

Memorandum



Date: August 23, 2022

Agenda Item No. 6(A)(1)
October 6, 2022

To: Honorable Chairman Jose "Pepe" Diaz
and Members, Board of County Commissioners

From: Loreal Arscott, Esq., Chairperson
Independent Civilian Panel

A handwritten signature in black ink, appearing to read "Loreal Arscott".

Subject: Executive Director of the Independent Civilian Panel

The Independent Civilian Panel (ICP) was established by the Board of County Commissioners on August 31, 2020, by Ordinance No. 20-80. The ICP is the impartial entity created to review and conduct independent investigations of complaints or grievances made against sworn officers of the Miami-Dade Police Department.

The ordinance that established the ICP provides that the ICP shall appoint a full-time Independent Executive Director, subject to approval by the Board of County Commissioners. The ICP held its first meeting on October 12, 2021, created an Executive Director Screening Committee ("Screening Committee"), and the process to select its new Executive Director began shortly thereafter.

The ICP initially started recruiting for the Executive Director in November 2021 and in February 2022 selected a previous candidate. The Board of County Commissioners approved that previous candidate on March 15, 2022, but, ultimately, that person declined the position. The Screening Committee then met with the Human Resources Department ("HR") on May 10, 2022, to review and finalize a second recruitment plan including the advertisement, timeline, and website postings for the position. The position was advertised May 11, 2022, through May 25, 2022, with the following websites/organizations: National Association for Civilian Oversight of Law Enforcement (NACOLE); National Association of Inspectors General; LinkedIn, Florida League of Cities; Government Jobs; and Miami-Dade County – eJobs. The County received 31 applications from qualified candidates in response to the job posting. The Screening Committee next met on June 8, 2022, to discuss the applicants' information and select the candidates to be interviewed. The Screening Committee met again on June 30, 2022, to interview five candidates and invited two of those candidates to come back for second interviews on August 4, 2022. At its meeting of August 4, 2022, after these two interviews, the Screening Committee decided to recommend Ursula Price to the ICP. At its meeting of August 22, 2022, the ICP voted to select Ursula Price to be its Executive Director.

Ms. Price has an impressive career in civilian oversight of police. She served as the Deputy Police Monitor in the New Orleans Office of the Independent Police Monitor for three years and, prior to that, she was the Executive Director of Community Relations for that same Office for five years. In both those positions she acquired vast experience in complaint intake and investigation, use of force monitoring, training, staff oversight, and community engagement. She is a Certified Internal Affairs Investigator and is certified as a Practitioner of Oversight by the National Association for Civilian Oversight of Law Enforcement (NACOLE). In short, Ms. Price thoroughly impressed the Screening Committee with her knowledge, vision, and comprehensive plan for a robust ICP.

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Therefore, the ICP respectfully requests that the Board of County Commissioners: (1) approve its selection of Ursula Price as its Executive Director; (2) direct the County Mayor or the County Mayor's designee, subject to the Board's final approval, to negotiate Ms. Price's salary, including fringe and executive benefits, which such salary shall be commensurate with the salaries of directors, who have similar duties and responsibilities as the director of the ICP; (3) authorize the County Mayor or the County Mayor's designee to negotiate future salary and cost of living increases with Ms. Price, subject to the Board's approval; and (4) direct the County Mayor or the County Mayor's designee to provide a report to the Board that describes the outcome of the initial negotiations, the agreed upon salary, and included recommendations concerning future Board action, including any adjustments to the current County Pay Plan, and to place the report directly on an agenda of the Board without committee review in accordance with Ordinance No. 14-65.

Attached please find the resume of Ursula Price.

If you have any questions or require additional information, please contact Laura Morilla, Executive Director, Office of Community Advocacy, at Laura.Morilla@miamidade.gov or at (305) 375-1799.

C: Honorable Daniella Levine Cava, Mayor
Geri Bonzon-Keenan, County Attorney
Gerald K. Sanchez, First Assistant County Attorney
Jess M. McCarty, Executive Assistant County Attorney
Arleene Cuellar, Director, Human Resources Department
Yinka Majekodunmi, Commission Auditor
Jennifer Moon, Chief, Office of Policy and Budgetary Affairs
Melissa Adames, Director, Clerk of the Board
Eugene Love, Agenda Coordinator
Laura Morilla, Executive Director, Office of Community Advocacy

Ursula Price

Executive Director

Contact

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Phone

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E-mail

ursiemae@gmail.com

LinkedIn

www.linkedin.com/in/ursula-price

Skills

Media, social media, media relations

Strategic planning,
Organizational
Development

Relationship building,
Management and
Leadership development

Interviewing and listening
skills including Witness
interviews and intake

Experienced criminal justice
reform advocate with over
10 years organizational
management experience.

Skilled written and verbal
communicator and
organizational strategist

Experienced criminal justice reform advocate with over 10 years organizational management experience. Skilled written and verbal communicator and organizational strategist. Highly invested in social justice, democracy and grass roots leadership development.

