



FY25 - FY26 City Council Report

OGDEN CITY POLICE DEPARTMENT

CHIEF JAKE SUBE
DEPUTY CHIEF TYLER ZIEGLER

Updated Mission Statement

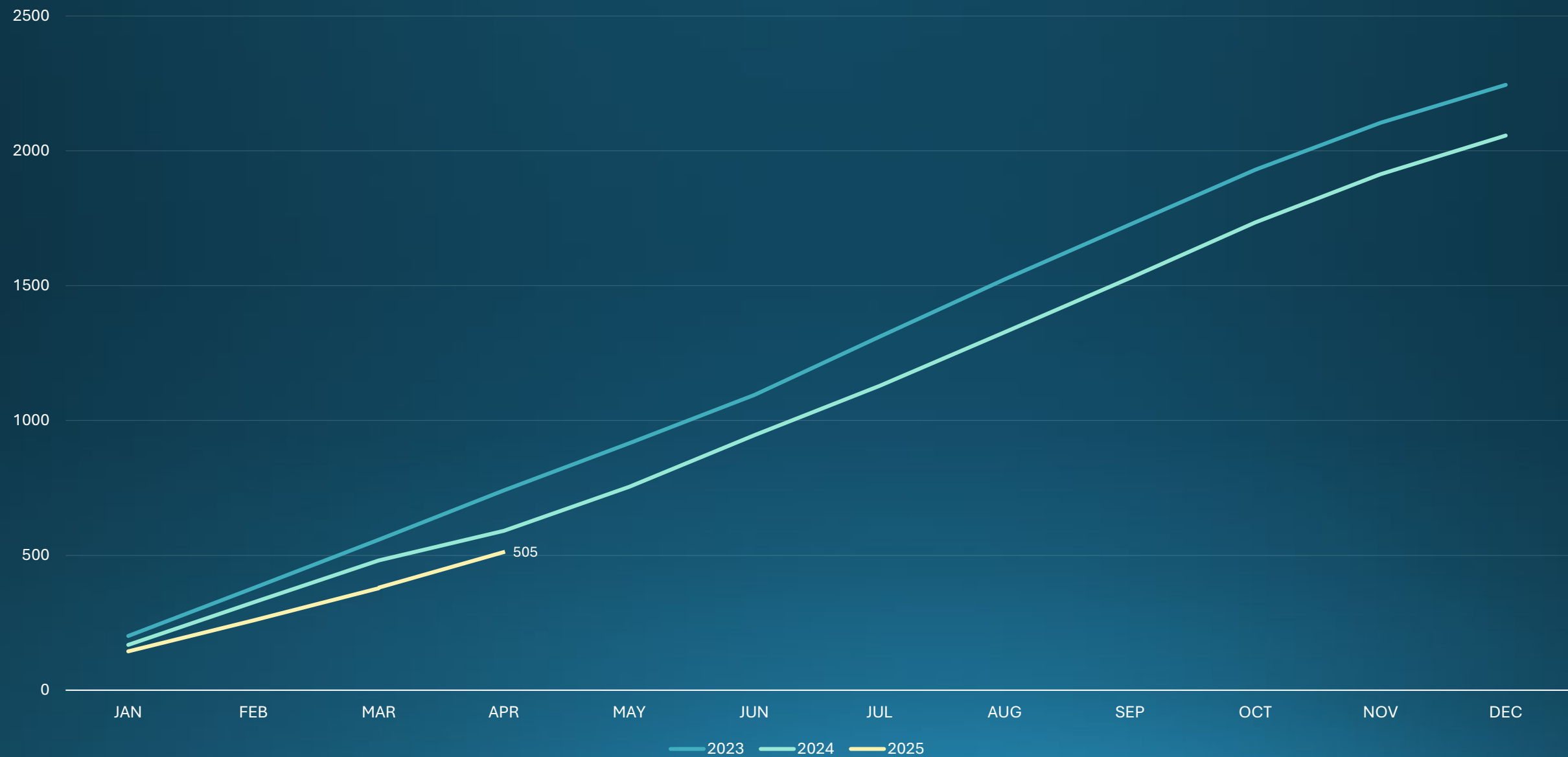
The Ogden Police Department is dedicated to protecting our citizens, preserving public peace, and defending the rule of law. We do so by serving with integrity, striving for excellence in all we do, and relentlessly pursuing and holding accountable those who threaten the safety of our community. With the Constitution as our compass, we pledge to serve and protect all who live, work, and recreate in Ogden City.

Q1.

