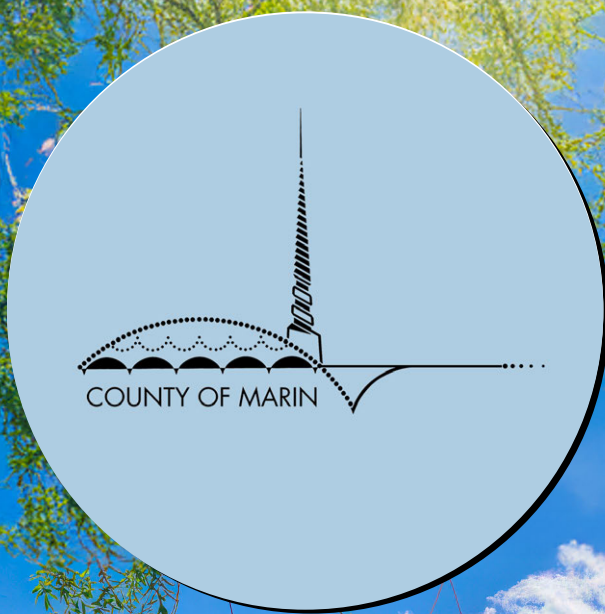




INSPECTOR GENERAL

THE COMMUNITY AND GOVERNMENT

Marin County is located northwest of San Francisco across the Golden Gate Bridge and is home to an engaged community of 260,000. The County enjoys a diversified economic base, including a mix of insurance, medical, pharmaceutical, technology, financial, and retail employers.

Marin is a desirable place to live and is known for its combination of rural and suburban lifestyles, entertainment and recreational activities, and mild, year-round climate. Marin's youth are supported by a strong education systems and higher education is offered by College of Marin, Dominican University and several other excellent institutions in the area. Marin's location in the Bay Area is ideal with commutable distances to several neighboring counties. Within the County itself, and in less than an hour's drive, residents can enjoy the majestic coastline, renowned county and state parks, access to the vineyards of Napa and Sonoma Counties, and the enjoyment of all that San Francisco offers.

With an operating budget of \$865.8 million (FY 2025/2026), the County is comprised of 23 departments with a workforce of over 2,400 employees. It is governed by the Board of Supervisors, which is made up of an elected representative from each of the five voting districts. The Board of Supervisors also appoints a County Executive who is responsible for implementing Board policy and decisions and providing day-to-day management support for the county operations and services. The Marin County Civic Center is located in San Rafael, California and is an architectural gem and complete campus designed by the renowned architect Frank Lloyd Wright.

The County strives to uphold a set of core values: integrity, respect, equity, innovation, collaboration, and excellence. These values help to maintain and enhance public trust and help achieve high quality service outcomes. The County is committed to being a well-managed organization that utilizes the talent of its workforce and continuously improves service outcomes for residents.

THE POSITION

In November 2024, the Marin County Board of Supervisors passed **Ordinance #3824** establishing an oversight structure of the Marin County Sheriff's Office and established the Civilian Oversight Commission and Office of Inspector General. The Civilian Oversight Commission (COC) was appointed and operational mid-2025. As the inaugural Inspector General (IG) of Marin County, you will lead the newly established Office of Inspector General (OIG) with a clear mission: to provide independent oversight and promote

transparency, accountability, and trust between the Marin County Sheriff's Office (MCSO) and the communities it serves. Under the direction of the Board of Supervisors and in collaboration with the COC, the Inspector General will manage the community complaint process, review and analyze MCSO policies and practices, and oversee or conduct investigations as outlined in the Ordinance and the (future) Operational Agreement with MCSO. This role is central to ensuring that law enforcement, custodial, and security services are delivered in a manner consistent with community values and best practices.

The Inspector General will serve as an independent monitor—distinct from MCSO leadership—tasked with evaluating the quality and integrity of internal investigations and recommending systemic changes to improve public safety outcomes. The IG will be a visible, trusted presence in the community, conducting outreach and public education on complaint procedures, while also synthesizing data, preparing reports, and advising County leadership. This position offers a unique opportunity to shape a new office grounded in fairness, transparency, and meaningful civilian oversight.

As the inaugural IG, key priorities will be to:

- Establish a strong foundation, working relationship, processes and systems with the COC and MCSO.
- Establish a community outreach plan.
- In collaboration with County representatives, the MCSO, and union representatives, establish an "Operational Agreement" between the OIG and MCSO that will create procedures for the exchange of information, procedures, etc.
- Work with County representatives to ensure the above are implemented in accordance with the meet and confer requirements of the Meyers-Milias Brown Act



(Government Code section 3500 et seq.).

