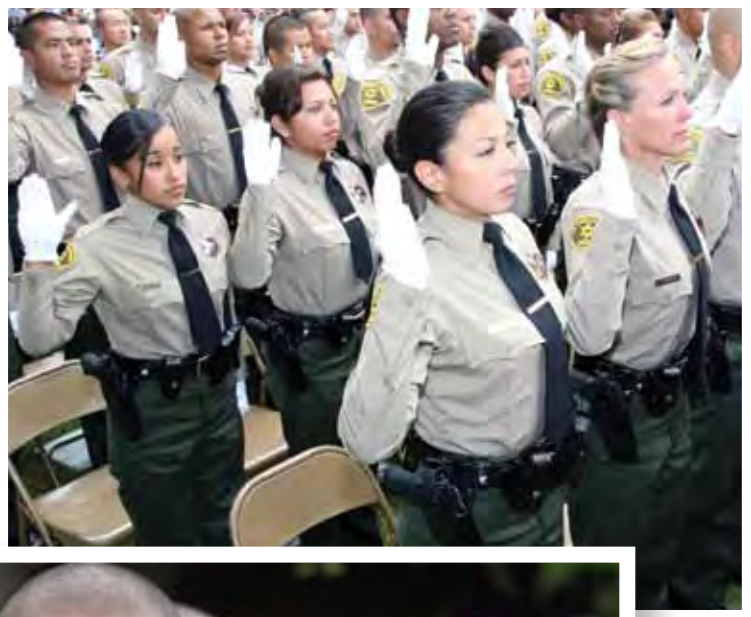




Los Angeles County
Sheriff's Department
DUAL TRACK
CAREER PATH FOR DEPUTIES





Message from the Sheriff

After considerable development and research, it is with great enthusiasm that I present the Dual Track Career Path, (Dual Track) which is the most significant personnel staffing revision in the modern history of the Los Angeles County Sheriff's Department (Department). The necessity to enrich the career opportunities for custody deputies, while at the same time providing a higher degree of professional stability for our correctional facilities has been long overdue.

The Dual Track was developed by the Department to enhance continuity, stability, and accountability in the correctional system and Field Operations related functions. The Dual Track will allow sworn personnel the opportunity to select, remain, and promote within their career path of choice: Custody Division, Field Operations, or both.

The overarching goal of the Dual Track is to enhance the quality of service, training, and to provide personnel and supervisory stability, while emphasizing "Constitutional Jailing," "Procedural Justice," and "Education-Based Incarceration." The Dual Track achieves my desire to provide sworn personnel career freedom, flexibility, and promotional opportunities within the Department's Custody Division.

I have tremendous faith in the integrity, commitment, and professionalism our employees provide to the citizens of Los Angeles County. As the Department continues to evolve, we will endeavor to retain our status as one of the premier law enforcement organizations in the world. My hope is that you will receptively embrace the Dual Track and all of its positive attributes.

Sincerely,



Leroy D. Baca
Sheriff, Los Angeles County





Los Angeles County
Sheriff's Department
DUAL TRACK
CAREER PATH FOR DEPUTIES



Our Core Values

As a leader in the Los Angeles County Sheriff's Department, I commit myself to **honorably** perform my duties with **respect** for the dignity of all people, **integrity** to do right and fight wrongs, **wisdom** to apply **common sense** and fairness in all I do, and **courage** to stand against racism, sexism, anti-Semitism, homophobia and bigotry in all its forms.



The Department's Mission Statement

Lead The Fight To Prevent Crime and Injustice.
Enforce The Law Fairly and Defend The Rights of All,
Including The Incarcerated. Partner With The People
We Serve To Secure and Promote Safety in Our Communities.



Our Creed

My goals are simple, I will always be painfully **honest**, work as hard as I can, **learn** as much as I can and hopefully **make a difference** in people's lives.

Deputy David W. March EOW April 29, 2002



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DUAL TRACK

CAREER PATH FOR DEPUTIES



The Los Angeles County Sheriff's Department (Department) is the largest sheriff's department in the world. With an annual \$2.8 billion budget, it provides law enforcement services to 42 contract cities, 90 unincorporated communities, 10 community college campuses and 3 satellite sites, passengers on the Metropolitan Transportation Authority trains and buses, and 47 Superior Courts.

