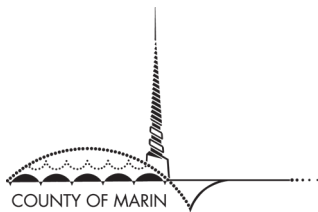


County Administrator's Office
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San Rafael, CA 94903
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AB 1185 SHERIFF'S OVERSIGHT COMMUNITY OUTREACH WORKING GROUP

OPTIONS AND RECOMMENDATIONS

JUNE 13, 2023



ASSEMBLY BILL 1185

CIVILIAN OVERSIGHT OF SHERIFFS' OFFICES

Slide 2



- **Assembly Bill 1185 (2021)**

- Authorizes county Boards of Supervisors to implement civilian oversight for Sheriffs' Offices

- **2022 – County Actions**

- In August 2022, your Board directed the formation of a Community Outreach Working Group (COWG) to research AB1185 options, make recommendations on oversight structure
- Office of Equity and Human Rights Commission designated as co-conveners of the COWG
- National Association for Civilian Oversight of Law Enforcement (NACOLE) contracted to provide technical assistance and facilitation services

COMMUNITY OUTREACH WORKING GROUP

FORMATION AND COMPOSITION

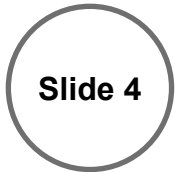
Slide 3

- **Members**

- Candidates nominated by the Human Rights Commission
- 15 selected by the Office of Equity

- **Criteria**

- Representation of communities impacted by law enforcement
- Individuals from 5 supervisorial districts
- Professional or lived experience related to law enforcement, criminal justice system, finance, government or other applicable areas.



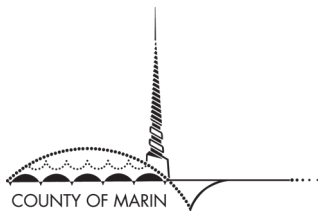
COMMUNITY OUTREACH PROCESS

- **3 Community Conversations**

- Provided a forum for early education on the COWG process and to solicit feedback on the need for civilian oversight in the county
- Participants included community members, Sheriff and Undersheriff and CAO

- **526 Surveys**

- Multilingual (English, Spanish, Vietnamese and Traditional Chinese)
- Countywide delivery offered online and in paper format



Share your ideas for Sheriff's oversight in Marin County!

Comparta sus ideas para la supervisión por parte del sheriff en el condado de Marin!



COMMUNITY OUTREACH PROCESS

Slide 5

- **9 Focus Groups**

- Areas explored included their **knowledge of existing complaint processes**, the composition and duties of a civilian oversight entity, and preferred models for civilian oversight in Marin.
- **Over 140 participants**; conducted both in-person and online
- **Focus group partners** included Marin County Probation Services, Canal Alliance, Dominican University, College of Marin, UMOJA, Multicultural Center of Marin, and Youth Transforming Justice and the Marin City Teen Center, among others

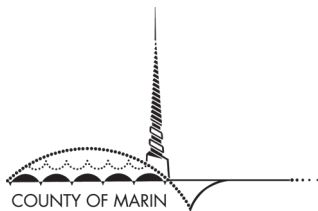
COMMUNITY OUTREACH PROCESS

- **Community Canvassing**

- **Targeted outreach** to people who would not otherwise be engaged through the survey or focus group processes
- 31 participants engaged and asked similar questions as the focus group participants
- COWG canvassed areas in Marin City, Novato, and San Rafael to have one-on-one conversations with community members
- Locations included a **downtown homeless encampment, a public housing project, community park,** and laundromat

Slide 6

Slide 7



OPTIONS AND RECOMMENDATIONS DEVELOPMENT

- 3 COWG Subcommittees
 - Recommendations Drafting
 - Overall Community Engagement
 - Focus Groups
- NACOLE
 - Survey data analysis and focus group facilitation
 - Civilian oversight best practices, models, and technical assistance
- County of Marin
 - Office of Equity
 - County Administrator
 - County Counsel
 - Sheriff's Office

OPTIONS AND RECOMMENDATIONS DEVELOPMENT

Slide 8

- **Review of oversight models**

- Inspector General
- Civilian Commission
- Jurisdictions across California and nationwide (e.g., Sonoma and Sacramento)

- **Review of oversight tools**

- Policy and procedure review and recommendations
- Receipt of complaints/investigation review/complaint investigation
- Subpoena power

COWG FINDINGS

AB 1185 OVERSIGHT STRUCTURE OPTIONS

Slide 9

Option One

- Office of the Inspector General (IG)
 - IG: At-will employee, attorney classification
 - (1) FTE Community Outreach Coordinator
 - (1) FTE Administrative Support Staff
- 11 member AB1185 Oversight Commission
 - (9) members
 - (2) at-large alternates
- Additional expenses for stipends for Commission members; training and community engagement
- **Total cost: ~\$708,600 annually**

