



BAY AREA RAPID TRANSIT (BART)

INVITES YOUR INTEREST IN THE POSITION OF

INDEPENDENT POLICE AUDITOR



BOB MURRAY & ASSOCIATES
EXPERTS IN EXECUTIVE SEARCH

BAY AREA RAPID TRANSIT DISTRICT

The Mission of the San Francisco Bay Area Rapid Transit District is to provide safe, clean, reliable, and customer-friendly regional public transit service in order to increase mobility and accessibility, strengthen community and economic prosperity, and preserve the environment in the Bay Area. BART is widely regarded as successfully doing just that, by those in the Bay Area and by those in public transit nationally. This is one of America's premier systems.

BART began construction of the Trans-Bay Tunnel and the core system in 1964, and initiated revenue service in 1972. With continual line extensions since, it now serves a population area of 3 million people. Up to 90% of its fleet of over 600 railcars is needed to transport the nearly 350,000 people who ride BART each weekday among its 43 stations in the region, making 104 million passenger trips a year. BART has over 3,100 employees and an operating budget of \$600 million annually.

ORGANIZATIONAL DESIGN AND GOVERNANCE

The BART Board of Directors consists of nine members, each elected to a four-year term from one of nine election districts within the counties of Alameda, Contra Costa and San Francisco that comprise the communities that contribute to the BART budget. The Board appoints four officers for the District, the General Manager, General Counsel, Controller Treasurer, and the District Secretary. The Chief of Police reports directly to the General Manager.

THE OFFICE OF THE INDEPENDENT POLICE AUDITOR

The Independent Police Auditor reports directly to the BART Board of Directors. The Office of the Independent Police Auditor was established within the past year, both as a best practice in public safety management, as well as in response to a serious officer-involved incident in early 2009, which continues to carry a high level of community concern. An eleven member Citizen Review Board was also established to provide additional civilian oversight of the BART Police Department. Citizen Review Board members will be appointed by the BART Board of Directors.

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The Independent Police Auditor will receive and act on citizen complaints, review Internal Affairs investigations conducted by the BART Police Department, establish a mediation function for resolution of certain types of complaints, act as a monitor with respect to all aspects of the investigation of an on-duty officer involved shooting, develop recommendations concerning procedures and practices of the BART Police Department, establish and maintain appropriate records, maintain ongoing communication and outreach to the BART Police Associations and the greater BART community, and take other actions appropriate to and authorized for the Office.

The Independent Police Auditor will have unfettered access to police reports and records, and the ability to compel the cooperation of sworn personnel in the conduct of his/her responsibilities, all with due regard to relevant confidentiality requirements.

The Independent Police Auditor will provide monthly reports to the Citizen Board on all issues within the purview of the Office, and will closely coordinate the work of the Office with the Citizen Board.

The primary interface of the Independent Police Auditor will be the BART Police Department, which is composed of 296 personnel, of which 206 are sworn peace officers of the State of California. Community-service officers, communications/9-1-1 dispatchers, revenue protection-guards, clerical staff and supervisors comprise the Department's civilian employees. The Department provides the full range of police services for the District.



The Department currently uses a community-based deployment strategy to enhance the ability to work more closely with the local residents, allied public-safety agencies, businesses, schools, and other transit district employees.

There are BART police facilities and field offices in Oakland, Concord, Walnut Creek, Pittsburg, El Cerrito, Dublin/Pleasanton, Castro Valley, San Leandro, Hayward, San Francisco, Colma, and San Bruno where lieutenants, sergeants, officers, and community-service officers report for duty.



THE POSITION

BART is seeking an individual who will initiate, and take responsibility for carrying out the functions of the District's new Independent Police Auditor role. This position will oversee the activities and operations of the yet-to-be-staffed Office of the Independent Police Auditor, which will include one investigator and one administrative support position.

The selected candidate will develop, in conjunction with other stakeholders, rules and procedures for carrying out the role of the Independent Police Auditor and the role of the Citizen Review Board, including investigation of citizen complaints, and recommendations regarding procedures and practices for the Police Department. As the first incumbent of this position, the ideal candidate will bring a wealth of experience in the organization and conduct of substantially similar functions, as well as highly developed skills in listening and responding effectively to the needs and concerns of varied stakeholders. Communication skills, both orally and in writing, will be critical to effectiveness as well as the ability to communicate effectively with citizens of diverse communities and develop positive community relationships.

The position requires six (6) years of (full-time equivalent) verifiable professional experience in the criminal justice arena, which must have included at least four (4) years of management and administrative experience in peace officer investigation and auditing and a Bachelor's degree in criminal justice, criminology, public administration or a closely related field. A Master's degree is preferred. Appropriate additional relevant experience may substitute for the education requirement as appropriate.

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COMPENSATION

The salary is likely to be in the \$135,000 to \$150,000 range, depending upon qualifications. In addition, BART provides an attractive benefit package which includes:

Medical Benefits

Medical plan coverage is provided by the California Public Employees' Retirement System. Both HMOs and PPOs are available. Employees pay a modest monthly pre-tax premium co-payment of \$86.95 for most plans in 2011.

Dental Benefits

Principal Financial Group administers a \$2,000 per person per calendar year family bank dental program. Claims are generally paid at 100% with no deductible. Orthodontia is covered with a lifetime maximum of \$3,500 and a \$50 deductible. District paid coverage.

Vision Benefits

Vision Service Plan administers two vision plans. The District paid plan allows annual exams and lenses and frames every other year with a \$10 co-pay. The employee paid plan allows for enhanced coverage on lenses and frames and has a \$20 co-pay.

Life Insurance Benefits

Life insurance is provided in the amount of two times the annual base salary rounded to the next highest thousand. Optional life insurance may be purchased by the employee.

Disability Benefits

Short and Long-Term Disability insurance is provided at no cost to the employee, and supplemental insurance is also available at the employee's cost and option.

Retirement Programs

Employee pension plan is through the California Public Employees' Retirement System (CalPERS). The District reimburses employees' for their contribution each pay period. The contract between BART and CalPERS provides for the 2% at 55.

A Deferred Compensation Plan (IRC 457) is also offered. A variety of investment options are offered. Rollovers into this plan are generally allowed. The District also has a Money Purchase Pension Plan under IRC 401(a), to which it makes contributions.

Vacation & Holidays

Vacation is provided at the rate of three weeks after one year of service. Four weeks is provided for 5 to 14 years of service, five weeks is earned for 15 - 18 years of service and six weeks is earned for more than 18 years of service. A total of 9 fixed holidays and 5 floating holidays are provided.

Other Benefits

Education Assistance Program, Employee Assistance Program, Free Transportation and Survivor Benefits are among the other benefits.

TO APPLY

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

**Filing Deadline:
December 15, 2010**

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. 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. Finalist interviews will be held with the District. Candidates will be advised of the status of the recruitment following selection of the Independent Police Auditor.

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

(916) 784-9080

