County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169

LEROY D. BACA, SHERIFF

December 7, 2010

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Dear Supervisors:

APPROVAL OF AGREEMENTS WITH THE EQUITY OVERSIGHT PANEL MEMBERS (ALL DISTRICTS) (3 VOTES)

SUBJECT

Contract renewals for three Los Angeles County Sheriff's Department (Department) Equity Oversight Panel (EOP) members beginning January 24, 2011, through January 23, 2012, and entry of a contract with a new EOP Chairperson beginning March 1, 2011, through January 23, 2013.

JOINT RECOMMENDATION WITH COUNTY COUNSEL THAT YOUR BOARD:

Authorize the Sheriff, or his designee, to execute one-year contract renewals for three returning EOP members, Ms. Nora Quinn, Ms. Mercedes Cruz, and Mr. Keith Rohman for a term beginning January 24, 2011, and ending January 23, 2012. Ms. Cruz will serve as the EOP Chairperson from January 24, 2011, through February 28, 2011.

Authorize the Sheriff, or his designee, to execute a 22-month contract (1 year 10 months) for the new EOP Chairperson, Retired Commander Marilyn Baker, for a term beginning on March 1, 2011, and ending on January 23, 2013.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

This action is required in order to continue to staff the EOP, whose function is to make findings and recommend discipline following investigations of harassment and

discrimination within the Department. Further, the EOP monitors investigations of harassment and discrimination complaints, and evaluates the effectiveness of the Department's Policy of Equality (Policy) as originally required by Federal District Court (Court) orders in the Bouman v. Baca case (Bouman).

On September 21, 2009, Los Angeles County's (County) obligations under the Equity Component of the Bouman matter terminated when the Court ruled that, "the sexual harassment portion of the case, as set forth in the Judgment, Amended Judgment, Consent Decree and related Court Orders, is hereby terminated, and all of Defendants' obligations thereunder are hereby extinguished."

It is the Sheriff's desire, however, that the EOP, which is a foundational component of the Department's Policy, remain in place. As previously reported, former EOP Chairperson, Ms. Lynda Castro, tendered her resignation effective June 30, 2010, for personal reasons. The resignation came six months short of the January 23, 2011, expiration of her term. So as to ensure that the EOP Chairperson role remains filled, current EOP member, Ms. Mercedes Cruz, has acted as the EOP Chairperson, in place of Ms. Castro for the remainder of Ms. Castro's term. Ms. Cruz will continue to serve as the EOP Chairperson until retired Department Commander Marilyn Baker assumes said position on March 1, 2011.

Implementation of Strategic Plan Goals

This action is consistent with the County's Strategic Plan, Goal 1, Operational Effectiveness, by providing third-party oversight of the Department's equity complaint process and ensuring disciplinary conformity.

FISCAL IMPACT/FINANCING

EOP members serve in a part-time capacity not to exceed an annual hourly commitment of 500 hours and not to exceed an annual monetary amount of $100,000 each.

The EOP Chairperson also serves in a part-time capacity not to exceed an annual hourly commitment of 750 hours and not to exceed an annual monetary amount of $150,000.

The EOP's total annual operating budget is $450,000. Funds for this action are available in the Department's Fiscal Year (FY) 2010-11 final budget and in FY 2011-12 proposed budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

On July 17, 1997, the Court ordered the Department and the County to develop and implement a lawful sexual harassment policy. In February 1999, Defendants and Class Counsel set out a course of compliance with the Court's order that resulted in the development of the Policy and associated procedures. The Board approved the Policy and procedures on November 7, 2000, and the Department has been operating under it since January 2003. On September 21, 2009, the Court ruled the County to be in full compliance with the Equity Component of the Bouman case and extinguished the County's obligations as to that component. The EOP, however, is a foundational part of the Policy under which the Department continues to operate.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

There will be no negative impact on current Department operations and services.

CONCLUSION

Upon approval by your Board, please return two copies of this action to the Department's Contracts Unit.

Sincerely,

LEROY D. BACA
SHERIFF

ANDREA SHERIDAN ORDIN
COUNTY COUNSEL

Contract No. _____

CONTRACT FOR EQUITY OVERSIGHT PANEL MEMBER

This contract is entered into between the County of Los Angeles and _____, ("EOP Member") to participate as a member of the Equity Oversight Panel ("EOP") for the Los Angeles County Sheriff's Department ("LASD" or "Department") for the purposes set forth herein.

