Per California Code of Regulations, title 2, section 548.5, the following information will be posted to CalHR’s Career Executive Assignment Action Proposals website for 30 calendar days when departments propose new CEA concepts or major revisions to existing CEA concepts. Presence of the department-submitted CEA Action Proposal information on CalHR's website does not indicate CalHR support for the proposal.

### A. GENERAL INFORMATION

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3. Organizational Placement (Division/Branch/Office Name)

California Justice Information Services Division (CJIS)

4. CEA Position Title

Director, Research, Analysis and Data Center

5. Summary of proposed position description and how it relates to the program's mission or purpose. (2-3 sentences)

Under the general direction of the Director of the California Justice Information Services Division (CJIS), the CJIS proposes to establish the Director, Research, Analysis and Data Center (Research Center) as a revised Career Executive Assignment (CEA).

The CEA will oversee and manage the Research Center and be responsible for annual workload planning, management, policy direction and oversight of the Research Center's statistical models, methodologies, supporting techniques, studies, statistical analyses, and testing to respond to the criminal justice community. The CEA will review previous research to identify avenues for future research, perform field studies and trials, and will advise the Chief Deputy to the Attorney General and consult with the Executive Office, control agencies, advisory board members, legislators, and the law enforcement community on a broad range of research projects and studies relative to criminal justice. The CEA will collaborate with other state governmental agencies, policy makers, and academia to engage in meaningful interpretation of data currently being collected at the local and state levels, and provide reliable, evidence-based research to support recommendations and conclusions. The Research Center will also engage in ad-hoc studies relevant to the community, liaise with project owners to assist them in understanding their objectives, draft special reports, and share the findings with policy makers and the law enforcement community.

6. Reports to: (Class Title/Level)

Division Chief, CEA Level C, and indirectly to Chief Deputy to the Attorney General (Exempt)

7. Relationship with Department Director (Select one)

- [✓] Member of department's Executive Management Team, and has frequent contact with director on a wide range of department-wide issues.
- [ ] Not a member of department's Executive Management Team but has frequent contact with the Executive Management Team on policy issues.

(Explain):

8. Organizational Level (Select one)

- [ ] 1st
- [ ] 2nd
- [✓] 3rd
- [ ] 4th
- [ ] 5th (mega departments only - 17,001+ allocated positions)
9. What are the duties and responsibilities of the CEA position? Be specific and provide examples.

The Attorney General (AG) is the state's top lawyer and law enforcement official, protecting and serving the people and interests of California through a broad range of duties, including safeguarding the public from violent criminals, preserving California's natural resources, enforcing civil rights laws, and helping victims of identity theft, mortgage fraud, illegal business practice and other consumer crimes.

To support these efforts, the AG has established a centralized Research Center within CJIS to use data to inform and guide high priority reforms of the California criminal justice system (Assembly Bill (AB) 71, AB 953, AB 97, and AB 2524 as noted in Question 26 on the following pages) and the AG's data driven priorities. The Research Center will concentrate on various departmental topic areas by adopting an operating model and establishing a governmental research entity while collaborating with outside experts such as the Legislature, policy makers, state and local law enforcement, academia, and other external resources.

The responsibilities of the CEA will be to engage in annual workload planning, management, policy direction and oversight of the Research Center's data models, methodologies, supporting techniques, studies, statistical analyses, and testing. The CEA will coordinate between social and data scientists and analysts, coach staff members, assist in the design and course-correction of research projects, review and edit research briefs and papers, facilitate advisory council guidance of research and data efforts, be the default internal representative of research team efforts and serve as the internal point of contact for feedback.

The CEA will review previous research to identify avenues for future research, oversee field studies and trials relating to stop data, the Racial Profiling Act of 2015, the collection and study of incident-based reporting data, and will advise the Chief Deputy and consult with the Executive office, control agencies, advisory board members, legislators, and the law enforcement community on a broad range of research projects and studies based on departmental needs. The CEA will collaborate with other external entities, policy makers, and academia to engage in meaningful interpretation of data collected from the local and state levels and provide reliable, evidence-based research to support recommendations and conclusions. The CEA will also engage in ad-hoc studies relevant to the community and liaise with project owners to assist them in understanding their objectives.

Specific duties of the CEA will consist of communicating with stakeholders to understand and document the research objectives and studies; developing research strategies including determining research design and methodology; designing qualitative and quantitative research plans and questionnaires; managing and coordinating internal and external research work and projects; overseeing field studies, clinical trials, and surveys; supervising a team of researchers to ensure successful execution of fieldwork initiatives; applying research-type application of scientific methods including problem exploration and definition; planning of the approach and sequence of steps, execution of experiments or studies, interpretation of findings, and documentation or reporting of findings; formulating hypotheses, developing and carrying out research planning, analyzing and interpreting results, and preparing comprehensive reports of findings; overseeing and interpreting the collection of data, authoring reports, and making recommendations based on research results to stakeholders; managing finances by ensuring research activities are executed within the allocated budget; ensuring researchers adhere to relevant regulations and policies; assessing the need and benefit of research and development activities in an organization; and developing systems to track ongoing projects.
10. How critical is the program's mission or purpose to the department's mission as a whole? Include a description of the degree to which the program is critical to the department's mission.

