



Providing the Public with Effective and Independent Oversight of the BART Police Department

January 4, 2023

Via Email

San Francisco Sheriff's Department Oversight Board
SDOB@sfgov.org

Dear Board Members,

Please accept my input related to your deliberations about whether to engage the services of a professional recruiting firm to identify the best candidate for the position of Inspector General (IG).

I have been deeply involved in civilian oversight of law enforcement since 2009 as both a volunteer and a professional, and I am a Certified Practitioner of Oversight having met the requirements of the National Association for Civilian Oversight of Law Enforcement (NACOLE).

My current position as the Independent Police Auditor for the Bay Area Rapid Transit District (BART) providing oversight of the BART Police Department was filled in 2016 using a professional external recruiting firm, and I believe there are several benefits to this approach.

Qualified recruiters are well-positioned to deeply examine and understand the skillset required to properly perform the duties of the IG as defined by the SDOB. A professional recruiter with documented experience and success identifying and attracting qualified candidates with applicable law enforcement oversight experience may be best situated to complete the recruitment and interviewing processes in a timely manner and will have appropriate detachment from City government such that all processes can be executed in an objective manner, avoiding the application or perception of any favoritism or bias.

It is vital that the communities served by both the Sheriff and the SDOB have complete confidence that the recruitment of the Inspector General is conducted in the most equitable and objective manner possible, and that the selection is made solely based on qualifications, experience, and performance during the interview process. Removal of the recruitment and hiring process from the Department of Human Resources may help provide that reassurance.

Importantly, the use of an outside firm with a wide network can significantly increase the visibility of the recruitment and allows for more targeted and personalized efforts than those that might be available to the City's staff. By engaging candidates in a national (or international) competitive process, the SDOB may be more likely to identify a candidate with the appropriate experience and skill to perform at the highest level and meet the expectations of the communities served.



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I am deeply invested in seeing all law enforcement oversight investigations and audits performed objectively and thoroughly by trained professionals, and I believe that part of creating confidence in any oversight system is selecting leadership via the most effective methods available.

I wish you success in your efforts to identify the best person to fill this important role.

Respectfully,

Russell G. Bloom
Independent Police Auditor