



**EXECUTIVE
DIRECTOR
OFFICE OF
INDEPENDENT
REVIEW**



**BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Located on the Southern California coast with a culturally diverse population of 3.2 million residents, the County of Orange (Orange County) offers a high quality of life and a nearly perfect climate year-round. Commonly referred to as "The OC," Orange County has thirty-four incorporated cities with seven of these cities among the 200 largest cities in the United States. Orange County features excellence in education, low crime rate, a wide variety of businesses, and unlimited recreational opportunities.

Many corporate headquarters, leading technology and biomedical firms have made Orange County their home. John Wayne Airport, owned and operated by Orange County, is conveniently located for business and vacation travelers. Educational opportunities are plentiful with two State universities - California State University, Fullerton, and the University of California at Irvine. In addition to this, there are several private colleges and four community college districts. There are over 60 high school campuses and enough elementary schools to educate one and a half million students.

Visitors and residents alike have an opportunity to enjoy an abundance of world-class shopping, dining, and resort accommodations, as well as spectacular vistas with 42 miles of pristine, sandy coastline. The region offers a variety of amenities for those that seek an active lifestyle. From fishing to yachting, water sports of every kind abound on the beaches and in the harbors and marinas that dot the Orange County coast. Besides water sports and beaches, the sunny weather is perfect for golfing on world-class courses, hiking and mountain biking.

Orange County is also home to the state's most popular attractions, including Disneyland, Disneyland's California Adventure, and Knott's Berry Farm. The 2002 World Series Champion Angels baseball team and the 2007 Stanley Cup Champion Anaheim Ducks NHL team are exciting choices for sports enthusiasts. Cultural venues are abundant, including the theater, symphony, and orchestra performances and museums for adults and children.

THE COUNTY GOVERNMENT

Orange County is a Charter County governed by a five-member Board of Supervisors elected to four-year terms. The Board is supported by a group of dedicated, public-spirited individuals and together, they comprise a regional service provider and planning



agency committed to maximizing resources and improving the quality of life for residents in Orange County. The 22 departments (and respective divisions) that make up the County government strive to make Orange County a safe, healthy, and fulfilling place to live, work and play, by providing vital services to the community. The County's core businesses are public safety, public health, environmental protection, regional planning, public assistance, social services, and aviation.

THE OPPORTUNITY

In an effort to improve the coordination, functioning, responsiveness, and accountability in the County's criminal justice system the County Board of Supervisors amended the jurisdiction of the Office of Independent Review (OIR) to include oversight and review of the OC Sheriff's Department, Office of the District Attorney, Office of the Public Defender, the Probation Department and the Social Services Agency.

Appointed by and serving at the discretion of the County Board of Supervisors, the Executive Director of the OIR will review, monitor, assist, oversee, and advise the Orange County Board of Supervisors in the investigation of selected internal and citizen complaints and other administrative investigations, which may include allegations of misconduct. Specifically, the Executive Director of OIR will, among other duties:

- Work directly with the Board of Supervisors and in consultation with the identified department(s) to provide formalized oversight on critical incident review and analysis;
- Review and recommend options to the Board of Supervisors on County services;



- Provide periodic reports to the public concerning its activities and findings as appropriate and as authorized by the Board of Supervisors;
- Make recommendations on related policies, training, procedures, or other preventive measures;
- Ensure that all investigations are thorough, objective, fair, impartial, and free from political influence;
- Conduct community outreach and educate the public on the role of the Office;
- Set the operational philosophy of the OIR to ensure that the needs and goals of the community and the County are met;
- Provide advice and counsel to ensure a thorough, unbiased, and impartial fact-finding process with consistent and appropriate conclusions; and
- Perform related work as required.



In the past two years, the Board of Supervisors expanded the Department to include three new positions in addition to the Executive Director to carry out the duties of the office. The Department has an operating budget of over \$1 million for fiscal year 2021/2022.

THE IDEAL CANDIDATE

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 Public Safety Officers Procedural Bill of Rights (POBR). Ability and willingness to work collaboratively, political astuteness, and responsiveness are also key attributes for the successful candidate.

An experience base of at least three years of related experience in conducting oversight of law enforcement personnel and departments, related legal experience, typically civil rights and/or criminal law, and experience working with individuals of diverse ethnic, cultural, and socio-economic backgrounds is required.

The selected candidate will be an attorney licensed to practice law in the State of California and shall have had no imposition of discipline by any State or Federal Bar.