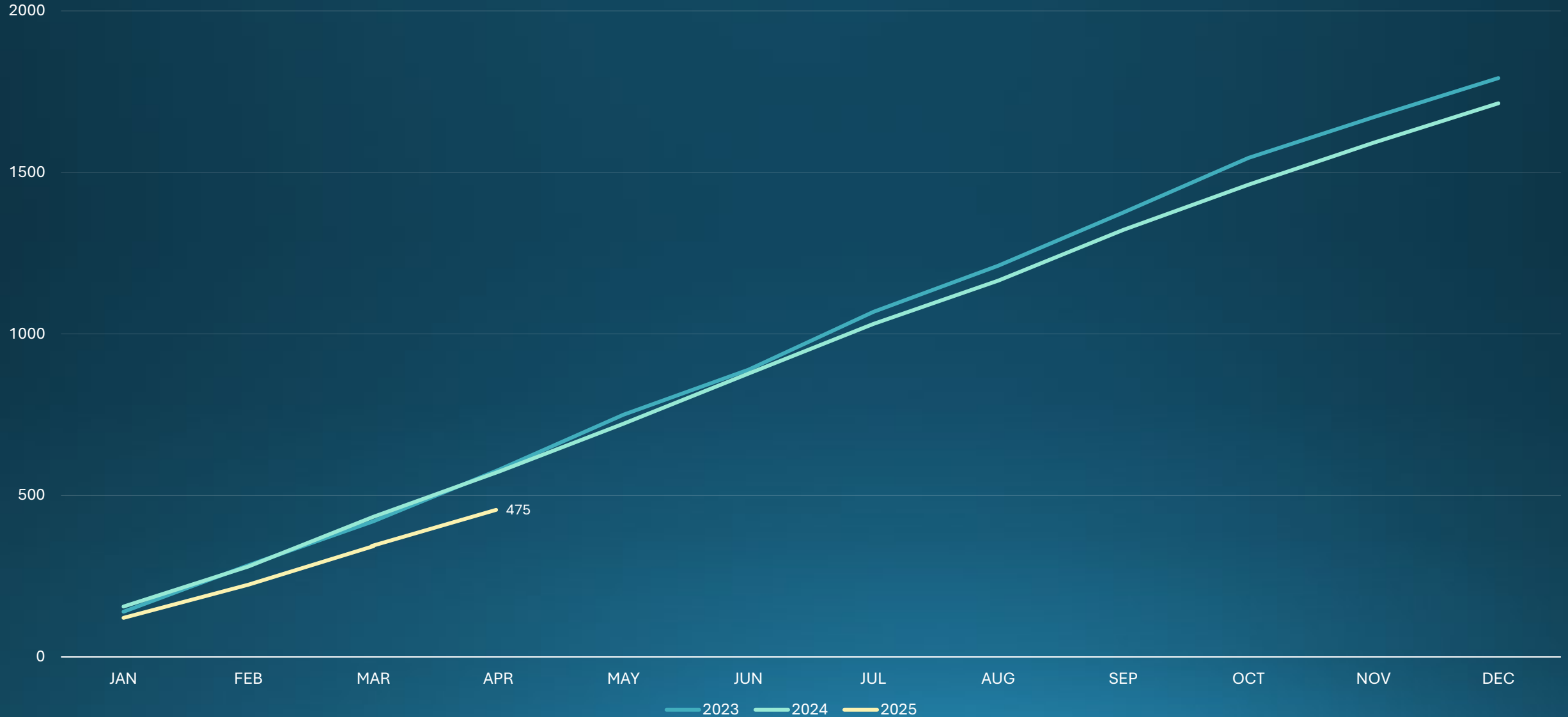
FY25 Accomplishments

1. Crime Reduction

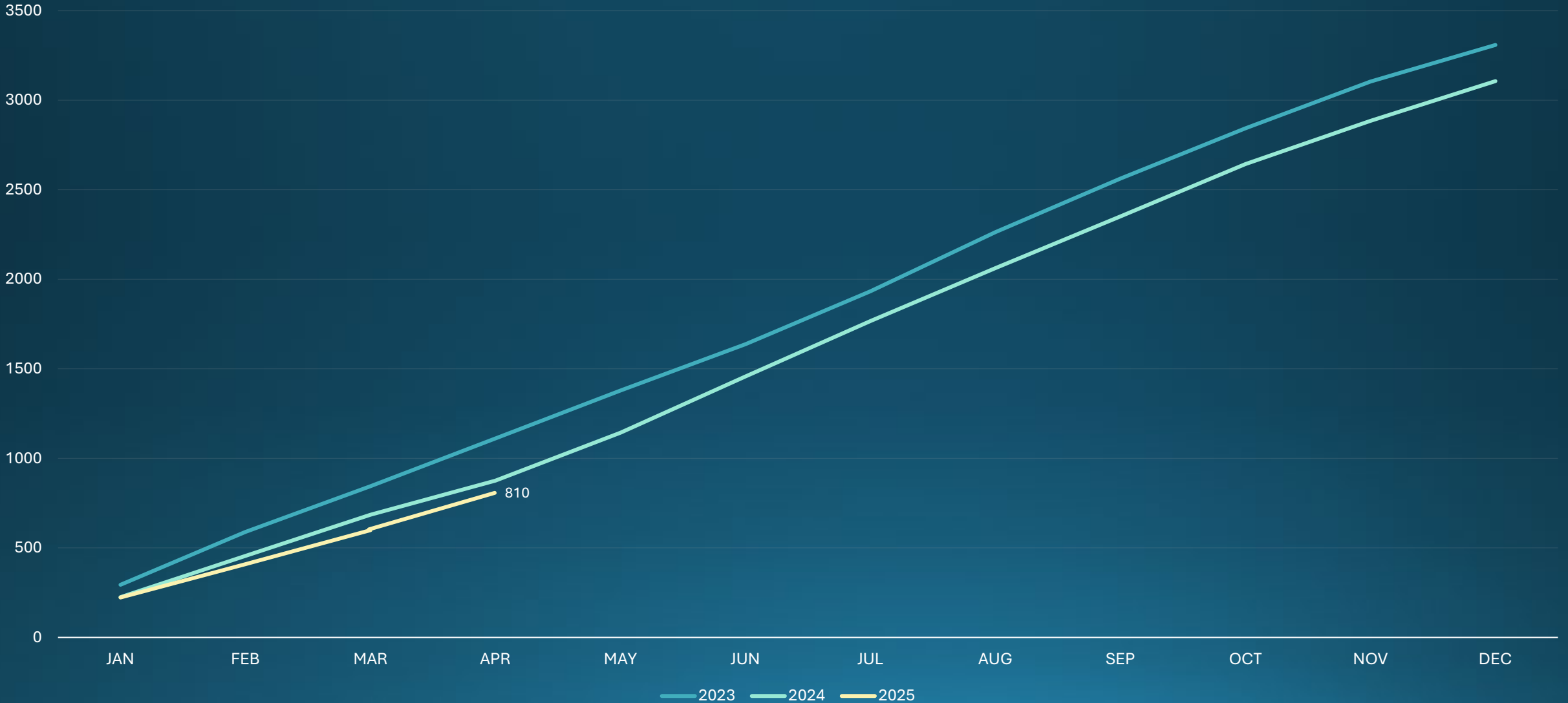
Part 1 Crimes



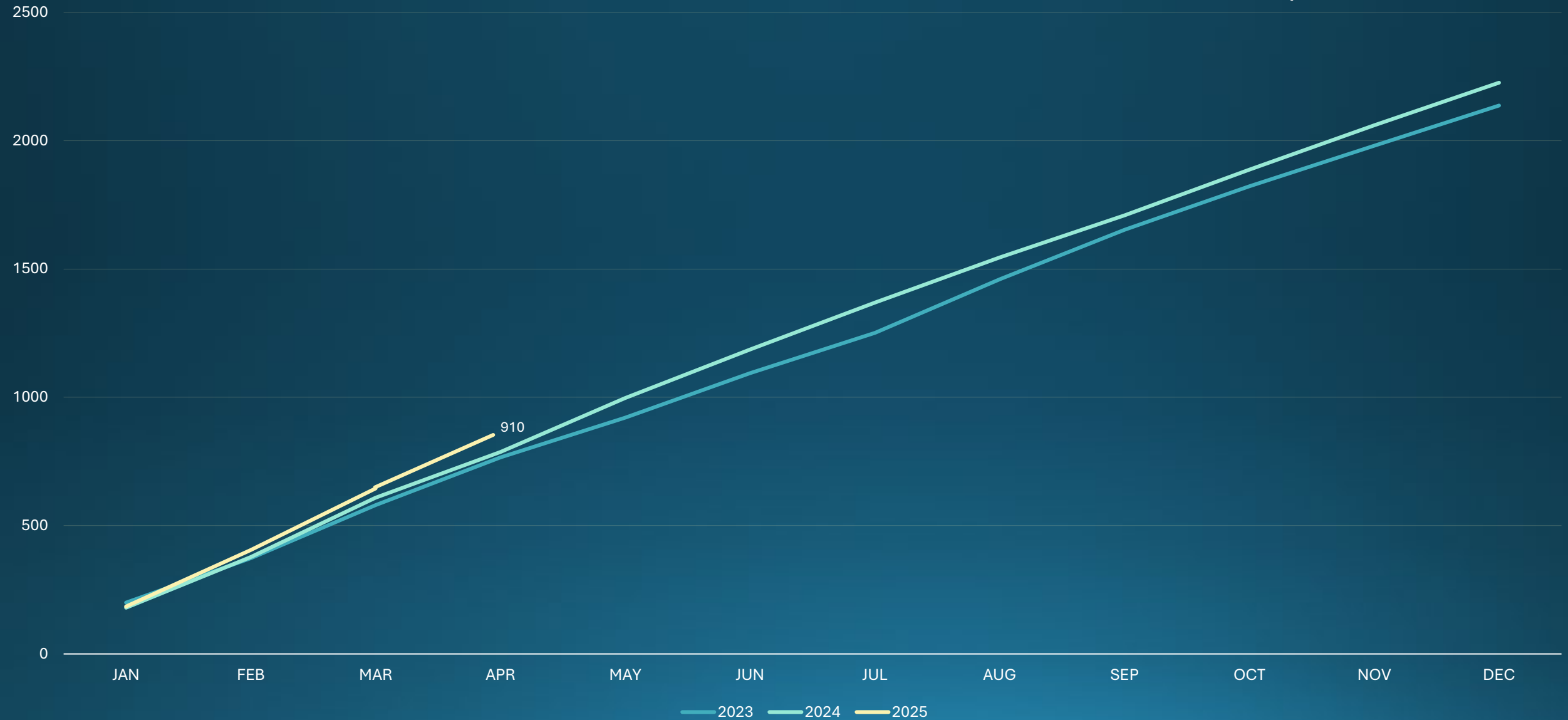
NIBRS, Crimes Against Persons



NIBRS, Crimes Against Property



NIBRS, Crimes Against Society



