
Pierce Murphy

Career Highlights

- Created the Office of Community Ombudsman – a new and innovative model of police oversight
- Successfully implemented a long-term plan to restore public trust in the police
- Built bridges with community groups and individuals to increase communication between them and their police department
- Mediated highly emotional conflicts between members of the community and the police
- Investigated or supervised the investigation of 18 officer-involved shootings and over 2,400 complaints and inquiries since 1999
- Advocated successfully for over 50 changes to police policy, practice, or training since 1999
- Strengthened the internal affairs process of investigating and resolving complaints from the public
- Designed an alternate dispute resolution process to resolve minor demeanor and service quality complaints to the mutual satisfaction of complainants and the police
- Coached executives and client organizations to become more effective leaders and achieve success

Employment History

Community (Police) Ombudsman, City of Boise, Boise, Idaho (1999 – present)
Human Resources Manager, Boise Cascade Corp., Boise, Idaho (1994 – 1999)
Senior Consultant, Miller Consulting Group, Atlanta, Georgia (1991 – 1994)
Vice President and Senior Consultant, Development Dimensions Intl., Bridgeville, PA (1986 – 1991)
Financial Analyst/Trainer, Burroughs Corporation, Detroit, Michigan (1984 – 1986)
Financial Analyst, Fairchild Semiconductor, Mt. View, California (1978 – 1979)
Reserve Police Officer, Town of Atherton, California (1976 – 1979)
Court Liaison Officer/Reserve Police Officer, City of Menlo Park, California (1972 – 1976)

Education

Master of Pastoral Studies, Loyola University of New Orleans (2000)
Master of Arts in Counseling Psychology, Gonzaga University (1984)
Catholic Seminary (Jesuits), Santa Barbara, CA, and Spokane, WA (1979 – 1983)
Bachelor of Science in Commerce, Santa Clara University (1978)

Professional and Community Service

National Association for Civilian Oversight of Law Enforcement (NACOLE): past president and member of the Board of Directors (8 years)
Ada County Human Rights Task Force: past member of the board of directors (7 years)
Idaho Human Rights Education Center: past member of the Board of Directors (2 years)
Boise Music Week: current president and member of the Board of Directors (4 years)
Rotary Club of Boise: current member and past president (17 years)
Roman Catholic Diocese of Boise: ordained deacon, currently serving in volunteer parish ministry
Catholic Charities of Idaho: past chairman and member of the Board of Directors (9 years)
Greater Boise Rotary Foundation: past president and member of the board of directors (6 years)
Junior Achievement of Idaho: past chairman and member of the board of directors (10 years)

Relevant Professional Training

NACOLE Trained Practitioner (2012)
Training Certificate – National Association for Civilian Oversight of Law Enforcement, 8 hours (2012)
Force Science Institute, 16 hours (2011)
Institute for the Prevention of In-Custody Deaths, Inc., 16 hours (2011)
Training Certificate – National Association for Civilian Oversight of Law Enforcement, 8 hours (2011)
Training Certificate – National Association for Civilian Oversight of Law Enforcement, 8 hours (2010)
Training Certificate – National Association for Civilian Oversight of Law Enforcement, 8 hours (2008)
Idaho P.O.S.T. Executive Level Seminar, 20 hours (2008)
Behavioral Assessment Screening System, 8 hours (2005)
Kinesic Interview, Phase I, 24 hours (2005)
Equivocal Death Investigations, 20 hours (2004)
Basic Mediation Skills, 40 hours (2002)
Officer-Involved Shooting Investigations, 16 hours (2001)
AELE Discipline and Internal Investigations, 16 hours (2001)
Street Survival, 16 hours (2000)
Reid Method of Criminal Interviews and Interrogation, 21 hours (2000)
Idaho P.O.S.T. Law Week, 54 hours (2000)
Scientific Content Analysis, 40 hours (2000)

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Boise Police Advanced Academy, 300 hours (1999)

Boise Police Department Citizen Police Academy, 20 hours (1999)

Internal Affairs, Professional Standards and Ethics, 35 hours (1999)

Internal Affairs and the Use of Force, 16 hours (1999)

California P.O.S.T. Basic Reserve Police Officer Academy, 200 hours (1973)

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Boise, Idaho 83706-4906

February 22, 2013

Tara Lee Adams
Adams Consulting, LLC
9305 NE 191st Street
Bothell, Washington 98011

Dear Ms. Adams:

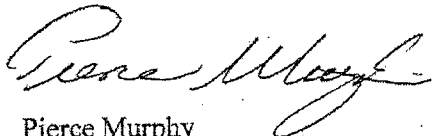
Please accept this letter and enclosed resume as my application for appointment as Director, Office of Professional Accountability, City of Seattle Police Department.

As you will see, my extensive experience leading the police oversight agency for the City of Boise makes me uniquely qualified for this position. In addition to nearly 14 years in this role, I am also recognized as a national expert in the field of oversight, having served in leadership roles with the National Association for Civilian Oversight of Law Enforcement (NACOLE), spoken at several national training conferences, and been quoted frequently in the media around the country on the subject. Prior to my appointment as the Boise Community (Police) Ombudsman, I enjoyed a successful career in human resources management helping organizations to achieve their goals through effective selection, development and deployment of their employees. My academic credentials and on-going commitment to professional development through training have given me the skill set and intellectual foundation necessary to be successful as an oversight executive.

In addition to my professional experience, please note my involvement in the community. Both as Ombudsman and personally through church and other areas of interest, I consider it my honor and duty to contribute to the community in which I live. Through this community involvement, I have had the opportunity to work alongside a wide variety of people from all walks of life, various cultural and ethnic backgrounds, and diverse points of view. I am committed to being highly engaged in my community.

Thank you for consideration of my candidacy for this appointment. As requested, my current salary with the City of Boise is \$100,149 per year. Please let me know if you require any additional information. I look forward to hearing from you very soon.

Sincerely,



Pierce Murphy

Enclosure