



THE COUNTY OF SONOMA, CA

INVITES YOUR
INTEREST IN
THE POSITION OF

DIRECTOR -
INDEPENDENT OFFICE
OF LAW ENFORCEMENT
REVIEW & OUTREACH



THE COUNTY

Sonoma County offers a rare and compelling array of scenic, recreational, and geographic options – including inspiring coastline and beaches, the Russian River, over 200 award-winning wineries, and majestic redwoods. The County encompasses over one million acres of land and water, rich with parks, campsites, lakes and open space.

Sonoma County is home to almost 500,000 residents and offers a wide variety of restaurants, art and music festivals, farmers' markets, and concert venues. Local schools continually rank high on California's Academic Performance Index and the county boasts higher education opportunities with Santa Rosa Junior College and Sonoma State University. Business is quite diverse, with agriculture and tourism anchoring the local economy. The tourism industry generates over \$1 billion annually, and the County hosts over 7 million visitors every year.

Sonoma is a general law county, governed by a five-member Board of Supervisors who are fully committed to a mission and vision that value strong leadership, the highest quality customer service, engaged citizen participation, courteous and prompt assistance, and creating and preserving efficient and cost effective government. The County Administrator leads a team of dedicated department heads who work collaboratively to address and strategically prepare for County initiatives and challenges.

THE OFFICE

Following an officer shooting of a 13 year old carrying a replica gun, the Board of Supervisors directed the establishment of a community task force, and charged them with developing recommendations in the following areas:

- Review and recommend options for an independent citizen review body
- Review and recommend options for community policing to be considered
- Review and recommend whether the Office of the Coroner should be separately elected from the Office of Sheriff
- Bring to the Board of Supervisors any additional feedback from the community on these issues that merit County attention

After the May 2015 presentation of the final recommendations the Board directed the establishment of an independent review organization - one of the many recommendations of the community task force.

The Independent Office of Law Enforcement Review and Outreach is that review organization.

The selected Director will be charged with launching the new office, and in so doing address the following key priorities identified for the first quarter:

The County encompasses over one million acres of land and water, rich with parks, campsites, lakes and open space.

- Negotiate information sharing and data access protocols with the Sheriff's Office
- Establish and maintain engagement of members of the former task force pending the establishment of a citizen's advisory board
- Establish a citizen advisory board
- Establish a process for receipt and referral of complaints or concerns made against members of the Sheriff's Office
- Establish a plan for soliciting and collecting feedback from the community on law enforcement issues

Additional first year priorities associated with establishing the office include:

- Identify, select, and implement a system for complaint tracking and trend analysis
- Develop and implement a plan for community education and outreach, including enhancing public information, outreach and collaboration
- Establish a youth council, including recommendations on how members will be selected and duration of appointment
- Establish a mediation process, to include negotiating with the Sheriff's Office and engaging affected bargaining units through the Labor Relations unit of Human Resources

THE POSITION

The selected candidate will work with the Board of Supervisors, the Sheriff's Office and other law enforcement offices as appropriate, as well as with the public in codifying the vision, operations, and processes of this new office. Specifically, the new Director will:

- Establish, lead, manage, and coordinate the functions of the Office
- Be responsible for the appropriate review and audit of law enforcement



citizen complaints, personnel, and administrative investigations, which include allegations of misconduct

- Analyze data and draft reports
- Make recommendations on related policies, training, procedures, and other preventative measures
- Conduct community outreach and educate the public on the role of the Office
- Function as the staff lead for related advisory committees and/or councils
- Perform related work as required



The Director, Independent Office of Law Enforcement Review and Outreach is an attorney appointed by and reporting to the Sonoma County Board of Supervisors. This position is exempt from the County's Civil Service system in accordance with Civil Service Ordinance 305-A as amended. The extent to which law enforcement offices are subject to review and outreach by this Office is determined by the Board of Supervisors and the governing bodies of other local law enforcement agencies, if applicable. The position is expected to establish and maintain a credible, fair, and equitable review process and effectively and fairly represent the community's interests. The selected individual must command the highest level of trust and confidence and is expected to exercise considerable independent judgment and initiative, be objective, work collaboratively with a wide variety of stakeholders, and have a proven record of creating and sustaining strong relationships with those holding divergent and opposing perspectives.