2. *Training*



2024 Annual Training Hours

15,825
TOTAL HOURS

110
AVG PER SWORN
OFFICER

MENTAL HEALTH &
CRISIS RESPONSE

AUTISM AWARENESS

DE-ESCALATION &
EMOTIONAL
INTELLIGENCE

ARREST CONTROL &
DEFENSIVE TACTICS

FIREARMS

PROFESSIONAL
STANDARDS &
INTERNAL AFFAIRS

CRIMINAL LAW &
LEGISLATION

LEADERSHIP
DEVELOPMENT

3. Service Delivery

Service Delivery by the Numbers

**CALLS FOR SERVICE
FY25 YTD**

42,595

AVERAGE DAILY

140

**PROACTIVE ENFORCEMENT
FY25 YTD**

36,696

AVERAGE DAILY

120

**INVESTIGATIONS ASSIGNED
FY25 YTD**

1516

**CASES PER DETECTIVE
ANNUAL TOTAL**

112

**VICTIMS SERVED
FY25 YTD**

959

AVERAGE DAILY

5

Use of Force by the Numbers

ESTIMATED
ENCOUNTERS

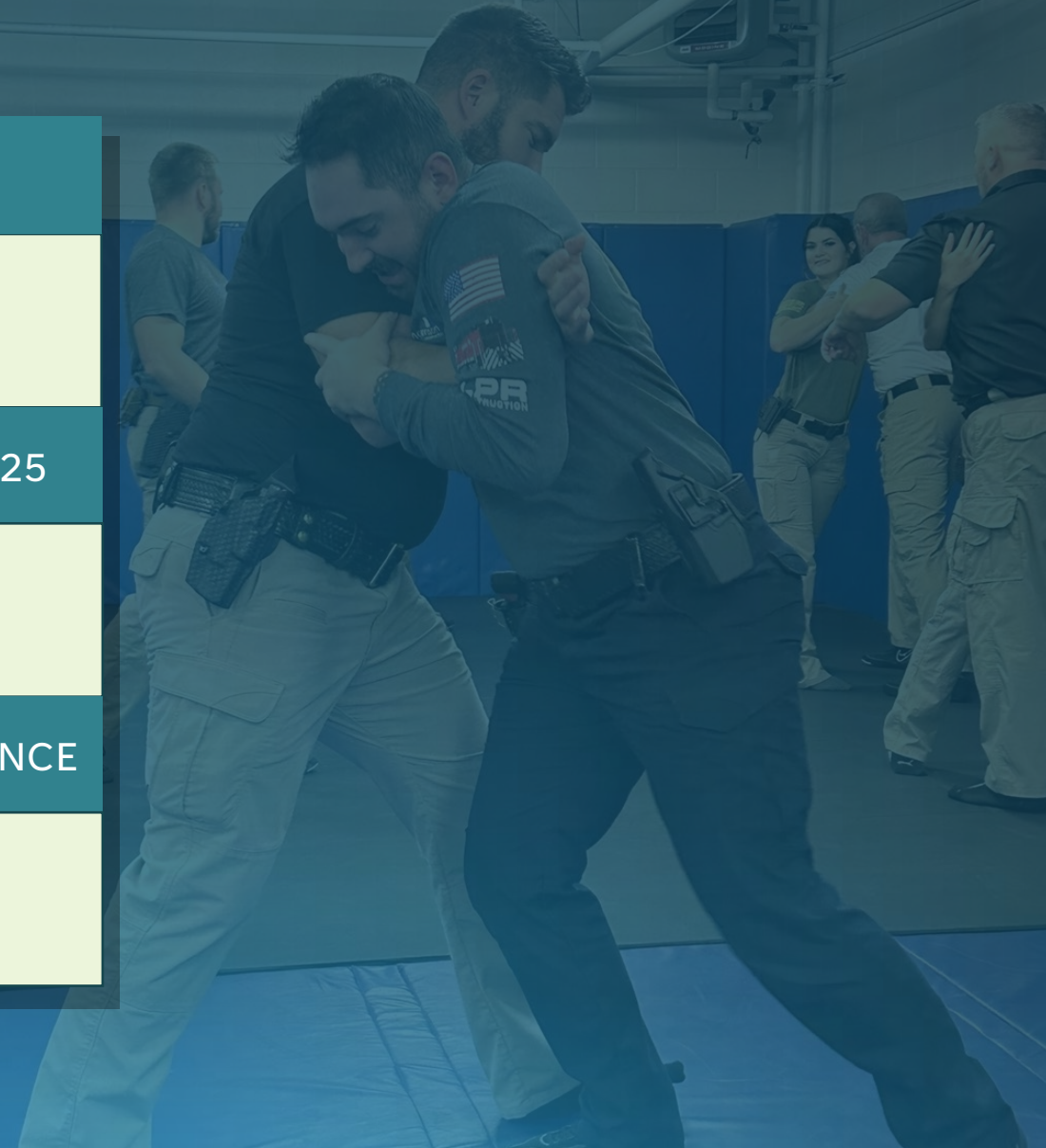
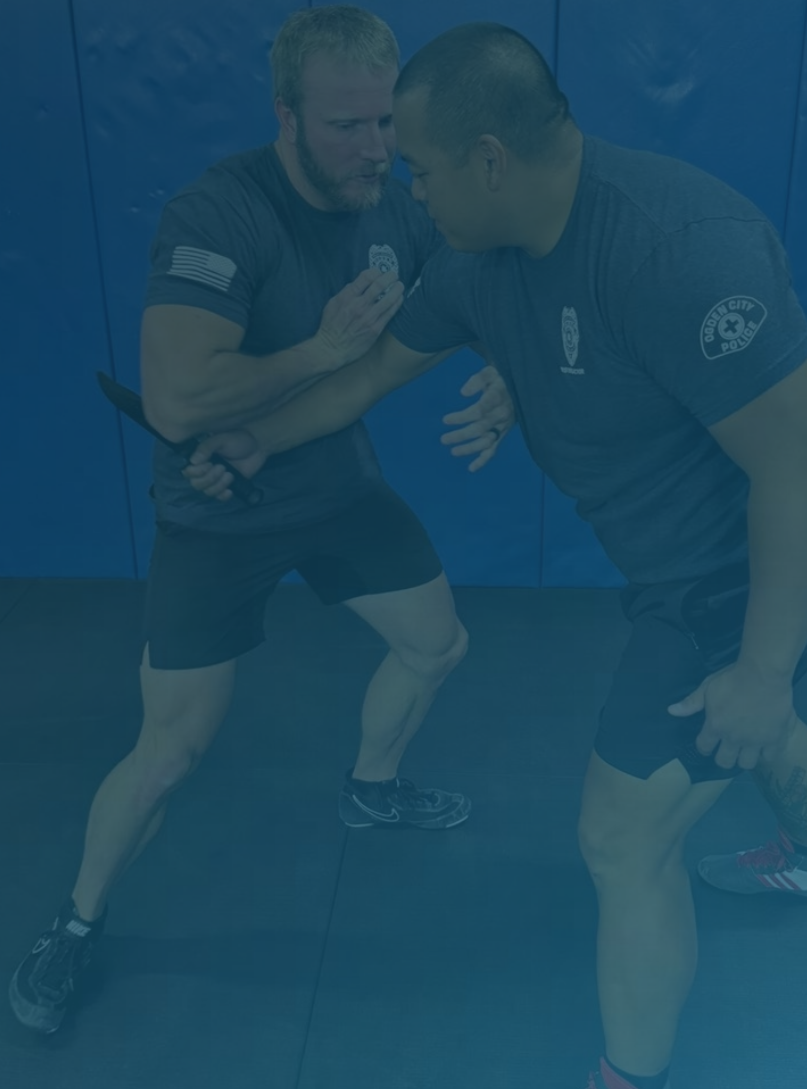
79,271

