



CITY OF BERKELEY

DIRECTOR OF POLICE ACCOUNTABILITY



THE CITY OF BERKELEY

Berkeley is home to a vibrant community of people with diverse backgrounds, interests, and skills and a high level of education. Known for its activism and community involvement, the City of Berkeley covers approximately 10 square miles with a population of 112,000 residents. At the city's center stands one of the world's finest universities, UC Berkeley, where Nobel laureates walk among students and townspeople and the public can attend enriching lectures, panels, and performances. The City's cultural attractions include everything from multiple museums and innovative theater productions to concert halls and cafes offering every style of music.

Berkeley is also known for its excellent public schools, neighborhood parks and walking paths, and recreation activities including summer camp programs and a 1,000-berth marina. The city's food culture, restaurants, and markets are world class. Berkeley is only 12 miles from the shops, restaurants and entertainment of San Francisco, the Bay Area Rapid Transit (BART) train system and the ferry at Oakland's Jack London Square provide easy access between the two. Getting around within Berkeley is easy on foot, by taxi, or via public transportation. The City is served by three BART stations, a network of buses, and the UC Berkeley campus shuttle.

Sheltered by rolling hills and bordered by the San Francisco Bay, Berkeley enjoys a mild climate year-round. Nearby regional and state parks offer many ways to enjoy the beautiful outdoors. San Francisco with its many offerings lies just across the Bay, and famous attractions not far away include Muir Woods National Monument, Point Reyes National Seashore, and the Napa/Sonoma wine country.

CITY GOVERNMENT

The City of Berkeley operates under its own charter with a Council/Manager form of government. The City Council consists of eight Councilmembers, elected by districts for four-year terms, and one Mayor, elected "at large" for a four-year term. The City of Berkeley provides a comprehensive set of services to the community. In addition to the traditional municipal services, the City operates its own Health, Housing & Community Services Department providing public health, mental health and environmental health services to the community. The City operates its own residential and commercial solid waste collection, recycling and disposal service. The City's Parks, Recreation and Waterfront Department offers a number of summer camps, and operates a 1,000 berth marina. The City's adopted FY 2022 budget is \$674 million, of which \$234million is allocated from the General Fund. The City has a workforce of 1,660 employees.

BACKGROUND

Berkeley has a long tradition of insuring transparent and accountable policing. In 1973, a ballot measure was adopted to establish a Police Review Commission for the community to participate in setting Police Department policies, practices, and procedures and to provide a means for investigation of complaints against sworn employees of the Police Department.

On November 3, 2020, Berkeley voters adopted, by an overwhelming majority (84.6%) Measure II, a Charter Amendment that established a Police Accountability Board, a new oversight body, the Office of the Director of Police Accountability including a new position, the Director of Police Accountability. The Charter establishes the purpose of the Police Accountability Board to promote public trust through independent, objective, civilian oversight of the Berkeley Police Department, provide community participation in setting and reviewing Police Department policies, practices, and procedures, and to provide a means for prompt, impartial and fair investigation of complaints brought by members of the public against sworn employees of the Berkeley Police Department.

The Board consists of nine (9) commissioners comprising one resident appointed by the entire City Council.

The Police Accountability Board and Office of the Director of Policy Accountability began operating in July 2021. The Office of the Director of Police Accountability oversees an FY22 adopted budget of \$1.14million and a team of 4.

Both the Police Accountability Board and Director of Police Accountability are independent of the City Manager, except for administrative purposes, and report to the Mayor and City Council.



DIRECTOR OF POLICE ACCOUNTABILITY

The Director of Police Accountability reports directly to the City Council, carries out the work of the Police Accountability Board and oversees the day-to-day operations of the Office of the Director of Police Accountability. Amongst other responsibilities as outlined in Measure II, the Director is principally responsible for 1) investigating complaints filed against sworn employees of the Berkeley Police Department to reach an independent finding as to the facts and recommend corrective action where warranted in an impartial and transparent manner and 2) investigating complaints against police department policies (known as “policy” complaints) and helping the Board evaluate police policies and recommend changes to the Council. The Director also works with the Board to recommend and implement policies and procedures of the Office of Director of Police Accountability and Police Accountability Board.

The Director of Police Accountability may also serve as the Secretary to the Police Accountability Board and assists the Board in carrying out their respective duties prescribed herein.

Key priorities to accomplish:

1. Develop relationships with critical stakeholders including: (a) community members and their organizations with particular emphasis on communities of color in order to address their experiences and concerns relative to police oversight; (b) City Council; (c) Berkeley Police Department; (d) the Berkeley Police Association and; (e) the City Manager.
2. Explore, recommend and implement best practices in police accountability and public safety.
3. Develop the regulations of the Board, outline the systemic infrastructure budgetary resources to efficiently manage complaints.
4. Undergo training the members of the Police Accountability Board.
5. Support the overall direction of Berkeley’s Fair and Impartial Policing program adopted by the City Council in February 2021.



