



Cleveland Community Police Commission

Inspector General Subcommittee

Charter 115-5

→ Interviewing and recommending candidates for police commander and inspector general to the Mayor.

Inspector General Duties

01

Review CDP policies and practices to determine compliance with state and federal law, effectiveness, consistency with principles of bias-free and community policing and procedural justice; whether they promote public and officer safety.

02

Audit compliance with policies and procedures;

03

Conduct investigations;

04

Analyze trends;

Inspector General Duties

01

Develop specific recommendations for reform concerning policies, procedures, practices, training, and equipment to improve police services and accountability;

02

Analyze investigations conducted by OPS to determine whether they are timely, complete, thorough, and whether recommended dispositions are supported by the preponderance of the evidence;

03

Collect and analyze all sustained findings and the discipline imposed, to assess disciplinary trends and to determine whether discipline is consistently applied, fair, and based on the nature of the allegation; and

04

Reports and recommendations for reform publicly available.

Inspector General Reporting Structure

In accordance with the negotiated amended Settlement Agreement, the position of Inspector General has been removed from the CDP chain of command and now reports to the Director of Public Safety, independent of the Chief of Police. City Charter §115-5 in cooperation with the Dept. of Public Safety.

Key Hiring Steps

The City of Cleveland will progress through 13 steps to fill the role of the Public Safety Inspector General:

1. Create Job Posting and Advertise for the Position

2. Share Hiring Plan with CPC including expected dates and deadlines (Aug. 9 – 12)

3. Collect and share applicant materials with CPC by Aug. 13

4. Joint CPC/Internal Applicant Screening Session, Aug. 20

5. CPC Interview Process – August 21 thru September 13

6. Internal First Round Interviews – August 22 thru August 29

7. Internal top tier candidates identified for Second Round

8. Internal Second Round Interviews – Sept. 9 thru Sept 13

8. Internal Second Round Interviews – Sept. 9 thru Sept 13

9. CPC candidate feedback presented to Mayor – Sept. 16

10. Internal candidate selection presented to Mayor – Sept. 16

11. Mayor selects candidate based on recommendations

12. Process repeats at Step 3 if no candidate selected

13. Candidate selected for offer of employment

IG Candidate Spreadsheet

#	Prior Member of CDP Y/N	Bachelor Degree Y/N	Meets MINIMUM requirements	Base Degree Field (Business or Publ. Adm.) Y/N	7-10 years full time LE practice / oversight / civil rights Y/N	5 years professional exp / IG, CPA, Audit, Atty, LEO Mgr Y/N	JD / Masters Y/N
1	N	Y	Y	N	Y	Y	Y
2	N	N	N				
3	N	Y	Y	N	N	N	Y
4	N	Y	Y	N	N	Y	N
5	N	Y	Y	N	N	Y	Y
6	N	Y	Y	N	N	N	Y
7	N	N	N				
8	N	Y	Y	N	N	N	Y
9	N	Y	Y	N	N	N	N
10	N	Y	Y	N	N	Y	N
11	N	Y	Y	N	N	N	Y
12	N	Y	Y	N	N	Y	N
13	N	N	N				

IG Candidate Spreadsheet

#	Prior Member of CDP Y/N	Bachelor Degree Y/N	Meets MINIMUM requirements	Base Degree Field (Business or Publ. Adm.) Y/N	7-10 years full time LE practice / oversight / civil rights Y/N	5 years professional exp / IG, CPA, Audit, Atty, LEO Mgr Y/N	JD / Masters Y/N
14	N	Y	Y	N	?	Y	Y
15	N	Y	Y	N	N	N	Y
16	N	N	N				
17	N	Y	Y	N	N	N	N
18	N	N	N				
19	N	Y	Y	N	N	Y	Y
20	N	Y	Y	N	N	N	N
21	N	Y	Y	N	N	N	N
22	N	Y	Y	N	N	Y	N
23	N	Y	Y	N	Y	Y	N
24	N	Y	Y	N	N	Y	N
25	N	Y	Y	N	N	N	Y
26	N	Y	Y	N	?	Y	Y

IG Candidate Spreadsheet

#	Prior Member of CDP Y/N	Bachelor Degree Y/N	Meets MINIMUM requirements	Base Degree Field (Business or Publ. Adm.) Y/N	7-10 years full time LE practice / oversight / civil rights Y/N	5 years professional exp / IG, CPA, Audit, Atty, LEO Mgr Y/N	JD / Masters Y/N
27	N	Y	Y	N	N	N	N
28	N	N	N				
29	N	Y	Y	N	N	N	Y
30	N	Y	Y	N	N	N	Y
31	N	Y	Y	Y	N	N	Y
32	N	N	N				
33	N	Y	Y	N	N	N	Y
34	N	N	N				
35	N	Y	Y	N	N	N	Y
36	N	Y	Y	N	N	Y	Y
37	N	Y	Y	N	N	N	N
38	N	Y	Y	N	N	N	N

Confidentiality and Public Records Request Process

To ensure the confidentiality of personal information, a summary of professional experiences and major achievements has been created. Any requests for additional information must be directed through Amy Hough's office.

