From: battard@comcast.net
To: SDA-Sheriff Department Oversight Board
Subject: Recruitment of Inspector General for SFSD
Date: Friday, January 6, 2023 12:38:50 PM

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Dear Board Members,

I am a longtime practitioner of oversight and have worked for the SF Office of Citizen Complaints (now DPA), the Berkeley Police Review Commission, and as the San Jose Independent Police Auditor. I'm a former president of the National Association for Civilian Oversight of Law Enforcement (NACOLE). I now consult in the oversight field, advising cities and other entities on establishing oversight.

It has come to my attention that the SF Sheriff's Department Oversight Board (SFSDOB) is in the process of appointing an Inspector General (IG). I believe that the IG hiring is the most urgent and one of the most important decisions that will come before your Oversight Board (OB). I saw the presentation by the SF Dept. of Human Resources (DHR) in a previous meeting of the OB. In their testimony DHR indicated that it would be difficult for their agency to conduct the IG recruitment at this time. DHR recommended that it would be cost effective and more timely to go forward with an outside recruiter to conduct the IG recruitment. DHR also stated that they do not have the expertise to conduct the IG recruitment. Hiring an outside recruiter to do a nationwide search with outreach to several related fields is a best practice in the oversight field and would reflect positively on the OB—indicating that the OB (and the City) is serious about hiring the best person for this important position.

I know that the terms of some members of the SFSDOB will expire in March 2023. The SFSDOB must act quickly to set in motion the process of appointing an IG. The current SFSDOB has had numerous experts speak on this issue and a decision should be made by the current members based on the expert testimony provided.

It is urgent that the IG is appointed to enable the full functioning of the IG, to include investigations of complaints and recommending discipline, monitoring and auditing SFSD operations, including providing services to incarcerated individuals, to ensure compliance with applicable laws and policies. Establishing a new office takes time, it is imperative that an IG be hired as soon as possible to set up the processes of the Office of the IG: e.g. to hold hearings, issue subpoenas to witnesses to appear and for the production of evidence, administer oaths, and take testimony.

Hiring staff and setting up the IG office processes should not be completed before the IG is hired. This would undermine the executive in this important position before they start.

Best regards and thank you for your service,

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