



CHIEF DEPUTY LAW ENFORCEMENT AUDITOR

**INDEPENDENT
OFFICE OF LAW
ENFORCEMENT
REVIEW AND
OUTREACH**



THE COUNTY OF SONOMA

Nestled in the heart of Northern California Wine Country, Sonoma County is the largest county in the North Bay region of the San Francisco Bay Area, covering over 1,600 square miles. It is located in the northernmost part of the Bay Area, about 30 miles north of San Francisco, and is bordered by the Pacific Ocean to the west, Marin County and San Pablo Bay to the south, and Solano, Napa, and Lake Counties to the east. Sonoma County is known for amazing wines and legendary vineyards, as well as organic produce and sustainable farming. The county is also home to the scenic Russian River, a popular tourist destination where residents and visitors enjoy kayaking, canoeing, fishing, and swimming.

Encompassing nine cities and five federally recognized tribes, more than a third of Sonoma County's almost 500,000 residents live in the City of Santa Rosa, the county seat, and a quarter in unincorporated areas. Downtown areas such as Santa Rosa, Petaluma, Sonoma, Healdsburg, and Guerneville offer a mix of historic architecture, boutique shopping, and gourmet dining, providing a small-town feel with modern amenities. Festivals, farmers' markets, and cultural events celebrate local talent and traditions. The county enjoys a diverse economy that includes agriculture, a world-class wine region, technology, healthcare, tourism, manufacturing, craft brewing, retail, and professional services.

While the latest census data shows that Sonoma County's proportion of white residents remains higher than the national average, the share of residents who identify as Hispanic or Latino also ranks higher than the national average, making up more than a quarter of residents (29% in 2022). 37% of County residents identify as Black, Indigenous, and People of Color. Education levels in Sonoma County exceed the national average and the county's public school system ranks considerably high within the state, including innovative charter schools and high-quality secondary education options at Santa Rosa Junior College and Sonoma State University. In 2022, the median household income in Sonoma County was \$99,266. Although home prices reflect the value of living in an area that offers abundant amenities, the prices of Sonoma County homes remain among the more affordable in the greater Bay Area.

Visit <http://www.sonomacounty.ca.gov> and <https://sonomacountyconnections.org> for additional information about Sonoma County—the place to live, work, and build your career legacy.

THE ORGANIZATION

Named by Forbes Magazine as one of America's 500 Best Mid-sized Employers the last three years in a row, one of only two government agencies in California to make the 2024 list, the County of Sonoma has a mission to enrich the quality of life in Sonoma County through superior public services. The Sonoma County 2021-2026 Strategic Plan is based on the following pillars: Climate Action and Resilience, Healthy and Safe Communities, Racial Equity and Social Justice, Resilient Infrastructure, and Organizational Excellence. For more information, visit: www.socostrategicplan.org



THE OFFICE

The Independent Office of Law Enforcement Review and Outreach (IOLERO) is a civilian review agency for the Sheriff's Office that facilitates improved relationships between the agency and the community through enhanced transparency, the auditing of investigations, community engagement, and policy recommendations. IOLERO was established in 2015 and began operation in April 2016, making it one of the first such Sheriff's Office oversight agencies in California.

IOLERO conducts comprehensive community outreach to engage residents in understanding, reviewing, and possibly recommending changes to Sheriff's Office policies with a focus on disenfranchised and underserved communities. One of the primary avenues for outreach is IOLERO's Community Advisory Council (CAC). Appointed by the Board of Supervisors, this group holds public meetings to solicit feedback from community members and to review and make recommendations to the IOLERO Director on Sheriff's Office policies and procedures.

IOLERO's audits and reviews consist of the independent review of administrative investigations conducted by the Sheriff's Office and intake and review of community complaints. After a thorough analysis of the nature and frequency of complaints, related policies, practices, and community input through the Council, IOLERO may recommend changes to policies, procedures, strategies, training, and practices, intended to reduce complaints and improve community relationships. IOLERO also publishes an Annual Report reviewing findings at a public hearing of the Board.

