

Oversight Staff

Bureau Director

- Board hiring committee narrows applications to three for interview, can engage community members to support.
- Full board will interview the candidates and will then vote whether to hire them.
- The Director will manage the professional staff and make operational decisions.
- The Director will adopt and alter rules and procedures and send them to the Board for review.
- The Board will manage the Director and can remove the Director for cause.
- The Director will be able to analyze problems of administration and public policy and will have knowledge sufficient for the position. Their experience should include working with communities impacted by police misconduct.

Staff Structure, qualifications, duties, and Board involvement in hiring

- To maintain independence of the Board, they shall not hire current or former police officers
- An auditor, monitor, or inspector-general will be in charge of auditing records, police practices, policies, training, directives, communications with the public.
- The Board will hire legal counsel separate from the City Attorney's office.
- Other professional staff areas will include but are not limited to policy, mediation, investigation, support, community engagement, data analysis, equity and inclusion, administrative staff.
- The Board and/or staff may work outside of city structures, such as with law schools.
- There will be advocates trained on culturally sensitive support for complainants and sexual assault and survivorship and who will receive continuing education.
- Staff will be trained on issues specific to their roles.
- Generally, staff will not seek guidance from or work alongside the PPB.
- Applicants with experience working in the community or certain roles will be given preference.
- The oversight board will facilitate a participatory public process of police oversight.
- Board staff will audit police technologies and post relevant data from these audits online.
- Staff will train new Board members.
- Investigative staff shall be on-call to respond to the scene of deadly force incidents.
- Staff will be provided with mental health services.

Positions and Logistics within the City

- The Board will have a budget which is defined in the Charter as at least of 5% of the PPB budget.
- The office of the Board will be located outside of a PPB facility and will not be in the same building as the Mayor, City Council, or any other agency that includes law enforcement or public safety as part of its function, however it should be convenient to the public.
- The Board will be a standalone Bureau.
- The Board will have operating hours outside of regular business hours and the Staff's working hours may be staggered to accommodate extended operating hours.