained by the agency that deployed the equipment. A copy of any such audio and/or video records will be provided to the Protocol Team as soon as possible for use in the investigation.

Once the District Attorney's determination letter is released pursuant to this Protocol Agreement, any and all documents and records contained in the underlying OICI Protocol investigative file will be transferred to the Venue Agency for purposes of responding to GRAMA requests.

Material that is created, collected by, at the request of, or at the direction of the Protocol Team investigators shall be made available in a timely manner to those agencies that have an interest in the investigation. Such material shall include written reports, access to physical evidence, photographs, diagrams, and all recordings.

XIV. TRAINING FOR PROTOCOL TEAM MEMBERS

Each Participating Agency acknowledges that training in OICI investigation techniques is essential for the best outcome of any investigation and as such will commit adequate resources for its members as necessary to ensure such training. Protocol Team members will be required to participate in special training arranged by the Protocol Coordinator

XV. INTOXICANT TESTING

Law Enforcement Employees have the same rights and privileges as citizens regarding intoxicant testing. When Protocol Team investigators determine that a Law Enforcement Employee's sobriety is relevant to the investigation, they have these options:

1. Obtain a blood and/or urine sample by consent.
2. Obtain a search warrant if applicable.

Intoxicant test results obtained by Protocol Team Investigators are available to Administrative Investigators. In the event Protocol Team Investigators do not obtain blood and/or urine samples for testing, the Employing Agency may then seek to obtain samples; however, the Protocol Team will not have access to the test results.

XVI. DISTRICT ATTORNEY'S OFFICE

The District Attorney's Office will participate in the Protocol Investigation as follows:

- 1) In addition to the authority set forth in this Protocol, the District Attorney has its own, separate investigative authority. When deemed appropriate by the District Attorney, the District Attorney's Office may perform an independent investigation of the OICI.
- 2) If the Protocol Investigation results in criminal charges against a Law Enforcement Employee, the affiant on the information filed by the District Attorney's Office shall be the District Attorney Investigator unless otherwise agreed upon by the Protocol Team Leader and the District Attorney
- 3) In the event criminal charges are filed, the Protocol Team Investigation shall be dissolved and any additional follow-up investigation that is needed to prepare the case for trial shall be handled by the District Attorney's Office. Any officer assigned to the Protocol Team should make themselves available for trial preparation and court purposes.
- 4) The District Attorney's Office will receive and review the findings of each OICI investigation conducted under this Protocol, unless an actual conflict of interest exists. If an actual conflict of interest exists, the District Attorney shall make a written explanation of the conflict and obtain the assistance of another prosecutorial entity capable of performing the duties and obligations of the District Attorney as set forth in this Protocol.
- 5) The District Attorney has the responsibility to determine whether an Involved Officer's (Employee) actions were "justified" under Utah law pursuant to U.C.A. §76-2-401 and §76-2-404.
- 6) When the Protocol Team Leader believes the OICI investigation is complete, the Protocol Team Leader or their designee will offer to schedule a briefing with the District Attorney's Office and

present the findings of the OICI Investigation. The Employing Agency shall be invited to and may attend the presentation of the investigation's findings to the District Attorney Office at a mutually agreeable time.

- 7) The District Attorney and designated personnel will conduct an independent review of the OICI Investigation. The District Attorney's independent review will initially determine whether the OICI Investigation provided enough information to determine "justification." If the District Attorney believes additional information is required, the Protocol Team Leader will be notified and the matter will be referred back for further investigation.
- 8) Once a "justification" decision is reached, the District Attorney will summarize the OICI Investigation and the findings thereof, and report the determination of the "justification" and the rationale for the determination. The District Attorney shall prepare a written summary letter containing the above and deliver the letter to the Employing Agency and the Protocol Team Leader. **This letter is not to be released to the public or press and is deemed to be only a draft.**
- 9) Upon receipt of the District Attorney's draft summary letter containing the "justification" determination, the Employing Agency will have five (5) working days to review and reply if necessary to the letter. The Employing Agency may also raise concerns or objections to the letter or portions thereof to the District Attorney. The District Attorney may make changes as appropriate and submit a final letter to the Employing Agency and the Protocol Team Leader.
- 10) After the Employing Agency has had 24 hours to review the final letter, the District Attorney shall release the letter to the public.
- 11) All time guidelines mentioned in 9 and 10 above may be waived by the common consent of both the District Attorney and the Employing Agency.
- 12) If an Involved Officer was "justified" in the use of deadly force, this legal defense prevents any further consideration by the District Attorney of criminal charges against an Involved Officer, and the OICI Investigation and review are deemed closed.
- 13) If the District Attorney's Office concludes that criminal charges are warranted against an Involved Officer, the District Attorney may file criminal charges against and Involved Officer.
- 14) After a criminal charge is filed against an Involved Officer, any follow up and further investigative work shall be performed by and be the responsibility of the District Attorney's Office and agencies designated to assist.

XVII. CUSTODIAL DEATHS

- A. INVOCATION. This Protocol shall be invoked for all in-custody deaths and those incidents where the person in custody is transported to the hospital and the hospital staff states the person is in critical condition. In-custody death investigations arising at the Salt Lake County Jail, the South Salt Lake Police Department and the District Attorney's Office, which have investigated these deaths in the past and have expertise in these investigations, shall be designated as the agency for investigation unless South Salt Lake is an involved agency, at which point the Task Force Coordinator, in consultation with the Sheriff, DA and South Salt Lake Police Chief, shall designate another agency or task force team to investigate the Custodial Death
- B. ATTENDED DEATHS. A Subject who is physically in law enforcement or corrections custody is subject to the Protocol, unless it is an attended death. An Attended death is when the death of

the Subject was anticipated and the result of a medical condition while the Subject was under the care of a physician.

