



**THE PORT
OF LOS ANGELES**



The Port of Los Angeles is seeking a
DEPUTY CHIEF OF POLICE
Operations Group

“The Mission of the Los Angeles Port Police is to protect the Port of Los Angeles against all hazards through identification and elimination, to ensure free flow and protection of commerce, and to identify, apprehend and prosecute persons who would direct criminal activity toward Harbor Department properties, customers or Port users.”



THE PORT OF LOS ANGELES — AN OUTSTANDING OPPORTUNITY



THE CITY OF LOS ANGELES

The City of Los Angeles, founded in 1781, is the second largest city in the nation with a population of approximately 4 million citizens located in over 470 square miles. The City is a Charter City originally incorporated in 1850. Los Angeles is the principal City of a metropolitan region stretching from the cities of Ventura to the North, San Clemente to the South, and San Bernardino to the East. Fueled by trade with the Pacific Rim countries, the Port of Los Angeles ranks first in the nation in container volume. As home to the film, television and recording industries, in addition to its ethnic and cultural diversity and many important cultural assets, the City of Los Angeles could be identified as a principal global cultural center.

THE PORT OF LOS ANGELES

The Port of Los Angeles serves as a vital hub for global trade and commerce within the United States and serves as the gateway for Pacific Rim cargo moving to U.S. factories and distribution centers.

The Port functions as a Department of the City of Los Angeles, also known as the Los Angeles Harbor Department. A five-member Board of Commissioners, appointed by the Mayor and confirmed by the fifteen-member City Council, creates direction and policy for the Port. Located 20 miles south of downtown Los Angeles in the San Pedro Bay, Port facilities and infrastructure function within 7500 acres and 43 miles of waterfront. The Harbor Department serves as a landlord port

that develops and leases property to tenants who operate their own facilities.

The Port of Los Angeles is self-supporting through the revenues derived from fees such as dockage, wharfage, pilotage, property rentals, royalties and various other Port services. Port assets feature 27 cargo terminals, 270 berths, and the nation's most secure cruise passenger complex, the World Cruise Center.

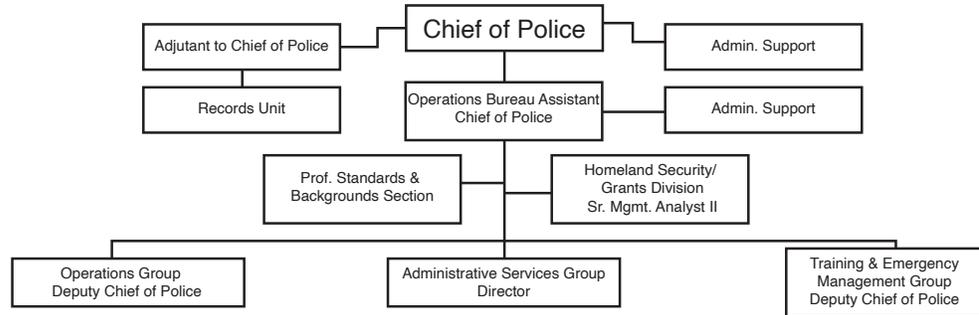
The Port of Los Angeles strives for and is known for maintaining the highest standards in efficiency, safety, security and environmental stewardship. The Port enjoys a worldwide reputation for record-setting cargo operations, groundbreaking environmental initiatives, progressive security and safety measures, and provides diverse recreational and educational facilities, including a vibrant fishing industry.

In addition to containerized cargo, the Port's diverse maritime operations handle bulk products such as scrap metal, steel, break bulk cargo, bulk petroleum products and passengers, automobiles, clothing, furniture, electronics and agriculture. The transportation infrastructure located in and around the Port Complex includes navigational channels, piers and berths, railroad tracks, and road, highway and railroad bridges.

For additional information, please visit the Port of Los Angeles website at:

www.portoflosangeles.org

Los Angeles Port Police Organization Chart



THE LOS ANGELES PORT POLICE

The Los Angeles Port Police is a division of the Los Angeles Harbor Department (The Port of Los Angeles) that employs 229 public safety staff, of which 140 are sworn 830.1 peace officers. With a

proposed budget of approximately \$45 million dedicated to maintaining a safe and secure Port environment, Port Police operations enforce federal, state and local public safety statutes as well as environmental and safety regulations within the Port's jurisdiction. The Port Police patrol the Port of Los Angeles by land, sea, air and underwater. The Operations Bureau of the Port Police consists of Marine and Patrol Operations and Support Services Divisions. These entities provide landside and marine patrol, K-9 services, Dive Unit operations, specialized two-wheel motorcycle traffic enforcement, hazardous materials investigations, and criminal investigative functions. The Port Police Criminal Investigations Section assigns specialized Detectives to several Task Forces including the High-Density Drug Trafficking Area (HIDTA); Cargo Theft Interdiction Program (CTIP), Taskforce for Regional Autotheft Prevention (TRAP), Joint Terrorism Task Force (JTTF) and the Joint Regional Intelligence Center (JRIC). The Port Police are also responsible for oversight of Emergency Management in support of the mission of the Harbor Department in collaboration with the Emergency Management Department of the City of Los Angeles.