- **Public Records Requests**
- 216.623.5352 - Weekdays 8 am to 4 pm - 601 Lakeside Ave.
- <https://www.clevelandohio.gov/city-hall/departments/public-safety/divisions/police/public-records-request>

IG Candidate Evaluation Summaries

Candidate 1:

- Major: Masters in public policy
- Work Experience: Chief of Audits and Evaluations for the Oakland IG, Performance Analyst for the Chicago IG, Compliance Officer and Community Liaison City of Portland specifically working with Police, Policy Director for the Seattle Police Commission

Candidate 2:

- Major: Master of Science in Social Administration - Community Development
- Work Experience: CDP Officer (Sergeant), Neto Ambulance, Security Guard

Candidate 3:

- Major: Master of Science in Social Administration - Community Development
- Work Experience: Administrative Assistant - Safety & EPA Compliance - Cleveland Public Works, Strategic Planning Consultant, Cuyahoga County Juvenile Court Probation Department

IG Candidate Evaluation Summaries

Candidate 4:

- Major: Criminal Law (undergraduate), Master's in Organizational Development and Leadership
- Work Experience: SVP of Private Equity Firm

Candidate 5:

- Major: Juris Doctorate
- Work Experience: Village of Richfield Director of Law, CMHA Counsel, Municipal Law Attorney

Candidate 6:

- Major: Masters in criminal justice
- Work Experience: Deputy Director of Facility Operations Cuyahoga County Juvenile Detention, Parole Officer

IG Candidate Evaluation Summaries

Candidate 7:

- Major: Missing education experience requirement for job.
- Work Experience: Customer Service

Candidate 8:

- Major: Master of Public Policy and Administration, Master of Political Economy and Development
- Work Experience: CFO, Business Dev and Management

Candidate 9:

- Major: Public Health/ Biology
- Work Experience: Sanitation, Project Manager

IG Candidate Evaluation Summaries

Candidate 10:

- Major: Bachelor of Arts, Criminal Investigator Training
- Work Experience: Inspector General for Washington Metropolitan Area Transit Authority, Deputy Inspector for Investigations for Federal Housing Finance Agency

Candidate 11:

- Major: Doctorate of Law
- Work Experience: Supreme Court of Virginia Magistrate, Various Legal intern positions.

Candidate 12:

- Major: Criminal Justice/Finance
- Work Experience: Medical Mutual Sr Financial Investigator, RTA Staff Auditor

IG Candidate Evaluation Summaries

Candidate 13:

- Major: Missing education experience requirement for job.
- Work Experience: Chief Director, Police Accountability Department, Youth Program Manager, Chairwoman, Chiefs of Police Board of Advisors

Candidate 14:

- Major: Criminal Justice/Russian/Criminalistics
- Work Experience: Citizen Complaint Authority- Investigator, Texas Department of Family and Protective Services - Child Protective Services Investigations Supervisor, Denton Police Department Intern

Candidate 15:

- Major: Masters Criminal Law
- Work Experience: Corrections Officer

IG Candidate Evaluation Summaries

Candidate 16:

- Major: Missing education experience requirement for job.
- Work Experience: Laundry Attendant Supervisor, Press Operator, Library Porter, General Laborer

Candidate 17:

- Major: Business Administration/Managerial Studies
- Work Experience: Tri-C: Union Delegate, Student Success Specialist, Coordinator, Career & Transfer Services

Candidate 18:

- Work Experience: Justice Court Judge, Vice President – Construction, Financial/Investment Adviser

IG Candidate Evaluation Summaries

Candidate 19:

- Major: Business Administration
- Work Experience: ADAMHS Board of Cuyahoga County, City of Cleveland Building and Housing Demolition Compliance Officer, CMHA Compliance Specialist/Hearing Officer

Candidate 20:

- Major: Bachelor of Science
- Work Experience: Probation Officer, Applewood Treatment Specialist

Candidate 21:

- Major: Business Administration
- Work Experience: Activities Assistant, Akron Municipal Court Clerk Traffic/Criminal

IG Candidate Evaluation Summaries

Candidate 22:

- Major: Accounting
- Work Experience: Deputy Inspector, State of Ohio, Office of the Auditor Office, Cleveland Region, Assistant Auditor III

Candidate 23:

- Major: Criminal Justice
- Work Experience: Borough Manager- manage affairs of the city, Philadelphia School District Inspector General, Policy Advisor to the Mayor for Public Safety, Criminal Justice Teacher, New York City Department of Investigation Inspector general.

