



# INDEPENDENT POLICE AUDITOR

City of Tucson, Arizona



## ■ UNIQUE OPPORTUNITY

The City of Tucson invites you to join an organization focused on providing excellent service to citizens in a safe and sustainable community. The City seeks a professionally respected, innovative, results-oriented leader for a progressive southwestern city.

## ■ THE COMMUNITY

With a population of approximately 520,000, the City of Tucson is Arizona's second largest city located approximately 100 miles south of Phoenix and 60 miles from the Mexico border. Tucson's metropolitan area exceeds one million people. With sunny days nearly all year, Tucson is the ideal location for the outdoor enthusiast. The Sonoran Desert and five surrounding mountain ranges offer hiking, biking, horseback riding, bird watching, spelunking, hot-air ballooning, camping, championship golfing, skiing, and countless other recreational opportunities in breathtaking scenery.

Tucson supports an outstanding variety of cultural activities reflecting the community's rich heritage. Museums and galleries, theater and dance companies, classical and contemporary musical events and festivals are plentiful within this natural desert environment. Recognized as one of the MegaTrend cities of the 21st Century, Tucson is renowned as an emerging center for optics, astronomy and health services. Tucson is home to Davis-Monthan Air Force Base and the University of Arizona, ranked among the top 60 public universities by US News & World Report.

## ■ INDEPENDENT POLICE AUDITOR

The Office of the Independent Police Auditor (IPA) was established as an external source to audit citizen complaint investigations conducted by the Tucson Police Department Office of Internal Affairs (OIA). The audit purpose is to determine if an OIA investigation was complete, thorough, objective and fair. The Office of the IPA is a resource for the citizens of Tucson regarding police actions and standards.

## ■ KEY ISSUES AND PRIORITIES

- Increase the visibility of the IPA within the community
- Establish a Community Outreach Plan in conjunction with key stakeholders



## ■ THE POSITION

The Independent Police Auditor reports to the City Manager and is responsible for highly specialized administrative and professional work involved in the independent review and assessment of selected police misconduct investigations arising from citizen complaints and inquires.

### **The Independent Police Auditor is responsible for:**

- Developing, implementing and maintaining a credible, fair and equitable review process of police internal affairs investigations of citizen complaints, alleging police misconduct.
- Coordinating activities with other government officials, community and business leaders, and the media.
- Advising the Assistant City Manager, City Manager, and Mayor and Council on the status of complaints.
- Analyzing the objectivity and thoroughness of selected investigations, preparing reports and statistical analysis with a focus on types and number of citizen complaints received as well as on trends and patterns.
- Ensuring that complainants are kept apprised of the progress of ongoing investigations.
- Performing research and recommending further investigation of cases deemed to be incomplete or inconclusive.
- Work is performed independently as directed by the City Manager and requires extensive exercise of initiative and independent judgment.
- Participating on boards, commissions, committees, and task forces to resolve police complaint issues.

## ■ IDEAL CANDIDATE

The ideal candidate is energetic, a strategic thinker, and innovative with a strong desire to conquer new professional challenges in an organization that prides itself in engaging professional leaders in a variety of fields. Candidates should possess expertise with a successful record of managing difficult investigations into employee misconduct preferably with experience dealing with a law enforcement agency. The Auditor will ideally possess large agency leadership and analytical and research experience with a network of professional contacts in the industry. Successful candidates will be excellent communicators who are able to establish relationships of trust with the community, local advocacy groups, the Police Department, City management team, City Council, and local, state, and federal regulatory agencies.

## ■ EDUCATION AND EXPERIENCE

### **Specific requirements are as follows:**

A Bachelor's degree in Public Administration, Business Administration, Criminology, Criminal Justice, Sociology, Law, Labor Relations or a closely related field, and five years of administrative experience in a governmental agency or organization, preferably municipal government; strong analytical and research capability in a government setting; experience in conducting investigations and preparing comprehensive investigative reports of a highly sensitive nature; demonstrated experience working with and effectively communicating with diverse members of the public; bilingual skills with the ability to read, write and converse in English and Spanish, or any equivalent combination of experience, education and training, which provides the desired knowledge, skills and abilities.

## ■ COMPENSATION AND BENEFITS

The expected hiring range for the Independent Police Auditor is from \$65,040 to \$87,141 annually. Actual salary will be dependent on the experience and qualifications of the successful candidate.

### **The City of Tucson offers an attractive benefit package which includes:**

- Participation in the Tucson Supplemental Retirement System (defined benefit pension plan)
- Vacation and sick leave program
- Medical and dental programs
- Long-term and short-term disability insurance plans
- Life insurance of \$50,000 with additional coverage available at employee expense
- Voluntary participation in the City's Section 457 deferred compensation plan (ICMA RC)
- Voluntary participation in the City's Section 401(a) savings plan account
- Medical and dependent care flexible spending accounts
- Employee assistance program



## ■ APPLICATION AND SELECTION PROCESS

To be considered for this excellent career opportunity, submit (preferably via email) a cover letter with current salary, resume (showing both years and months of positions held), and six work-related references by June 22, 2014 to:



Tameron Collins  
City of Tucson Human Resources  
255 W Alameda, 3rd floor  
Tucson, Arizona  
E-mail: [tameron.collins@tucsonaz.gov](mailto:tameron.collins@tucsonaz.gov)  
Website: [www.tucsonaz.gov/jobs](http://www.tucsonaz.gov/jobs)

Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given interviews tentatively scheduled for July 1st. The top candidates will be invited to a follow-up interview with the City Manager's Office. An offer of appointment is expected shortly thereafter following extensive reference and Tucson Police Department background check.

*The City of Tucson is an equal opportunity employer that is both child and family friendly, as well as a drug and alcohol free workplace. Diverse candidates are strongly encouraged to apply.*