The Los Angeles Port Police are led by Chief of Police Thomas E. Gazsi.

In alignment with the Port's Strategic Plan, the Los Angeles Port Police continue their focus on five key result-areas that strengthen its mission. These result-areas are:

- Homeland Security/Critical Infrastructure Protection
- Public Safety
- General Security/Access Control
- Community Relations
- Emergency Management

The Los Angeles Port Police have established a staffing and deployment model that maximizes public safety, including enhanced cruise terminal security during peak season. Security and safety initiatives include staffing and operating the Department Operations Center (DOC), related



emergency management duties and providing a common operational picture in support of regional partners. Radiation and nuclear scanning, detection and interdiction, along with commercial truck inspections, are critical areas of focus throughout the Port complex. The Port Police continue to stimulate community support for commerce and collaborates

with allied local, state and federal law enforcement agencies to ensure public safety and emergency preparedness. The Port Police continue to seek diversification in grant funding in support of resources that are required for completion of its mission.

MARITIME LAW ENFORCEMENT TRAINING CENTER (MLETC)

In partnership with the State of California Emergency Management Agency and the U.S. Department of Homeland Security, the Port of Los Angeles has developed the country's first Maritime Training Center specifically designed to train state and local law enforcement personnel.

The maritime law enforcement training focus provides basic to advanced instruction for crew members on law enforcement and public safety vessels operated by a variety of authorities. Coursework includes boat handling, charting, navigation rules, vessel boarding, arrest procedures, vessel identification, searches, and counterterrorism practices. Most courses are California Peace Officer Standards and Training (P.O.S.T.) certified and consistent with current training doctrine. Courses are available to municipal, county, state or federal law enforcement and military personnel who require maritime skills sets to perform their duties.

All training is conducted at the Port of Los Angeles Maritime Law Enforcement Training Center (MLETC), a state-of-the-art facility that demonstrates the commitment of the Port of Los Angeles to maritime safety and security. The Los Angeles/Long Beach port complex is an ideal location for this type of facility due to generally optimal weather conditions, the excellent federal, state, county and municipal training cadre, and access to local resources.



THE DEPUTY CHIEF OF POLICE POSITION

The Deputy Chief of Police – Operations Group reports to the Chief of Police. This management-level position reflects the high priority City of Los Angeles has placed on comprehensive security and safety oversight for critical Port facilities and infrastructure in service to the of the Port of Los Angeles, its customers, neighboring communities and users. While cargo operations, maritime trade and infrastructure of the Port are physically located within the Los Angeles Metropolitan area, Port facilities are considered national assets since potential interruptions to the flow of commerce at the Port would have a significant impact on the national economy.

The Port Police Operations Group is the 24/7 command and control function overseeing tactical planning, the Department Operations Center (DOC), facilities, security functions and Marine and patrol operations for the Harbor Department. Furthermore, the operations Group is required to respond to emergencies during off-hours and holidays as may be necessary. The Port Police Operations Group adheres to a community-oriented policing posture as the basis for team policing, community relations and employs COMPSTAT analysis for the purposes of crime prevention within a geographic area encompassing 7500 acres of property and 43 miles of waterfront. The Deputy Chief of Police may be required to act as the Chief of Police in the absence of the Chief.

The Deputy Chief will be directly responsible for supervising the three Division Captains and will provide direct supervision and oversight of the day-to-day functions of the organization. The Deputy Chief will have primary oversight of the Professional Standards Unit, personnel matters, planning and research, among other high-level leadership responsibilities.

The Deputy Chief reports to the Chief of Police and also has responsibility for performing general and specialized law enforcement duties and administrative work in the coordination, planning, review, and supervision of the activities in the department. The Deputy Chief has direct supervision of personnel and activities, including supervising subordinate leaders and staff. Work includes assisting in developing and managing the department budget, monitoring

for safe working conditions, investigating complaints from citizens concerning department policies or officer conduct; problem-solving with staff on various issues and activities; assuring quality control; researching leading practices and revising policies and procedures as needed; coaching and mentoring staff for improved performance; maintains accurate accountability and/or ensures departmental records are accurately maintained; assisting the Chief of Police in researching and implementing improvements in departmental services.



MINIMUM QUALIFICATIONS OF THE Deputy Chief of Police – Operations Group

Minimum Qualifications:

At a minimum, candidates must demonstrate a successful law enforcement management career that includes at least two years of experience at the level of Police Captain or at a level equivalent to police commanding officer or higher, managing the patrol, traffic, safety, investigation, intelligence and security activities or operations of a respected law enforcement agency. It is preferred that candidates will also be able to demonstrate integrated emergency management responsibilities and functions in their career path.

