

City of Boulder

INDEPENDENT POLICE MONITOR

The Position

The Independent Police Monitor leads the operations of the Independent Police Oversight Office. This civilian role provides independent oversight aimed at preventing inefficient and unlawful police operations. The Independent Police Monitor embraces this unique role as an independent public servant monitoring the Police Department's internal investigations and complaints and is excited by the opportunity to collaborate in further developing an Independent Police Oversight Office that is transparent, accountable, and responsive to the community. The successful candidate is motivated by and has a strong desire for community service, enhancing public health, and protecting the economic vitality of the City.

The Independent Police Monitor continues to set the operational philosophy of the Office and develops and maintains standard operating procedures to ensure all matters are handled in a thorough, objective, fair, and impartial manner. They work with a small staff of Administrative Assistants and Interns and collaborate to establish and update criteria and policy around reviewing, monitoring, assisting, overseeing, and advising on the investigation of internal and citizen complaints and other administrative investigations. In addition, the Monitor establishes program priorities and objectives and manages the implementation and evaluation of the civilian police oversight process.

The Independent Police Monitor provides liaison activity to the Police Oversight Panel and collaborates with the co-chairs regarding the ongoing functions of the panel. They assist the panel by providing summaries of complaints and complaint investigations, data on monthly statistics, analysis of local policing trends, and access to national best practices. The Independent Police Monitor also coordinates the training of panel members. Specifically, the Independent Police Monitor receives and processes complaints concerning police employees, monitors the complaint investigation, and recommends best practices to the professional standards unit during the course of an investigation. The Independent Police Monitor works to enhance community relationships and build trust through community engagement opportunities.

A commitment to racial equity and an understanding of oppression and institutional racism is essential. The preferred candidate understands racial inequalities, specifically in the criminal justice system, and brings prior experience successfully working with multicultural communities. The Independent Police Monitor also demonstrates knowledge of social injustices and will quickly understand the community's attitude toward the organization and our historical and contemporary race relations.

A natural convener and collaborator, the Independent Police Monitor recognizes the importance of relationships and partnerships at all levels. The successful candidate has a passion for developing positive community relations with the ability to build strong, yet independent working relationships with a wide variety of internal and external partners and community representatives. The Independent Police Monitor brings deep-rooted expertise in conflict resolution, addressing public confrontation, and interacting with the media. The ideal candidate has prior knowledge and experience in the operation, service, and activities of an oversight program.

Qualifications

At least five (5) years of leadership experience in the field of public or private administration or in the practice of law is required. Extensive experience in law enforcement with specific experience in police monitoring, civilian oversight administration, and procedural justice is also required. Knowledge of methods and techniques of investigations, training, counseling, and conflict resolution, along with demonstrated knowledge of the laws, principles, practices, and procedures related to conducting

investigations and administrative hearings, is essential. Strong experience in data analysis and trends with a track record of staying current on recent developments in the police community is necessary. Lived experience and experiences that contribute to the role are ideal. Bilingual in Spanish is desired.

A bachelor's degree from an accredited college or university with major coursework in criminal law, mediation, or a related field, is required. A master's degree or a Juris Doctor is desired. No prior employment or familial relationships with the City of Boulder Police Department or individual Boulder Police Officers.

Studies have shown that women and people of color are less likely to apply for jobs unless they believe they can perform every job description task. We are most interested in finding the best candidate for the job, and that candidate may come from a less traditional background. The City will consider any equivalent combination of knowledge, skills, education, and experience to meet minimum qualifications. If you are interested in applying, we encourage you to think broadly about your background and skill set for the role.

Compensation and Benefits

The salary range for the Independent Police Monitor is \$92,976 – \$148,720 with an anticipated hiring range of \$108,784 – \$132,912 and will depend on the qualifications of the successful candidate. The City of Boulder is a progressive organization that values employee engagement and well-being. The City recognizes the importance of providing an encompassing health and life benefits program to employees, including Hybrid Work, Flex Schedules, Telehealth and Wellness Incentives, Infants and Dogs at Work Program, Local bus eco-Pass, and an Employee Discount Program on goods and services throughout the Boulder Community. Additional information can be viewed [here](#).

How to Apply

Add your voice and talents to the City of Boulder and help them grow in service excellence for an inspired future. Applications will be accepted electronically by Raftelis at raftelis.hire.trakstar.com. Applicants complete a brief online form and are prompted to provide a cover letter and resume. Open until filled with the first review of applications on **November 28, 2022**.