



# Sheriff Oversight, AB 1185

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**July 18, 2023**



# PRELIMINARY DECISIONS RELATED TO THE ESTABLISHMENT OF OVERSIGHT

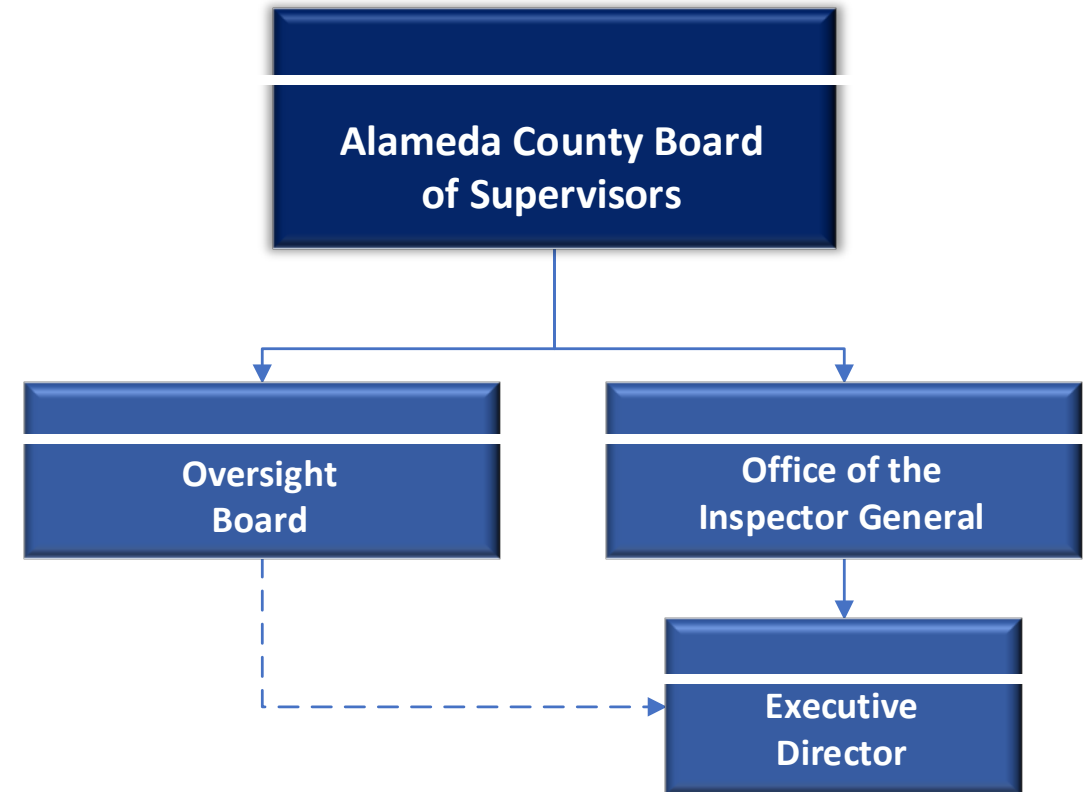
## May 23, 2023 Board of Supervisors Meeting

- The Board of Supervisors (BOS) was presented with three oversight options:
  - Establish an Office of the Inspector General and Ombudsman in Year 1, with the option to add an Oversight Board and Executive Director in Year 2
  - Establish an oversight structure consisting of an Oversight Board, Executive Director and Office of the Inspector General in Year 1
- The BOS made the preliminary decision to establish oversight in the form of an Office of an Inspector General with the caveat that after 12 months, the Board would conduct a reassessment to determine if oversight should be expanded to include an Oversight Board and an Executive Director.
- Prior to finalizing their decision, the BOS directed that they be presented to the Public Protection Committee (PPC) in a public forum for two purposes:
  - To give the PPC the opportunity to consider the preliminary decisions from the BOS, and
  - To give the community another opportunity to provide feedback and recommendations.

# PRELIMINARY DECISIONS RELATED TO THE ESTABLISHMENT OF OVERSIGHT

## June 22, 2023 Public Protection Committee Meeting

- The PPC supported the preliminary direction from the Board, with the exception of structure. The PPC opined that given the historical issues at the Santa Rita Jail and after listening to extensive feedback from the community, that the establishment of an OIG, Oversight Board and Executive Director in Year 1 is the best option for Alameda County.
- The PPC directed that this modification be returned to the full Board for discussion and a final decision. The details of the modification is reflected on the following slide.



