



City of Cleveland

Invites Applications for the Position of:

Inspector General

Salary: \$100,000–\$140,000 Annually

Inspector General

The Department of Public Safety, Public Safety Administration, is the executive office that oversees and provides administrative support to its several safety divisions comprised of the divisions of Police, Fire, Emergency Medical Services (EMS), Animal Care & Control (AC&C), and Corrections. The Public Safety Inspector General (PSAIG), a member of Public Safety Administration, serves as the lead internal investigative official within the Department of Public Safety, City of Cleveland and reports directly to the Chief Director of the Department of Public Safety (Chief Director) and serves to provide an additional layer of oversight for the Department of Public Safety and its employees in an effort to eliminate and deter misconduct and inefficiency within department operations. The PSAIG's primary responsibility is to conduct objective investigations and issue reports, independently or as directed by the Chief Director, which analyze, audit, inspect and evaluate compliance with the Public Safety divisions' policies, procedures, and practices, including compliance with federal and state law.

Examples of Duties:

Duties include, but are not limited to:

- Independently and objectively conducts investigations that analyze, audit, inspect, and evaluate compliance of the Cleveland Division of Police's policies, procedures, and practices to and determine compliance with federal and state law.



- Analyzes the following: whether the Division's policies and practices are consistent with principles of bias-free and community policing, procedural justice, and promoting public and officer safety and whether they are achieving the goals of the Settlement Agreement between the City of Cleveland and the U.S. Department of Justice.
- Reviews and analyzes recommendations from the Civilian Police Review Board (CPRB) to the Chief and the Director of Public Safety, as well as the underlying investigations conducted by the Office of Professional Standards (OPS).
- Collects and reviews Discipline imposed, to include analyzing the use of mitigating and aggravating factors.
- Assesses disciplinary trends and whether discipline is consistently applied, fair, and based on the nature of the allegation.
- Analyzes and communicates trends to the Chief of Police to ensure the Division is consistent with best practices in law enforcement.
- Develops recommendations concerning police policies, procedures, practices, and training to improve services and accountability. Conducts investigations, analyzes trends, and makes reports and recommendations, as appropriate, at the request of the Director of Public Safety, or the Mayor.
- Reports to the Chief Director any recommendations, outcome of investigations, and analysis of trends. Creates and monitors processes to coordinate recommendations approved by the Chief with appropriate units.
- Maintains confidentiality, interacts and communicates effectively and courteously with people of diverse cultures and socio-economic backgrounds.
- Promote economy, efficiency, effectiveness and integrity in the administration of the programs and operations of the city government by reviewing programs, identifying any inefficiencies, waste and potential for misconduct therein, and recommending to the Mayor and/or the City Council policies and methods for the elimination of inefficiencies and waste, and the prevention of misconduct;
- Makes reports and recommendations available to the public.
- Performs any other duties assigned by the Chief Director of Public Safety as required.



Minimum Qualifications:

- A Bachelor's Degree from an accredited four year college or university is required, those in a Business or Public Administration field are preferred.
- Five (5) years' experience as an inspector general, certified public accountant, auditor, licensed attorney, law enforcement officer, or other investigative officer involving supervisory or managerial experience preferred.
- Seven (7) to ten (10) years of full time professional experience in law enforcement practices, investigations, police oversight, and civil rights law is preferred.
- Must have public management and effective planning experience.
- May not be a current or former employee of the Cleveland Division of Police.
- Must possess a valid State of Ohio Driver's License (Those persons who live or work outside of Ohio must have the ability to obtain one within 60 days of the date of hire). Must possess the following skills: Strong audit, analytical, and investigative; Strong computer skills - Microsoft Office and the ability to quickly learn software utilized by the Division and other related law enforcement software; Strong oral and written communication - including the ability to make presentations throughout the Division, City government, and the community and the ability to write and edit comprehensive and understandable reports and memoranda; Excellent judgement and interpersonal skills.
- Must be able to withstand an extensive background check and should have no actual or perceived conflicts of interest with the City of Cleveland.
- Demonstrated experience working with diverse neighborhoods or communities is strongly preferred.

Supplemental Information:

Preferred Qualifications

- A Juris Doctorate and/or a Master's Degree is preferred.
- Light physical effort in sedentary to light work. May involve some manipulation of lightweight items (5-10 pounds). May involve extended periods of time at a keyboard or workstation.



Additional Duties:

Other duties include, but are not limited to:

- Exercise discretion and maintain confidentiality of investigations.
- Collect and review disciplinary outcomes, to include analyzing the use of mitigating and aggravating factors, to assess disciplinary trends and whether discipline is applied consistently and without bias or partiality based on the nature of the allegation(s).
- Analyze and communicate trends to the Chief Director and Safety division executive staff to ensure the divisions are consistent with relative best practices.
- Develop recommendations for reform concerning division policies, procedures, practices, equipment, and training to improve services and accountability.
- Create and monitor processes to coordinate implementation of recommendations approved by the Chief Director.
- When appropriate makes reports and recommendations available to the public.

Specific to the Division of Police:

- Keeps abreast of the current trends and issues in law enforcement and 21st century policing and accountability, both nationally and locally.
- Analyze whether Division of Police policies, procedures, and practices are effective and consistent with principles of procedural justice, bias-free and community policing, and promote public and officer safety.
- Audit processes, policies, procedures and training, such as consistent use of body-worn cameras.
- Review and analyze recommendations or direction from the Civilian Police Commission to the Chief Director of Public Safety or Chief of Police.

Applications:

www.clevelandohio.gov/careers