THE IDEAL CANDIDATE

The County is seeking a Director, Independent Office of Law Enforcement Review and Outreach who will establish the Office's operations in order to implement the recommendations of the community task force to establish an office of independent review. The County has undertaken extensive outreach for this highly visible position. The incoming Director must be someone who inspires trust by acting with integrity, has an interest in understanding and embracing the "culture" of Sonoma County and will conduct comprehensive outreach to the community including members of the former task force, interested community members, schools, community based organizations, businesses, and other stakeholders.

This is an exciting opportunity for an individual who is dynamic, fair and honest, independent, creative, and has the ability to

establish structure and processes in this important new organization and position. The incoming Director must be someone who can remain unbiased and objective, who is tenacious and courageous with the ability to recognize successful and unsuccessful strategies and who can modify them accordingly. Collaborativeness, political astuteness, and responsiveness are also key attributes for the new Director.

The ideal candidate must be well versed in Federal and State statutory and constitutional laws, policies and procedures governing the County, laws related to public safety investigations, and the essential elements of the California Public Safety Officers Procedural Bill of Rights.

This position requires visibility and engagement with the community to reach the goals set by the Board of Supervisors, and working effectively to facilitate and gain cooperation and participation of interested parties to achieve desired results is essential.

Collaborativeness, political astuteness, and responsiveness are also key attributes for the new Director.

The ideal candidate will also be a skilled communicator, able to maintain effective media relations, have a proven record of creating and sustaining strong relationships, and be committed to seeking out and considering a variety of perspectives. The new Director will be looked upon to develop and direct the implementation of goals, objectives, and work standards for the new Office. Someone who will effectively gain cooperation and participation of interested parties to achieve desired results, manage morale, internal discipline, accountability, and productivity of Office staff will excel in this position.

The ideal candidate will possess any combination of education, training and experience, which would likely provide

for possession of stated knowledge and abilities. Normally, this would be at least four years of related legal experience, typically civil rights and/or criminal law, and experience working with individuals of diverse ethnic, cultural, and socio-economic backgrounds. Prior professional level experience in a law enforcement oversight/audit organization, bilingual Spanish, supervisory experience, and possession of the Certified Practitioner of Oversight (CPO) Credential are desirable qualifications. The position requires possession of a Juris Doctor Degree or equivalent from an accredited U.S. law school and current active membership in the State Bar of California.

Candidates must not have been a sworn law enforcement officer within the last five years and not have any immediate family members (defined as spouse, child, sibling, or parent) who currently hold sworn law enforcement positions. A POST background investigation, including a thorough assessment of personal, employment, educational, criminal, and credit history is required prior to employment.

COMPENSATION

The salary range is \$127,252-\$154,676 annually and is dependent upon qualifications. Sonoma County offers a competitive total compensation package including:

- Retirement: County Retirement Act of 1937. Retirement is fully integrated with Social Security. With the recent pension reform, new employees as defined and eligible will receive a 2.7% at 67 formula, or for those individuals who meet certain criteria, including establishing reciprocity and pursuant to PEPPRA, will receive 3% at 60.
- Paid Time Off: Competitive vacation accrual and additional management leave annually; 11 holidays per year; generous sick leave accruals and 100% of accrual balance converted to service credit at retirement.
- Health Plan: Choice of three health plans (PPO, EPO and HMO) with a County contribution toward the premium of approximately \$500 per month.
- Excellent dental, vision, disability, life insurance, professional development and more. Additional details on employment for management employees may be found at http://www.sonoma-county.org/hr/pdf/salary_resolution.pdf.
- A cash allowance (in addition to monthly salary) of approximately \$600 per month.
- IRS 457 Plan: Pre-tax employee contribution up to the IRS annual maximum.
- Retiree Medical: County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance/benefits.

Important Note: Benefits described herein do not represent a contract and may be changed without notice.



TO APPLY

If you are interested in this outstanding opportunity, please visit our website at www.bobmurrayassoc.com to apply online.

**Filing Deadline:
November 6, 2015**

Following the closing date, resumes will be screened according to the qualifications outlined. The most qualified candidates will be invited to personal interviews with Bob Murray and Associates. Candidates will be advised of the status of the recruitment following finalists' selection. Finalist interviews will be held with the County of Sonoma. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

