Description of Service Provider and Personal Qualifications

Pivot Consulting Group (PCG) was incorporated on August 15, 2023 in the state of Washington. PCG's principal address is 19606 East Ellie Mae Lane, Spokane Valley, Washington 99016, USA.

About Us

PCG provides consulting services on police oversight with a focus in advocacy of civilian oversight of law enforcement. We aim to transform traditional policing approaches with a solutions based approach by prioritizing community engagement, transparency, accountability, and equity. We also provide leadership and consulting services tailored to meet the unique needs of organizations across various industries. We offer comprehensive solutions to help organizations optimize their operations, mitigate risks, and achieve strategic objectives.

Our Team

Our team was built specifically to respond to the issues highlighted in the RFP. Our team members have run police departments, transformed organizations and agencies, worked on police reform efforts from multiple angles, and have extensive community building skills. Our team includes three full-time certified practitioners of police oversight with experience in both a review board model and a full-time staff that monitors the work of Internal Affairs. Brian Corr is a past president of NACOLE, Bart Logue is a current board member of NACOLE, and Luvimae Omana is an attorney certified practitioner of oversight. As practitioners in oversight, part of our mission is to bridge the gap between the community and law enforcement. We have international diplomatic experience as well as robust community engagement skills and methodologies which will ensure that the Oak Park community voices are not only heard, but elevated, listened to, and included in this process.

Brian Corr
Brian Corr is a government and nonprofit professional with more than 35 years of work experience in the fields of social justice, civil rights, social resilience, and community building on the national, state, and local levels. Mr. Corr has worked for the City of Cambridge, Massachusetts as Executive Director of the Police Review & Advisory Board since September 2010, the city's civilian oversight agency, and as Executive Director of the city's Peace Commission since 2008. The Police Review & Police Advisory Board is the city's civilian oversight agency, while the Peace Commission works with other municipal agencies, communities of faith, non-profit organizations, and the community as a whole to: build connections and strengthen relationships; promote positive dialogue and foster understanding; and coordinate compassionate community responses to support recovery and healing in the wake of traumatic events and violence affecting Cambridge and its residents. Just prior to joining the municipal government, Mr. Corr worked as the first statewide field organizer for the ACLU of Massachusetts, where he organized "civil liberties task forces" across the state, including one focused on civilian oversight in response to allegations of police misconduct and racial profiling

in the City of Lawrence. Mr. Corr also worked with community members impacted by violence when he was a board member of the Louis D. Brown Peace Institute.

Mr. Corr is a Certified Practitioner of Oversight. He holds certifications in Group Crisis Intervention and Post-Traumatic Stress Management/Psychological First Aid and has completed the Police Chaplain Twelve Core Courses Training through the International Conference of Police Chaplains, and has also completed a 35-hour train-the-trainer session in Trauma-Informed Policing. Mr. Corr is a past president of NACOLE. He is also a founding member of the Massachusetts chapter of the National Organization of Black Law Enforcement Executives (NOBLE).

Bart Logue

Bart Logue is the Chief Executive Officer and co-founder of Pivot Consulting Group. He has also worked as the Police Ombuds for the City of Spokane in Spokane, Washington since 2016. In this capacity, he works to promote public confidence in the professionalism and accountability of the members of the Spokane Police Department by providing independent review of police actions, thoughtful policy recommendations, and ongoing community outreach. Mr. Logue was appointed by the governor as a Commissioner on the Washington State Criminal Justice Training Commission and serves on the police certification/decertification panel and the policy review subcommittee. He is a Certified Practitioner of Oversight through NACOLE and was elected as a member of NACOLE's Board of Directors in 2022. Mr. Logue has a Master of Forensic Sciences from National University and a Master of National Security Affairs from the Naval Postgraduate School. Bart is a graduate of the Federal Bureau of Investigation National Academy, Session 239, and is also a certified Advanced Force Science Specialist. He is also a certified Executive Leadership Coach.

