

Civilian Police Auditor Recommendation to City Council

Community Livability & Public Safety Committee | April 16, 2025



Agenda

Tonight's Purpose: Consider a recommendation for staff to proceed with contract negotiations for a new Civilian Police Auditor

- City Council Role
- Auditor Qualifications
- Auditor Duties & Responsibilities
- Selection Process Overview
- Preferred Respondent
- Recommendation for Consideration



City Council

Roles & Responsibilities

- Select the Civilian Police Auditor
- Approve the contract
- Receive a mid-year and annual report from the Auditor



Civilian Police Auditor

Qualifications

- Knowledge of contemporary investigative techniques
 - Experience in law enforcement monitoring, oversight, auditing
 - Data and trend analysis
 - Systems analysis and formulating recommended improvements
 - Policy review and creation
 - Exemplary personal and professional conduct and integrity
 - Ability to appreciate the responsibilities of police
 - Excellent communication and engagement skills
 - Can pass a background check
 - Ability to practice sound judgement, independence, fairness and objectivity
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Civilian Police Auditor

Duties & Responsibilities

- Receive complaints of alleged misconduct
 - Audit all complaints and reportable uses of force incidents
 - Make recommendations for operational, training, or policy changes
 - Communicate and engage with the community
 - Develop an annual work plan
 - Produce a mid-year and annual report summarizing audit findings and recommendations
 - Meet with the Community Policing Board to share findings, respond to clarifying questions and receive community input on recommendations
 - Collaborate with the Community Policing Board on community education and engagement
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Selection Process

Overview

- Updated OMC 2.38 Police Auditor – December 2024
- Issue a Request for Proposals (RFP) – closed on January 9
- Six respondents submitted complete proposals
- Panel reviewed respondents (City staff and community member representatives)
- Three respondents interviewed by CLPS – February 20
- One respondent selected to move forward for background investigation



OIR Group

- Key Staff: Michael Gennaco, Stephen Connolly, Sam Pailca (team-based approach)
 - Providing oversight services to public entities since 2001
 - Longtime members of National Association for the Civilian Oversight of Law Enforcement
 - Virtual and in-person availability
 - Currently the Independent Police Auditor, Monitor, or Inspector General for Anaheim, Burbank, Davis, Eureka, Las Cruces, Modesto, Palo Alto, Pomona, Rohnert Park, Santa Cruz, and Santa Rosa
 - Regularly performs broader system audits (recruiting, hiring, promotional process, training, performance, management, etc.)
 - Experience in review focused on community concerns, including racial equity in the justice system
 - Experience maintaining ongoing relationships with police commissions or review boards
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Contract

Overview

- Two years
- Estimated to fall within the range of \$100,000 to \$120,000 annually
- Staff liaison: Margo Morales, Community Engagement Program Specialist



Timeline

Transition to New Civilian Police Auditor

- May 6 – City Council Consideration & Approval of Contract
- June/July – Onboarding & Transition with Current Auditor
- August – Mid-year Report



Committee Consideration

Options

- Recommend staff proceed with contract negotiations with the OIR Group for Police Auditor Services.
- Do not recommend staff proceed with contract negotiations with the OIR Group for Police Auditor Services.
- Direct staff to develop a different and/or extended process to recruit additional respondents for consideration.