## FINAL AB 1185 RECOMMENDATIONS FROM THE PUBLIC PROTECTION COMMITTEE

Adopt option 2 which includes the establishment of an Office of the Inspector General, Ombudsman, Oversight Board and Executive Officer in year 1.

Establish a hybrid oversight system to allow Alameda County to build a system that is tailored to the needs of Alameda County. The system shall, minimally, have the authority to conduct independent oversight and monitoring; issue subpoenas; audit, investigate and inspect operations; review policies, procedures and trends, and; prevent civil right violations and litigation by proactively identifying patterns and practices.

Create and hire an Inspector General classification to lead the Office of the Inspector General. The classification of the Inspector General shall be a civil service position and subject to removal, at will, by the BOS.

Create an Oversight Board consisting of seven volunteers from the community. Prior or retired law enforcement personnel would not be prohibited from being considered for membership.

The initial budgetary allocation and future technical adjustments shall be made in collaboration with the County Administrator and Auditor-Controller through the budgetary process and shall include the staffing levels outlined in the following slide.

A ½ time Senior County Counsel shall be identified and/or established to support the hybrid oversight system, and to provide the Office of the Inspector General and Oversight Board with dedicated legal counsel. This position will report to the Office of the County Counsel.

Establish the oversight system through the enactment of a county ordinance and in collaboration with the Office of the County Counsel.

# COST OF STRUCTURE RECOMMENDED BY THE PUBLIC PROTECTION COMMITTEE

Position Title	Total Positions	Low Range Annual Salary + Benefits	High Range Annual Salary + Benefits
Oversight Board Members (Volunteers - Stipend Only)	7	N/A	N/A
<b>SUBTOTALS:</b>	<b>7</b>	N/A	N/A
* Executive Director (0256)	1	\$183,106	\$279,152
* Senior Management Analyst (0207)	1	\$142,538	\$191,027
* Secretary I (1215)	1	\$86,766	\$103,272
<b>INDIRECT COSTS:</b>		<b>\$103,102</b>	<b>\$143,363</b>
<b>SUBTOTALS:</b>	<b>3</b>	<b>\$515,512</b>	<b>\$716,814</b>
** Inspector General	1	\$289,830	\$424,474
** Assistant Inspector General	1	\$230,976	\$346,963
** Community & Public Relations Officer	1	\$147,034	\$171,405
*** Ombudsman	1	\$142,886	\$205,363
* Senior Management Analyst (0207)	2	\$285,075	\$382,054
* Senior Investigator II (8581)	1	\$255,656	\$310,170
* Management Analyst (0206)	2	\$271,622	\$363,814
* Investigator II (8577)	1	\$166,931	\$205,437
* Secretary II (1220)	1	\$116,813	\$138,477
* Administrative Secretary II (1227)	1	\$128,128	\$152,555
* Senior Deputy County Counsel	0.5	\$131,466	\$175,289
<b>INDIRECT COSTS:</b>		<b>\$541,605</b>	<b>\$719,000</b>
<b>SUBTOTAL:</b>	<b>12.5</b>	<b>\$2,708,023</b>	<b>\$3,595,002</b>
<b>CUMULATIVE SUBTOTALS</b>		<b>\$3,223,535</b>	<b>\$4,311,816</b>
<b>OVERSIGHT BOARD ANNUAL STIPEND:</b>		<b>\$8,400</b>	<b>\$8,400</b>
<b>TOTALS:</b>	<b>22.5</b>	<b>\$3,231,935</b>	<b>\$4,320,216</b>

This table reflects the appropriate annual cost of this body (as of May 2023) with the recognition that the first-year budget will be prorated to reflect the time it will take to establish, recruit and fill the positions.

As such, the budget proration would include six months of funding for fiscal year 2023/24.

# FULL REQUEST TO THE BOARD OF SUPERVISORS

- Delegate authority to the Office of the County Counsel to create an ordinance for adoption by the Board of Supervisors, delineating the authority and bylaws of this new oversight structure
- Delegate authority to the Human Resources Department, or designee, to recruit an AB 1185 Project Director to implement the recommendations
- Authorize the Chief Administrative Officer to create the Office of the Inspector General, Oversight Board, and Executive Officer
- Authorize the Chief Administrative Officer to establish a ½ time Senior County Counsel to support the hybrid oversight system, and to provide the Office of the Inspector General and Oversight Board with dedicated legal counsel. This position will report to the Office of the County Counsel.
- Authorize the Auditor-Controller to make the necessary budget adjustments
- Authorize the Human Resource Services Department to create and establish the classifications and salary ranges for the positions within this new structure

# QUESTIONS?

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