



**EXECUTIVE DIRECTOR
CLEVELAND COMMUNITY POLICE COMMISSION**

CITY OF CLEVELAND, OHIO

MGT

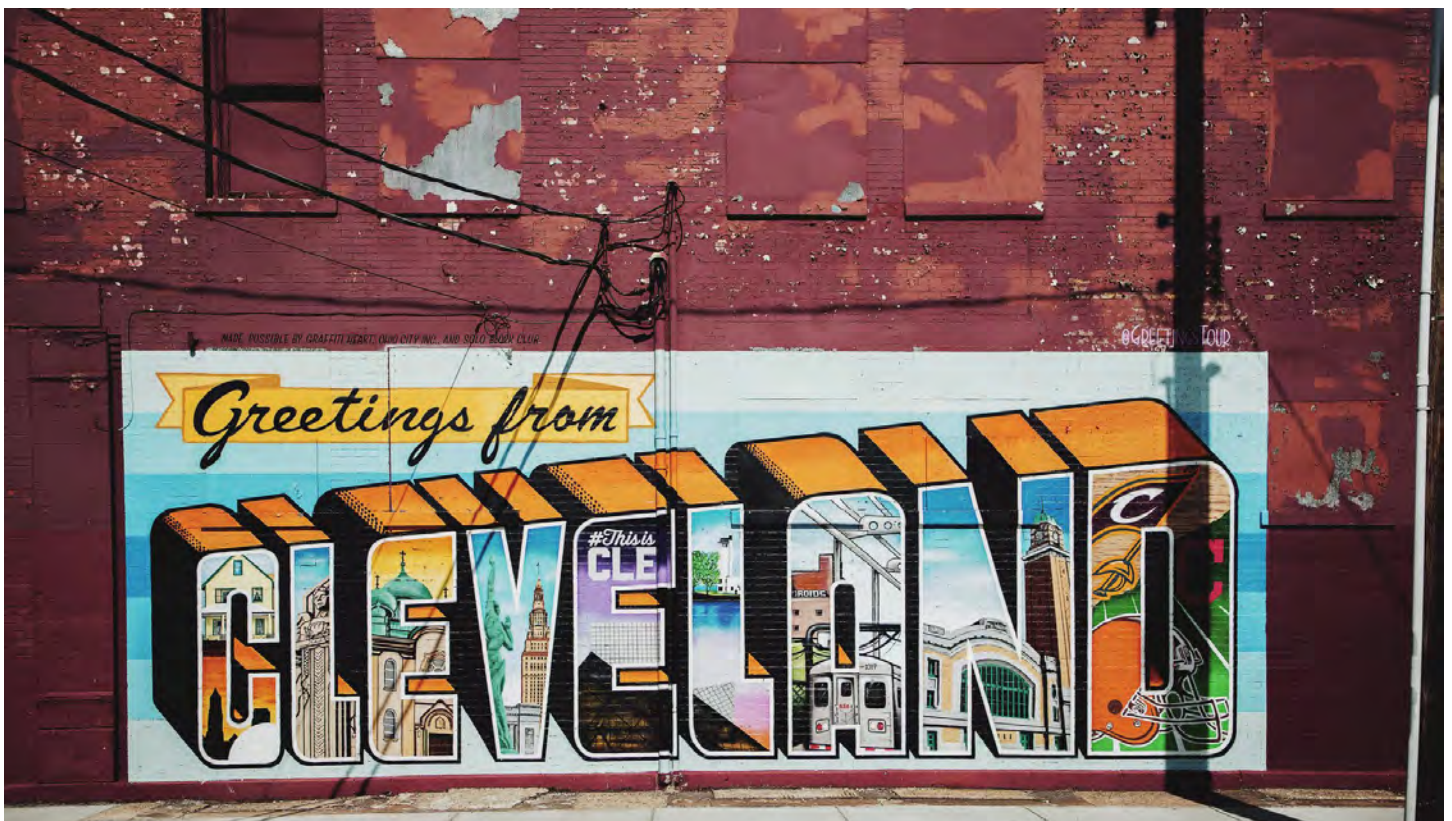
EXECUTIVE DIRECTOR CLEVELAND COMMUNITY POLICE COMMISSION CITY OF CLEVELAND, OHIO

The City of Cleveland, OH is conducting a national search for a collaborative and resourceful Executive Director to oversee the daily affairs of the Cleveland Police Commission office. The Executive Director works for the Community Police Commission, a 13-member, diverse board initially created under the city's Consent Decree with the U.S. Department of Justice and given new oversight power created by Cleveland voters in 2021.