Key Responsibilities:

The new Director of the Police Accountability is charged with the responsibility of managing this new organization in accordance with the requirements outlined in the charter. The key responsibilities of the newly imagined organization will be to: manage, oversee, investigate, develop findings and make recommendations regarding personnel or policy actions. The approach will begin with the participation in the initial processing of complaints received by the Police Accountability Board (PAB) or from citizens who witnessed misconduct or other concerns.

The Director will document, review, and analyze all complaints to determine their viability; as official complaints; if merited, oversee investigations into the allegations of the complaints. The Director will bring investigative findings and disciplinary recommendations to the Board, and convene a hearing, if warranted. Should there be an indication, the new Director will develop and recommend new policies and policy positions based on best practices for the PAB, city council and city administration to consider. Finally, the new Director will develop communication options accessible by citizens, police staff, and/or others as needed to identify complaint issues and determine the level of follow-up required.

Separately, there is a monitor, audit, and report responsibility regarding all internal investigations conducted by the Police Department concerning allegations of excessive/unnecessary force or other police practice issues that this department will document and review.

The new Director will represent the Police Accountability Board (PAB) to outside groups and organizations; participate in outside community and professional groups and serve on committees, boards, task forces, and in community activities; attend meetings, conferences, and workshops.

The new Director of Police Accountability will prepare and make presentations to City officials, community members and others as required and provide technical assistance as necessary.



THE IDEAL CANDIDATE

The ideal candidate is a pragmatic, communicative, and collaborative leader with a legal/investigative background and expertise in best police practices. The City of Berkeley envisions the Police Accountability Board as representing best practices regarding police accountability. The new Director will ideally be fluent in data and policy analysis around statistics relevant to crime and police conduct that contributes to the development of an organization that holds the police and the community accountable.

The ideal candidate has strong people skills noted for a willingness to work collaboratively, fairly and with integrity. Management of the organization from an administrative and organizational perspective will be paramount to its success. The new Director will be expected to develop an organization that is transparent, responsive, timely and appropriate in its responses to all individuals.

The successful candidate will be politically astute, but apolitical, with a high level of sophistication and cultural competence in working effectively with diverse stakeholders in highly political environments.

The successful candidate will have experience working within the public sector preferably one that is a complex and a diverse urban environment.

The candidate will:

- Possess a transformational and trustworthy leadership style that supports the mission of the Police Accountability Board and values the community and customer experience;
- Demonstrate a commitment to equity, inclusion, and social justice;
- Genuinely value the voice of the underrepresented victims of injustice while appreciating the difficult work of the police;
- Exhibit steadfast ethical standards, decisive decision-making style, and transparent communication skills;
- Engage effectively with all who have a stake in law enforcement, especially underrepresented communities, complainants, the general public, Berkeley Police Department employees and relevant City Officials;
- Possess the proven ability to convene, collaborate with, and galvanize stakeholders to work together to benefit the community, including a track record of authentic community engagement participatory processes;
- Possess experience working effectively with staff, management, legislative bodies such as the City Council and volunteer commissions to facilitate process improvement changes and modernize internal policy/rules to enhance the effectiveness of policing.

EDUCATION & EXPERIENCE:

Education

Bachelor's degree from an accredited college or university with major course work in criminal justice, criminology, political science, public or business administration or a related field. An appropriate advanced degree is desirable but not required.

Experience

Five years of experience performing professional administrative/investigative or legal/investigative work including substantial involvement with judicial or law enforcement issues.

COMPENSATION & BENEFITS

The current salary range for the position is \$142,344 - \$213,528. The City of Berkeley offers an attractive benefits package.

HOW TO APPLY

The Director of Police Accountability recruitment is being conducted on a national basis by **The Byers Group**. First consideration will be given to applications received by **April 29, 2022**. To apply for this outstanding opportunity, please electronically submit your resume, letter of interest to The Byers Group at: **cob.pab@byersgroupca.com**. The letter of interest should outline why you are interested in joining the City of Berkeley and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position. The position will remain open until filled.

The City of Berkeley is an EEO/ADA Employer that values workforce diversity, inclusion, and equity. The City complies with all Federal, State, and local laws mandating Equal Employment Opportunities. All qualified applicants will be considered in accordance with applicable laws prohibiting discrimination on the basis of race, color, religion, national origin, ancestry, sex, gender, age, veteran status, disability, marital status, hair style and hair texture, gender identity, or sexual orientation.



THE BYERS GROUP

EXECUTIVE SEARCH AND C-SUITE CONSULTING

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