Independent Police Auditor Agreement with OIR Group LLC

City Council Meeting

November 30, 2021

Jeff Kolin

Interim City Manager

BACKGROUND

- The City of Santa Rosa desires to retain a qualified firm to conduct Police auditor services.

- The Request for Proposals for an Independent Police Auditor was issued on June 17, 2021 and closed on July 12, 2021.

- Two proposals were received and were scored independently by a selection committee who determined that both proposers move forward to an interview to provide additional information.

- The selection committee determined unanimously to move forward with the OIR Group due to their expertise and past performance.

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BACKGROUND

- The City previously contracted with the OIR Group in 2020 to provide an independent report on SRPD's internal investigations related to protest activities that occurred in May and June of 2020.

- The City found the firm to be professional and thorough in the final report that was presented to the City Council in May of 2021.

- The OIR Group has 15 years of experience evaluating police shootings, in-custody deaths, and other critical incidents.

- OIR Group has conducted high profile internal affairs investigations, including the Kelly Thomas internal affairs investigations in Fullerton, California, and several internal investigations of the Oakland Police Department in which the subject officers were supervisors and/or members of command staff.

BACKGROUND

- The OIR Group consists of a team of five principals:

  - The team is led by a former federal civil rights prosecutor Michael Gennaco, who is a nationally recognized expert on law enforcement reform and accountability systems. He was the Chief Attorney of the Office of Independent Review for Los Angeles County and is a founding Principal of OIR Group.

  - Teresa Magula began her work in oversight with the Inspector General's Office for the Los Angeles Police Department and has been with the OIR group since 2017.

  - Samara Marion recently joined the OIR group after retiring from a career with the San Francisco Department of Police Accountability, the oversight entity for the San Francisco Police Department.

  - Stephen Connolly has been a Principal with OIR Group since 2001 and was an original member of the Los Angeles County Office of Independent Review.

  - Julie Ruhlin has been a Principal with OIR Group since 2006 and was a Deputy Chief Attorney for the Los Angeles County Office of Independent Review.

SCOPE OF WORK

- The scope of work in the agreement with OIR Group includes:

  - Reviewing SRPD internal investigations and citizen complaints, which includes a review of and participation in all administrative investigations and officer-involved shootings.

  - Auditing SRPD misconduct complaints, discipline process and policies, procedures, and training. The audit is designed to ensure the best equitable policing environment.

  - Producing annual written reports summarizing the IPA's evaluations of internal investigations and suggestions for improvements to policies, procedures and training.

SCOPE OF WORK

- Conducting community outreach with various city and community stakeholders.

- Community meetings twice a year that will be facilitated by the Chief's Community Ambassador Team.

- Required to contract with an equity consultant to demonstrate understanding in the areas of diversity, equity and inclusion.
  - OIR Group has worked closely with Brian Corr in community engagement projects in San Jose and San Leandro as an equity consultant and community engagement facilitator.

- Reporting to the City Manager regularly regarding any recommendations for improvement.

- Presenting the annual auditors report to the Public Safety Subcommittee and City Council for discussion. The City will provide Spanish-language translation at these meetings.

RECOMMENDATION

- It is recommended by the City Manager's Office that the Council, by resolution, approve the Professional Services Agreement with OIR Group LLC in an amount not to exceed $270,000 total; not to exceed $90,000 per year for three years.

Questions?