



## SUMMARY REPORT

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**Agenda Date:** 8/9/2022

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**To:** Sonoma County Board of Supervisors

**Department or Agency Name(s):** County Administrator, Human Resources

**Staff Name and Phone Number:** Sheryl Bratton, 565-3578 Christina Cramer, 565-2988

**Vote Requirement:** Majority

**Supervisory District(s):** Countywide

**Title:**

Appointment of the Director of the Independent Office of Law Enforcement Review and Outreach (IOLERO).

**Recommended Action:**

Appoint John Alden as the Director of the Independent Office of Law Enforcement Review and Outreach and authorize the Chair of the Board to execute the Personal Services Agreement for a three-year term starting September 6, 2022 at the "I" step in the position's salary range, including other County benefits and compensation as provided in Salary Resolution 95-0926.

**Executive Summary:**

The salary and fringe benefits provided to County department and agency heads must be considered by the Board of Supervisors at a regularly scheduled Board meeting, and an oral summary of the recommended action to be taken on the salary and benefits must be presented at the meeting where the final Board action is taken. (California Government code §54953, 54956)

After a successful nationwide recruitment and extensive selection process, it is recommended the Board appoint John Alden as the new Director of the Independent Office of Law Enforcement Review and Outreach, and authorize the Chair of the Board to execute the Personal Services Agreement effective September 6, 2022 for a three-year term. The Director reports to the Board of Supervisors and the agreement places Mr. Alden at the "I" step of the salary range for the job classification, which is currently \$189,093 annually. In addition to the annual salary, other benefits and compensation are provided as prescribed by Salary Resolution 95-0926.

**Discussion:**

In August 2015, the Board of Supervisors established the Independent Office of Law Enforcement Review and Outreach and created the new position of Director of IOLERO.

IOLERO is a civilian review agency that provides objective, independent audit and investigation of Sonoma County Sheriff's Office complaints, proposes policy recommendations to the Sheriff's Office and strives to strengthen the relationship between the Sheriff's Office and the community it serves. The Director oversees an office of 4.5 full time staff and manages IOLERO's operating budget of \$1.76M.

After the appointment of the previous IOLERO Director to the Sonoma County Superior Court, the Board

appointed an Interim IOLERO Director to fulfill this position while a nationwide recruitment for the permanent Director was conducted. A community survey was conducted to hear the public's input on the priorities of IOLERO and the most important competencies of the new Director; over 230 responses were submitted. Following the survey, the County conducted a nationwide search. An interview panel comprised of a diverse group consisting of subject matter experts in the area of law enforcement review, members of the Community Advisory Council, other local community members, and County department heads interviewed six well-qualified candidates. Subsequently, the Board of Supervisors interviewed finalists and selected John Alden to be the next IOLERO Director.

Mr. Alden received a Bachelor's in Mass Communications and a Juris Doctor from the University of California, Berkeley. His career has included prosecution and legal work and for the last thirteen years his career focus has been in civilian oversight agencies. For City and County of San Francisco's civilian-led system of police oversight, Mr. Alden started as an attorney in the Internal Affairs Division, then became part of the executive team of the San Francisco Department of Police Accountability (formerly known as the Office of Citizen Complaints). Also with San Francisco, his career progressed to Managing Assistant District Attorney of the Independent Investigations Bureau of the District Attorney's Office. Mr. Alden then became the Executive Director of the Oakland Community Police Review Agency for approximately three years.

The Personal Services Agreement with John Alden is effective September 6, 2022 through September 5, 2025, and places him at the "I" step of the salary range, with a current annual salary of \$189,093.00. Director Alden will also be eligible for other benefits and compensation as prescribed in Salary Resolution 95-0926.

**Strategic Plan:**

N/A

**Prior Board Actions:**

None.

**FISCAL SUMMARY**

<b>Expenditures</b>	<b>FY 22-23 Adopted</b>	<b>FY23-24 Projected</b>	<b>FY 24-25 Projected</b>
Budgeted Expenses			
Additional Appropriation Requested			
<b>Total Expenditures</b>			
<b>Funding Sources</b>			
General Fund/WA GF			
State/Federal			
Fees/Other			
Use of Fund Balance			
Contingencies			

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**Agenda Date:** 9/13/2022

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<b>Total Sources</b>			
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**Narrative Explanation of Fiscal Impacts:**

There is no anticipated fiscal impact to the IOLERO budget for approving the recommended action. The salary and benefit costs of the IOLERO Director are already included in the adopted departmental budget.

<b>Staffing Impacts:</b>			
<b>Position Title (Payroll Classification)</b>	<b>Monthly Salary Range (A-I Step)</b>	<b>Additions (Number)</b>	<b>Deletions (Number)</b>

**Narrative Explanation of Staffing Impacts (If Required):**

None.

**Attachments:**

Personal Services Agreement

**Related Items "On File" with the Clerk of the Board:**

None.