Reporting directly to the Cleveland Community Police Commission Co-Chairs, the primary duty of the Executive Director is to support the Commission's role to "respond to community needs and concerns regarding regulation of the City's police force and community-police relations through duties" outlined in the Cleveland City Charter. This will involve coordinating closely with the Commission, particularly the Co-Chairs and other committee leadership (when appropriate), to carry out the functions of the Commission, charter 115-5 and implement Consent Decree mandates.

This is an excellent opportunity to work in cooperation with other City departments and make a lasting impact in the areas of community policing, law enforcement, social and racial justice.





ABOUT THE CITY OF CLEVELAND

The City of Cleveland, OH (population 362,656), is the second largest city in Ohio. It is the birthplace of the Environmental Protection Agency and the healthcare capital of the world. Top attractions include Rock & Roll Hall of Fame Museum, Rockefeller Park, West Side Market and Cleveland Metroparks Zoo.

Cleveland is a dynamic and vibrant city located in northeast Ohio is ideal for taking advantage of the abundant amenities of the metro area including three major professional sports teams, world class museums and arts as well as easy access to the region's international airport. Cleveland is a diverse community where entrepreneurial grit has a nice ring to it. Where world-changing breakthroughs meet genuine, hardworking people connected by the traditions we share, the opportunities we embrace, and the progress we seek. In other words, there is no better place.

Cleveland was founded in 1796, the result of a Connecticut Land Company survey of a 3.3-million-acres on the shores of Lake Erie that it would originally call, "The Western Reserve." Named after General Moses Cleaveland, the City of Cleveland was incorporated in 1836. Major reinvestment is happening across Cleveland has uniquely positioned the city to thrive in the new era of the "Mid-Size" metropolis. As a city that continues to undergo economic transformation, Cleveland is home to a large share of young and emerging talent, enthusiastic entrepreneurs, and skilled workers. Cleveland is not only an excellent location to live and work, but a place where you can flourish. Driven by further investment in helping the business community attract, retain, and grow a stronger workforce, Cleveland has become a new market where employers are thriving.

THE COMMUNITY POLICE COMMISSION

The Community Police Commission ("Commission") is permanently established as an independent municipal commission, with an executive director nominated by the Commission and appointed by the Mayor, Commission membership, eligibility, and appointment categories. The Commission consists of 13 persons broadly representative of the racial, social, economic, and cultural interests of the community, including those of the racial-minority, immigrant/refugee, LGBTQ+, youth, faith, business, and other communities, to reflect the overall demographics of Cleveland residents.

The Commission was given new oversight power created by Cleveland voters in 2021 based on their findings for a need to significantly strengthen civilian oversight of the police force, and to hold the police force more accountable; strengthen the police reform initiated by, but grossly insufficient in, the Consent Decree in *United States of America v. City of Cleveland*, U.S. District Court for the Northern District of Ohio Case No. 1:15-cv-2046; institutionalize cultural change within the Division of Police; and reform the arbitration process by which unelected arbitrators who do not reflect the values, concerns, or diversity of the community - and who themselves often do not live in the community and therefore do not personally bear the burden of any problematic police practices - routinely undermine police accountability by reducing or reversing disciplinary decisions. Commission meetings will be open to the public, consistent with the Open Meetings Act. The Commission will afford reasonable opportunity for public comment at its meetings.

The Commission's annual budget may not be less than \$1,000,000, adjusted annually under the federally established Consumer Price Index (CPI), unless the Commission itself requests a lower budget. In addition to the amount above (as it may be adjusted), the Commission will receive a budget for its grantmaking to community-based violence-prevention, restorative-justice, and mediation programs that is at least 0.5% of the amount budgeted for the Division of Police.



RESPONSIBILITIES OF THE POSITION

Under the Commission's direction, the Executive Director will have the responsibility to:

Oversee and manage the functions of the Office of the Commission: Advance the Commission's mission and perform other public duties as the Commission may prescribe. Serve as Secretary of the Commission and of any advisory committee or subcommittee the Commission may create or delegate this duty to a member of the Commission staff. Prepare annual reports summarizing the Commission's achievements and recommendations in collaboration with the Commission for public distribution.



Implement the Commission's decisions: On the Commission's direction, work in cooperation with other City departments, on improvement of law-enforcement services and police accountability; work to remove inequalities that may be related to minority-group or other status related to law enforcement and related matters; conduct educational activities, institutes, meetings, and prepare reading materials, that will lead to better community-police relations. Provide recommendations to the Commission for performance improvement.

