



July 16, 2020

Commander Godfrey,

I want to thank you for your commitment to our community and for the work that you and NABVETS #0133 are doing to help make it a better, fairer, and more just place to call home. I appreciate your letter, the time you took to meet with me in person, and your continued engagement and work with my Administration.

One of the areas you mentioned as an area of interest for you, both in your letter and during our meeting, is police-discipline policy. Under the merit law, officer discipline ultimately rests with a civilian police merit board. Several weeks back, I asked our city's civilian police merit board to conduct an analysis and review of IMPD's existing progressive discipline policy. In particular, the board will compare IMPD's current discipline matrix to models set forth by other cities and engage with neighborhoods, faith leaders, and City-County Councilors, in order to provide recommendations as to what modernizations should be implemented. It is my understanding that the board has started that work and that you have been able to connect with its President, Justice Frank Sullivan. So while police discipline is not an area that falls within a mayor's authority, I encourage you to continue engaging with the merit board as its review of departmental discipline policies proceeds.



Several other issues that you note in your letter also fall outside a mayor's authority. But I want you know that, in the areas that do fall within my administration's power, we share your goal of making our city better, fairer, and more just.

That's why one of our initial actions during my first term was launching a holistic criminal-justice reform effort to address the scourge of mental-health challenges and addiction, and to focus on keeping non-violent individuals out of jail and in treatment.

It's why we returned the department to community-based beat policing, required racial bias and de-escalation training for every officer, and created the MCAT program and the soon-to-open Assessment and Intervention Center to ensure those experiencing a mental-health crisis are connected with treatment and not a jail cell. And it's why, in more recent months, IMPD has been in the process of adopting a new use-of-force policy that brings the department in line with best practices on issues like de-escalation, proportionality of force, and prohibition on certain uses of force like chokeholds or firing a gun into or out of a moving vehicle. IMPD is also in the process of creating a new use-of-force review board with expanded review jurisdiction and significant civilian participation.

We recognize that there is more work to do, and we are committed to continuing to make our city better. Thank you for your advocacy and I look forward to continue working together.

Sincerely,