Mr. Logue has more than 25 additional years of experience working in different areas of government through his active service in the United States Marine Corps. Career highlights included accreditation as a Military Diplomat and serving as the Marine Attaché and American Legation United States Naval Attaché to Amman, Jordan, and serving as the Provost Marshal for Marine Corps Air Station Beaufort and Marine Corps Recruit Depot Parris Island, South Carolina.

Luvimae Omana

Luvimae Omana is Chief Operating Officer and co-founder of Pivot Consulting Group. She is also the Deputy Police Ombuds for the City of Spokane. She is an attorney with extensive expertise in civilian oversight. As the Deputy, Luvimae participates and reviews Internal Affairs investigations. In addition, she serves as the only non-law enforcement board member in the Spokane Police Department's Use of Force Review Board and Collision and Pursuit Review Board.

Ms. Omana has focused her work in civilian oversight by conducting the first independent investigation by the Police Ombudsman's Office, working on use of force policy reform, increasing transparency to the community by instituting public facing dashboards on police uses of force, reporting on community interest cases, building out a mediation program, and consulting on legislation for updating Spokane's civilian oversight governing ordinance.

Luvimae is also responsible for analyzing statistical trends in policing and reporting on those trends. Luvimae was a member of the Task Force on Race and Criminal Justice in Washington State. She served as the co-chair for the Alternatives to Policing work group and a member of the Policing work group.

For more information, see Attachment A for PCG members' curriculum vitae

Our Services

1. **Oversight Services**
   - Complaint and Investigation Management: Case strategy and evaluate investigations to ensure accountability, equity, and fairness.
   - Quality Assurance: Implement measures that follow best practices and encourage innovation through the adoption of evidence-based practices to improve policing effectiveness and efficiency.
   - Policy and Training Review: Evaluate existing policies and procedures to ensure alignment with best practices, regulatory requirements, promoting professionalism, and enhancing civilian involvement in law enforcement.

2. **Consulting Services**
   - Strategic Planning: Assist in developing long-term goals and strategies to promote transparency, accountability, community engagement, and respect for human rights.
   - Process Improvement: Make recommendations that streamline workflows and optimize processes to enhance productivity.
   - Organizational/Leadership Development: Provide guidance on organizational structure, hiring, enhance leadership skills, and foster organizational growth.
   - Coaching: Offer personalized coaching sessions for executives and management teams to improve performance and achieve professional goals.

3. **Specialized Expertise**:
   - Complaint Investigation Process: Integrate into police risk management strategies, policy reviews and community relations.
   - Force Analysis: Use legal knowledge, critical thinking, attention to detail, and an understanding of law enforcement tactics and procedures to evaluate use of force incidents.
   - Stakeholder Engagement: Conduct robust engagement strategies that captures the voice, issues, and concerns of stakeholders with an intentionality to include historically marginalized communities and promoting dialogue that builds community.
   - Consulting and Training Projects: Law enforcement oversight and professionalism, including assessments of stakeholder perceptions, review of Early Intervention Systems, and evaluation of recruitment initiatives.

Proposed Scope of Service

Phase 1: Conduct a Needs Assessment

PCG is well equipped to conduct a needs assessment. As civilian oversight practitioners, community outreach is a necessary component in our work. Mr. Corr has over 35 years of work experience in social justice issues and community building. From 2021-2023, Mr. Corr created and implemented civilian oversight in Bennington, Vermont and also was the lead subject-matter expert and advisor for Arlington County, Virginia as it developed its first civilian oversight agency. As Executive Director of the Cambridge Peace Commission, Mr. Corr was a subject matter expert on a Task Force to Examine the Future of Public Safety in 2021. There he supported a community-member based committee to examine ways to reform community safety in Cambridge by mitigating police response to select calls for service, while enhancing community cohesion to include restorative practices. This Task Force researched best practices from the US and Canada, held a series of community conversations to hear the needs and concerns, and desires of the community regarding public safety, and made recommendations to the city.