- ☑ Program is directly related to department's primary mission and is critical to achieving the department's goals.
- □ Program is indirectly related to department's primary mission.
- □ Program plays a supporting role in achieving department's mission (i.e., budget, personnel, other admin functions).

Description:

As the AG is the state's top lawyer and law enforcement official, the primary mission of the department is to protect and serve the people and interests of California by safeguarding the public from violent criminals, preserving California's natural resources, enforcing civil rights laws, and helping victims of identity theft, mortgage fraud, illegal business practice and other consumer crimes.

The CEA will review previous research to identify avenues for future research, oversee field studies and trials, advise the Chief Deputy to the Attorney General, and consult with the Executive office, control agencies, various advisory board members, legislators, policy makers, academia, and law enforcement community and partners on a broad range of research projects and studies. These studies will enable the AG's office to engage in meaningful interpretation of data collected from local and state level stakeholders and provide reliable evidence-based research to support critical recommendations and conclusions relevant to issues such as law enforcement officer and public safety. By engaging in applied research design and implementation, testing theory, and conducting statistical analysis and communicating the findings to stakeholders and the community, it will assist those involved to interpret said results and engage in meaningful dialog and strategies, and make decisions regarding public policy and safety.
B. SUMMARY OF REQUEST (continued)

11. Describe what has changed that makes this request necessary. Explain how the change justifies the current request. Be specific and provide examples.

In January of 2017, the state's chief law enforcement officer was sworn into office with the primary mission to safeguard the public.

To help achieve this mission, the centralized Research Center has been established to use existing and new data to inform and guide high-priority reforms of the California criminal justice system and AG data-driven priorities.

Under mandate, the Criminal Justice Statistics Center (CJSC), in the AG's office, collects and reports statistical data that allow for valid assessments of crime and the criminal justice process in California. This data is collected and compiled annually and made available on the AG’s website. However, there is a greater need to delve deeper into the data collected to draw meaningful conclusions to assist policy makers, legislators, and our law enforcement partners to strengthen relationships, develop new laws, and provide reliable, evidence-based research to support recommendations and conclusions. The focus of these projects will be around better understanding levers that may influence outcomes in the criminal justice system as well as learning from “what is working” and what is not. These special studies will help articulate the questions, provide data, and help draw meaningful output.

For example, Assembly Bill (AB) 71, Chapter 462, Statutes of 2015, requires the AG to collect, analyze and report statistical data which would provide a valid measure of the crime and criminal justice process to the government and citizens of California. The mandate required each law enforcement agency to annually report to the Department of Justice (DOJ) all instances when a peace officer employed by a Law Enforcement Agency (LEA) is involved in any incident involving the shooting of a civilian by a peace officer; an incident involving the shooting of a peace officer by a civilian; an incident in which the use of force by a peace officer against a civilian resulted in serious bodily injury or death; or an incident in which use of force by a civilian against a peace officer resulted in serious bodily injury or death. As this data is incident based, not summary based, there exists a greater level of detail in the statistical data to be reviewed, analyzed, interpreted, and published. This more detailed information lends itself to a greater level of questions, public scrutiny, tougher enforcement and sanctions, and a greater need for additional training and dealing with public concerns. The Research, Analysis and Data Center will engage in these types of studies.

As well, AB 953, Chapter 466, Statutes of 2015, imposed a number of significant, mandatory responsibilities on the DOJ related to the promulgation of regulations, creation of an advisory board, and publication of an annual report regarding any and all stops conducted by LEAs. The data collected as a result of this mandate includes, among other items, the perceived race or ethnicity, gender, and approximate age of persons stopped; the time, date, and location of the stop; the reasons and results of the stop; whether an arrest was made; the offense charged and actions taken; among other requirements. Again, there is a greater need to engage in exploration of the collected data sets to analyze and interpret findings and results and share this information with our law enforcement and policy making partners.

At this time, this capability to study and test these data sets does not exist within the AG’s Office.
C. ROLE IN POLICY INFLUENCE

12. Provide 3-5 specific examples of policy areas over which the CEA position will be the principle policy maker. Each example should cite a policy that would have an identifiable impact. Include a description of the statewide impact of the assigned program.

The CEA must implement and maintain an overall system of governance and the framework for the work initiated, produced and published by the Research Data Center. As well, the CEA must establish and invoke policy relative to the collaboration with stakeholder agencies and members of academia on parameters of accessing, storing, mining, and releasing data collected and shared for each respective research study. Following are some of the mandates:

Assembly Bill (AB) 71, Chapter 462, Statutes of 2015 added Government Code section 12525.2 pertaining to the collection and reporting of use of force incidents resulting in serious bodily injury. To meet this mandate, the DOJ consulted with LEAs and stakeholders to develop the use of force data elements, which resulted in a web-based data collection system, known as URSUS, which was released to LEAs on September 16, 2016. The data collected to date is used to present a summary overview of the use of force and discharge of firearm incidents; however, due to the narrow definition of the statute, the data release only represents incidents where use of force resulted in serious bodily injury or death or the discharge of a firearm. The CEA will consult with LEAs and stakeholders in order to provide a more comprehensive analysis of the data and determine whether the findings provide any insight into the development of additional policies and procedures to ensure officer and civilian safety.

