



Office of Professional Responsibility

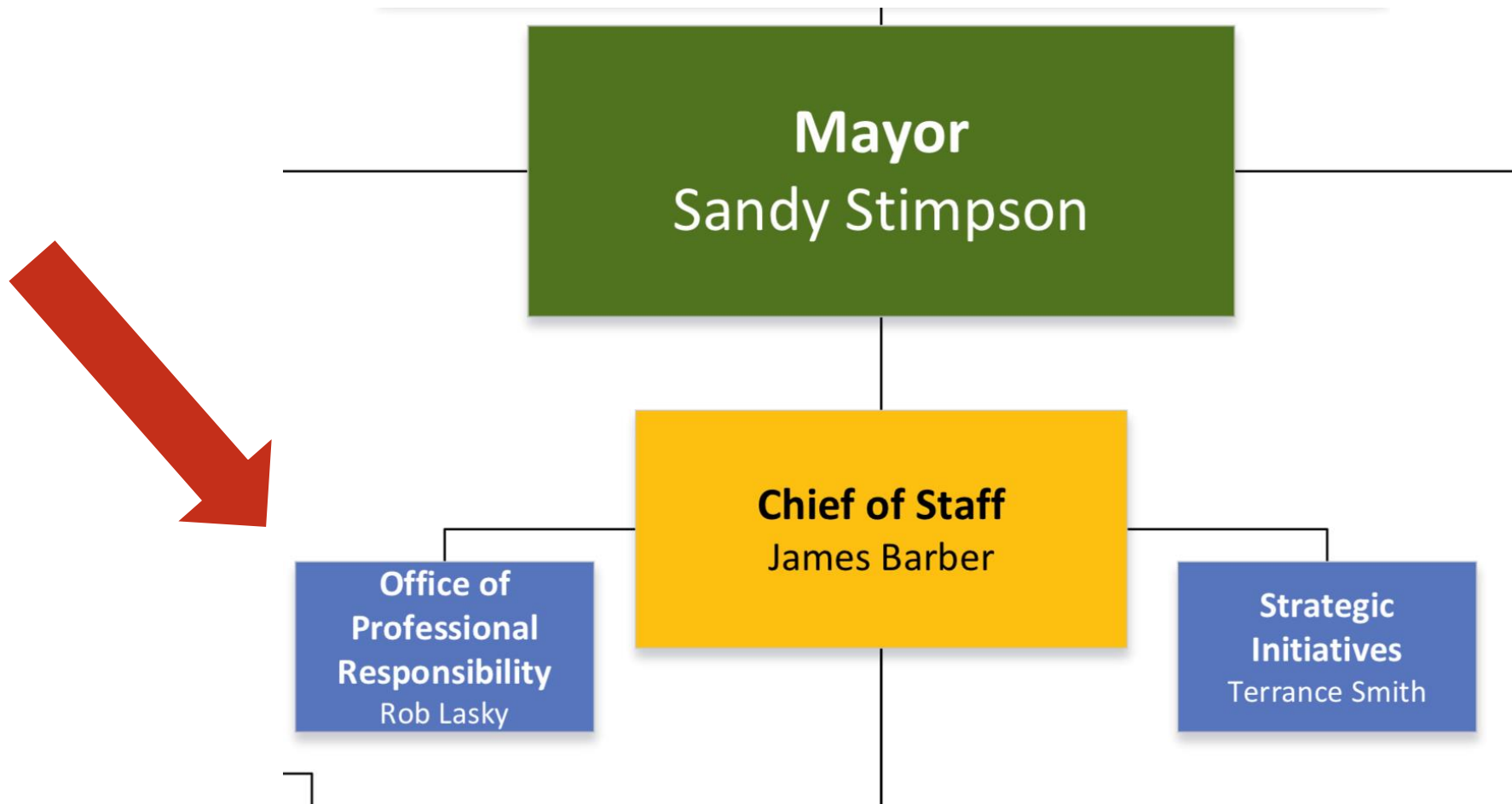
Briefing for City staff

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

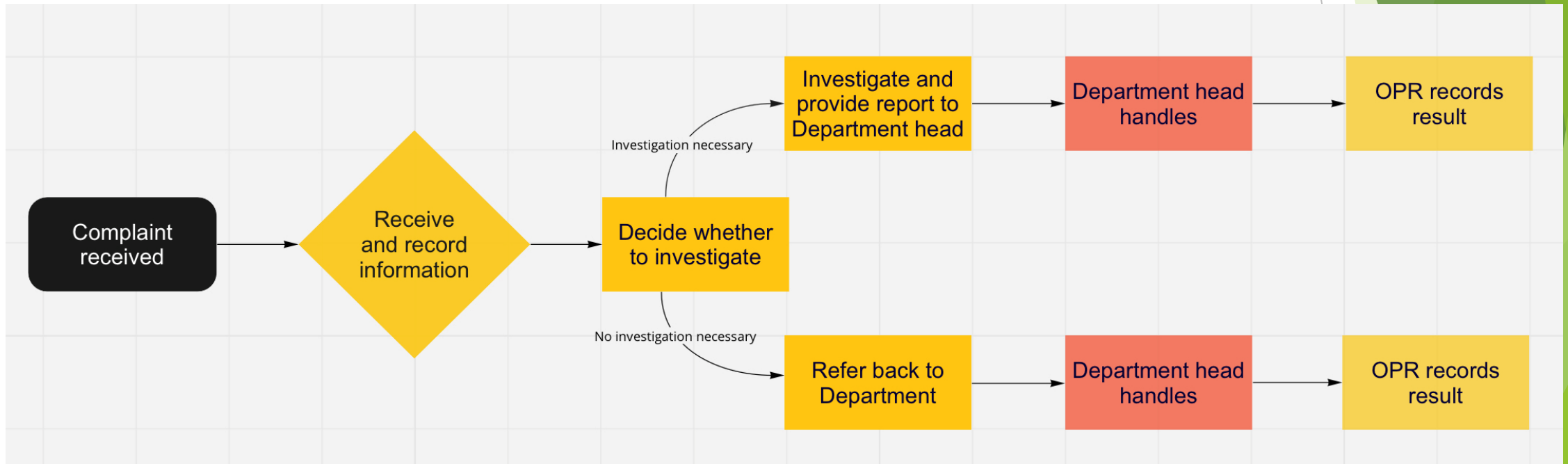


What OPR does not do

- ▶ 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



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?

Robert Lasky

Lasky@CityofMobile.org

251-263-1407