RECITALS

WHEREAS, the County has determined a need for a panel of experts to review LASD Policy of Equality investigations and to render disposition and disciplinary recommendations to the LASD thereon; and

WHEREAS, the creation of this panel was previously approved by the Federal District Court in order to comply with the Court ordered equity requirements in the case of Bouman v. Baca ("Bouman"), to implement a lawful sexual harassment policy; and

WHEREAS, although On September 21, 2009 the Court ruled the County to be in full compliance with the equity component of the Bouman case and extinguished the County's obligations as to that component, the Sheriff supports the continuation of the EOP so that allegations of such misconduct are investigated in a fair, thorough, and impartial manner; and

WHEREAS, experts retained by the Sheriff have endorsed and recommended the concept of utilizing an independent oversight panel to accommodate and to further these goals; and

WHEREAS, pursuant to Government Code section 31000 the Board of Supervisors has the authority to contract for specialized services to assist the Sheriff in the performance of his statutory duties; and

WHEREAS, the EOP Member has been determined to be uniquely qualified to render such service;

NOW THEREFORE, the County and the EOP Member agree as follows:

I. Equity Oversight Panel

A. Function

The EOP is an independent civilian oversight panel. The EOP is primarily responsible for reviewing Equity Unit investigations of alleged violations of the LASD's Policy of Equality and/or Procedures ("Policy and Procedures"), and reviewing and recommending appropriate dispositions and discipline for violations of the Policy and Procedures. The EOP also monitors and evaluates implementation of the Policy and Procedures in the Department. See, Scope of Work/Duties, Section "E" below.

B. Authority to Act

The EOP is an independent oversight Body. The EOP only has authority to act as a Body, and its Members do not have authority to act individually. Agreement of at least three (3) Members is required to take any action.

C. Independent Contractor Status

EOP Member is not, nor shall any of his or her employees or agents be deemed for any purposes, an employee of the County; nor shall EOP Member, his or her employees or agents be entitled to any rights, benefits, or privileges of County employees, except as specified in paragraph J entitled, "Indemnification," below.

Each EOP Member shall comply with all federal, state, and local statutes, laws, and ordinances including those related to the payment of any employer, income, disability, or other tax which may be due by virtue of any compensation received by EOP member under this Agreement. EOP Member represents and warrants to County, and County relies on such representation and warranty, that EOP Member has the necessary skills, competence and expertise to fully and completely perform the specialized services called for under this

Agreement. EOP Member understands and agrees that EOP Member is wholly responsible for the means and methods of performing these specialized legal services and accomplishing the results, objectives, and/or purposes as specified and/or requested pursuant to this Agreement.

D. Office Space, Equipment, and Staff Support

County agrees to provide EOP Member, at no cost to EOP Member, such office space at an LASD facility, use of related equipment, and staff support and assistance as may be reasonably necessary to perform his or her duties under this Agreement. Any and all other office space, equipment, and/or staff support and assistance utilized by EOP Member in providing services pursuant to this Agreement shall be the sole cost and responsibility of EOP Member.

E. Scope of Work/Duties

1. Duties of EOP Members In General

The EOP Member shall, during the term of this Agreement, serve as a member of the EOP and, in conjunction with the entire EOP, shall oversee and coordinate the independent review process and functions of the EOP, and shall perform such specialized services as are necessary to accomplish such oversight and coordination, including the following:

- Reviewing and monitoring the initiation, structuring, and development of investigations by the Equity Unit, to ensure that investigations are complete, effective, and fair.
- Monitoring ongoing, and reviewing investigations conducted by the Equity Unit and any other such investigation falling within the purview of the Policy and Procedure to ensure that the investigation, disposition, and discipline rendered are appropriate.
- Establishing and maintaining liaison with the Sheriff's Department Executives including the Executive Planning Council, designated Department Units and County Counsel.
- Determining whether Departmental Equity related policies, practices, and procedures should be reexamined to prevent the future occurrence of similar allegations of

misconduct and, when warranted, developing and proposing recommendations for revisions of the implicated Equity related policies, practices or procedures.

- Reviewing selected Departmental Equity investigations and studying best practices from other law enforcement departments in order to develop and improve Equity related policies, practices and procedures to ensure that investigations of intra-departmental misconduct and disciplinary procedures are more effective, fair, thorough and impartial.
- Providing status reports on at least a quarterly basis relating to the above activities to Sheriff's Department Executives including the Executive Planning Council, designated Department Units and County Counsel.

2. Primary Duty

a. Review of Equity Unit Investigations

1. The Equity Oversight Panel

The primary duty of the EOP is to review Equity Unit investigations and recommend appropriate dispositions and discipline for violations of the Policy and/or Procedures. The EOP shall meet monthly, or more frequently if necessary, to discuss and review each Equity Unit investigation. A minimum of three (3) EOP Members shall participate in each EOP review but no more then four (4). EOP Members shall thoroughly prepare for each EOP review, including a thorough review of Equity Unit investigative packages.

