

Consideration of the Appointment of Paul
Parker III as the Executive Director of the
Commission on Police Practices and
Establishing his Initial Annual Compensation.

City Council June 25, 2024 – Item S504



Recruitment Process

- Formation of a Council Ad Hoc Committee - 2 Councilmembers and 4 CPP Commissioners.
- Ad Hoc Committee met to:
 - Develop job announcement and recruitment process
 - Review results of screening, community input, and community leader interview panel ranking
 - Interview candidates and forward recommendation to City Council
- Staffing provided by Interim Executive Director, Human Resources Talent Acquisition and Personnel Department staff.
- The job announcement was posted from March 1 – 31, 2024.
- **Posting locations:** NACOLE (National Association of Civilian Oversight of Law Enforcement) and regional collaborations, NEOGOV, LinkedIn, Indeed, Union Tribune, Voice and Viewpoint, local Bar Association and Diversity Bars, and NP Works.

Community Input

- A Community Forum held on March 16 with 45 people in attendance.
- Facilitated discussions focused on qualifications, qualities, and priorities.
- Surveys (English and Spanish) (73 returned) were distributed via website, newsletter and social media.
- Results drove the first round of interview questions:
 - Qualifications and Experience
 - Transparency
 - Community Engagement
 - Building a New Model of Oversight
 - Relationship with Law Enforcement
 - Leadership, Courage, Vision
 - Management Skills

Screening Process

- 36 applications received from across the country from legal field, law enforcement, nonprofit, and oversight backgrounds
- The Screening Committee included 2 Commissioners, the City's Talent Acquisition Manager Florencia Costa, and the Interim ED
- Six highly qualified candidates emerged each having experience as the executive officer for a civilian oversight body
- Candidates included 4 men (2 African American, 1 Latino, 1 White) and 2 women (2 African American).

Community Leader Interviews

- 6 Community Leaders representing diverse communities and interests conducted the first round of interviews.
- Interviews were conducted via Zoom for all candidates.
- Community Leader Panel's rankings was provided to the Ad Hoc Committee.
- Community Leaders expressed appreciation for the quality of the pool of candidates.

Ad Hoc Committee Interviews

- 4 Candidates were invited to interview with the Ad Hoc Committee.
- One candidate withdrew prior to the interviews.
- Top two candidates were invited to interview with the full City Council.
- Paul Parker III is being put forward today for City Council's consideration for appointment as Executive Director of the Commission on Police Practices.

Paul R. Parker's III Background and Resume

- Experience
 - Executive Officer, Citizens' Law Enforcement Review Board (CLERB)
 - Chief Deputy Director, Los Angeles County Department of Medical Examiner-Coroner
 - Assistant Coroner, Clark County Office of the Coroner/Medical Examiner
 - Law Enforcement
 - 10 years of hands-on experience
 - 6 years in supervisory and managerial roles
 - 2023 San Diego Pro Chapter of the Society of Professional Journalists "Window" Award for prioritizing transparency
 - Authored and implemented 60+ policy and procedure recommendations
 - Bachelor of Science in Business Management, University of Phoenix

Proposed Actions

1. Appoint Paul R. Parker III to serve as the Executive Director for the Commission on Police Practices.
2. Establish Mr. Parker's initial annual salary as \$203,700.00 which is \$7,834.62 biweekly. His benefits as an employee in the Unclassified Service, Managerial C are set forth in the Council's Fiscal Year 2025 Salary Ordinance.