

Jayson Wechter

Jayson Wechter has been involved with oversight for over 40 years. He campaigned for the creation of the San Francisco Office of Citizen Complaints, or OCC (now known as the Department of Police Accountability) agency in 1982 and worked as a supervising investigator there during its first year of operation, from 1983 to 1984. From 1984 to 1998, he worked as an investigator for the San Francisco Public Defender's Office and then operated his own investigative agency, conducting investigations on behalf of indigent criminal defendants, including life history investigations in death penalty cases.

From 1998 to 2017, he worked at the San Francisco Department of Police Accountability where he conducted hundreds of investigations, including officer-involved shootings, allegations of unnecessary force, 4th Amendment violations and biased-based policing. Jayson designed the OCC's training program for new investigators and wrote many of the criteria used to evaluate investigator performance.

After 3 years conducting EEO investigations, Jayson returned to oversight, working from 2020 – 2021 for the Oakland Community Police Review Agency (CPRA) on a special assignment investigating the Oakland Police Department's handling of the George Floyd protests. The 80+ page report he produced recommended changes in crowd control policies practices to avoid issues he discovered during his investigation. Soon afterwards, he was hired as a supervising investigator at CPRA. Due to a change in leadership, he left CPRA in 2023 and then worked as an Investigator at the Berkeley Office of the Director of Police Accountability, from which he retired in 2025.

Jayson worked on a 2003 on a campaign to strengthen the authority of the OCC and make oversight more reflective of community concerns, and on a 2020 campaign to establish the San Francisco Sheriff's Department Oversight Board (SDOB). Jayson served as a member of the SDOB from 2022 – 2024, and as its inaugural President from 2022-2023.

Jayson has served on the NACOLE Board of Directors since 2022 and previously served on the Board from 2007 to 2014. Since 2022, he has co-chaired NACOLE's Training, Education and Standards Committee as it produced a record 22 webinars. He co-chaired NACOLE's Professional Standards committee from 2007-2010 and has served on the Annual Conference, Strategic Planning, Membership Engagement & Outreach and Jail & Prisons committees. He also served on or chaired the ad-hoc committees that established NACOLE's scholarship program and NACOLE's Achievement in Oversight / Contribution to Oversight Award. In 2007, he drafted and worked on NACOLE's adoption of Qualification Standards for Oversight Investigators and Supervisory Investigators, its first Recommended Training for Board and Commission Members, and played a major role in drafting and NACOLE's Code of Ethics.

Jayson created and hosts NACOLE's monthly Investigator Forum. Since it began in March 2023, over 400 forum participants have [networked with professional colleagues](#), shared

information about resources, training, technology and online tools and discussed common challenges and problems.

Jayson has done trainings for NACOLE on effective oversight investigations and practices for a dozen police boards and commissions throughout the United States and has delivered presentations at NACOLE conferences on topics including Interview Skills For Investigators, Assessing Credibility, Investigating Use Of Force, Investigating Crowd Control Incidents and Planning and Prioritizing Investigations.

Jayson was a recipient of NACOLE's Contribution to Oversight Award in 2022.

Jayson graduated from Stony Brook University and holds credentials as a Certified Practitioner of Oversight (CPO), Certified Criminal Defense Investigator (CCDI), Certified Legal Investigator (CLI), and as an Association of Workplace Investigators Certificate Holder (AWI-CH).