USE OF FORCE FY 25

56

% OCCURANCE CHANCE

0.07



Service Delivery, HSA Mitigation

74

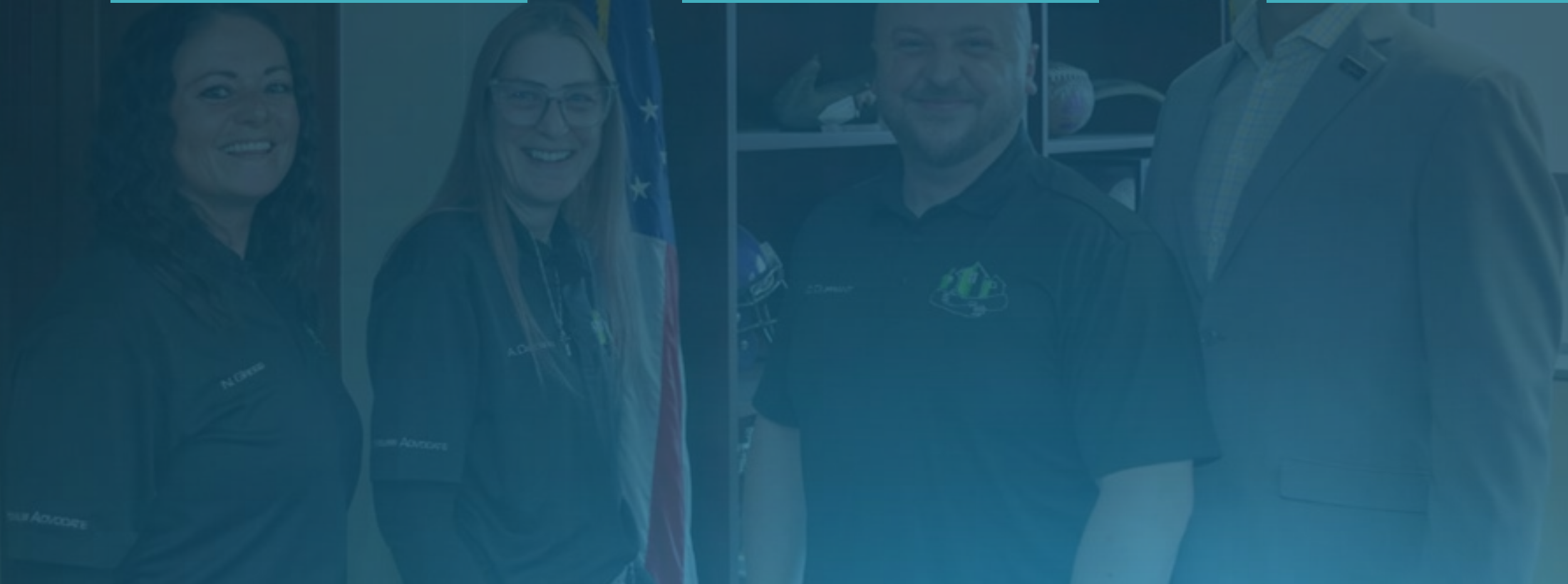
INDIVIDUALS HOUSED IN
FY25 TO DATE

2667

MITIGATION CONTACTS
FY25 TO DATE

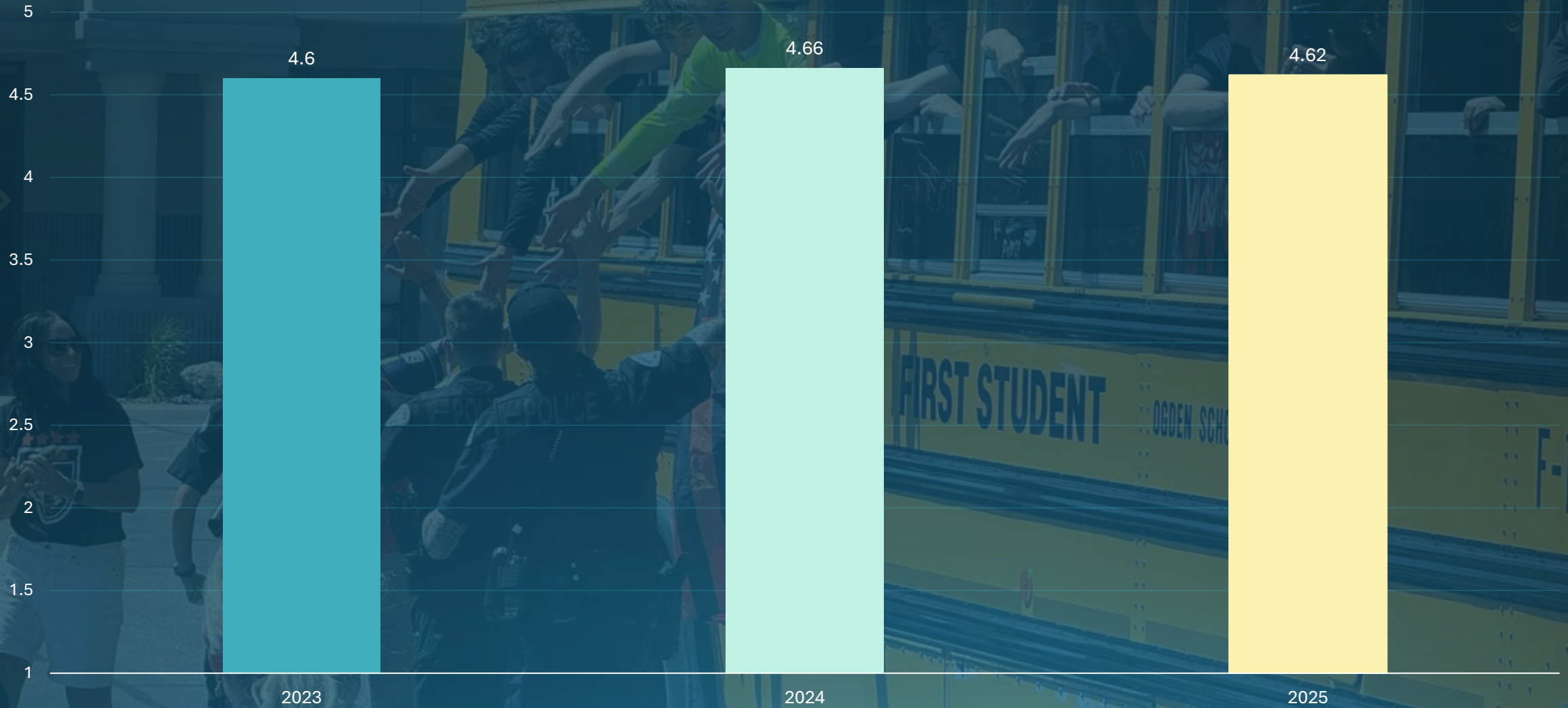
504

INDIVIDUALS RECEIVING
ONGOING SERVICES



Customer Service Surveys

Overall Satisfaction, Annual Ratings



Q2.

