



King County

DIRECTOR, OFFICE OF LAW ENFORCEMENT OVERSIGHT

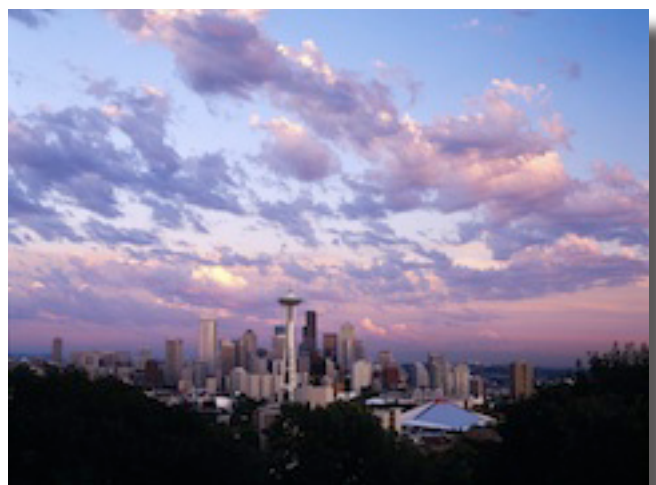
SALARY - \$138,860.00 PLUS BENEFITS

THE COMMUNITY

King County is located in the scenic Pacific Northwest. Home to a population of 1.9 million racially, ethnically, and socioeconomically diverse residents and covering 2,134 square miles, King County contains 39 incorporated cities, 760 lakes and reservoirs, six major river systems and 3,000 miles of streams. Its sophisticated urban areas include the cities and the suburbs of Seattle, Bellevue, and Redmond and a growing and very diverse population center in South County. Its rural areas include vast forests, working farms, the Cascade Mountain Range, Lake Washington, Lake Sammamish, and the dynamic waterfront of Elliot Bay and Puget Sound. King County can truly be called a diverse community in every sense of the word.

Within easy reach of King County's borders are the beautiful San Juan Islands, Vancouver, B.C., Olympic National Park, and the world famous wineries of Eastern Washington. King County is a multi-modal transportation hub connecting business partners with cultural resources, and hosts visitors from around the world.

King County is positioned to do well even during economic downturns due to its location on the Pacific Rim, a highly-educated workforce, a dynamic business environment, award-winning schools, world-class medical care and facilities, vibrant and historic neighborhoods, beautiful parks, an award-winning system of trails and open spaces, and great festivals and events.



THE OFFICE OF LAW ENFORCEMENT OVERSIGHT

The Office of Law Enforcement Oversight (OLEO) was created by Ordinance 16511 which was passed by the King County Council and signed into law in May of 2009. The ordinance also stipulates that an 11-member citizen's committee on independent oversight is to be created to advise the OLEO Director on policies, procedures and practices relating to officer misconduct, discipline and other responsibilities of the Director.

The OLEO has been established to ensure the integrity of the Sheriff's complaint and investigation processes, resolution of citizen and employee initiated complaints, transparency of the Sheriff's discipline and complaint handling processes. The Office also ensures that sufficient information is made available to maintain public confidence, review the work of the Sheriff's Internal Investigation Unit (IIU) and certify that investigations are objective and complete.

The Office may receive complaints directly from any complaining party concerning the Sheriff's office. OLEO will then track complaints received and transmit these complaints for disposition to the Sheriff's Internal Investigations Unit (IIU).



OLEO will monitor investigations and resolution of complaints to help ensure they are handled in a timely fashion and that complainants are notified of the final disposition of their complaints. In addition, the Office staff may observe investigative interviews in serious matters and complaints. This may include the opportunity to ask specific questions at the end of the interview.

Once investigations have been completed, the OLEO will review them and certify in writing whether they are objective and complete. This may also include a determination as to whether or not additional investigation is needed. As OLEO is newly established, the Director will be coordinating with the Sheriff's office in the development of all technology applications needed to effectively track and share information regarding complaints and internal investigations.

The Office will be expected to issue annual reports to the clerk of the Council and Council Members. This report should include a statistical analysis of complaints, investigative findings and final discipline for sustained complaints. Additionally, recommendations for action by the Sheriff on needed improvements in policies, procedures, and practices stemming from analyses that look beyond the individual case of misconduct to identify systematic problems may be reported. Council will be provided a monthly report by the Office until the first annual report is submitted.

The King County Sheriff's Office is currently comprised of 996 sworn and civilian personnel, provides law enforcement services to all King County residents living in unincorporated areas, and to 12 contract cities, and also provides police departments to Sound Transit, Metro Transit, the Muckleshoot Tribe, and the King County International Airport (Boeing Field). Total budget for 2011 is approximately \$139m.