COWG FINDINGS

AB 1185 OVERSIGHT STRUCTURE OPTIONS

Slide 10

Option Two (not recommended by COWG)

- Office of the Inspector General
 - IG: At-will employee, attorney classification
 - (1) FTE Administrative Support Staff
- 11 member AB1185 Oversight Commission
 - (9) members
 - (2) at-large alternates
- Additional expenses for stipends for Commission members; training and community engagement
- **Total cost: ~\$531,718 annually**

COWG FINDINGS

AB 1185 OVERSIGHT STRUCTURE OPTIONS

Slide 11

Option Three (not recommended by COWG)

- Inspector General (IG)
 - IG: **Contract position**
 - (1) FTE Administrative Support Staff
- 11 member AB1185 Oversight Commission
 - (9) members
 - (2) at-large alternates
- Additional expenses for stipends for Commission members; training and community engagement
- **Total cost: ~\$436,804 annually**

COWG RECOMMENDATIONS

OFFICE OF THE INSPECTOR GENERAL

The Working Group recommends Option One as the as structure for Office of the Inspector General.

Slide 12

- Inspector General
 - At-will employee or FT contract employee
 - Reports to CAO
- Two FTE Support Staff
 - Community Outreach Coordinator (classified as Senior Program Coordinator or equivalent)
 - Administrative Support (classified as Administrative Services Associate or equivalent)
- **Staff Cost (fully loaded): ~\$625,000 annually**

OVERSIGHT COMMISSION

COMPOSITION, DUTIES, & AUTHORITIES

- 5 members appointed by BOS
 - Representing each district
- 4 members appointed by BOS from a slate of recommendations proposed by Legal Aid of Marin, with input from grassroots and direct service organizations
- No more than one member with previous law enforcement experience
- Establishing bylaws, processes, and training standards
- Participation in hiring of Inspector General
- Receiving Sheriff's Office complaints from the public
- Annual public reports
- Community outreach and engagement

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OFFICE OF THE INSPECTOR GENERAL

DUTIES, AUTHORITIES, AND STRUCTURE

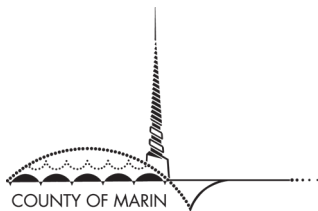
- Day-to day oversight responsibilities
- Receiving & processing community complaints
- Annual public reports
- Monitoring of MCSO
 - Training of deputies
 - Jail inspections
- Community engagement
- Independent investigations & subpoena power
- Staff support for AB1185 Commission

Slide 15

STAFF RECOMMENDATIONS

- Staff recognize and appreciate the significant commitment and work that went into the development of the COWG recommendations
- Staff largely agree with the findings and recommendations of the COWG:
 - Separate and shared authorities of Inspector General, Oversight Commission
 - Investigations, subpoena, reporting

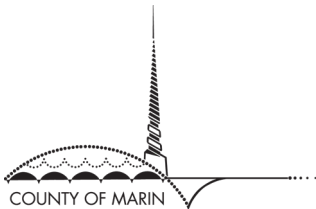
Slide 16



STAFF RECOMMENDATIONS

- Based on staff analysis, request to consider staffing and structural considerations to Office of the Inspector General:
 - IG should be filled as an at-will, regular hire position
 - Placing the Office of the Inspector General as a Division reportable to Assistant CAO
 - Community Engagement Coordinator filled as a two-year, fixed-term position
 - Half-time support for Admin dedicated IG Office/ Oversight Commission
 - Commission stipends align with the Boards and Commission Stipend Program One Fixed-Term, PT Community Engagement Staff
- Allow time for workload to be assessed before making further staffing / FTE allocation decisions

Slide 17



PROPOSED NEXT STEPS

- All staff positions be reviewed by Human Resources to ensure the appropriate classifications are considered
- Return to your Board after completing these necessary steps with a goal of within 90 days with implementation legislation for your Board's consideration
- Proposed Funding
 - Inspector General Position - \$290,000
 - Community Engagement Position (2-year) - \$172,000
 - 0.5 Staff Admin Support Position - \$75,000
 - Commissioner stipends - \$10,000
 - Training - \$30,000
 - Other program expenses - \$40,000
 - **Estimated Total Annual Program Costs - \$617,000**

Slide 18

PROPOSED NEXT STEPS

- Approve Recommended funding in Proposed Budget (June 22)
- MCSO will allocate budget for a half-time position to support the implementation of AB 1185
- Create the Oversight Ordinance
- Establish the IG position classification
- Launch recruitment for the Oversight Commission (3-4 months)
- Launch recruitment for Inspector General (3-4 months)
- IG will create Operating Agreements with MCSO

AB 1185 Sheriff Oversight

Community Outreach Working
Group Options and
Recommendations

THANK YOU

