

## Appointment of the Inspector General

Gender Equity, Safe Communities, New Americans & Education Committee April 25, 2018

AMY TSAI & GREG DOSS, CENTRAL STAFF BRIANNA THOMAS, OFFICE OF CHAIR GONZÁLEZ

### Overview

- History of police accountability ordinance and Office of Inspector General for Public Safety (OIG)
- Inspector General hiring process
- Introducing the Inspector General appointee

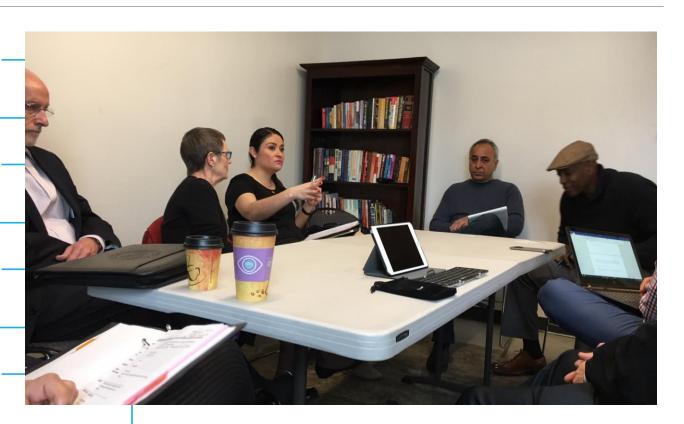
# Trust and Accountability

1992 Civilian Auditor

2010 Community call to action

2012 Consent decree

2017 Police accountability ordinance



# A New Police Oversight System

"[E]nsuring constitutional, accountable, effective, and respectful policing" (Ord. 125315)

#### **OPA**

Addressing and investigating misconduct complaints

#### OIG

Civilian auditing of SPD and OPA

#### **CPC**

Community engagement and policy, practices, services input

#### **SPD**

Building a culture of accountability

# **OIG** Purpose and Authority

#### **Purpose**

 Oversight of SPD and Office of Police Accountability (OPA) through auditing and review

#### **Authority**

- Independence
- Access
- Other related departments

### OIG Duties and Work Products

#### **Duties**

- Audits (including police intelligence and surveillance)
- OPA Reviews
- SPD incident reviews with scene access
- With SPD and OPA, enhance accountability culture
- With CPC, community outreach and input

#### **Work Products**

- Audits, reviews, studies (e.g., RES 31753)
- Annual work plan, annual report
- Joint CPC mid-year and diverse workforce reports

# Inspector General (IG) Qualifications

### Qualifications

- Civilian, not a former SPD sworn officer
- Criminal, civil rights, labor, investigations or auditing background
- Lead and manage staff in auditing, analyzing, and recommending systemic improvements

#### **Desired Attributes**

- Integrity, professionalism, commitment
- Leadership and effective stakeholder engagement
- Understanding and valuing diversity
- Sound judgment in the face of controversy

## **IG Selection Process**

### Who

- Search Committee included Council, Mayor's office, SPD, and CPC
- Co-chaired by Community Police Commission and Chair González

### **What**

- 2017 OIG study missions helped shape job description and desired qualities
- With SDHR, questions and exercises screened for implicit and explicit bias

### <u>When</u>

- Process started June 2017 after passage of Police Accountability Ordinance
- Ten-month nationwide search with over 200 applicants

## Next Steps

- Wed., April 25 Inspector General appointment public hearing
  Appointment of Lisa Allison Judge as Inspector General, for a term from April 30, 2018 to December 31, 2024
- Mon., April 30 Confirmation by Full Council