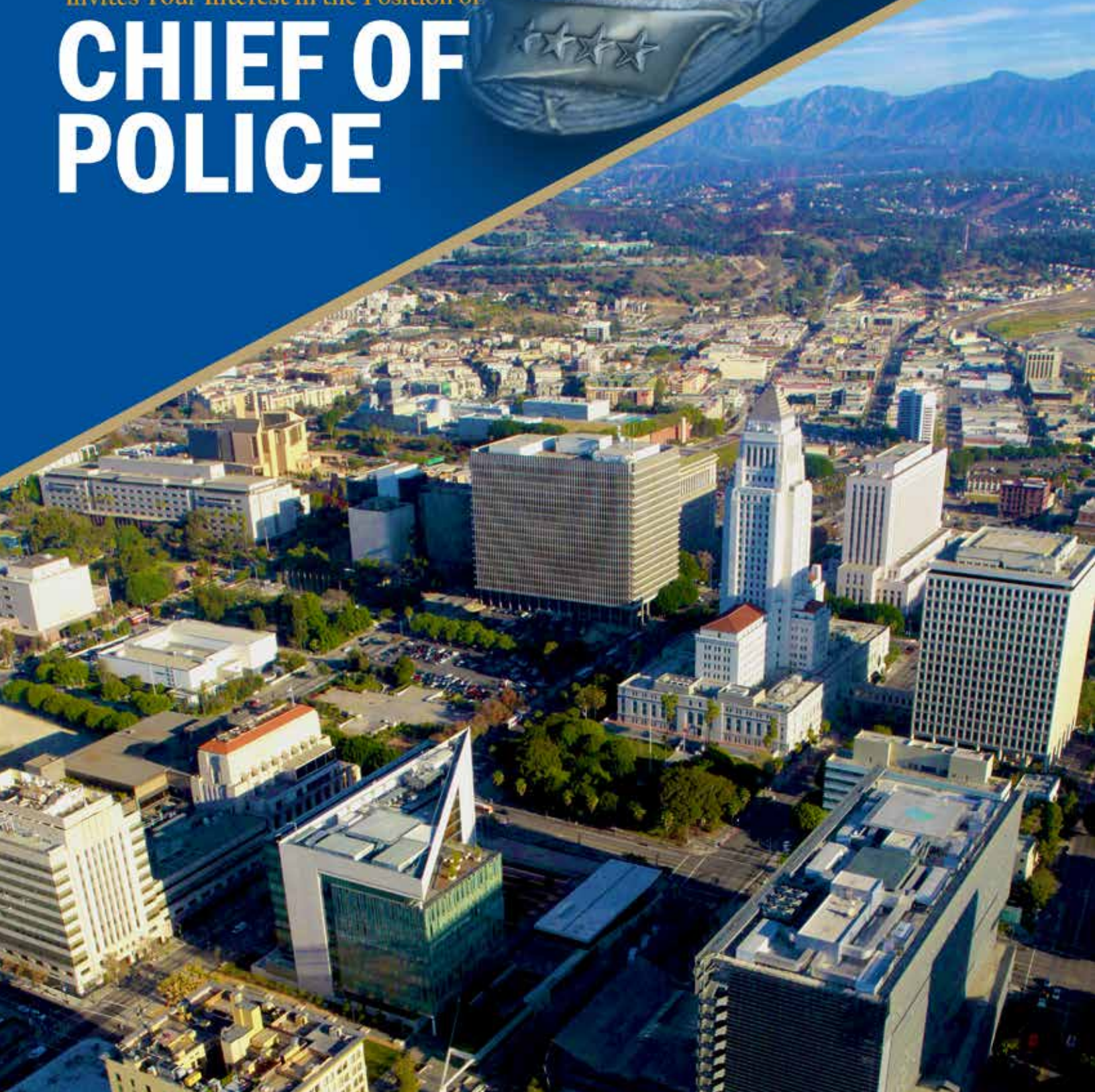




CITY OF LOS ANGELES
Invites Your Interest in the Position of

CHIEF OF POLICE





THE COMMUNITY

Neighborhoods are Los Angeles. From Granada Hills nestled into the Santa Susana Mountains on the north, to the port communities of San Pedro and Wilmington on the south, and from the bluffs of Pacific Palisades overlooking the blue of the ocean on the west, to the birthplace of the City at El Pueblo on the east, Los Angeles is the world's most diverse city. With over 4 million residents, and covering 469 square miles, Los Angeles is a mix of diverse people, changing terrain, and urban and economic opportunity.

The City's principal asset is creativity in all its forms, home to world-renowned offerings in education, business, culture, recreation and sports and dominant as the global capital of the entertainment industry. The redevelopment of downtown continues to reinvigorate the City's historic core, bringing lofts, housing, and cafes to downtown adjacent to the iconic Walt Disney Concert Hall and Cathedral, L.A. LIVE, and the Broad Museum. Museums, theaters, libraries, community centers, parks and modern mass transit, built or re-imagined over the last decade, are bringing increased vibrancy to the City's neighborhoods and connections between them.

