LOS ANGELES COUNTY SHERIFF'S DEPARTMENT
JOB OPPORTUNITY

CONSTITUTIONAL POLICING ADVISOR



ANNUAL SALARY

$179,823 - $279,662

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

FILING PERIOD

Filing begins April 14, 2025

This opportunity will remain open until the needs of the Department are met.

THE LOS ANGELES COUNTY SHERIFF'S DEPARTMENT,

the largest sheriff's department 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 Director of the Office of Constitutional Policing 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 position which reports directly to the Division Director of the Office of Constitutional Policing. The Office of Constitutional Policing (OCP) was created by the Sheriff in 2023 to increase public trust and accountability and to review and improve policies and procedures within the Los Angeles County Sheriff's Department.

The Constitutional Policing Advisor position provides advice to executive management, including the Sheriff and OCP Division Director, on a wide variety of issues which significantly impact departmental and County operations. The Constitutional Policing Advisors are tasked with enhancing internal accountability, ensuring compliance with the principles of constitutional policing and the terms of settlement agreements, formulating and implementing internal procedures and policies, and establishing and maintaining effective relationships with the Office of the County Counsel, the Los Angeles County District Attorney's Office, the Office of the Inspector General, the Sheriff Civilian Oversight Commission, and other public and private agencies.

Key competencies of the position include:

» Integrity and Objectivity – Providing independent, sound advice and counsel based on applicable law, facts, data, and information independent of personal agenda, public opinion, or political perspective. Acting with honesty and integrity is paramount.

» Orientation And Trust-Building – Placing a top priority on the needs, interests, and objectives of the public serviced by the Sheriff's Department. Building trust and productive working relationships with department personnel and the communities we serve.

» Organizational Awareness – Understanding the structure, functions, and operations of the Department and the County. Being able to adeptly maneuver through complex political situations. Effectively coping with ambiguity and change, being comfortable handling uncertainty.

Los Angeles County Sheriff's Department

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** - The successful candidate will participate in a defined benefit plan.

» **Cafeteria Benefit Plan –** Benefits may be purchased from the MegaFlex Cafeteria Benefit Plan using a tax-free County contribution of an additional 14.5% of the employee's monthly salary.

» **Flexible Spending Account** -- In addition to tax-free medical and dependent care spending accounts, the County contributes $100 per month to the Dependent Care Spending Account.

» **Savings Plan (401K) –** Optional tax-deferred income plan that may include a County matching contribution of up to 4%of employee's salary.

» **Deferred Compensation Plan (457) --** Optional tax-deferred income plan that may include a County matching contribution of up to 4% of the employee's salary.

» **Non-Elective Leave Days –** 10 paid days per year with the option to buy elective annual leave days. Annual leave days can be used for vacation, sick, or personal leave.

» **Holidays** -- 13 paid days per year.

Duties

Duties include but are not limited to:

» Advice to the Sheriff and Executive Management: Provide independent and sound guidance on sensitive, confidential, and occasionally controversial issues related to accountability, adherence to best practices, policies, procedures, and operations.
» Settlement Agreement Compliance: Ensure LASD policies and practices align with the terms of settlement agreements, consent decrees, and constitutional standards, providing recommendations for necessary reforms.
» Policy Review and Development: Review and revise departmental policies to maintain compliance with federal and state laws, settlement agreements, and constitutional standards.
» Labor Relations and Policy Implementation: Guide proposed policy and procedural changes through the meet and confer process with labor unions, ensuring compliance with collective bargaining agreements and fostering collaborative reform efforts.
» Internal Investigations Oversight: Evaluate internal investigations for objectivity, thoroughness, and adherence to due process, identifying potential deficiencies and areas for improvement.
» Critical Incident and Investigations Monitoring: Review, evaluate, and provide input regarding critical incidents including in-custody deaths, deputy-involved shootings and significant incidents. Provide real-time monitoring, analysis and advice to executives and investigators on pending personnel investigations and disciplinary matters.
» Risk Management and Litigation Monitoring: Track and analyze lawsuits involving the Department to assess patterns, mitigate risks, and develop policy recommendations that strengthen legal compliance and accountability.
» Research and Report Writing: Perform research and provide written analysis or correspondence regarding precedents, case trends, ruling, and laws affecting law enforcement and custody operations. Review, provide feedback, and effectively edit the work of others.
» Community Engagement and Transparency: Foster relationships with community stakeholders, advocacy groups, and oversight bodies to enhance public trust, transparency, and community-oriented policing efforts.

Qualifying Education and Experience Requirements

A Bachelor's degree from an accredited college in criminal justice, political science, public administration or a closely related field and a minimum of 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 conducting and/or supervising complex law enforcement-related investigations. 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 as a Constitutional Policing Advisor, an extensive background investigation will be completed into 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.

For additional inquiries, please contact: Lieutenant Matthew Verzola at (213) 229-3097

Please submit your Statement of Interest and Resume to: maverzol@lasd.org

In the subject line of the email, please indicate: Constitutional Policing Advisor

Los Angeles County Sheriff's Department