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

Filing Deadline:
November 1, 2019

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. Candidates will be advised of the status of the recruitment following finalists’ selection. Finalist interviews will be held with a sub-committee of the Board of Supervisors. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists to the full Board of Supervisors. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at: (916) 784-9080

Life and Accidental Death & Dismemberment (AD&D) – Basic amount of $125,000; employee may purchase additional voluntary coverage.

Sick Leave – During the first three years of employment, the accrual time rate will be .0347 hours of sick leave with pay for each hour of pay, which is approximately nine days annually. At the fourth year, the accrual time rate will increase to .0462 hours, which is approximately 12 days annually.

Vacation Time – During the first three years of employment, the accrual time rate will be .0577 hours of vacation for each hour of pay, which is approximately three weeks per year. At the fourth year, the accrual time rate will increase to .0777 hours, which is approximately four weeks annually.

Severance Payment – In the event that at-will employment is terminated, and in addition to a payout for any accrued, unused Vacation Time, the Employee will receive a severance payment, equal to the sum of ninety calendar days of salary and the County’s share of the costs of Employee’s health insurance premiums.

Auto Allowance – For at-will Executive Managers, a taxable monthly allowance of $765.

Salary Continuance – County will pay 60% of salary for approved applications.

Educational and Professional Reimbursement – Up to $3,000 per fiscal year.

Other Benefits – 401(a) Defined Contribution Plan (5% Employer contribution of Executive Manager’s bi-weekly salary); 457 Defined Contribution Plan (participation is voluntary); Voluntary Dependent Care (DCRA) & Health Care Reimbursement Account (HCRA); Employee Assistance Program; Annual Physical.

For additional information about Orange County benefits, visit: http://ocgov.com/gov/hr/eb/overview
THE COMMUNITY

Located on the Southern California coast with a culturally diverse population of 3.2 million, Orange County offers a high quality of life and a nearly perfect climate year-round. Commonly referred to as “The O.C.,” Orange County has thirty-four incorporated cities with seven of these cities among the 200 largest cities in the United States. Orange County features excellence in education, low crime rate, a wide variety of businesses and unlimited recreational opportunities. Many corporate headquarters and leading technology and biomedical firms have made Orange County their home. John Wayne Airport is conveniently located for business and vacation travelers. Educational opportunities are plentiful with two State universities – California State University, Fullerton and the University of California at Irvine, plus several private colleges and four community college districts. There are over 60 high school campuses and enough elementary schools to educate one and a half million students.

Orange County offers 42 miles of pristine, sandy coastline with spectacular vistas and offers a variety of amenities for those that seek an active lifestyle. The region is also home to the state’s most popular attractions, including Disneyland, Disneyland’s California Adventure, and Knott’s Berry Farm. The 2002 World Series Champion Angels baseball team and the 2007 Stanley Cup Champion Anaheim Ducks NHL team are exciting choices for sports enthusiasts. Cultural venues are abundant, including the theater, symphony, and orchestra performances and museums for adults and children.

THE COUNTY GOVERNMENT

Orange County is a Charter County governed by a five-member Board of Supervisors elected to four-year terms who is committed to maximizing resources for business and vacation travelers. Educational opportunities are plentiful with two State universities – California State University, Fullerton and the University of California at Irvine, plus several private colleges and four community college districts. There are over 60 high school campuses and enough elementary schools to educate one and a half million students.

Orange County offers 42 miles of pristine, sandy coastline with spectacular vistas and offers a variety of amenities for those that seek an active lifestyle. The region is also home to the state’s most popular attractions, including Disneyland, Disney

THE OPPORTUNITY

The County of Orange is recruiting for a highly experienced California licensed attorney to manage the day-to-day activities of the Office of Independent Review (OIR). This is an exciting prospect with a variety of transformational challenges and opportunities for a seasoned leader. The County Board of Supervisors recently amended the jurisdiction of the Office of Independent Review to include oversight and review of the OIR Sheriff’s Department, Office of the District Attorney, Office of the Public Defender, the Probation Department and the Social Services Agency.