Most recently, our team reviewed the New Orleans Office of the Independent Monitor (OIPM). In the review, we spoke with over a dozen stakeholders for the civilian oversight office for law enforcement. This included OIPM staff, members of the board that oversees the OIPM, community members, elected officials, police officers, and a police attorney. We evaluated their home rule charter, memorandum of understanding with the New Orleans Police Department, and other governing authorities. We then evaluated the OIPM's compliance with their governing authorities.

Similarly, PCG will begin with an evaluation of the Village's governing authorities to build a framework of the expectations placed on the Citizen Police Oversight Committee. Then PCG will engage with the stakeholders for input and their perspective. PCG's evaluation of strengths, weaknesses, opportunities, and threats will be based on a combination of stakeholder feedback and best practices of other civilian oversight agencies with a similar structure.

Timeline: 2 months

Phase 2: Identify Best Practices

Our team works closely with NACOLE. Mr. Corr is a past president of NACOLE and remains active with the organization and Mr. Logue is a current board member. In 2023, Mr. Logue developed NACOLE's peer review template. NACOLE uses this template when called upon to evaluate how a civilian oversight agency's governing authorities and practices conform to NACOLE's Principles of Effective Oversight. The template assists in making recommendations for effective practices covering: the complaint process, communication with complainants, independence, boards and commissions, access to information, staffing, training, investigations, auditing, monitoring, reviewing investigations, data and policy analysis, issuing recommendations, reporting and transparency, retaliation and confidentiality, community outreach and inclusion, and evaluation.

PCG will make recommendations on best practices based on research on local and state, regional, and national best practices and will identify what model is the best fit for the Village.

PCG is not only familiar with the best practices in oversight, but a team member developed NACOLE's evaluation template for assessing other civilian oversight agencies. Further, since PCG members work closely with NACOLE, we are kept abreast of emerging best practices and innovative solutions that civilian oversight agencies across the country are using.

Timeline: 2 months

Phase 3: Consultation and Collaboration

Our team has extensive experience in working with various stakeholders. Mr. Corr has extensive experience in community work. Mr. Corr's work with the Peace Commission involves working with other municipal agencies, communities of faith, non-profit organizations, and the community as a whole to: build connections and strengthen relationships; promote positive dialogue and foster understanding; and coordinate compassionate community responses to support recovery and healing in the wake of traumatic events and violence affecting Cambridge and its residents. In 2022, Mr. Corr held community listening sessions in San Jose and San Leandro for their police department's response to George Floyd protests.

Mr. Logue and Ms. Omana's work requires collaboration with various stakeholders to be successful. As the Ombuds and Deputy Ombuds, respectively, they are charged with bridging the gap between the community and the police which requires collaboration with both parties as well as elected officials. This means one-on-one meetings with community members, maintaining relationships with community members who encounter reoccurring issues involving the police, and attending community events. This also includes, bringing up cases with the police that are of great community impact and reviewing complaints, use of force, collision, and pursuit cases and then providing recommendations to improve police policies, procedures, and training to enhance police tactics, techniques, and response to the community.

PCG is confident we can facilitate meaningful consultation sessions and workshops with key stakeholders to gather feedback and insights, fostering open dialogue to ensure diverse perspectives are included and represented. PCG will ensure intentional inclusion of members of historically marginalized communities that have been disparately impacted by the government and police policies.

Timeline: 2 months

Phase 4: Recommendation Development

Our team routinely writes reports that include research on local and state laws and best practices. Mr. Logue and Ms. Omana have written 17 closing reports that included 83 policy and training recommendations to the police department. Approximately 85% of those recommendations have been accepted and implemented in full or in part by the Spokane Police Department. Those recommendations are based on research on policy reviews of other jurisdictions, best practices provided by major organizations in the policing and oversight fields such as NACOLE, the International Association of Chiefs of Police (IACP), or Department of Justice's Community Oriented Policing Services Office. Our recommendations are also informed by training

opportunities that keep us abreast of the latest legal updates and emerging best practices. Our team stays abreast of emerging national best practices by attending and regularly presenting at the NACOLE annual conference in addition to attending other training opportunities regularly, which includes: the IACP conference, IACP law officer section's spring training, US Ombudsman Association conference, and Daigle Law Group training opportunities (Internal Affairs training, Technology Summit, and First Amendment Summit).

