



LOS ANGELES COUNTY SHERIFF'S DEPARTMENT JOB OPPORTUNITY

CONSTITUTIONAL POLICING ADVISOR

ANNUAL SALARY

\$147,721.80 - \$223,588.92

This position is subject to the provisions of the County's Management Appraisal and Performance Plan (MAPP).

FILING PERIOD

February 4, to
February 22, 2019

THE LOS ANGELES COUNTY SHERIFF'S DEPARTMENT,

the second largest law enforcement agency in the United States, provides law enforcement services to 42 contract cities and 90 unincorporated communities.

The Constitutional Policing Advisors will report directly to the Sheriff and assist with improving Department policies, procedures and practices by providing internal oversight of custody and patrol operations and improving adherence to best law enforcement practices.



POSITION OVERVIEW

The position is an unclassified executive-level class, reports directly to the Sheriff and provides advice to executive management on a wide variety of issues which significantly impact departmental and County operations. The Constitutional Policing Advisors are tasked with enhancing internal accountability, ensuring the Department is in compliance with constitutional policing, formulating, and processing internal procedures and policies, and establishing and maintaining effective relationships with the Office of Inspector General, the Office of the County Counsel, the District Attorney's Office, the National Association of Civilian Oversight of Law Enforcement and other public and private agencies.

Key competencies of the position include:

- » **CREDIBILITY** – Providing competent and sound advice, based on a thorough review of policies and investigations.
- » **OBJECTIVITY** – Providing independent advice and counsel in the best interest of the County and the Board based on applicable law, facts, data, and information instead of personal agenda, public opinion or political perspective.
- » **ORIENTATION** – Placing a top priority on the needs, interests, and objectives of the public serviced by the Sheriff's Department and being willing to take appropriate risks on their behalf.
- » **POLITICAL SAVVY** – Being able to maneuver through complex political situations effectively and without being drawn into the political debate; understanding how the Board and organizations function in a political and public environment; effectively coping with ambiguity and change, being comfortable handling uncertainty; viewing corporate politics as a central component of the work environment and adjusting to that reality.

COMPENSATION & BENEFITS

The County of Los Angeles provides an excellent benefits package that allows employees to choose benefits that meet their specific needs.

The package includes:

- » **Retirement Plan**
- » **MegaFlex Plan** – Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan (MegaFlex) using a tax-free County contribution of an additional 14.5% to 17% of the employee’s monthly salary. Any portion of the County contribution not used to purchase benefits is given to the employee as taxable income.
- » **Non-Elective Leave Days** – 10 paid days per year with the option to buy 1 to 20 elective annual leave days. Annual leave days can be used for vacation, sick, or personal leave.
- » **Dependent Care and Health Care Reimbursement Accounts**
- » **Savings Plan (401K)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee’s salary.
- » **Deferred Compensation Plan (457)** – Optional tax-deferred income plan that may include a County matching contribution up to 4% of employee’s salary.
- » **Holidays** – 12 paid days per year.

EXAMPLES OF DUTIES, BUT ARE NOT LIMITED TO:

Advising the Sheriff and executive management on sensitive and controversial issues related to accountability, adherence to best practices, policies, procedures, and operations; providing real-time monitoring, analysis and advice to LASD investigators and executives on pending personnel investigations and disciplinary matters; reviewing investigations for objectivity and thoroughness; responding to, reviewing, evaluating and providing input regarding critical incidents including in-custody deaths, deputy-involved shootings and significant force incidents; performing research and analysis in regard to precedents, case trends, rulings and laws affecting law enforcement and custody operations.

QUALIFYING EDUCATION AND EXPERIENCE REQUIREMENTS

A Bachelor’s degree from an accredited college in Criminal Justice, Political Science, Public Administration, Business Administration or a closely related field and five years of experience in a legal, investigatory, policy, administrative or advisory capacity analyzing and providing resolution to highly complex problems.

- » **DESIRABLE QUALIFICATIONS** – Graduation with a Juris Doctor degree or its equivalent from a law school accredited by the Committee of Bar Examiners or approved by the American Bar Association, or by the California Post-Secondary Education Commission. Possession of the National Association of Civilian Oversight of Law Enforcement Certified Practitioner of Oversight. Experience, internally or externally, in the oversight of a law enforcement agency and/or a correctional facility. Experience as a law enforcement monitor of a Department of Justice Consent Decree. Experience as a prosecutor of civil rights and/or police misconduct. Demonstrated ability to work effectively with elected and appointed officials, public agencies and employees, and with various segments of the legal system. Demonstrated strong organizational, analytical, and writing skills.

SELECTION PROCESS

Each candidate’s background will be evaluated on the basis of information submitted at the time of application to determine the level and scope of the candidate’s qualifications for this position. The resume should include any additional information which the candidate would like considered. Only the most qualified candidates, as determined by the screening process, will be invited to participate in the initial interview process. The names of the most highly qualified candidates will be submitted to the Sheriff for final selection. **Note:** *Prior to appointment, an extensive background investigation will be completed on the candidate selected for the position.*

FILING INSTRUCTIONS

Qualified candidates are invited to submit a statement of interest and their resume detailing education completed, positions held, and special qualifications. Resume should include information required to determine if the candidate meets the Qualifications and Desirable Qualifications sections of this announcement.

PLEASE SUBMIT YOUR STATEMENT OF INTEREST AND RESUME TO: LDMorris@LASD.org

IN THE SUBJECT LINE OF THE EMAIL, PLEASE INDICATE: Constitutional Policing Advisor

FOR ADDITIONAL INQUIRIES, PLEASE CONTACT: Loretta Morris at (323) 526-5603