Additional minimum qualifications include:

- Successful completion of California P.O.S.T. Certifications at the Basic, Supervisory and Management level or above, or the ability to obtain them
- Bachelor's Degree from an accredited college or university
- The Port of Los Angeles is a Standardized Emergency Management System (SEMS), National Incident Management System (NIMS) compliant jurisdiction and appropriate certifications for operating within the SEMS/NIMS Incident Command System (ICS) organizational structure is required
- Previous experience with technologies in current use within law enforcement such as CAD/RMS/FBR, body camera technology, mobile video and other emerging technologies utilized in contemporary policing is strongly preferred

Desired Qualifications:

A Master's degree is desirable, in addition to a Certified Emergency Manager (CEM) Credential from the IAEM (International Association of Emergency Managers), or an equivalent amount of emergency management education and experience. Emergency management experience may typically be understood to be five to ten years of emergency management responsibility (or a closely related field that has included participation in a full-scale exercise or actual disaster).

Previous law enforcement experience with port-specific threats and emergencies within a maritime environment is considered a plus.

THE "IDEAL" DEPUTY CHIEF OF POLICE

Operations Group

The Deputy Chief of Police will play a vital role in policing operations and implementation for the nation's largest container port. The Port of Los Angeles is proud of its rich history and desires a leader who can build upon the legacy and traditions that have been developed in the Port Police organization. The "ideal" Deputy Chief of Police will bring to the position significant experience in the management of police organizations, patrol operations, crime control, community relations and be able to draw upon career experience in law enforcement. The ideal candidate will possess exceptional interpersonal ability and have the desire to serve a fiscally stable, progressive law enforcement organization dedicated to organizational and regional problem solving through effective policing.

The "ideal" Deputy Chief of Police would also be someone who:

- Will serve as a model for integrity, honesty and work ethic within a highly specialized, accomplished and respected law enforcement organization
- Possesses a high energy level and an operational management style that values openness and collaboration
- Is technologically aware and educated regarding potential port-specific threats and emergencies that may occur within the maritime environment
- Is someone who can anticipate developing security conditions and will help cause Port Police operations and emergency management objectives to evolve in mitigation of potential threats, rather than be unaware of or resistive to the need to adapt
- Views herself/himself as forward-looking and able to focus on both technological and terrorism-related hazards, such as cyber-terrorism, in addition to natural disasters and other external emergencies likely to impact Port facilities and infrastructure
- Remains in contact and involved with all segments of the Port's security and emergency response network to the extent that the Deputy Chief of Police is perceived as someone who values productive interpersonal relationships and is considered approachable and collaborative
- Able to review and analyze reports, studies, projects, grievances and actions and make recommendations for



the appropriate course of action or implementation of new or revised policies and procedures for the Department.

- Will be comfortable interacting with a diverse array of stakeholders that includes local government officials, businesses, residents, and is able to facilitate coordination and collaboration with independent neighboring jurisdictions and entities so that disagreements do not impede the emergency management objectives of the Port
- Brings experience and skill in obtaining and managing grant funding and will be an advocate for current and future programs of the Port Police
- Considers herself/himself a mentor who will support the professional development, training and promotion of existing operational team members
- Will be respectful of ongoing labor/management relationships and is familiar with collective and multi-employer bargaining processes

COMPENSATION AND EXECUTIVE BENEFITS

The proposed salary range for this position is: **\$161,945 – \$212,412**; the salary appointment may be made anywhere within the range, depending upon the qualifications and experience of the successful candidate.

The City of Los Angeles provides a comprehensive and highly competitive Executive Benefit package that includes:

- **Participation in a City Retirement System.** Candidate may qualify for Fire and Police Pensions or LA City Employee Retirement Systems (LACERS). For more information visit www.lafpp.com and www.lacers.org
- **City paid** core health, dental life and long-term disability coverage as well as other supplemental coverage and optional benefits. Additional details may be found at www.keepinglawell.com
- **Deferred Compensation Plan** provided, allowing employees to supplement existing retirement/pension benefits by saving and investing pre-tax dollars
- **Sick Leave** after one year of service; 96 hours of 100% paid leave and 40 hours of 75% sick leave. Both 100% paid leave and 75% sick leave may be accumulated to a total of 800 hours each
- **Vacation Leave** Paid vacation credited commensurate with job-related experience and applicable Memorandum of Understanding (MOU) provisions.

TO BE CONSIDERED

Please submit a persuasive cover letter explaining why you feel you are a good candidate for the position, a resume and at least four professional references (references will not be contacted without prior permission) electronically to: per.execsearch@lacity.org

Submission deadline is subject to close at any time once sufficient applications are received.

Electronic submissions required. Following the resume due date, applicants will be screened in relation to the minimum qualifications and criteria that are outlined in this brochure. The most qualified candidates will be referred to Port Officials for further consideration. Preliminary background checks on the successful candidate will include validation of college/university degrees, certifications, criminal, credit, bankruptcy and motor vehicle record checks, a field investigation, psychological testing and drug screening. Work history references will not be contacted without prior permission.

The City of Los Angeles is an Equal Opportunity Employer and values diversity at all levels of its workforce.

