INVITES YOUR INTEREST IN THE POSITION OF INSPECTOR GENERAL
The Community

Neighborhoods are Los Angeles. From Granada Hills nestled into the Santa Susanna 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 472 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, the Cathedral of Our Lady of the Angels, the new L.A. LIVE, and the Grand Avenue project. 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 to 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.

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. The LAPD operates on a budget of $1.2 billion and is comprised of almost 13,000 employees (9,862 sworn, 2,888 civilian). The LAPD takes great pride in being a diverse organization which is reflected in sworn officer representation: 19% female; 12% African American; 42% Hispanic; 9% Asian/Pacific Islander/Filipino; and 36% Caucasian.

The Police Commission

The Board of Police Commissioners serves as the civilian oversight body of the Los Angeles Police Department, functioning like a corporate board of directors, setting policies for the department and monitoring its operations. The Board is comprised of five citizen members appointed by the Mayor. The Inspector General reports to and is appointed and removed by the Police Commission. The Chief of Police also reports to the Police Commission and works in cooperation with the Inspector General in assuring proper review of the internal disciplinary process and citizen complaint procedures.
Responsibilities of the Inspector General

The Inspector General plans, assigns, organizes and directs the work and resources of professional and clerical personnel engaged in the oversight of the Los Angeles Police Department’s internal disciplinary process and citizen complaint procedure and audit. The Inspector General acts as staff consultant to the Board of Police Commissioners and handles special investigative assignments at its direction.

The Inspector General reviews and evaluates accountability processes within the Los Angeles Police Department. The Inspector General is responsible for continual monitoring, on behalf and under the direction of the Police Commission, of the internal complaint, investigative, and disciplinary processes within the Los Angeles Police Department. The Inspector General is provided access to all Departmental documents, records and other information and maintains strict confidentiality of these items. The Inspector General will audit selected investigations and conduct systematic reviews of the police disciplinary process to ensure fairness and equity.

Additional responsibilities include serving in an on-call capacity for response to use of force incidents and analysis of use of force complaints with resulting policy recommendations, audits of the Police Department’s degree of compliance with the court-approved transition agreement between the City of Los Angeles and the U.S. Department of Justice, development of tracking mechanisms to identify potential misconduct, audits of Internal Affairs investigative files, supervise and/or provide assistance with the receipt of personnel complaints, and liaison with the Office of the City Attorney.

The Ideal Candidate

The Los Angeles Board of Police Commissioners is searching for an Inspector General who has demonstrated strong organizational and management skills. He/she must be able to effectively communicate complex and sensitive issues, must be well-versed in the current trends and developments affecting police work, and must be competent in legislative and/or legal issues. He/she must have a proven track record of working in partnership with diverse communities and appointed and elected officials based on mutual respect and cooperation. He/she must have excellent interpersonal skills with the ability to project confidence and credibility to the public and the ability to relate to a broad variety of individuals and to emanate the highest level of professional deportment and integrity at all times.

Ideal candidates will have a background or a working knowledge in performance and compliance auditing principles and practices, administrative review of use of force incidents by police officers, criminal law and the elements of offenses, principles of the administration of discipline in law enforcement agencies, public administration, current trends and issues affecting law enforcement, and data analysis and reporting methods.

Five years of highly responsible, full-time paid professional managerial experience, directing and managing through subordinate supervisors, in one or more of the following areas is highly desired: inspector general, performance and compliance audits or investigations, or law administration.

A Bachelors Degree from an accredited college or university with major coursework in Criminal Justice, Public Administration, Political Science, Legal Studies or a related field is required.

May be required to obtain a Federal Top Secret clearance to perform certain oversight functions on behalf of the Board of Police Commissioners.
The Compensation

The salary range for the Inspector General is $133,130 to $165,390 and will be set based on qualifications. Candidates may qualify for a merit-based bonus of up to 11% based on qualifications. The City also offers a competitive benefits package that includes retirement; medical, dental, life, and disability insurance; vacation; and sick leave.

To Apply

If you are interested in this outstanding opportunity, please submit your resume and a cover letter, which details your career accomplishments and how they, in addition to your experience, make you qualified for the LAPD Inspector General position. Also include three work-related references (include name, job title, affiliation and telephone number) to:

Los Angeles Personnel Department  
Charlette Rodgers Starkey  
Executive Recruitment  
E-mail: Per.ExecSearch@lacity.org  
(Electronic submittals are required)

Application Deadline:  
Filing may close anytime on or after Friday, August 19, 2011.  
Questions can be directed to Charlette Rodgers Starkey at (213) 473-9393.

Following the closing date, resumes will be screened against the criteria as outlined. A select group will be asked to provide references 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.

*The position of Inspector General in the Police Department is an exempt, at-will management position. The incumbent will not accrue any civil service tenure, contractual employment rights or due process rights. The Inspector General is appointed by and serves at the pleasure of the Board of Police Commissioners. The Board is comprised of five citizen members appointed by the Mayor. The incumbent may be removed without any finding of cause, by the Board. Such removal would not be reviewable or appealable.

The City of Los Angeles is an Equal Opportunity Employer