



THE CITY OF **SEATTLE** **POLICE DEPARTMENT**

is seeking an accomplished professional
to serve as

DIRECTOR OFFICE OF PROFESSIONAL ACCOUNTABILITY

SALARY

\$108,430 to \$178,921 DOQ

The City of Seattle (population 616,500+) is one of the nation's most progressive and livable cities, known for its high quality of life, vibrant economy, friendliness of its ethnically diverse residents and scenic beauty. Known as the "Emerald City," Seattle takes pride in community involvement and participation in local government. The City operates under a strong Mayor-Council form of governance, with a culture of significant dialogue and participation among elected officials, city staff, residents and businesses.

In 2000, the Seattle City Council created the Office of Professional Accountability (OPA) within the Seattle Police Department. The OPA was designed to ensure the highest standards of accountability, reporting, and resolution of external and internal complaints about Department employee misconduct. The OPA Director is an executive level civilian position, and is responsible for the investigative and administrative functions of the internal investigation process. The OPA Director is appointed by the Mayor and is subject to City Council confirmation. The new Director will be appointed to serve a three-year term and may be reappointed to two additional three-year terms, to serve a maximum of nine years. The OPA Director reports to the Chief of Police. The OPA has a 2013 operating budget of \$1.94 million annually with 13 FTE's, including a Captain, Lieutenant, and seven Detective Sergeant Investigators. The Seattle Police Department has 1,947 employees (1,310 sworn and 637 civilian) with a \$263 million annual budget.

SEATTLE

www.seattle.gov

In March 2012, SPD launched "SPD 20/20: A Vision for the Future" (20/20 Plan). It is a comprehensive package of new reform initiatives for the Seattle Police Department, with the goal of supporting a just and effective police force. During the summer of 2012, the City of Seattle and the United States Department of Justice (DOJ) reached an agreement on a plan to address Department policies and practices regarding use of force and related issues. The agreement establishes a court appointed monitor that will oversee implementation of the plan and measure SPD's progress in meeting stated goals.

The OPA Director is responsible for evaluating the internal investigation processes and making recommendations to the Police Chief, Mayor, and City Council regarding professional standards, policies, investigative procedures, and discipline. The Chief is the final decision-maker in disciplinary matters. The Director works closely with the OPA Auditor, who has independent authority to review all cases, and the OPA Review Board, which conducts community outreach regarding accountability issues and reviews the operation of the accountability system. Each part is independent, but all three work together to meet the goals of the system. The Director also participates in a variety of non-statutory functions including training sessions for Department personnel and community members; expanding mediation as an option in the complaint process; engaging with community organizations; and participating as appropriate in the Department's media and labor relations issues that are associated with OPA.

The OPA Director will establish viable and ongoing relationships with citizen and business interest groups; representatives of federal, state and local law enforcement agencies; members of the Police Command Staff; representatives of the 12 collective bargaining units found in the Police Department; judicial officials and administrators; and other agencies, groups and organizations having an interest in the quality and conduct of law enforcement services in Seattle. The OPA Director will work with the Chief to improve mutual respect and trust between the public and the Police Department, while ensuring that there is an objective assessment of police conduct and practices.

Required Qualifications

- Bachelor's degree in criminal justice, public administration, political science or a closely related field
- Three years of legal or prosecutorial experience including experience performing investigative functions and/or managing investigations
- Three years of mid-manager or executive level experience

Desired Qualifications

- Juris Doctorate degree or a master's degree in criminal justice, public administration, political science or a closely related field
- Experience working with multicultural/ethnic communities, and demonstrated success in bridging community and institutional concerns around fairness and justice issues
- Ability to work independently, fairly and objectively in an environment with conflicting interests
- Exceptional interpersonal, communication, writing and analytical skills
- Thorough knowledge of labor and employment law and practices

Qualified individuals should submit an unbound resume (e-mail preferred), cover letter, professional references, and current salary no later than **February 28, 2013 to:**

adams consulting
public sector search and assessment

TARA LEE ADAMS

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**The City Of Seattle And Seattle Police Department Are
Equal Opportunity Employers, Valuing Diversity At All Levels Of The Workforce.**