Experience

2018-08 -

Current

Executive Director

New Orleans Workers Center For Racial Justice, New Orleans, LA

Responsible for organizational structure and risk management including IT infrastructure, policies, staff development and discipline, reputation management, and fundraising:

- Oversaw both foundation and direct donor fundraising and maintained budget of \$1,700,000 with \$1,000,000 reserve.
- Equipped team with more functional physical and virtual infrastructure including but not limited to server upgrade, introducing technology tools
- Recruited, trained and re-engaged Board of Directors.
- Established organizational policies, salary bands with promotional opportunities and equitable professional development practices, including personnel performance metrics
- Through strategic planning process, aligned organizational vision, goals and objectives with organizational values in order to advance organizational mission
- Developed democratic decision making processes for workers, including membership and leadership election processes.

Lead NOWCRJ in campaigns to unite black and brown workers for a more just economy.

2015-11 -

2018-06

Deputy Police Monitor

Independent Police Monitor, City Of New Orleans, New Orleans, LAL

- New Orleans Office of the Independent Police Monitor Operations Management: Lead

Fundraising

Data collection and analysis

organizational planning and development; draft and manage budget; recruit, train and supervise staff of 12, including contractors; set and adjust organizational strategies; lead stakeholder and governmental relations.

- In-House Technology Support: Supervise IT contractors; develop organization's data architecture and security schemes; train staff on use of equipment and software; IT purchasing; Devised plan for public data transparency through partnerships with academic and nonprofit institutions
- Complaint Intake, Monitoring and Review: Direct complaint intake and review processes for over 100 complaints per year; monitor approximately 25 investigations and 25 disciplinary cases per year; review additional 20 investigations per year; design and deliver both internal training and training for NOPD officers and community members; monitor disciplinary process including investigations review, hearing preparation and participation, drafting memos and briefs, monitor appellate outcomes
- Analysis and Reporting: Design and conduct data analysis and write or supervise report drafting and publication; develop and implement "open data" strategy and necessary technological tools. Wrote and supervised writing of OIPM annual report from 2009-2018
- Crime Victim Assistance: Intake, training, advocacy and problems solving for crime victims
- Use of Force Monitoring: Crime scene monitoring and analysis; investigation monitoring including but not limited to review of autopsies and scientific evidence; reviewing use of force investigations. Through OIPM's work, NOPD dropped from average of 24 officer involved shooting per year to none in 2017.
- Formed Families Overcoming Injustice, organization for loved-ones of those killed by NOPD. FOI drafted and, through OIPM, provisions in their Family Members Bill of Rights were adopted into NOPD policy.

2010-10 -
2015-11

Executive Director of Community Relations

*New Orleans Office of the Independent Police Monitor,
New Orleans, LA*

- Created framework for OIPM's community relations program. Implemented comprehensive program of outreach, media, public education, and complaint intake, including designing mediation program. Met goal of contact with over 500 civilians and officers, covering every council district at least four times per year.
- Designed complaint intake program that more directly addressed civilians' concerns about the complaint process: a) created intake script to include more probing into precipitating circumstances and the encounter itself, b) system for complainant confirmation and updates c) direct intervention with Internal Affairs before investigation is complete d) created a complaint referral memo template to include specific citations to law and NOPD policy, recommended allegations and analysis of accused officer disciplinary history and, at times, follow-up communications regarding patterns of internal affairs investigators findings and outcomes.

2005-12 -
2009-09

Community Organizer/Policy Lead

Safe Streets/Strong Communities, New Orleans, LA

- Worked with directly impacted people to strategize and win policy campaigns that improved conditions in their community e.g. Won campaign to create independent police oversight in New Orleans.
- Lead organization's policy research program and preformed administrative functions like Fundraising, budgeting, grant writing and donor development
- Investigated and exposed human rights violations, governmental malfeasance in order to advocate for justice system involved individuals and families

2001-09 -
2005-12

Investigator, Mitigation Specialist

A Fighting Chance, New Orleans, LA

- Investigated for defense evidence and prepared

mitigation on 22 capital cases by conducting research, investigations and interviews to form psychosocial history for client

- Specialized experience in Defense Initiated Victim Outreach and preparing psycho-social histories for Atkins v. Virginia motions. Successfully supported three victim's families in fighting death penalty for person who killed their loved one.
- Assisted in administrative tasks including grant writing, intern recruitment and supervision, and agency development

Education

Master of Arts: International Relations

University of Chicago - Chicago, IL

1997-09 -
1999-07

Bachelor of Arts: Political Science, Concentration Women's Studies

Millsaps College - Jackson, MS

Certifications

Certified Internal Affairs Investigator

Law Enforcement Executive Leadership Training (FBI)ip

Internal Affairs Investigations Training

Certified Practitioner of Oversight (NACOLE)