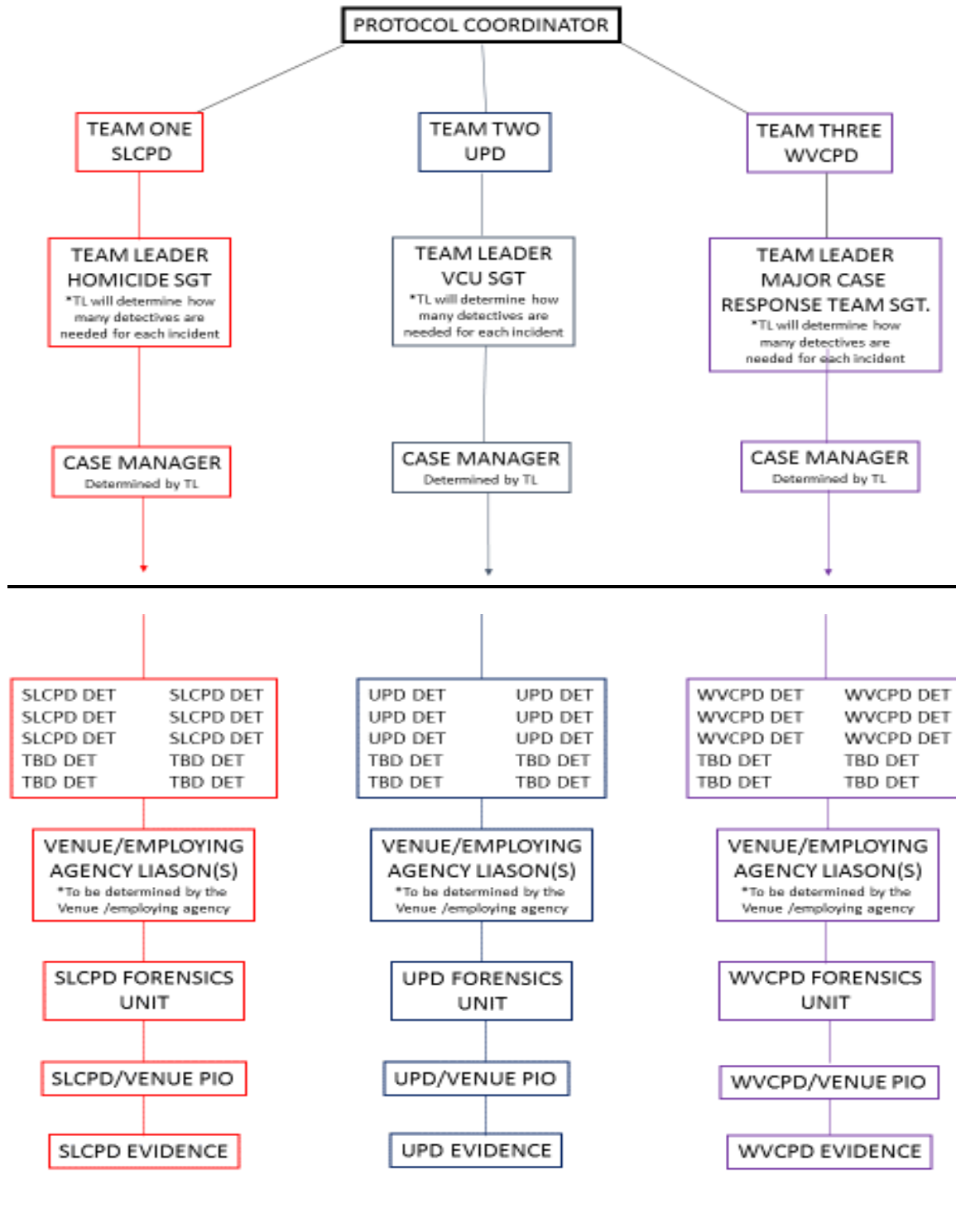
- C. STATE PRISON OR HOLDING FACILITIES.. When the OICI related to an in-custody Subject occurs at a prison or a law enforcement holding area, the Venue Agency is the agency having jurisdiction in that area and the prison or law enforcement agency is the Employing Agency.
- D. OUTSIDE CORRECTIONAL FACILITY OICI. When the incident related to an in-custody person occurs outside a correctional facility, the law enforcement agency having jurisdiction in the area will act as the Venue Agency and the Employing Agency is the agency that had custody of the person.
- E. CUSTODIAL DEATH SCENES. When an OICI occurs in a correctional facility, a holding facility or other location and other inmates or persons may be witnesses, those inmates should be identified and if possible separated pending interviews by the Protocol Team investigators.
- F. EXECUTION ORDERS. If an in-custody death occurs as the result of a lawful execution order by a Utah court, this Protocol will not be invoked.

XVIII. DEATHS INVOLVING MOTOR VEHICLES

When investigating an OICI involving a motor vehicle, the Protocol Team Leader shall be entitled to call out its or another agency's Traffic Fatality Investigation Team for purposes of assisting the OICI investigation.

XIX. PROTOCOL ORGANIZATIONAL FLOW CHART

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XX. CALLOUT FLOW CHART