The Department also operates the largest jail system in the nation, housing up to 20,000 pre-sentenced and sentenced inmates within seven jail facilities. The jail population in Los Angeles County is undoubtedly the most diverse in ethnicity, gang affiliation, and criminal and cultural backgrounds. This requires an in-depth understanding of specific inmate classifications and nuances unique to the Los Angeles County jail culture.

As the leader of one of the finest law enforcement organizations in the nation, Sheriff Baca has endeavored to constantly evolve the Department to keep pace with society, and to enhance public trust and support in both the community and our custodial facilities. During the Department's regular reassessment, it recognized the need to reevaluate its personnel staffing model in the Custody Division to make positive augmentations to enhance the career opportunities of sworn personnel.

The Dual Track Career Path (Dual Track) has been developed by the Department to enhance continuity, stability, and accountability in the Los Angeles County jail system, while ensuring a greater quality of service to the County's inmate population. The Dual Track provides a career path for all sworn personnel who choose to remain and promote within the Custody Division up to the rank of Division Chief.

The implementation of the Dual Track is the single most important personnel revision in the modern history of the Department. Historically, candidates were hired, became recruits and trained in the Sheriff's Academy. Upon graduation as Deputy Sheriff Trainees, they acquired their first duty assignment in the largest jail system in the country. Following their one to five year custody assignment deputies would transfer to Field Operations (patrol assignment), before advancing their career in a specialized area of law enforcement.

The overarching goals are to enhance employee morale, development of a greater cadre of custody subject matter experts, increase supervisory experience, reduce length of time for deputies to transfer to Field Operations, and the ability to maintain the Department's deployment flexibility.

The Dual Track will also advance the Sheriff's mission of making our correctional facilities a safe and secure learning environment while employing "Constitutional Jailing" and "Procedural Justice."



BENEFITS

Improve Stability and Supervisorial Tenure in the Correctional Environment

Personnel who choose to work in the correctional environment will have a sense of pride, investment, and be inspired to affect positive change. As a result, a respect-based learning and working environment will be created for personnel and inmates in the County's correctional community. The custody promotional path will provide supervisors the incentive to remain in custody, hone their expertise, and ensure stability and accountability.

Additionally, to provide varied custody career opportunities, non-coveted, specialized deputy positions within Custody Division will have a mandatory three-year rotation. This will afford deputies assigned to custody greater job knowledge, experience, and expertise. Deviations from the mandatory three-year rotation can be made at the discretion of the Division Chief or higher level executive.

Reduce the Length of Time for Sworn Personnel to Transfer to Patrol

Currently, deputies with extensions work in Custody Division for 4 to 14 years, depending on their requested patrol station(s). It is anticipated that within the next three years, assuming the Department's general budget remains stable, deputies who desire to transfer to Field Operations will experience a drastic reduction in time spent at their first assignment in custody. It is projected that Custody Division will eventually become staffed by deputies invested in pursuing careers within the correctional community. Sheriff Academy graduates will transfer directly to Field Operations once all custody vacancies are filled (Attachment I and J - Average to Patrol Matrix & Deputy Patrol Interest Survey).

Enhancement of Morale

Personnel who choose to remain in Custody Division will be afforded a career path that will enhance their sense of identity, pride, and contribution to affect positive change in the correctional community. Conversely, deputies who choose to transfer to Field Operations may have a minimal stay in a custody assignment and will be afforded the opportunity to transfer between Custody Division and Field Operations.

Cost Effectiveness

The Dual Track is projected to be cost neutral to the County and Department.

No Impact to Training

Deputy Sheriff training will remain unchanged, regardless of assignment in Custody Division or Field Operations. The Sergeant Supervisory School will also remain unchanged. Newly promoted Custody sergeants will attend a 40 hour Custody Division Orientation. Patrol sergeants will continue to attend Field Incident Command School.

Deployment Strength

All Deputy Sheriff Trainee applicants who successfully complete the Sheriff's Academy will become full sworn peace officers, pursuant to 830.1(a) P.C., thereby maintaining the Department's deployment flexibility for Federal, State, or County emergencies.

CHALLENGES

Recruiting Candidates for Field Operations

It is projected that within 7 to 10 years sworn vacancies in Custody Division will become filled by deputies who desire a Custody career path. Personnel Administration Bureau must then focus on recruiting applicants who are interested in a Field Operations career. Those candidates must be prepared to transfer directly to Field Operations following successful completion of their academy training.