Cost & Efficiency Measures

Cost & Efficiency Measures

SOFTWARE & TECHNOLOGY AUDIT

Elimination of approximately 25K in IT related costs

GOVQA & BUYCRASH SOFTWARE

GOVQA, Estimated 2000 Staff Hours Saved

BuyCrash, 1273 Reports Processed (1-2 hours saved each)

ADVANCEMENTS IN TRANSLATION SERVICES

ADDITION OF NEW HOMELESSNESS SERVICE ADVOCATE

POLICE DEPARTMENT BUDGET CONSOLIDATION

Q3.

Immediate Challenges

Public Demonstrations



Special Events



FACILITATED 52 SPECIAL EVENTS 2024

114 ENFORCEMENT DAYS TOTAL

Pedestrian Safety

CONCERNING TREND IN AUTO-PEDESTRIAN ACCIDENTS

85 accidents in 2024, 5 of which involved death

28 accidents in 2025 YTD

An extensive study revealed no clear correlation

Location

Day

Time

Weather

Lighting
Conditions

Road
Conditions

Age

Gender

Fault

RESPONSE PLAN

Aggressive Education and Enforcement

Social Media Campaign

NEW AT 10 PM TODAY: TOGDEN POLICE AIM TO GET DRIVERS' ATTENTION
ENFORCEMENT OPS



Q4.

Long-Term Challenges

Long-Term Challenges

SPACE AT FRANCOM PUBLIC SAFETY CENTER

147 police department employees in 2000

193 police department employees in 2025 (+31%)

OFFICER WELLNESS INITIATIVES

Current contract \$185,000 annually

Contract expires in July 2027, costs ↑ expected

High rates of usage suggest program beneficial

Civilian staff are currently not eligible

Long-Term Challenges

INCREASING TECHNOLOGY COSTS

Cameras & ALPR integration

Digital Evidence Storage

Advancements in AI

Emerging Technologies

COMPETITIVE MARKETPLACE

COLA implementation; stabilization of staffing

Q5.

Budgetary Notes

Q5 (a)

New Position Requests

MARKETING AND COMMUNICATIONS SPECIALIST

Convert Existing Police Records Specialist Position

\$15,000 annual and ongoing cost increase

HSA SUPERVISOR POSITION

Convert Homeless Services Advocate Position

\$11,000 annual and ongoing cost increase

Q5 (b)

Significant Line-Item Increases

WEBER-METRO CRIME SCENE INVESTIGATION SERVICES

\$51,300 Annual Increase

ANIMAL SHELTER SERVICES

\$89,250 Annual Increase

TRAVEL/EDUCATION/TRAINING ACCOUNT INCREASE

\$112,000 Annual Increase

AXON SERVICES CONTRACT INCREASE



INTRODUCING



AXON BODY 4

Axon BWC & Taser Technology

Our investment in accountability, officer safety, and de-escalation.

Current AXON contract approaching expiration

Current contract approx. \$200,000 in ongoing annual cost

Requesting IT budget annual increase of \$131,075 to help fund new 10 YR contract

- * Transitioning from Taser 7 to Taser 10
- * Guaranteed Taser hardware/technology upgrade in year 6
- * AXON Virtual Reality Training Suite
- * Interview Rooms
- * Unlimited Storage
- * Hardware Warranties
- * AXON Community Request

Q5 (9)

Staffing & Personnel

STRATEGIC RECRUITMENT STRATEGY ADJUSTMENT

Increased sign-on bonus from \$5000 to \$7500

Authorized 40 hours of front-loaded leave

STRATEGIC RECRUITMENT STRATEGY IMPACT

May – October 2024: 2 Lateral Hire Recruitments

Nov 2024 – Apr 2025: 13 Lateral Hire Recruitments

550% Increase in Lateral Hire Recruitments!

Staffing & Personnel (cont.)

STAFFING REPORT

Currently staffed at 153 of 150 sworn positions

136 of 153 positions “operational”

Q5 (i)

Grant Funding

38

GRANT APPLICATIONS
SUBMITTED

27

GRANT APPLICATIONS
APPROVED

71%

GRANT APPLICATION
SUCCESS RATE

7.24M

TOTAL FUNDING
APPLIED FOR

5.95M

TOTAL FUNDING
RECEIVED

8.59M

ANTICIPATED FUNDING
IN FY26

Updated Strategic Plan

Ogden Police Department 2025 Strategic Plan

Chief Jake Sube

Strategic Plan

The Ogden Police Department's Strategic Plan includes organizational goals and strategies intended to achieve:

- **SAFETY**

A secure and vibrant environment for all residents and visitors.