Los Angeles' economic base is as diverse as the city itself. The backbone of the City's huge and diversified economy is entrepreneurial, driven by small and medium-sized businesses. The Los Angeles region is an economic engine for a wide array of significant industries from telecommunications, law and medicine to media production and product design and every imaginable product and professional service of international trade. With the municipally owned Los Angeles World Airports and Port of Los Angeles as portals, Los Angeles is the country's primary link to the markets of Asia and Latin America. As the largest manufacturing center in the United States, LA is also a major production hub, producing a fantastic variety of goods from trend-setting fashion apparel to aerospace technology.

Unrivaled in cultural as well as geographic diversity, Los Angeles is home to the University of California, Los Angeles (UCLA) and the University of Southern California (USC), as well as a score of excellent liberal arts colleges and universities. From Hollywood and the San Fernando Valley, to Venice, to Boyle Heights and the coastal communities, Los Angeles residents enjoy easy access to a mix of urban attractions and outdoor pursuits ranging from nearby mountains and hiking trails to rugged deserts to the inviting beaches of the Pacific Ocean.

CITY GOVERNANCE AND STRUCTURE

Los Angeles is a charter city and is governed by a Mayor and City Council. The City Council serves full-time and has fifteen members elected by district for four-year terms. Boards of Commissioners, appointed by the Mayor and confirmed by the City Council, oversee several of the City's departments and bureaus. Mayor Eric Garcetti was elected in May 2013 and is currently serving his second term.

The City has 37 departments, bureaus, and offices for which funds are budgeted annually by the Mayor and City Council. Additionally, the City has three departments (the Departments of Water & Power, Harbor, and Airports) that are financed by revenue generated from their operations, which are governed by Commissions, as well as two distinctly separate pension systems. In total, there are 42 departments, bureaus, and offices that support the elected officials and provide a full range of services to the City.

THE DEPARTMENT

The Los Angeles Police Department (LAPD) is one of the largest law enforcement agencies in the world and has been recognized nationally for its long history of considerable experience and dedication to professional policing. LAPD operates on a budget of \$1.6 billion and is comprised of over 13,000 employees (10,045 sworn and 3,015 civilian). The LAPD takes pride in being a diverse organization which is reflected in sworn officer representation: 18.5% female; 47% Hispanic; 32% Caucasian; 11% Asian/Pacific Islander/Filipino/American Indian; and 10% African American.

RESPONSIBILITIES OF THE CHIEF

The Chief of Police directs, plans, and coordinates the enforcement of the penal provisions of the City Charter, the ordinances of the City, and the laws of the state and nation for the purpose of protecting persons and property and for the preservation of the peace of the community. The Chief of Police is responsible for testifying before the City Council, and state and national legislative bodies on law enforcement matters of importance to the City of Los Angeles.

The Chief of Police reports directly to the Police Commission, meets with Commission members to keep them informed about Department operations and responds to citizens' complaints and concerns. The Chief of Police acts on all

CHIEF OF POLICE



CITY OF LOS ANGELES

matters related to disciplinary issues and recommends awards for exemplary conduct of the Department's sworn and civilian employees. The Chief of Police works in cooperation with the Commission's Inspector General in assuring proper review of the internal disciplinary process, civil litigation, and citizen complaint procedures. The Chief of Police also works in coordination with the Commission's Executive Director regarding implementation and accountability for execution of Commission policies. The Chief of Police makes presentations to private citizens' community groups, churches, schools, and the business and industrial community to promote the goals and missions of the Police Department and to solicit their input in making the City of Los Angeles a safe place in which to live, visit and conduct business.

During a state of emergency, the Chief of Police assumes a leadership role in planning, coordinating and directing all activities aimed at restoring peace in the City or otherwise returning conditions to normal.

THE IDEAL CANDIDATE

The City of Los Angeles is searching for a Chief of Police who has demonstrated strong and compassionate leadership and a respect for civilian oversight. He/she must have a proven track record of working in partnership with diverse communities, appointed and elected officials, and other law enforcement organizations based on mutual respect and cooperation. He/she must have a demonstrated record of respect for diversity in the workforce both in recruitment and promotion.

The next Chief of Police for the Los Angeles Police Department must be both an inspirational leader and an astute manager. He/she must have a proven knowledge, expertise and commitment to Community Based Policing, impacting the issues of homelessness, developing crime reduction strategies, and preventing terrorist activity. He/she must be capable of and committed to holding staff accountable while motivating and supporting officers, and at the same time building trust with the diverse communities of Los Angeles. The ideal candidate must have considerable experience in management principles involved in strategic planning, resource allocation, fiscal management, labor relations, applying technology within law enforcement, and creating a work environment that encourages problem solving and innovation. He/she must have excellent interpersonal skills with the ability to project confidence and credibility to the media and public, the ability to relate to a broad variety of individuals, and to emulate the highest level of professional deportment and integrity always.

The Chief must be appropriately assertive, able to persuade, influence and provide his/her best professional judgment, recommendation and opinion and not be afraid of being wrong or not having the answer. Finally, the next Chief of Police for LAPD must be committed to a transparent administration and building on the success of Department reforms.

