Office of Professional Responsibility

Briefing for City staff
Rob Lasky, Director of OPR

- Miami native; BS from University of Florida; JD from University of Miami
- 20-year career with the FBI
  - Chief of Staff for Associate Deputy Director (#3, COO of FBI)
  - Special Agent-in-Charge of the Miami Field Division, Mobile Division
- Private sector:
  - EVP at Worldwide Sourcing Group
  - Partner at Cole, Scott & Kissane
    - Oversaw Compliance and Internal Investigations Practice
Org Chart - OPR reports directly to the Mayor, through Chief of Staff
OPR’s Mission

- **What is it?:** Separate, distinct, and independent entity within the City of Mobile

- **Primary responsibility:**
  - Investigate allegations of misconduct involving City of Mobile employees during the performance of their duties
  - Provide consistency across all City of Mobile departments with respect to the investigation of misconduct

- **Who works in OPR?:** Investigators from Mobile Police Department Internal Affairs and other professionals dedicated to the maintaining of the highest standards of honesty and integrity
Why does the City need an OPR?

- To assist the Mayor, Executive Directors, and Department heads discover and correct problems impacting personnel productivity and morale
- To fully develop a city-wide environment of transparency, accountability, and fundamental fairness
- To ensure the constitutional rights of all City employees, citizens and the City of Mobile are protected
- To identify underlying causes of personnel complaints and prevent costly consequences such as:
  - Civil Litigation
  - Rule violations
  - Fraud, Waste, and Abuse
  - Mistreatment of employees
What OPR does

- Conduct impartial and objective investigations of employee misconduct
- Avoid self-investigation and perception of conflict of interest
- Provide consistency across all City of Mobile departments with respect to the investigation of misconduct
- Provide Mayor and department head with complete and final unbiased record of findings
- Serve as a liaison with the City Attorney when claims are filed against the City
- Investigate pre-litigation claims against the City
- Serves as an effective means of redress for citizens complaints
- Maintain record system of complaints
What OPR **does not do**

- Adjudicate an investigation’s findings
  - Discipline remains with department head, City Attorney, or Mayor

- Conduct criminal investigations

- Provide recommendations or mandates regarding employee discipline
OPR’s Workflow

1. Receive and record information
2. Decide whether to investigate
   - Investigation necessary
   - No investigation necessary
3. Investigate and provide report to Department head
4. Department head handles
5. OPR records result
   - Refer back to Department
Where do complaints originate?

- Internal referrals from department
- Employees
- Mobile citizens
  - Web-based complaint
  - Hotline
Which complaints get investigated?

- Sexual harassment, discrimination, retaliation
- Fraud, waste, and abuse
- Civil rights violations
- Use of force violations
- Misuse of City resources
- Incidents requiring complete transparency

- Complaints that could lead to...
  - Litigation
  - Increased scrutiny based upon participants\subject matter
  - Suspension or termination of personnel
Results of investigations

- Substantiated allegation
- Unsubstantiated allegation
- Unfounded allegation
- Policy failure
- Refusal or Withdrawal of complaint
- Within Policy*
- Out of Policy*
Questions?

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