PCG will provide the Village a comprehensive set of recommendations for enhancing civilian oversight based on the needs assessment, best practices, and stakeholder input. The recommendations will use NACOLE's 13 Principles of Effective Oversight as a guide to address not only transparency, community engagement, training, policy development, and accountability mechanisms but other areas identified that ensure the effectiveness of the Citizen Police Oversight Committee.

Timeline: 2 months

Phase 5: Report and Presentation

As discussed above, our team has a great deal of experience in preparing reports and engaging with the community. Our members have presented regularly at NACOLE annual conferences. Mr. Logue has also been invited to participate in a workshop at Harvard Kennedy School Government Performance Lab in October for best practices in oversight of law enforcement. He has also presented to the United States Ombudsman Association regarding investigations in oversight and at the Washington Association of Sheriffs and Police Chiefs on the importance of oversight. Mr. Logue and Ms. Omana present annually to the Spokane City Council and have also presented oversight model opportunities to the Pierce County, Washington, County Council.

Mr. Corr's decades long experience with community organization includes being a Statewide Field Organizer and Public Education Coordinator for the ACLU. There, he created and nurtured grassroots "civil liberties task forces" across Massachusetts. He built community education programs, identified leaders, carried out training, and outreach efforts. He spoke at public events, panels, rallies, and the media. Mr. Corr also developed, planned, and created presentations for the inaugural International Conference on the Democratic Control of Policing in Puebla City, Mexico.

PCG is prepared to prepare a detailed report outlining our findings, recommendations, and proposed action plans and present the report to stakeholders in a digestible format that highlights key findings and actionable steps.

Timeline: 2 months

Additional Services

PCG is prepared to provide additional services to the Village, as needed, including technical services, as needed, staff and Commission training, hiring consultation, and leadership development. Mr. Corr has conducted several organizational training and strategic planning as

well as training for civilian oversight investigators. Mr. Corr has conducted training in Berkeley, CA; Boston, MA; Fairfax County, VA; Bennington, VT; Newark, NJ; Easthampton, MA; Spokane, WA; and Cambridge-Yerevan Sister City Association.

Mr. Logue has extensive experience in organizational management. As the Provost Marshal for the Marine Corps Air Station in Beaufort, South Carolina, he served as the senior law enforcement representative and special staff officer responsible for the operation of the Provost Marshal's Office for two Marine Corps installations, with a population of more than 50,000 Marines, civilians, and family members, and a housing area for approximately 2000 families, managing a budget of over $5 million a year. He supervised all sections within the police department, providing senior leadership, vision, and guidance to 240 police personnel, and managed the recruitment, hiring and promotion process for over 100 civilian police officers. This spring, Mr. Logue was on the selection committee for hiring the new Police Chief and Fire Chief in Spokane, WA.

Mr. Logue is passionate about leadership development. In Spokane, Mr. Logue has been a member of Leadership Spokane Board of Directors since 2019 and was the Chair from 2021-2023. Leadership Spokane is a non-profit organization that hosts a 10-month program that cultivates personal growth, professional, development, and community service. The program also develops a broad knowledge of the Spokane community and key issues facing the region. PCG has also executive leadership coaching and conducted a leadership retreat for the Outreach and Care Team for Valley Real Life in Greenacres, WA.