DESIRED QUALIFICATIONS

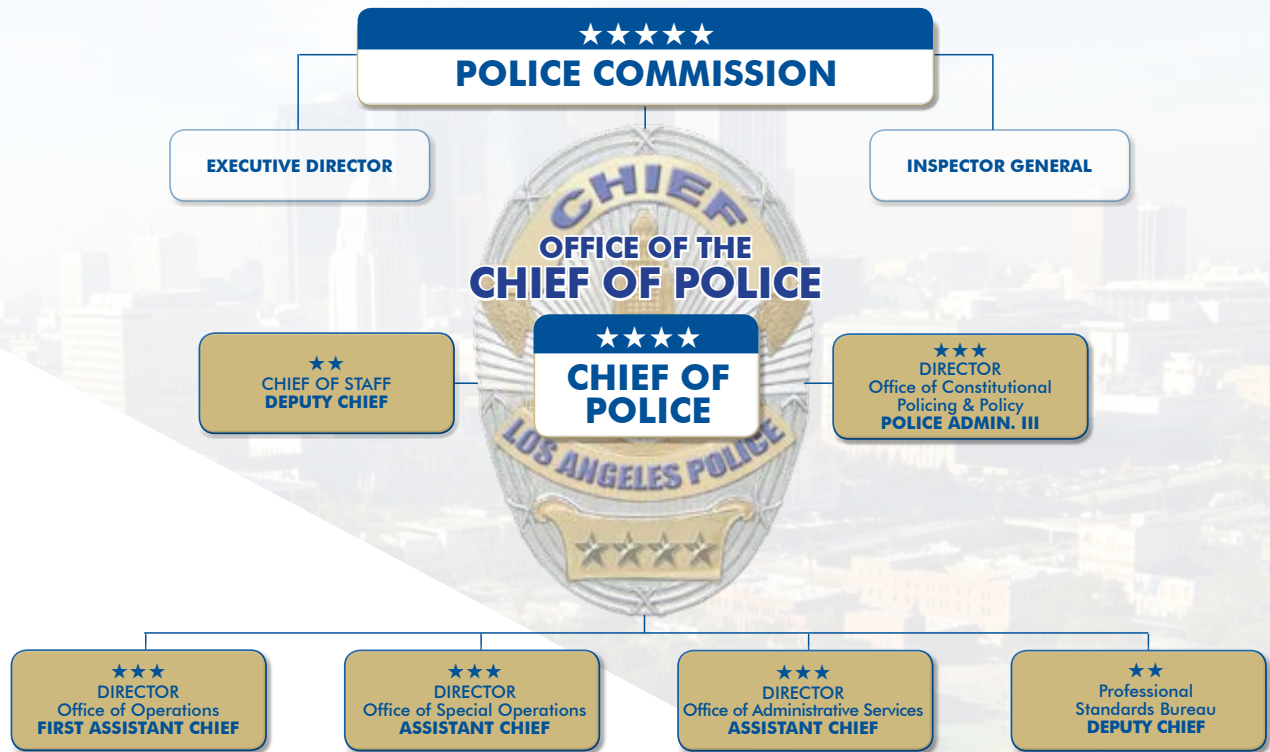
Ten years of progressively responsible police service experience including experience at the senior executive level is required. Prior experience should have been gained with a large metropolitan police agency.

A Bachelor's Degree from an accredited college or university is required. An advanced degree in Business Administration, Public Administration, Criminal Justice or related discipline is preferred.

THE COMPENSATION

The salary range for the Chief of Police is currently \$234,232 to \$415,303. Effective June 24, 2018, the salary range will increase by 2.25%. The City also offers a generous benefits package that includes retirement, medical, dental, life, and disability insurance, vacation, and sick leave.





TO APPLY

Electronic submittals are required. If you are interested in this outstanding opportunity, please immediately submit a resume, compelling cover letter of interest, and professional references to:

City of Los Angeles Personnel Department
Attn: Executive Recruitment
Email: per.execsearch@lacity.org

Questions may be referred to
Leonard Torres at (213) 473-9394 or Janell Ishii Hata at (213) 473-9393

Application Deadline: March 23, 2018

Following the closing date, resume packages will be screened against the criteria outlined in the **Ideal Candidate** and **Desired Qualifications** sections of this brochure. The most qualified candidates will be asked to submit responses to supplemental questions prior to being recommended as finalists. References will only be contacted with candidates' permission. Finalists will be invited to interview with the Los Angeles Police Commission. Those that move forward will interview with the Mayor.

The Chief of Police is appointed by the Mayor, subject to confirmation by the City Council, after recruitment and preliminary screening by the Personnel Department and ranking by the Board of Police Commissioners. The Chief of Police shall serve a five-year term and may be appointed, in the manner described in the City Charter, to a second five-year term. The Chief of Police shall serve at the pleasure of the City, and shall not attain any property interest in the position of Chief of Police. The Chief may be removed, either by the Board of Police Commissioners or the City Council, prior to the completion of a five-year term, in accordance with the City Charter.



The City of Los Angeles is an Equal Employment
 Opportunity Employer