



C A R E E R O P P O R T U N I T Y

Bay Area Rapid Transit District (BART)—  
Office of the Independent Police Auditor (OIPA)

# INDEPENDENT POLICE AUDITOR

CITY OF OAKLAND, CALIFORNIA | ANNUAL SALARY: \$224,649–\$240,040 DOE/DOQ

**T**HE BAY AREA RAPID TRANSIT DISTRICT (BART) IS SEEKING A DYNAMIC AND SEASONED Independent Police Auditor to lead the Office of the Independent Police Auditor (OIPA). The Auditor is an appointed officer reporting to the BART Board of Directors, comprised of nine elected officials from each of BART's nine districts. The Auditor oversees civilian complaint investigations, monitors Internal Affairs investigations conducted by BART Police, engages with the public to increase awareness and accessibility of OIPA's operations, and makes policy recommendations to ensure transparency and accountability within the Police Department. They will leverage and develop the skills of a capable team of four while working collaboratively and productively with the BART Police Civilian Review Board (BPCRB), the Chief of Police, organized labor, and other internal and external stakeholders. The Auditor will also provide regular public reporting to the Board of Directors to promote transparency and trust. The ideal candidate will bring to the role extensive expertise in auditing law enforcement and public safety operations, along with strong communication, political acumen, and relationship building skills. This is a fantastic opportunity for a committed police oversight professional to play a key role in supporting BART's mission to deliver safe, reliable transit service. ***Shape public trust and police transparency; apply today!***





## THE COMMUNITY

**T**HE BAY AREA IS ONE OF THE MOST INNOVATIVE and culturally rich regions in the world, home to Silicon Valley, the Golden Gate Bridge, and a thriving arts and culinary scene. Known for its breathtaking landscapes, the region boasts stunning coastal views along Highway 1 through the rolling vineyards of Napa Valley. The economy is anchored by tech giants, biotech firms, and finance hubs, continuously drawing professionals from around the world. With a population of approximately 4.6 million spread across about 7,000 square miles, the Bay Area encompasses major cities like San Francisco, Oakland, and San Jose, each offering a unique blend of history, innovation, and culture. Outdoor enthusiasts enjoy year-round hiking in Muir Woods and water sports on the Bay. Family-friendly attractions include the Exploratorium, California Academy of Sciences, and theaters in Berkeley and San Francisco. The Bay Area offers opportunities for career advancement, rich cultural experiences, and endless outdoor adventures, making it a dynamic and desirable place to live, work, and explore.

# THE ORGANIZATION & THE OFFICE OF THE INDEPENDENT POLICE AUDITOR (OIPA)

**H** EADQUARTERED IN OAKLAND, the **San Francisco Bay Area Rapid Transit District (BART)** is a heavy-rail public transit system that connects the San Francisco Peninsula with communities in the East Bay and South Bay. BART provides fast, reliable transportation to downtown offices, shopping centers, tourist attractions, entertainment venues, universities and other destinations for Bay Area residents and visitors alike.

The **BART Office of the Independent Police Auditor (OIPA)** is a vital component of accountability and transparency within the Bay Area Rapid Transit system. Established in 2011 to provide independent oversight of the BART Police Department, OIPA ensures that misconduct complaints are thoroughly reviewed and investigated in a fair, impartial manner.

Committed to fostering public trust, OIPA allows community members to file complaints regarding police conduct and actively monitors the handling of internal investigations. The Office also makes policy recommendations to improve police practices and provides regular reports on oversight activities. OIPA reinforces the agency's dedication to fair and unbiased policing, ensuring that both riders and employees are treated with professionalism and respect.

OIPA works collaboratively with the BART Police Civilian Review Board (BPCRB), an advisory committee made up of community members tasked with monitoring OIPA's work and ratifying its findings and recommendations. Together, OIPA and the BPCRB uphold accountability and strengthen the relationship between law enforcement and the public within the BART system.

## The Heart of the Bay

Where BART Connects Communities



~50.6 MILLION

# OF PASSENGERS BART SERVED IN 2024

BART HAS 131 MILES OF TRACK



5 COUNTIES THAT BART OPERATES IN

San Francisco  
San Mateo  
Alameda  
Contra Costa  
Santa Clara



50 # OF BART STATIONS



VIEW THE 2025 BART FACT SHEET

READ ABOUT OIPA

READ OIPA'S CIVILIAN OVERSIGHT MODEL

LEARN MORE ABOUT BART





## THE JOB

**R**EPORTING TO BART'S BOARD OF DIRECTORS, the Independent Police Auditor leads OIPA and oversees civilian complaint investigations, police oversight, and policy recommendations to enhance transparency and accountability within the Police Department. They will ensure timely investigation and review of complaints and internal police investigations, providing monthly reports to the BART Police Civilian Review Board (BPCRB) detailing data on incidents and complaints and OIPA's ongoing work. The Auditor works closely with the Board of Directors and other stakeholders to develop and implement rules and procedures for OIPA operations, manages their team's workflow to ensure efficient and effective resource allocation, and maintains open lines of communication with the Board through frequent updates in addition to formal reporting.