COMPENSATION AND BENEFITS

The annual salary for the Executive Director of the OIR is \$137,675 to \$261,081; placement within this range is dependent upon qualifications. The County also offers an attractive benefits package that includes:

Retirement Plan – Benefit formula of 1.62% @ 65 retirement benefits under the Orange County Employees Retirement System (OCERS). New eligible employees who have reciprocal California public service time are required to choose between Plan P (1.62% @ 65) and Plan J (2.7% @ 55) retirement benefit formulas. Employees who select Plan P are eligible to participate in the County’s 457 (b) Defined Contribution Plan (1.62%) and receive the County’s matching contribution in a 401 (a) Defined Contribution Plan (1.62%), up to 2% of base salary.

Retirement Reverse Pickup Contributions – County of Orange employees are subject to an additional reverse pick up percentage. This is in addition to the normal employee contribution. More information is available on the OCERS website:

<http://www.ocers.org>.

Additional Defined Contribution Plans – 401 (a) plan County contributes 5% of the Executive Manager’s bi-weekly salary (no employee contribution required); 457 (b) Voluntary participation

Optional Benefit Plan (OBP) – \$4,500 annually (pro-rated if hire or promotion occurs mid-year). Executive Managers may elect a taxable cash lump sum, OBP Health

Care Reimbursement Account, and/or 457 Defined Contribution Plan.

Health Plan Coverage – There are currently five different plans to choose from including two Preferred Provider Organizations (PPOs) Plans and three Health Maintenance Organizations (HMOs) Plans.

Employee Wellness Program – Higher County contribution towards biweekly health premiums upon participation in the three-step wellness program each year. Additional resources and opportunities promoting personal health and wellness goals are available. For more information visit the Employee Benefits website at:

<https://hrs.ocgov.com/page/employee-assistance-program>

Dental – Dental PPO coverage administered by Blue Shield of California. County covers 100% of premiums for the full time Executive Manager and eligible dependents.

Life Insurance and Accidental Death & Dismemberment (AD&D) – Basic amount of \$125,000; employee may purchase additional voluntary coverage.

Sick Leave – During the first three years of employment, the accrual time rate will be .0347 hours of sick leave with pay for each hour of pay, which is approximately nine days annually. At the fourth year, the accrual time rate will increase to .0462 hours, which is approximately 12 days annually.

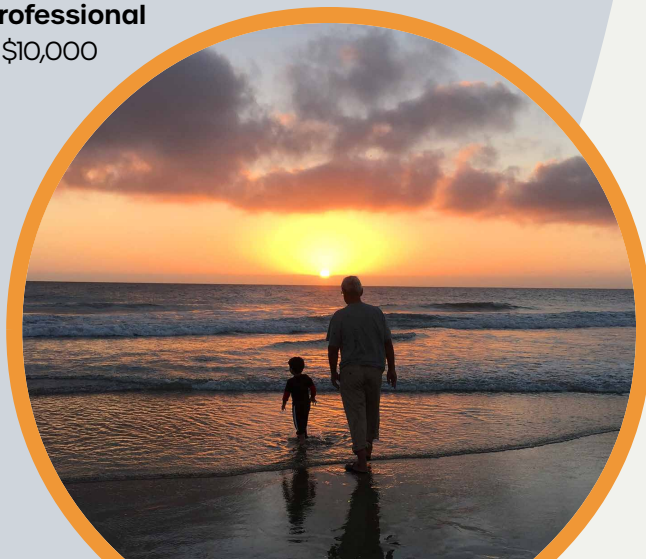
Vacation Accrual – Initial accrual rate at .0577 hours for each hour of pay, approximately three weeks per year, up to a maximum of .0962 hours for each hour of pay, five weeks per year subject to negotiation.

Severance Payment – In the event that at-will employment is terminated, and in addition to a payout for any accrued, unused Vacation Time, the Employee will receive a severance payment, equal to the sum of ninety calendar days of salary and the County's share of the costs of Employee's health insurance premiums.

Auto Allowance – For at-will Executive Managers, a taxable monthly allowance of \$765.

Salary Continuance – County will pay 60% of salary for approved applications.

Educational and Professional Reimbursement – Up to \$10,000 per fiscal year.



Other Benefits – Voluntary Dependent Care (DCRA) & Health Care Reimbursement Account (HCRA); Employee Assistance Program; Annual Physical.

For additional information about benefits, visit:

<https://hrs.ocgov.com/employee-benefits>

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
July 1, 2022**

Following the closing date, resumes will be screened according to the qualifications outlined above. 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 a sub-committee of the Board of Supervisors. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists to the full Board of Supervisors. 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

