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**Richard Rasmussen**, Independent Reviewer  
**Mark Scharman**, Independent Auditor

DATE: June 8, 2015

**SUBJECT:** APPOINTMENT OF MARK SCHARMAN AS DIRECTOR OF INTERNAL AUDITS

The Office of Independent Review (OIR) is pleased to announce the addition of Mark Scharman (Salt Lake City Police, Retired) as Director of Internal Audits effective May 15, 2015. The recommendation to add this position to the OIR was included in recommendations that were put forth in the first quarter 2015 report as quoted below:

It is recommended that the FPD validate the existing inspection process by instituting a department wide, independent, inspection process. FPD has been conducting ongoing series of self- inspections based on CALEA Law Enforcement guidelines; however, these guidelines do not mandate that the inspectors be from outside of the unit and/or agency. This inspection process would entail examining a single unit, from top to bottom, to check for compliance and to determine if there are better practices. The additional independent review of the existing inspections process will not only ensure that every employee is following the policy manual of the FPD, it will also identify supervisors who are not ensuring compliance. Again, it is not the intent to necessarily replace FPD's current process, but instead enhance the process by relying on an outside inspector to go through each unit with fresh eyes and a different perspective.

As such, this position was created at a monthly base salary of \$6,666, budgeted from OIR's total budget of \$154,900.

Mr. Scharman has over 28 years of law enforcement experience for several organizations to include the Department of Homeland Security, FBI, Drug Enforcement Administration and most recently, the Salt Lake City Police Department. In those roles, Mr. Scharman was assigned to units of varying capacity such as Patrol Bureau, Special Investigation Bureau, DEA Drug Task Force, FBI Violent Crimes Task Force, Detective Bureau, and the Homicide Sex Crimes Unit in which he gained extensive knowledge of law enforcement subject matters.

Mr. Scharman's excellent leadership, interpersonal and organizational skills, combined proactive methods of supervision, problem solving and the ability to motivate, make him the ideal addition to the Office of Independent Review.