Community engagement is a core aspect of this position, and the Auditor will actively seek opportunities to educate the public on OIPA's role in BART's public safety operations. Maintaining strong communication channels and relationships with civilians, the Chief of Police, the two BART Police Officers' Associations, the Board of Directors, and other stakeholders is essential. The Auditor will ensure law enforcement officers can perform their duties safely and effectively, while upholding police accountability through recommendations and systemic audits that drive meaningful improvements.

# THE IDEAL CANDIDATE

**R**EPORTING TO BART'S BOARD OF DIRECTORS, the ideal candidate is an experienced professional with a strong background in auditing law enforcement and public safety operations. They possess a deep understanding of the legal principles surrounding police conduct and investigations, as well as federal, state, and local laws. Some understanding of public safety in a transit setting is also ideal, as this creates unique operational circumstances for BART Police. The Independent Police Auditor will be skilled in conducting complex investigations, as well as managing a comprehensive audit program, with the ability to assess policies, address sensitive community concerns, and provide actionable recommendations. With excellent communication skills, they will build strong relationships with the Board of Directors, law enforcement, the District's General Manager, and other stakeholders. They will also serve as a trusted resource for the community, maintaining credibility and trust while navigating political landscapes with diplomacy and emotional intelligence.



*The ideal candidate will also have the following core competencies...*

**Integrity.** Upholds honesty, fairness, and the highest ethical standards at all times to ensure accountability and public trust in law enforcement oversight.

**Results Orientation.** Commits to thorough investigations, data-driven assessments, and meaningful policy recommendations that drive real improvements.

**Communicativeness.** Engages transparently with the public, law enforcement, and stakeholders through clear, open, and timely communication. Provides regular and thorough reports to the BPCRB and the Board of Directors.

## MINIMUM QUALIFICATIONS

**Education:** Bachelor's degree in criminal justice, criminology, public administration, or a closely related field from an accredited college or university.

**Experience:** Equivalent of eight (8) years of full-time verifiable professional experience in complex investigations, preferably in the criminal justice or civil rights arena, which must have included at least four (4) years of management-level experience or higher.

**Substitution:** Additional professional experience as outlined above may be substituted for the education on a year-for-year basis.

## DESIRED

**Education:** Master's degree or juris doctor degree.

**Experience:** Working with individuals of diverse ethnic, cultural, and socio-economic backgrounds.





# SALARY & BENEFITS

This position will receive an annual salary of **\$224,649–\$240,040 DOE/DOQ**.  
**PLUS** an attractive benefits package that includes:

## RETIREMENT PLAN THROUGH

**California Public Employees' Retirement System (CalPERS):**

2% @ 55 (Classic); 2% @ 62 (PEPRA); reciprocity available for members of many other California public retirement systems.

**MEDICAL:** HMO & PPO options available starting at \$171.51/month for employees and eligible dependents or \$350/month for employees provide proof of alternative coverage.

**DENTAL:** No cost for employees and eligible dependents.

**VISION:** No cost for employees and eligible dependents for basic plan; employee paid enhanced plan available.

## LIFE and ACCIDENTAL DEATH & DISMEMBERMENT (AD&D) INSURANCE:

No cost for employees; ability to obtain additional coverage.

**DEFERRED COMPENSATION:** Pre-tax and ROTH options available.

## MONEY PURCHASE PENSION PLAN (in-lieu of participating in Social Security tax):

6.65% employer contribution up to annual maximum of \$1,868.65 and an additional contribution of 1.5382% for up to \$350,000 of payroll in 2025.

**BART TRANSIT BENEFITS:** No cost BART passes for BART employees and eligible family members.

## BART SURVIVOR BENEFITS

### SHORT-TERM & LONG-TERM

**DISABILITY:** No cost for employees and ability to obtain additional buy-up coverage.

### FLEXIBLE SPENDING ACCOUNTS:

Healthcare, Dependent Care and Commuter benefit options available.

### VACATION ACCRUAL:

Accrual up to 3 weeks in the first year, increasing based on tenure with the District.

**SICK LEAVE ACCRUAL:** 12 days per year.

### HOLIDAYS:

9 observed and 5 floating holidays annually.

## HOW TO APPLY

For first consideration, apply by **MAY 7** at:

**SAVE THE DATES.** Round one interviews will be held virtually on **JUNE 2**. Finalists will move forward to round two in-person interviews on **JUNE 12**. Selected candidates must be available for both dates.

WBCP JOB BOARD

**QUESTIONS?** Please contact your recruiter, Lauren Gerson-Greene, with any inquiries:  
**541.664.0376** direct | **866.929.9227** toll free  
[lauren@wbcpsc.com](mailto:lauren@wbcpsc.com)

