



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

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Chief Executive Officer

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January 29, 2016

To: Supervisor Hilda Solis, Chair
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From: Sachi A. Hamai
Chief Executive Officer

CHIEF EXECUTIVE OFFICE REQUEST FOR MANAGEMENT APPRAISAL AND PERFORMANCE PLAN (MAPP) SALARY PLACEMENT FOR MARK SMITH UPON APPOINTMENT TO THE POSITION OF CONSTITUTIONAL POLICING ADVISOR, SHERIFF (UC)

The Sheriff, with the support of the Chief Executive Officer (CEO), requests approval to appoint Mark Smith to the position of Constitutional Policing Advisor, Sheriff (UC), Item No. 9201, at an annual base salary of \$172,430.16. The base salary placement for Mr. Smith onto Management Appraisal and Performance Plan (MAPP) Tier I, Salary Range R15 (the Board-approved range for this position), will place Mr. Smith above the control point of the range. This salary is recommended based on Mr. Smith's experience and the role and responsibilities he will perform as a Constitutional Policing Advisor for the Los Angeles County Sheriff's Department.

As a Constitutional Policing Advisor, Mr. Smith will assist the Sheriff with improving Department policies and procedures by engaging in functions to include providing internal oversight of custody and patrol operations, and enhancing accountability and adherence to best law enforcement practices and the Department's Core Values.

Mr. Smith has over 13 years of experience working in a legal advisory capacity for the public sector. Currently, Mr. Smith works for the Office of the Independent Police Auditor, Bay Area Rapid Transit as an Independent Police Auditor. In this capacity, Mr. Smith manages the police oversight office; he is responsible for objectively monitoring compliance with relevant policies and federal laws. Mr. Smith's prior experience includes working as the First Deputy Chief Administrator for the Independent Police Review Authority for the City of Chicago from January 2009 to June 2011 and as

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a Special Investigator for the Los Angeles Police Department, Office of the Inspector General from March 2005 to January 2009.

Mr. Smith possesses a J.D. from the University of California at Los Angeles and a Bachelor of Arts in both Political Science and Rhetoric from the University of California at Berkeley.

In accordance with current practices on managerial appointments, unless otherwise instructed by the Board of Supervisors by February 8, 2016, the CEO will proceed with Mr. Smith's appointment to Constitutional Policing Advisor, Sheriff (UC), at an annual base salary of \$172,430.16, effective no sooner than February 9, 2016.

If you have any questions regarding this matter, please contact Maryanne Keehn at (213) 974-0470.

SAH:JJ:MTK
NV:SO:mst

c: Executive Office, Board of Supervisors
County Counsel