OLEO will also be responsible for establishing and administering a voluntary officer-citizen mediation program in collaboration with the Sheriff's office that provides an alternative method of resolution for citizen complaints by allowing willing citizens and officers to meet under the guidance of a professional mediator to discuss and resolve differences.



THE POSITION

The Director will serve as the lead administrator for the newly created Office of Law Enforcement Oversight. He or she will be responsible for establishing and staffing the OLEO, crafting and implementing policies and procedures in compliance with King County Ordinance 16511, and initiating and maintaining the necessary relationships with the County Executive, the Sheriff, the King County Council, and others.

The new Director will work with County officials to establish the citizen's oversight committee mandated by Ordinance 16511. This will include identifying potential committee members, screening candidates, making recommendations to the County Executive, and working through the County Council confirmation process for the 11-member group.

The Director will also be responsible for ensuring OLEO's compliance with the terms of the Collective Bargaining Agreement (CBA) between the King County Sheriff's Office and the King County Police Officer's Guild, including Article 22 of that agreement. Article 22 specifies that compliance with the terms of the CBA is a condition of employment for all employees of the OLEO.

ISSUES & PRIORITIES

- **Relationship Building:** The new Director must build and begin to foster working relationships with a broad spectrum of constituencies including the Police Officers' Guild, the Puget Sound Police Managers' Association, the County Executive, the Sheriff, the County Council, and appointed and elected officials throughout the county, and communities at large.
- **Office Operations:** The Director must quickly become familiar with Ordinance 16511 that created OLEO, and the memorandum of understanding (MOU) and collective bargaining agreements (CBAs) between the County and Sheriff's department personnel. He or she must also immediately begin to establish and implement all necessary standard processes, policies, and procedures, and identify the necessary technological resources to operate the office efficiently and effectively in compliance with the ordinance and CBAs.
- **Staffing:** Working with the County Council, the Director will be expected to design a staffing plan for OLEO and begin to execute that plan once established and approved.
- **Citizen's Committee on Independent Oversight:** Once Committee members have been identified, appointed, and confirmed, the new Director will work with them in carrying out their responsibilities related to advising the Director and serving as ambassadors for OLEO in communicating with King County's diverse communities.

- **Public Awareness and Education:** In addition to monitoring investigations, OLEO will be responsible for raising public awareness and understanding related to law enforcement oversight. Therefore, the new Director will lead the effort to establish an ongoing public education program in collaboration with community leaders to connect and communicate with the general public.

IDEAL CANDIDATE PROFILE



First and foremost the County seeks an individual with well-developed leadership, management and administrative skills. He or she will be responsible for establishing a new office including staffing, and creating and implementing standards and operating procedures. The ideal candidate must be comfortable performing in an ambiguous and fast-paced environment. The formation of this office has already attracted a significant amount of media and public attention. Therefore, the preferred candidate will be an articulate public speaker with experience communicating in a variety of environments, managing ongoing media relations, and demonstrating the ability to provide timely and appropriate information.



The successful candidate will possess the innate ability to readily connect with people from all walks of life, quickly and genuinely establish rapport, and demonstrate the ability to address difficult or complex issues. He or she must be skillful at interacting with appointed and elected officials at the highest levels and understand the broad spectrum of interests and needs represented by each. In addition, the ideal candidate will possess a well-earned reputation for integrity and the highest standards of personal and professional ethics.



The Director of OLEO must possess the ability to work calmly and effectively under pressure and be adept at dealing with highly sensitive, controversial, and confidential issues. He or she must be knowledgeable of and sensitive to the particular needs and concerns of diverse communities. The successful candidate must be expert at conducting thorough, objective investigations, and research and critically analyze issues.

Candidates should possess a minimum of five (5) years of progressively responsible experience leading and performing complex investigations related to personnel or labor issues, human or civil rights issues, or law enforcement related issues. A Bachelor's degree in public administration, criminal justice, criminology, organization dynamics, human resources, labor relations or a related field is required. An advanced degree such as a Juris Doctorate is highly desirable.

To APPLY:

King County attracts and supports employees committed to making a difference in their community and offers employees quality compensation and a competitive benefits package (<http://www.kingcounty.gov/jobs/benefits.aspx>). King County is a progressive, equal employment opportunity employer. It does not discriminate in hiring or employment on the basis of race, color, religion, sex, national origin, ancestry, age, marital or veteran status, disability, sexual orientation (including gender identity), or any protected status. Please send resume and cover letter electronically to:

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