Sample Forms and Reports **- See Attachment B**

Client List

1. Office of the Director of Police Accountability, Berkeley, California (2022-present) - Annual training and strategic planning for the Police Accountability Board.
2. City of Santa Rosa, California (2022-present) - member of the Independent Police Auditor team through the OIR Group
3. Town of Bennington, Vermont (2020-2023) - training and support for the Community Police Advisory Review Board.
4. Fairfax County, Virginia (2022) - Training and support for the Fairfax County Police Civilian Review Panel.

References **- See Attachment C: References Form**

Cost Proposal

PCG anticipates the project can be completed between 10 months to 1 year. PCG proposes a rate of $250/hour for each team member's services according to a projected breakdown of hours according to each of the five phases provided in the RFP. PCG anticipates dedicating our time according to the following breakdown:

- Phase 1: Conduct a Needs Assessment Including a Document Review - 57 hours
- Phase 2: Identify Best Practices - 31 hours
- Phase 3: Consultation and Collaboration - 118 hours
- Phase 4: Recommendation Development - 42 hours
- Phase 5: Report and Presentation - 24 hours

PCG's proposal prioritizes meeting with key stakeholders and then review, research, and drafting deliverables for the Village. PCG's proposal accounts for technical assistance, as needed, unforeseen expenses, are combined at $7,000 and $5,000 in administrative fees. PCG estimates travel expenses around $20,000 (NOTE: This is an adjusted estimate from the $25,000 listed in the Cost Proposal Form. The form had already been notarized when PCG made the adjustment). This makes the total projected expenditures, travel, and fees $100,000.

See Attachment D: Cost Proposal Form

License to Provide Services in Illinois

If the Village selects PCG as its service provider, PCG and all assigned key professional staff will have any applicable licenses to provide services in the State of Illinois by the effective date of the Agreement. PCG is not party to or the subject of any pending or previous litigation.

Other Attachments

Attachment II: Compliance Affidavit

Attachment III: M/W/DBE Statute and EEO Report

Attachment V: Disclosure of Ownership Interests

Attachment VII: Professional Services Agreement

Project: PCG's Price List for the Village of Oak Park's Citizen Police Oversight Recommendation Consultant Service

Duration: 10 months - 1 year

Rate/hour: **$250**

Phase 1: Conduct a Needs Assessment Including a Document Review				
Name of Expenditure	**Corr**	**Logue**	**Omana**	**Total Expenditures**
Document review		5	5	10
Analysis		5	10	15
Stakeholder engagement	5	5	5	15
Needs assessment report preparation	2	5	10	17
Total Phase 1 Hours	**7**	**20**	**30**	**57**

Phase 2: Identify Best Practices				
Name of Expenditure	**Corr**	**Logue**	**Omana**	**Total Expenditures**
Research			10	10
Best practices research summary preparation	5	6	10	21
Total Phase 2 Hours	**5**	**6**	**20**	**31**

Phase 3: Consultation and Collaboration				
Name of Expenditure	**Corr**	**Logue**	**Omana**	**Total Expenditures**
Stakeholder consultation sessions	32	32	32	96
Stakeholder consultation reports preparation	2	10	10	22
Total Phase 3 Hours	**34**	**42**	**42**	**118**

Phase 4: Recommendation Development				
Name of Expenditure	**Corr**	**Logue**	**Omana**	**Total Expenditures**
Final recommendation report preparation	2	20	20	42
Total Phase 4 Hours	**2**	**20**	**20**	**42**

Phase 5: Report and Presentation				
Name of Expenditure	**Corr**	**Logue**	**Omana**	**Total Expenditures**
Final presentation	8	8	8	24
Total Phase 5 Hours	**8**	**8**	**8**	**24**

Total Hours	56	96	120	272
Total Expenditures	$14,000	$24,000	$30,000	$68,000
Administrative Fees				5,000
Technical Assistance & Unforeseen Expenses				$7,000
			Total Expenditures	$68,000
			Total Fees, Technical Assistance, Unforeseeen Expenses	$12,000
			Estimated Travel Expenses	$20,000
			Total	$100,000