2. Other Duties

EOP Members act pursuant to and shall conduct themselves in a professional and ethical manner.

a. Monitoring and Evaluating

In addition to the Primary Duty identified above, the EOP shall serve as an equity policy advisor to the Department and shall also monitor and evaluate the quality of LASD's Equity Unit investigations and the effectiveness of the LASD's Policy and Procedures.

b. Quarterly Reporting

The EOP shall issue quarterly reports, which shall be forwarded to the Sheriff, to Sheriff's Department Executives including the Executive Planning Council, designated Department Units, the Board of Supervisors and County Counsel.

c. Quarterly Review Of Education And Training

The EOP's quarterly report shall also review the Department's education and training requirements in the areas of discrimination, harassment, retaliation, and diversity awareness.

d. Review of Policy of Equality Enforcement

The EOP also shall monitor and evaluate the work of all units involved in the intake, investigation, and review of cases alleging violation of the Policy of Equality. The EOP's quarterly report shall review and make recommendations concerning the functioning and efficacy of the complaint, investigation, and disciplinary processes as they relate to the Policy of Equality.

3. Non-delegable Duties

The duties of EOP members identified in this Agreement are non-delegable duties and are to be performed personally by each EOP member.

F. Access to Records

Equity Unit investigative packages will be made available for review by EOP Members at a secure location. EOP Members shall not remove Equity Unit investigative packages from the secure location.

G. No Conflict

EOP Members may not accept employment or provide consulting services that would present a conflict of interest with their EOP responsibilities, including being retained, on a paid or unpaid basis, by any future or current litigant or claimant in any suit or claim involving the County or the LASD. This no conflict provision shall remain in effect for three (3) years after the EOP Member's term pursuant to this contract terminates.

H. Confidentiality

EOP Members will be subject to a separate confidentiality agreement, which shall be executed by each EOP Member prior to the assumption of his or her duties. EOP Members shall keep all information obtained in the execution of their duties in a confidential manner and protect against disclosure all sensitive and non-public information obtained in the course of the execution of their duties.

I. Terms

1. Chair

The Chair of the EOP will have a two-year term. The term is renewable at the option of the County.

2. Non-Chair Members

Non-chair EOP members will have a one-year term. The term is effective upon execution of this Agreement. The term is renewable at the option of the County.

3. Termination

EOP Member may, at his or her sole option and discretion, cancel or terminate this Agreement, for any or no reason, by giving the County thirty (30) days written notice.

EOP Member may be removed at will by the County. If removed, the EOP Member will be compensated for actual unpaid hours worked up to the time of removal.

J. Indemnification

The County shall indemnify, defend, and hold harmless the individual EOP Members for their acts and omissions occurring in the course and scope of their duties as EOP Members to the same extent as if they were County employees pursuant to California Government Code Sections 995 et. seq.

K. Compensation

1. Professional Service Fees

EOP Members shall be paid at the rate of $200 per hour. Services are to be performed on a part-time, hourly rate basis. EOP members shall be compensated as set forth below in an annual amount not to exceed $100,000.00 per member (500 hours per year) for all services performed excepting the Chair who shall be paid at the rate of $200 per hour in an annual amount not to exceed $150,000 (750 hours per year) for all services performed. EOP Members shall not be compensated for travel time or travel expenses outside of Los Angeles County.

2. Invoices

Invoices shall follow County Invoicing Guidelines. Invoices shall indicate hours worked and services performed on a daily basis and in an incremental billing format.

3. Payment

Each EOP Member shall submit a monthly invoice for services rendered by the tenth of the following month. Invoices shall indicate the hours worked and services performed on a daily basis and shall be signed by the EOP Member and approved by the EOP Chair. Such invoices shall be mailed or delivered to Mary C. Wickham, Principal Deputy County Counsel, Room 652 Kenneth Hahn Hall of Administration, 500 W. Temple St., Los Angeles, California 90012. Payment for services shall be made by the County to EOP Members within twenty (20) working days after submission of an invoice to the Office of the County Counsel.

CONTRACT FOR EQUITY OVERSIGHT PANEL MEMBER

IN WITNESS WHEREOF, the County of Los Angeles, by order of its Board of Supervisors, has caused this Agreement to be executed by the Sheriff of the Los Angeles County Sheriff's Department, and approved by County Counsel and Equity Oversight Panel Member has caused this Agreement to be executed on its behalf this_____Day of _____, 20__.

COUNTY OF LOS ANGELES
SHERIFF'S DEPARTMENT

By:
LEROY D. BACA
SHERIFF

EQUITY OVERSIGHT PANEL MEMBER

By: _____

Print Name:_____

APPROVED AS TO FORM:

ANDREA SHERIDAN ORDIN
COUNTY COUNSEL

By: Mary C. Wickham

Mary C. Wickham
Deputy County Counsel

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