

ACTION CALENDAR

June 9, 2026

To: Members of the City Council

Submitted by: Mayor Adena Ishii

Subject: Discussion about the desired qualifications for the next Director of Police Accountability.

RECOMMENDATION

Enter into a discussion between WBCP Inc. (Recruiter), and the Mayor and City Council to determine the ideal candidate profile for the next director of Office of the Director of Police Accountability for the City of Berkeley.

SUMMARY

The Office of Police Accountability requires executive leadership to: (1) oversee complaint intake, investigations, and findings; (2) manage reporting to the Police Accountability Board; (3) coordinate with the Berkeley Police Department on policy review and training recommendations; and (4) ensure timely public communications and case tracking. To recruit and hire a new director for the Office of the Director of Police Accountability, the Mayor and Council Search Subcommittee (Councilmembers Lunaparra and Humbert) are working with a recruiter, WBCP Inc. WBCP is working with the subcommittee to develop a transparent community process to recruit candidates and select the person who will best fit the needs of the City of Berkeley. For this recruiter to be most effective, she needs a better understanding of what stakeholders, community, and Council would like to see in these candidates. To provide this detail, the Mayor will hold a public discussion with the City Council about the ideal qualifications and characteristics for a candidate for this position. The outcome of this discussion, in tandem with feedback from the community, will govern the recruitment, interview and selection process.

FISCAL IMPACTS OF RECOMMENDATION

There are no fiscal impacts of this recommendation.

CURRENT SITUATION AND ITS EFFECTS

The Director of Police Accountability independently investigates complaints against sworn Berkeley Police Department (BPD) officers, recommends corrective actions, and audits police practices to ensure transparency. The Director also acts as Secretary to the Police Accountability Board (PAB). The City is conducting an active, publicly posted recruitment for the permanent

Director of Police Accountability, which became vacant in February 2026. On March 24, 2026, the City appointed Ms. Kathy Lee as interim Director, which enabled the City to maintain continuity during recruitment and onboarding of a new permanent Director.

As part of the recruitment process for the Director of Police Accountability, the recruiter, WBCP Inc., will engage with the full City Council to discuss the technical and professional competencies, ideal background, and experience, as well as the opportunities, priorities, and challenges for an incoming Director. This information will inform the ideal candidate profile and screening process.

Some questions that the Council should consider for discussion include:

1. What do you believe to be the most critical priorities for the new Director to focus on in their first 12-18 months?
2. What would you identify as the biggest challenges and areas of opportunity for a candidate stepping into this role?
3. What are the technical competencies, background and experience you see as critical to success in this role?
4. What are the interpersonal and leadership competencies you see as critical to success in this role?

Other engagement undertaken as part of the recruitment process has included a community meeting open to the public on May 26th, an online survey open to the public until June 10th, and individual meetings conducted by the recruiter with internal and external stakeholders identified by the Council Subcommittee, which consists of the Mayor, Councilmember Lunaparra and Councilmember Humbert.

#### RATIONALE FOR RECOMMENDATION

In order for the needs of the Office of the Director of Police Accountability to be addressed, the Mayor and Council must develop a set of criteria that they would like to see in an ideal candidate for Director of Police Accountability. This time for discussion will help to facilitate the generation of this list of criteria with Recruiter. The feedback elicited from this discussion between WBCP and the Mayor and City Council is instrumental to the generation of this list of criteria.

#### ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

No environmental impacts from this recommendation.

#### CONTACT PERSON

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