The Office of Independent Review

The Orange County Board of Supervisors created the Office of Independent Review in 2008 to act as an independent reviewer of the Orange County Sheriff’s Department’s internal investigations into in-custody deaths and complaints of employee misconduct, in order to ensure thorough, fair, and effective investigations. In 2015, the Orange County Board of Supervisors amended the ordinances to greatly broaden the scope of the OIR, redefined its purpose, and expanded its oversight responsibilities to include five agencies, adding the Office of the District Attorney, Office of the Public Defender, the Probation Department and the Social Services Agency.

THE POSITION

Appointed by and serving at the discretion of the County Board of Supervisors, the Executive Director of the OIR will review, monitor, assess, oversee, and advise the Orange County Board of Supervisors in the investigation of selected internal and citizen complaints and other administrative investigations, which may include allegations of misconduct. Specifically, the Executive Director of OIR will, among other duties:

- Set the operational philosophy of the OIR to ensure that the needs and goals of the community and County are met;
- Work directly with the Board of Supervisors and in consultation with the identified departments to provide formalized oversight on critical incident review and analysis;
- Review and recommend options to the Board of Supervisors on County services;
- Provide periodic reports to the public concerning its activities and findings as appropriate and as authorized by the Board of Supervisors;
- Make recommendations on related policies, training, procedures, or other preventive measures;
- Ensure that all investigations are thorough, objective, fair, impartial, and free from political influence;
- Conduct community outreach and educate the public on the role of the Office;
- Provide advice and counsel to ensure a thorough, unbiased, and impartial fact-finding process with consistent and appropriate conclusions; and

THE IDEAL CANDIDATE

This is a challenging opportunity for a dynamic, credible, strategic, and influential leader with the experience and expertise to conduct investigations and audits relating to the five-designated agencies’ operational programs. The ideal candidate must be well-versed in Federal and State statutory and constitutional laws, policies, and procedures governing the County, laws related to public safety investigations, and the essential elements of the Public Safety Officers Procedural Bill of Rights (POBR).

The successful candidate must have the political savvy and willingness to work collaboratively by providing independent, fair, and objective evaluations and appraisals to promote the efficiency and effectiveness of the five Orange County agencies.

An experience base of at least three years of related experience in conducting oversight of law enforcement personnel and departments, related legal experience, typically civil rights and/or criminal law, and experience working with individuals of diverse ethnic, cultural, and socio-economic backgrounds is required.

Special Requirements: The selected candidate will be an attorney licensed to practice law in the State of California and shall have had no imposition of discipline by any State or Federal Bar.

COMPENSATION AND BENEFITS

The monthly salary for this position is $104,429.47 – $197,799.07; placement within this range is dependent on qualifications. The County of Orange has a competitive benefits program that includes:

Retirement Plan – Benefit formula of 1.62% @ 65 retirement benefits (includes a voluntary Defined Contribution plan and an employer match contribution). Eligible new employees who have reciprocal California public service time are required to choose between Plan O/P (1.62% @ 65) and Plan UJ (2.7% @ 55) retirement benefit formulas.

Retirement Reverse Pickup Contributions – County of Orange employees are subject to an additional reverse pick up percentage. This is in addition to the normal employee contribution. More information is available on the OCERS website: http://www.ocers.org.

Optional Benefit Plan (OBP) – $4,500 annually (pro-rated if hire or promotion occurs mid-year). Executive Managers may elect a taxable cash lump sum, OBP Health Care Reimbursement Account, OBP Professional Reimbursement Account, AD&D, and/or 457 Defined Contribution Plan.

Health Plan Coverage – There are currently four different plans to choose from including two Preferred Provider Organizations (PPOs) Plans and two Health Maintenance Organizations (HMOs) Plans.

Dental – Dental coverage administered by Blue Shield of California.
THE COMMUNITY

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THE COUNTY GOVERNMENT

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ORANGE COUNTY, CA
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