Support the regulation of the City's police force and community-police relations: Maintain contacts with community groups concerned with constitutional policing, social justice, and public safety, including police associations; report to the Commission regarding these groups' activities; and serve as a source of accurate and reliable data on issues in the field of community policing, law enforcement, social justice, and racial justice.



Coordinate the preparation of an annual budget and advocate for operational resources: Create the Commission's proposed annual budget and submit an annual budget request for the Mayor's approval. Commissioners and the Executive Director may advocate for resources directly to members of the City Council of Cleveland or to the City Council during the budget process and throughout the year. Authorize necessary expenditures and enter into contracts for professional and other services in accordance with the adopted budget. Ensure proper and appropriate financial oversight and spending of funds allocated to the Commission.

Hire, supervise, evaluate, and discharge employees of the Office of the Commission: Supervise the hiring of new staff, ensuring hiring and onboarding processes are consistent with City of Cleveland human resources policies and the Charter 115-5 Legislation. Create a transparent evaluation system for all employees that will be conducted yearly through written evaluations before the end of the calendar year. Maintain attendance and other records, and a system of accountability for all employees to be shared with the Commission monthly.

CANDIDATE REQUIREMENTS

- Master's degree is required in preferred areas of law, public policy, public administration, or business administration. Two years of experience may substitute for each year of postgraduate education.
- Career experience in human services, public administration, organizational behavior, and/or a related field of interest.
- Four (4) years of full-time paid management or administrative experience is required with the strong ability to lead and manage a staff.
- A minimum of three (3) years' experience in related policy work (e.g., police reform, criminal justice system reform, social justice, civil rights, or community advocacy).



THE IDEAL CANDIDATE WILL HAVE:

- Knowledge and understanding and familiarity with restorative justice and social justice.
- Experience with police reform, civilian oversight and consent decrees is strongly preferred.
- Extensive knowledge of best practices and national trends in civilian oversight of law enforcement, transparency, and accountability.
- Strong coordination and project management skills with the ability to work across multiple departments, stakeholder organizations, and the public to implement policy or objectives.
- Carefully considers implications and impact of decisions across time and on others.
- Works in a professional, communicative, productive manner at the direction of the Cleveland Community Police Commission.
- Knowledge of federal, state, and local rules and regulations pertaining to civilian oversight of law enforcement and 21st policing.
- Excellent verbal and written communication skills.
- Excellent prioritization skill, organizational skills, and attention to detail.
- Excellent time management skills with a proven ability to meet deadlines.
- Ability to function well in a high-paced and at times stressful environment.
- Ability to build healthy and collaborative professional relationships, particularly with stakeholders.
- Proficiency in business writing.



COMPENSATION AND TOTAL REWARDS

The anticipated starting hiring range will be between \$120,000 - \$130,000 +/- DOQ.

The City of Cleveland's *CLE Total Rewards* program offers a competitive suite of modern benefits that can be tailored to the needs and preferences of each employee. *CLE Total Rewards* provides employees with a dynamic blend of health benefits, professional growth & career development opportunities, work/life integration programs, lifestyle rewards, and a stable retirement plan designed to enhance their well-being, support their career growth, and recognize their contributions.

Among the many rewards, we offer top-notch medical benefits through your choice of three PPO insurance plans + Prescription Drug Benefits, that offer premiums 34% - 45% below the national average, while still providing comprehensive coverage; dental and vision plans, a variety of paid time off options, paid vacation leave, twelve paid holidays, and participation in one of the largest public pension plans in the State of Ohio, the Ohio Public Employees Retirement System (OPERS).

In addition, *CLE Total Rewards* offers programs that demonstrate we **value our employees beyond their work roles**. Through a menu of Lifestyle Rewards, such as financial wellness programs, life coaching services, lactation rooms, concierge services and volunteer opportunities, the City of Cleveland demonstrates its commitment to creating a culture that aligns with our employee's personal values through purpose-driven work & service to the greater Cleveland community.

HOW TO APPLY

Apply online at www.GovHRjobs.com with a resume, cover letter and contact information for five professional references by **Friday, January 31, 2025**. Confidential inquiries may be directed to Ade Lewis, MGT Approved Independent Executive Recruiter, at Tel: 713-538-7224.

The City of Cleveland, Ohio is an Equal Opportunity Employer.

The logo for MGT (Management) is displayed in large, white, bold, sans-serif capital letters. The letter 'T' is stylized with a blue arrow pointing to the right, integrated into its vertical stroke. The logo is centered on a dark blue rectangular background.