In November 2020, the Evelyn Cheatham Effective IOLERO Ordinance (Measure P) was passed by Sonoma County voters repealing and replacing Article XXVII of Title 2 of the Sonoma County Code establishing IOLERO. Measure P resulted in a number of changes for IOLERO, the Director, and the CAC, including significantly increasing the department's legal authority and capacity to review and analyze complaints against the Sonoma County Sheriff's Office and to set the annual budget for IOLERO at 1% of the total annual budget for the Sheriff's Office. In 2022, resolution of litigation over the implementation of Measure P, combined with Letters of Agreement reached with the Sonoma County Law Enforcement Association (SCLEA) and the Deputy

Sheriff's Association (DSA), allowed IOLERO to implement new powers under Measure P, including direct investigation of in-custody deaths, deputy-involved fatal shootings, and fatalities from traffic pursuits, among other direct investigations. IOLERO is, to date, the only Sheriff's Office oversight program in California with such authority.

The Office's recommended budget for fiscal year 2024-2025 is \$2.40 million. The staffing complement includes the Director, this new position of Chief Deputy Law Enforcement Auditor, two full-time and one part-time Law Enforcement Auditors, two full-time Department Analysts, an Administrative Aide, and an Administrative Services Officer who works with IOLERO, the County Administrator's Office, and the Office of Equity.

For more information about IOLERO, please see visit the [department's website](#).

THE POSITION

The Chief Deputy Law Enforcement Auditor (the Chief Deputy) is a new position reporting to the Director of IOLERO (the Director) and will assist in the overall leadership and management of the department. Within this role, the Chief Deputy will supervise and oversee the work of Law Enforcement Auditor staff and consultants, as well as support staff within the Audits and Investigations section. This includes responsibility for reviewing, approving, and signing off on audits conducted by subordinate staff and consultants, as well as personally conducting the most complex audits of law enforcement citizen complaints including allegations of misconduct such as use of force, personnel, and administrative investigations.

The new Chief Deputy will assist the Director in the County's efforts to maintain a credible, fair, and equitable review process, and effectively and fairly represent the community's interests. This position will also assist with the establishment of office policies, procedures, and objectives. The Chief Deputy may be required to represent the Office in meetings with the Community Advisory Council (CAC) in the Director's absence and may also serve on committees to represent the Department's needs, as well as represent the Office to external stakeholders, including the public. The new Chief Deputy will also serve as Acting Director when the Director is absent. As such, the selected individual must command the highest level of trust and confidence and will need to exercise considerable independent judgment and initiative, be objective, work collaboratively with a wide variety of stakeholders, and have a proven record of creating and sustaining strong relationships with those holding divergent and opposing perspectives.

Responsibilities include but are not limited to:

- Performing audits of investigations involving Sheriff's Office sworn personnel and highly confidential issues, including the review of available evidence such as surveillance video, dispatch records, recorded interviews, medical records, transcripts, and police reports.
- Conducting independent investigations, interviewing witnesses, performing depositions, and appearing in court to litigate subpoenas and other issues related to law enforcement administrative investigations.



- Assessing and making recommendations regarding policies, procedures, strategies, training, and practices based on the complaints received and issues identified in Sheriff Office policies and procedures; advising if any investigations appear incomplete or otherwise deficient, and requesting further review as deemed necessary.
- Liaising with Sheriff's Office management, outside law enforcement agencies, community groups, CAC members, and the public; working collaboratively with law enforcement staff, and educating the community on law enforcement practices, policies, strategies, incident trends, and challenges.
- Working with other County departments to advance the needs of the Office and the County.

THE IDEAL CANDIDATE

The County is seeking a forward-facing Chief Deputy who inspires trust by acting with integrity, operates within a framework of public transparency, and demonstrates an understanding of and respect for the culture and diversity of Sonoma County. This is an exciting opportunity for an individual with experience cultivating and maintaining productive and collaborative relationships with community stakeholders, local leaders and elected officials, staff, and Sheriff liaisons. The new Chief Deputy will have audit and/or investigations staff oversight experience, the ability to set clear expectations, and reinforce a high performing culture. Additionally, this position requires visibility and engagement with the community – identifying, responding to, and advocating for their needs. Working effectively to facilitate and gain the cooperation and participation of interested parties to achieve desired results is essential for success in this role.

The County is seeking an individual who can remain objective and who recognizes successful and unsuccessful strategies and can modify their approach accordingly. The new Chief Deputy will be looked upon to develop and direct the implementation of work associated with highly visible goals and objectives,



as well as standards and processes in this important office. They must be strategic with a commitment to moving beyond the status quo and be able to anticipate issues and think analytically. An even-temper, interpersonal savvy, political astuteness, and responsiveness are also key attributes for the new Chief Deputy.