AB 953, Chapter 466, Statutes of 2015 established the Racial and Identity Profiling Act of 2015 which imposed a number of significant mandatory responsibilities on DOJ related to the promulgation of regulations and the creation of an advisory board, whose duties included the publication of an annual report regarding any and all stops conducted by LEAs. The mandate required the DOJ to consult outside stakeholders, including “federal, state, and local law enforcement agencies, and community professional, academic, research, and civil and human rights organizations” in order to create and disseminate regulations for the collection and reporting of the data specified. The DOJ was required to provide “standards, definitions, and technical specifications to ensure uniform reporting practices across all reporting agencies.” To comply, the DOJ began the development of a guidebook to assist law enforcement in working through the many difficult questions surrounding the collection, analysis and reporting of traffic and pedestrian stop data in order to develop and deliver a model to be used nationally. The collection of this stop data is critical in that it has profound implications for both the public and for officers on the front lines; therefore it is essential that the CEA continue to work on improving upon existing guidelines and policy to not only identify instances of bias where it exists, but also determine whether loopholes exist in departmental policy, individual officer training, or some combination of both. Further the CEA will develop policies for integrating the stop data into existing record management and early warning systems to promote transparency and accountability in our LEA community.

AB 97, Chapter 14, Statutes of 2017, appropriated funding and position authority to oversee the CalGang system which is a criminal intelligence system that targets members and criminal associates of criminal street gangs. In operation for over ten years and controlled by two oversight bodies dealing with the administrative policy and sustainability issues, the DOJ was tasked with assisting the Joint Legislative Audit Committee with understanding California's adherence to state and federal guidelines and laws related to protecting the rights of individuals whose information is entered into CalGang. As such, DOJ is engaged in reviewing and reinforcing the criteria used for adding individuals into the system, evaluating compliance with laws and policies governing CalGang, and evaluating the accuracy and completeness of the data contain therein. The CEA will assist in the establishment of unambiguous and enforceable policies, procedures, and accountability from the oversight bodies and participating LEAs.

AB 2524, Chapter 418, Statutes of 2016 mandated the DOJ to report annually to the Legislature the progress of California’s transition from summary crime reporting to incident-based crime reporting, in alignment of the federal National Incident-Based Reporting System (NIBRS). The CEA will be responsible for establishing governance over the additional sets of incident-based data to be collected, analyzed, studied, and reported to the FBI Uniform Crime Reporting Program. Currently, a sample of 400 California agencies is being collected and combined with the more than 6,000 agencies that currently report NIBRS data to the FBI to enable the Bureau of Justice Statistics in producing a representative sample of crime that can be disaggregated by victim-offender characteristics, circumstances of the event, victim-offender relationship, and other important elements of criminal events, which will aid LEAs throughout the nation in developing additional policies and procedures to safeguard the nation's respective states.
C. ROLE IN POLICY INFLUENCE (continued)

13. What is the CEA position's scope and nature of decision-making authority?

The CEA will review previous research to identify avenues for future research projects, direct all research design and methodologies, design qualitative and quantitative research plans and questionnaires, and identify the types of research applications applied within the Research Center.

The CEA will be the point of contact for all research studies and will advise the Chief Deputy and consult with the Executive office, control agencies, advisory board members, legislators, and law enforcement community on a broad range of research projects and studies based on departmental needs. The CEA will collaborate on a high-level with other external entities, policy makers, and academia to engage in and provide reliable evidence-based research to support recommendations and conclusions. The CEA will also engage in ad-hoc studies relevant to the community, liaise with project owners to assist them in understanding their objectives, and present to high level officials.

While the CEA will be under the general direction of the CJIS Chief, the CEA will also indirectly report to, meet, and confer with the Chief Deputy to the Attorney General and the Executive office.

The CEA will be considered the policy advisor on all criminal justice research-related studies and trials and will be recognized as the department's subject matter expert for all research-related product and content released by the Research Center.

14. Will the CEA position be developing and implementing new policy, or interpreting and implementing existing policy? How?

The CEA will serve as the principal advisor to the Chief Deputy to the Attorney General, the CJIS Chief, and the Division of Law Enforcement Chief with overlay to the legislature, academia, local agencies, the criminal justice community and public interest groups. The primary focus of the CEA is to provide meaningful statistical analysis and research on criminal justice-related topics. The CEA will be responsible for collaborating with a variety of experts to participate in think tank type partnerships to drive research and evaluation studies on high-priority topics. The Research Center will work with academic and research partners to scope out in-depth research questions to assist in the development of local and state program/policy evaluation. The focus of these projects will be around better understanding levers that may influence outcomes in the criminal justice system as well as learning from “what is working.” The Research Center will help facilitate these studies, such as by articulating the question, providing data, or making introductions and forging meaningful relationships with stakeholders and the associate research communities.