It is anticipated that staffing levels in Field Operations Regions II and III will not be significantly impacted by the Dual Track. However, Field Operations Region I, particularly Lancaster, Palmdale, and Lost Hills Stations, may have difficulty maintaining their sworn personnel staffing model. To address the staffing strategy, Personnel Administration Bureau and Training Bureau will develop a plan to increase the number of North County Academy classes.

Maintaining Department Diversity

An increase in the percentage of females who choose a career path in the Custody Division is anticipated with the implementation of the Dual Track. Should the need arise to increase the percentage of females in Field Operations or coveted positions, the Department must focus its recruitment efforts toward female candidates desiring a Field Operations career. Nonetheless, the Department will continue the standard and practice of recruiting and hiring only the most qualified candidates representing the diverse population of Los Angeles County.





DUAL TRACK HIRING PROCESS

Application, Hiring Process, and Requirements

A check box has been added to the employment application where applicants will indicate their desire to pursue a career path in custody, patrol, or both. Based upon the Department's vacancies and needs, the applicant will be processed accordingly.

The hiring process and requirements for the Deputy Sheriff Trainee position will remain unchanged (Attachment C - Deputy Sheriff Trainee Class Specification).



Academy Training

The Sheriff's Academy training curriculum will remain unchanged. Upon graduation, all Deputy Sheriff Trainees will become fully sworn peace officers pursuant to 830.1(a) P.C.

Deputy Assignments

Based upon the Department's needs, deputies graduating from the Sheriff's Academy will be assigned to Custody Division. Those deputies desiring a career in Custody Division will be allowed to remain and their decision is non-binding. Upon completion of their probationary period, deputies interested in pursuing a career in Field Operations (patrol) shall submit at least one, but no more than three, patrol station(s) for the transfer preference roster. Deputies that choose not to select a patrol station will remain in Custody Division.



All non-patrol certified deputies assigned to Court Services Division who submit a patrol extension must transfer to Custody Division upon activation of the extension. Deputies seeking a career in Field Operations, provided they have submitted a patrol transfer request, may remain in or transfer to Court Services Division until their patrol transfer is activated. Patrol certified deputies can transfer throughout the Department based upon their Department seniority.

It is anticipated Custody Division's staffing model will eventually become comprised solely of deputies invested in seeking a career path within Custody Division. Once all custody vacancies are filled, deputies graduating from the academy will transfer directly to Field Operations. Field Operations deputies who do not successfully become patrol certified within their probationary period are subject to an Executive Review by the Assistant Sheriffs of Field Operations and Custody Division. Requests for a Review will be conducted on a case-by-case basis. The Executive Review will explore several options for the employee, which includes but are not limited to a transfer to Custody Division, based upon the Department's needs; demotion to



another job classification; restoration to previous job classification (if previously employed by a County Department) or subject to discharge. If discharged, restoration rights may be requested and evaluated on an individual basis by the Department.

Deputy Salary

The monthly entry-level deputy sheriff salary will remain the same. Non-patrol certified deputies assigned to Custody or Court Services Divisions will reach their maximum level of pay at Step 6. Deputies who are patrol certified will reach their maximum level of pay at Step 7 (Attachment D - Deputy Sheriff Salary Schedule).



SERGEANT

PROMOTIONAL PROCESS REQUIREMENTS

Patrol Sergeant Career Path

Option A: Three years of experience beyond the completion of the probationary period as a deputy sheriff in the Los Angeles County Sheriff's Department. Prior to application, candidates must be patrol certified. Applicants currently employed as a Los Angeles County Deputy Sheriff who were placed on the sixth step of the salary range prior to June 2, 1982, will be accepted.

Option B: Two years of experience beyond the completion of the probationary period as a deputy sheriff in the Los Angeles County Sheriff's Department -AND- four years of paid experience beyond the completion of the probationary period as an officer, or higher, of the Los Angeles County Police. Prior to application, candidates must be patrol certified.

Option C: Currently hold the payroll title of deputy sheriff -AND- previously held a permanent status as a sergeant, or higher, of the Los Angeles County Police. Prior to application, candidates must be patrol certified.

NOTE: Personnel who are non-patrol certified as a deputy sheriff are ineligible to supervise outside the custody environment (e.g., field operations, detective, etc.) unless an emergency situation is declared by the Sheriff's Department, County, State, or Federal entity.





Custody Sergeant Career Path

Option A: Four years of experience beyond the completion of the probationary period as a Deputy Sheriff in the Los Angeles County Sheriff's Department. Prior to application, candidates must have completed six months in a custody assignment as a Deputy Sheriff in the Los Angeles County Sheriff's Department. Applicants currently employed as a Los Angeles County Deputy Sheriff who were placed on the sixth step of the salary range prior to June 2, 1982, will be accepted.

