

BOARD OF
SUPERVISORS
CLERK OF THE BOARD

SACRAMENTO
COUNTY

INSPECTOR
GENERAL



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

THE COMMUNITY

The County of Sacramento covers 984 square miles and is home to the California state capital, 1.6 million residents, and seven incorporated cities including: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova, and Sacramento.

The population of Sacramento County's unincorporated area is approximately 564,000. Residents in the County have a variety of recreational, dining, and entertainment options to choose from. The County is home to more than 15,000 acres of park, and the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating, and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close proximity to local agriculture, Sacramento County residents also have an extraordinary selection of local food, wines, and beers.

Sacramento County is also one of the more affordable home buying metropolitan areas in the state, and has a skilled workforce, high graduation rates, and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology, and life sciences.

THE COUNTY

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing, and directing County activities.

Other elected officials include the Assessor, District Attorney, and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions



for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments. The four agencies within the County, which report to the County Executive, are Administrative Services, Community Services, Public Safety & Justice, and Social Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice, and municipal services (including law enforcement), as well as other services to residents. Major services include the Airport System, Animal Care and Regulation, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration, and Water Resources.

The County's total operating budget for 2021-22 is over \$6.5 billion, and there are more than 12,700 full-time employees.

THE POSITION

The Office of Inspector General has broad oversight powers that include the evaluation of the overall quality of law enforcement, custodial, and security services; the authority to encourage systemic change and provide 'monitor style' oversight of the Sacramento County Sheriff's Department. The Inspector General contractor/firm is an independent monitor who



will provide oversight of investigations of citizen complaints against the Sacramento County Sheriff's Department to ensure the Department is thorough, objective, and fair. The contractor/firm will inform and advise the Board of Supervisors, the Sheriff, and the County Executive relative to their findings.



The Inspector General contractor/firm will not have a direct relationship with the Sheriff, nor will the contractor/firm be subject to the direction and control of the Sheriff's Department. The contractor/firm will work closely with the Sheriff's Department, but it is essential that the Office of the Inspector General remain independent. The Office of Inspector General will have frequent and ongoing interactions with the Sheriff's Professional Standards Bureau regarding the status of investigations, and will be housed in close proximity, but in separate and distinct office space.

The Inspector General contractor/firm will be responsible for the following essential duties:

- Work with the Community Review Commission to discuss and address community issues concerning the Sacramento County Sheriff's Office.
- Track and monitor specific high profile or serious complaint cases.
- Review completed investigations.
- Make independent determinations regarding investigations.
- Advise of any investigation which appears incomplete or otherwise deficient.
- Serve as community and complainant liaison and information conduit.
- Accept citizen complaints to be forwarded for investigation.
- Attend meetings of the Sheriff's Outreach Community Advisory Board.
- Provide complainants with updates about the progress and outcome of the investigation.
- Meet with the community in various forums.
- Listen to and address public concerns about law enforcement.
- Prepare and present an annual report to the Board of Supervisors, which includes statistical information,



analysis of trends, identification of pervasive and emerging problems, and recommendations for improvements to law enforcement services and the citizen complaint and investigation process.

- Upon invitation by the Sheriff, act to mediate or facilitate resolution of disputes between the Sheriff's Department and community members.
- Assess, review, and advise the Sheriff on the 'early warning system,' which identifies patterns of employee behavior or actions that may lead to misconduct or pose safety concerns.
- Monitor or independently investigate any other matter as requested by the Sheriff or as directed by the Board of Supervisors.
- Independently interview or re-interview complainants and citizen witnesses in exceptional cases.

THE IDEAL CANDIDATE

The County is seeking an ethical, forward-thinking, and experienced Inspector General contractor/firm who has specialized law enforcement knowledge through investigative firms or agencies. The ideal candidate/firm has the proven understanding of principles and practices of modern public administration, and has the ability to work with diverse ethnic, cultural, and socio-economic backgrounds. This is an excellent opportunity for a dynamic, independent,

creative, and honest individual or firm. The successful candidate/firm can remain unbiased and objective, while remaining collaborative and politically astute. The ideal candidate/firm has excellent communication skills, both verbally and in writing, and has a proven record of creating strong relationships.

The contractor/firm must demonstrate specialized skill and experience with general law enforcement practices; state and federal law related to public safety internal investigations; essential elements contained in the California Public Safety Officer's Procedural Bill of Rights Act; and public relations practices and techniques. An individual with understanding of current literature on police oversight concepts, practices, research methods, report writing techniques, statistical concepts, and methods will be successful. Qualified candidates possess a bachelor's degree from an accredited college or university, however, a Master's Degree or Juris Doctorate is highly desirable.

COMPENSATION

The Inspector General contractor/firm will enter into a services contract with the County of Sacramento and will not be hired nor working as a County employee. The County will supply office space, but the contractor/firm will be responsible for many of the incidental costs of operation. The contract amount is planned for \$80,000 to \$120,000 annually but is open to negotiations depending on qualifications and experience.

TO APPLY

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

www.bobmurrayassoc.com

Filing Deadline:

June 10, 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 & 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 County of Sacramento. Candidates will be advised of the status of the recruitment following selection of the Inspector General.

If you have any questions, please do not hesitate to call Mr. Joel Bryden or Ms. Adele Frese at:

(916) 784-9080