- **STABLE NEIGHBORHOODS**

An environment that promotes stable neighborhoods, parks, schools, businesses, and houses of worship.

- **MEANINGFUL CONNECTIONS**

Relationships with our community that promotes trust, collaboration, and a sense of belonging for everyone.

Key Performance Indicators

The Ogden Police Department tracks the following organizational key performance indicators as a gauge of overall public safety conditions:

- PART 1 CRIME
- NIBRS CRIME
- ROAD SAFETY DATA

While these metrics are critical to understanding the impact of our efforts, they are influenced by a wide array of social, economic, and environmental factors, many of which lie beyond the scope of policing alone. The Police Department plays a significant role in influencing these outcomes, but meaningful and sustained progress depends on a coordinated, citywide response.

These indicators reflect the cumulative efforts of multiple departments, including Community and Economic Development, Code Enforcement, Fire, Public Works, and Legal, as well as community partners and residents. As such, they are not viewed as standalone measures of police effectiveness, but rather as strategic benchmarks that guide the development of more targeted, operational KPIs within each bureau of the department.

Safety

ORGANIZATIONAL OBJECTIVES

1. Set and pursue aggressive, proactive enforcement objectives intended to reduce crime, particularly those that have the greatest impact on the safety and security of our residents.
2. Emphasize roadway safety by implementing enforcement and educational initiatives intended to reduce vehicle, bicycle, and pedestrian accidents.
3. Establish ourselves as pioneers in the utilization of emerging technologies to increase our effectiveness in the prediction, detection, and deterrence of crime.
4. Establish ourselves as leaders in officer training, education, and preparedness, ensuring duties are performed safely, competently, and in full compliance with the law.
5. Establish collaborative relationships with local, state, and federal law enforcement partners to increase our effectiveness in the identification, apprehension, and prosecution of criminal offenders.

END STATE

A secure and vibrant environment for all residents and visitors.

Updated Strategic Plan Cont.

Stable Neighborhoods

ORGANIZATIONAL OBJECTIVES

1. Adopt an enforcement strategy that emphasizes proactive engagement that results in an overt and highly visible police presence.
2. Aggressively address disorder, nuisance, and other quality-of-life crimes that contribute to an atmosphere of disorder and neglect.
3. Empower civilian organizations with the training, education, and resources needed to assist them with addressing issues in their communities.
4. Maintain position as state leaders in homelessness response and mitigation through continued development of innovative strategies.
5. Introduce enforcement and environmental design strategies at key locations throughout the city to promote public engagement, recreation, and commerce.

END STATE

An environment that promotes stable neighborhoods, parks, schools, businesses, and houses of worship.

Meaningful Connections

ORGANIZATIONAL OBJECTIVES

1. Establish a robust youth engagement program that will encourage long-term positive and productive relationships with our community's future generation.
2. Establish trust and transparency with community members by implementing a state-leading social media strategy that promotes connection with all citizen demographics.
3. Establish and maintain productive relationships and open lines of communication with community and faith-based organizations that represent the diversity of our citizens.
4. Plan and host community events intended to encourage positive interactions between law enforcement and our residents.
5. Provide a platform to citizens that solicits and encourages community feedback about performance in customer service, professionalism, and competency for the purpose of continual improvement.

END STATE

Relationships with our community that promotes trust, collaboration, and a sense of belonging for everyone.

Updated Strategic Plan – Bureau Examples

Stable Neighborhoods

ORGANIZATIONAL OBJECTIVE

Aggressively address disorder, nuisance, and other quality-of-life crimes that contribute to an atmosphere of disorder and neglect.

ACTION PLAN

- A. Ensure that the School Threat Assessment Team (STAT) conducts a comprehensive threat assessment on 100% of all substantiated threats involving schools or students in Ogden City limits. Document each investigation in compliance with STAT procedure and implement a safety response plan within 10 business days of every assessment. (Training & Education Bureau, SRO)
- B. Generate and deliver reports with general crime data to include: crime trends, accident trends, crime “hot spots,” graffiti, vandalism, and other nuisance issues that have a direct impact on the quality of life of citizens. Report will be delivered monthly to the department’s duty lieutenants to be used in planning/formulation of special projects or proactive enforcement efforts. (Area Tactical Analysis Center)
- C. From June through August, each Animal Services Unit officers will make at least 3 contacts per week related to violations of the city’s barking ordinance. Enforcement efforts will prioritize locations/areas where barking is a documented issue. (Animal Services Unit)
- D. Plan and carry out at least 1 racing/reckless driving enforcement project per month between April and September 2025. Officers will emphasize enforcement of violations related to racing and the city’s noise ordinance. (Community Engagement Bureau, Traffic Enforcement)
- E. Members of the daytime Community Policing Unit will conduct an average of 1 proactive sex offender compliance check per week. These checks will verify registry compliance and/or address documented violations. (Community Engagement Bureau, CP)
- F. Members of the evening Community Policing Unit will conduct an average minimum of 8 contacts per week to address noise complaints, party disturbances, vagrancy issues, and trespassing. (Community Engagement Bureau, CP)

Final Thoughts