The most competitive candidates are knowledgeable in law enforcement audit practices and principles, law enforcement best practices, and union work environments. Those who are knowledgeable and/or experienced with conducting community engagement and who are able to recognize and consider trauma-informed perspectives are desired. The ability to develop and write comprehensive and articulate reports and perform legal research and factual analysis is essential.

EXPERIENCE/EDUCATION REQUIREMENTS

To be considered for this position, minimum qualifications must be demonstrated. Normally, this would include at least four years of related legal experience, including two years as a licensed attorney, performing work similar to that conducted by IOLERO, including law enforcement oversight/audit work, civil rights, criminal law, or other relevant experience, and possession of a Juris Doctor degree or the equivalent from an accredited U.S. law school. Supervisory or lead worker experience, bilingual Spanish/English skills, and prior experience working with individuals or groups with diverse backgrounds are desirable.

Current active membership in the State Bar of California is required.

Possession of the Certified Practitioner of Oversight (CPO) Credential is desirable.

Candidates must not have been a sworn law enforcement officer within the last five years and not have any immediate family members (defined as spouse, child, sibling, or parent) who currently hold sworn law enforcement positions. A Peace Officer Standards and Training (POST) background investigation, including a thorough assessment of personal, employment, educational, criminal, and credit history is required prior to employment.

COMPENSATION

Sonoma County offers a total compensation package that is both attractive and competitive. Salary for the Chief Deputy Law Enforcement Auditor is \$178,031 to \$216,413 annually, depending upon the qualifications of the selected candidate. In addition, the County of Sonoma offers*:

Hybrid, flexible work-schedule.

Paid Time Off – Competitive vacation accrual and additional management leave annually; 12 paid holidays and an additional 8 floating holiday hours per year; generous sick leave accruals.

Health Benefits – A range of health plans with several options, in which the premium benefits cover 100% of the employee's cost; dental, vision, disability, life insurance, wellness and professional development, and more.

Retirement – County Employees Retirement Law of 1937, which has reciprocity with other public retirement systems. Retirement is fully integrated with Social Security. New employees, as defined and eligible, will be PEPRAs plan members and receive a 2.5% at 67 formula, or those individuals who meet certain criteria, including establishing reciprocity eligibility, will be Legacy plan members and receive 3% at 60. For more information about reciprocity, please visit Sonoma County Employees' Retirement Association website at:

<https://scretire.org/>

Incentive Retirement Saving Plan – A defined contribution 401(a) plan; a 3% County "foundation" contribution and voluntary IRS 457 plan Pre-Tax employee contribution up to IRS annual maximum, plus a 100% County match of employee contribution deposit into the 401(a) account (up to 1% of base salary).

Post-Retirement Medical – County contribution to a Health Reimbursement Arrangement to help fund post-retirement employee health insurance/benefits.

Relocation Reimbursement – Reimbursement may be authorized for the successful candidate.

Cell Phone Stipend – Optional monthly stipend of \$50/month (if not assigned a County-issued phone).

Employee Assistance Program – County offered at no employee cost.

*Benefits described herein do not represent a contract and may be changed without notice. Additional details on employment for management employees may be found in the **Salary Resolution**.

TO APPLY

To apply for this exciting and special career opportunity, please go to: www.yourpath2sonomacounty.org to submit an online job application, answer the supplemental questions, and include a resume and cover letter that articulates your experience in law enforcement oversight, pertinent accomplishments, and why you are interested in the position.

This recruitment currently has a continuous filing period, but it may close without notice at any time that a sufficient number of qualified applications have been received. Applications received after the recruitment closes will not be accepted.

The County of Sonoma values diversity and is dedicated to creating a workplace environment that provides individuals with a sense of belonging. We are committed to having a diverse workforce that is representative of the communities we serve. The County is proud to be an Equal Opportunity Employer where all aspects of employment are based on merit, competence, performance, and business need.

Filing Deadline:

Open Until Filled

First Review of Applications:

October 31st, 2024

Please do not hesitate to contact Gary Phillips with Bob Murray & Associates at:

(916) 784-9080

if you have any questions regarding this position or the recruitment process.