Candidate 24:

- Major: Public Administration (Public Management)
- Work Experience: Holden Forests & Gardens Chief of Police, RTA Police Commander / Lieutenant, F.O.P./O.L.C. Union representative

IG Candidate Evaluation Summaries

Candidate 25:

- Major: Public Administration/Investigation and Operational Inspection
- Work experience: Military

Candidate 26:

- Major: Business Management and Leadership
- Work Experience: The Office of Professional Standards, Systemic Inspections Division Inspector General, Dept. of the Army, Detail Inspector General (IG),

Candidate 27:

- Major: Data Analytics
- Work experience: Accountant, Azure Cloud Engineer

IG Candidate Evaluation Summaries

Candidate 28:

- Major: Missing education experience requirement for job.
- Work Experience: Painter, water meter installer

Candidate 29:

- Major: Economics and Policy
- Work Experience: Code Enforcement Director/Building Commissioner, Yonkers, Atlantic City, Niagara Falls Housing Authority

Candidate 30:

- Major: Education
- Work Experience: Appeals from property revaluation, Grants Analyst, Documenter, Director of Project Management, Teacher

IG Candidate Evaluation Summaries

Candidate 31:

- Major: Organization Development and Analysis
- Work Experience: Organizational Change management and professor.

Candidate 32:

- Major: Missing education experience requirement for job.
- Work Experience: Northeast Factory Direct Service Tech, Garage kings Floor Installer, US Army Air and Missile Defense Crew member

Candidate 33:

- Major: Business Administration
- Work Experience: City of Cleveland Labor Relations, City of Garfield Heights Director Human Resources, Cleveland Hispanic UMADAOP Human Resource Manager

IG Candidate Evaluation Summaries

Candidate 34:

- Major: N/A EEO Studies certificate
- Work Experience: Director of EMS & Emergency Preparedness, New York City Emergency Medical Services and Fire Department of New York

Candidate 35:

- Major: Criminal Justice/Forensic Science
- Work experience: Profession, Detective bureau to investigate large-scale misdemeanor and felony offenses occurring in the city of Shelby. State Medical Board of Ohio, Investigations.

Candidate 36:

- Major: Psychology
- Work Experience: Governor Juan F. Luis Hospital and Medical Center-Associate Legal Counsel. Completed fact-finding investigations with the office of Human Resources to ensure compliance with labor relations rules and regulations. Litigated constitutional issues on behalf of the government in federal consent decrees. • Coordinated with outside counsel and independent monitoring team on compliance with requirements of federal consent decrees

IG Candidate Evaluation Summaries

Candidate 37:

- Major: Sociology
- Previous Work Experience: Police Officer, Cuyahoga County Sheriff's Department Correction Officer. Sargent of shift and patrol. Police officer discipline. Writing warrants, affidavits, and supervise basic police day to day operations.

Candidate 38:

- Major: Human Science
- Previous Work Experience: Real estate, Professional Athlete.

IG Candidate Questions



Experience and Qualifications

- Can you describe your professional experiences and how they have prepared you for the role of Inspector General?

Understanding of the Role?

- What specific goals would you set for your first year in the position?
- How would you ensure the independence of your office while working within a city government framework?

Accountability and Transparency

- Describe a time when you had to lead a team through a challenging audit or investigation. How did you ensure the integrity and thoroughness of the process?

Transparency and Reporting:

- How would you balance the need for transparency with the need to maintain the confidentiality of sensitive investigations? (How would you approach situations where there is a significant public outcry for transparency, but legal or procedural limitations that restrict the release of information?)
- What approaches would you take to ensure that your findings are accessible and understandable to the general public?

IG Candidate Questions



Dealing with Resistance:

- How would you respond if you encounter resistance from within the police department or other city agencies in carrying out your duties?
- Can you share an experience where you successfully overcame resistance to an oversight or accountability initiative?

Policy and Reform

- How do you stay informed about best practices and innovations in law enforcement oversight and accountability?
- What role do you think the Inspector General should play in police reform efforts, particularly in the context of the Consent Decree that the City of Cleveland is under?

Measuring Success

- How would you ensure that the recommendations from your office are implemented effectively within the Cleveland Division of Police?

IG Candidate Rubric

Please see the printed document containing a draft of categories that may be included in the official rubric grid.

Is this needed?

IG Candidate Process

- 1.) Given the challenges posed by varying geographic locations, in-person interviews will be difficult to coordinate. Therefore, all interviews for the Inspector General position will be conducted via livestream and recorded. This allows the public, officers, and other stakeholders to view the interviews and provide valuable feedback on the candidates.
- 2.) Commissioners will be tasked with completing the Public Safety Inspector General – Community Police Commission Interview form for each candidate.

Commissioner feedback will include the following:

- ❖ Strengths: Please list the strengths demonstrated by the candidate.
- ❖ Areas for Improvement: Please identify any areas where the candidate may need improvement.
- ❖ Professional Qualities: Assess how the candidate's professional attributes may contribute to or hinder their effectiveness in fulfilling the responsibilities of the Public Safety Inspector General for the City of Cleveland.

- 3.) All completed forms will be collected by Interim Executive Director Jason Goodrick, who will compile the information and prepare an executive summary.