Generally, typical duties of the IG include but are not limited to:

- Establishing and managing the OIG process for complaints against the MCSO including privacy protections for complainants and procedures for handling anonymous complaints; tracking complaints from submission through completion; establishing procedures ensuring the OIG and COC are notified of any complaints filed directly with MCSO; and providing ongoing analysis of complaint trends.
- Developing and managing procedures for the OIG to provide active and continual monitoring of MCSO's compliance with its policies, procedures, training, practices and governing laws, and issuing recommendations based on findings in line with evidence based effective practices.
- Conducting and coordinating ongoing community outreach and engagement with all communities within the County, including raising awareness of the complaint process.
- Directing the administrative functions of the Office, including preparation of the budget and determining budget priorities; planning, organizing, supervising, reviewing, and evaluating the work of staff; effectively recommending selection of staff, disciplinary actions, and other personnel matters; training staff in work procedures, and ensuring compliance with mandatory training.
- Preparing public reports detailing the work of the COC and OIG, including but not limited to reviews completed, identified patterns and trends; recommendations for changes to policies, procedures, training, and/or practices; providing status updates on the implementation of any agreed upon changes to policies, procedures, training, and/or practices; participating in community engagement activities; analyzing data related to complaints received by the COC and MCSO; investigation outcomes; crime reports and statistics related to MCSO's jurisdiction, including but not limited to Racial and Identity Profiling Act data; identifying statistics or measures that may be relevant to MCSO oversight but are unreported or underreported; and trainings attended.
- Working with MCSO and other County officials and/or stakeholders and establishing and maintaining processes that enable the sharing of information, which may be confidential in accordance with applicable law; safeguards and maintaining all protected personnel records, health information and other privileged and confidential information received.



- Issuing and signing subpoenas, pursuant to Government Code Section 25303.7(c)(2), to compel the production of information, documents, or testimony when deemed necessary to the OIG's oversight function and to the extent permitted by law; and developing procedures for compliance with California law.
- Providing staff support to the COC, including staffing COC meetings and coordinating all required and specialized training for the COC.
- Under direction of the COC, requesting additional information for complaint investigations completed by MCSO's Internal Affairs Unit, returning investigations for further investigation, and/or initiating independent investigations as set forth in Ordinance No. 3824.
- Providing reports to the public and the COC regarding MCSO activities to the extent permitted by law.

THE IDEAL CANDIDATE

Marin County is seeking a visionary and principled leader to serve as its first Inspector General—someone prepared to establish and shape a brand-new office dedicated to independent oversight and public accountability of the Sheriff's Office.

The ideal candidate brings an understanding of law enforcement practices, and has demonstrated success in building new programs or departments from the ground up. This is a rare opportunity for a forward-thinking, ethical, and politically astute professional who thrives in collaborative environments while maintaining independence, fairness,



and objectivity. The successful candidate will be an effective leader who can balance oversight with diplomacy, earning the trust of both the community and law enforcement.

Exceptional communication and interpersonal skills are essential, as the Inspector General will engage with a wide range of stakeholders—including the Sheriff's Office, the Board of Supervisors, the Civilian Oversight Commission, and the public—to foster transparency, trust, and accountability. The most competitive candidates will demonstrate deep knowledge of public safety practices, state and federal laws governing internal investigations, and relevant statutes such as the California Public Safety Officer's Procedural Bill of Rights Act. Experience with community engagement, public reporting, and the use of research and data to inform oversight work is highly valued. Above all, the County seeks someone who can lead with integrity and build a credible, effective Office of Inspector General that reflects Marin's commitment to justice and equity.

Any combination of education, training, and experience that would provide for the required knowledge and abilities is qualifying. A typical way to qualify is the equivalent of a Bachelor's degree from an accredited college or university with major coursework in law enforcement, criminal justice, public, or business administration or related areas of study, or possession of a Juris Doctor degree or equivalent from an accredited U.S. law school; and at least three years of related law enforcement auditing or oversight experience, or professional level administrative, legal, or auditing experience involving law enforcement issues. Certification as a practitioner in law enforcement oversight is desirable.

COMPENSATION AND BENEFITS

The annual salary range is \$201,614 to \$245,086. Placement within this range is dependent upon experience and qualifications. The County of Marin offers a competitive, full benefits package including:

Retirement – A defined benefit retirement plan governed by the County Employees Retirement Law of 1937 (CERL), which can be reciprocal with other retirement systems. For more information: www.mcera.org

Deferred Compensation – A voluntary deferred compensation 457 plan administered by Nationwide to enhance retirement planning.

Health/Dental/Vision/Insurance – Cafeteria-style health and welfare benefit plan that allows employees to choose from a variety of health, dental, vision, life, and long-term disability insurance plans.

Holidays – 12 paid holidays and 2 floating holidays per fiscal year.

Vacation – Starting at 15 days per year and increases through years of service.

Sick Leave – Up to 12 days per year.

Management Leave – 40 hours per fiscal year.

The County does not participate in Social Security except for a mandatory Medicare contribution.

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

Filing Deadline:
December 7, 2025

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. Finalist interviews will be held with the County of Marin in January 2026.

NOTE: due to the nature of the work and information that will be accessed by the IG, the finalist(s) candidate will be required to undergo an extensive background process that mirrors that of a law enforcement candidate prior to official job offer.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