Option B: Three years of experience beyond the completion of the probationary period as a Deputy Sheriff in the Los Angeles County Sheriff's Department -AND- four years of paid experience beyond the completion of the probationary period as an Officer, Los Angeles County Police or higher. Prior to application, candidates must complete six months in a custody assignment as a Deputy Sheriff in the Los Angeles County Sheriff's Department.

Option C: Currently hold the payroll title of Deputy Sheriff -AND- previously held a permanent status as a Sergeant, Los Angeles County Police or higher. Prior to application, candidates must complete six months in a custody assignment as a Deputy Sheriff in the Los Angeles County Sheriff's Department.

Patrol Lieutenant Career Path

Sworn personnel must have two years of paid experience at the permanent rank of sergeant in the Los Angeles County Sheriff's Department. Prior to application, candidates must have successfully completed the field training program and received patrol certification as a deputy sheriff.

Custody Lieutenant Career Path

Sworn personnel must have two years of paid experience at the permanent rank of sergeant in the Los Angeles County Sheriff's Department. Prior to application, candidates must have completed six months in a custody assignment including successful completion of the custody training program (Attachment F – Lieutenant Class Specification).



LIEUTENANT

SERGEANT AND LIEUTENANT PROMOTIONAL EXAMINATION

The examination will consist of a written test, a structured interview, and an appraisal of promotability. Composition and weighting of the examination components are subject to change without notice.

Written Test

The written test will be divided into three sections that will assess the knowledge required to perform the duties of a sergeant or lieutenant in either Custody Division or Field Operations.

Section A: Custody-related policy, procedures, statutes, and laws.

Section B: Policy and procedures, statutes, and laws common to Custody and Patrol.

Section C: Patrol-related policy, procedures, statutes, and laws.

Custody Career Path – candidates will take sections A and B.

Patrol Career Path – candidates will take sections B and C.

Dual Career Path - candidates will take sections A, B, and C.

Non-patrol certified deputies will only qualify for sections A and B. Patrol certified deputies who have not met the mandates of Custody training will only qualify for sections B and C. Patrol certified deputies who meet custody training requirements will qualify for sections A, B, and C, and could potentially be eligible to promote from either the Patrol or Custody Certification List.



Structured Interview

The structured interview will assess the knowledge, skills, and abilities necessary to perform the duties of a sergeant or lieutenant. There will be a different structured interview for each career path.

Appraisal of Promotability

The appraisal of promotability will evaluate a candidate's potential for performing at the level of a sergeant or lieutenant.

Certification Lists

At the conclusion of the promotional examination process, Custody Division and Field Operations certification lists will be promulgated. Candidates who tested for both career paths could potentially be eligible to promote from either certification list. Eligible candidates on either list, who waive their promotional rights, shall sign a waiver expressing a desire to bypass the current promotional process. Signing the waiver will not affect the candidate's eligibility on future lists. The candidate's name will remain active for the life of said certification list. Each time the candidate elects not to accept a promotional opportunity, the process must be repeated until Personnel Administration Bureau nullifies the existing certification list.

SUPERVISOR CAREER ADVANCEMENT

Sergeant and Lieutenant

Candidates must complete six months in a custody assignment, including successful completion of the custody training program to gain eligibility to apply for the Custody sergeant or lieutenant promotional examinations.

Patrol certified personnel who accept a custody promotion must remain in Custody Division for a minimum of five years before being eligible for a lateral transfer out of Custody. After this period, qualified patrol certified personnel can transfer throughout the Department.

Non-patrol certified personnel who choose a promotional career path in Custody Division, must remain in Custody Division.

Non-patrol certified supervisors within Custody Division, who desire a career path in Field Operations, must voluntarily demote to the permanent rank of deputy sheriff; transfer to Field Operations and successfully complete patrol training. Once patrol certified, to obtain supervisory status in Field Operations, candidates must participate in the promotional examination process and be selected from the certification list.

Non-patrol certified supervisors assigned to Custody Division, who voluntarily demote and transfer to Field Operations, but are unsuccessful in the patrol environment may request to return to Custody Division at their previous rank. Each request shall be evaluated on an individual basis, consistent with County Code, by the Director of Personnel Administration Bureau, Assistant Sheriff of Custody Division, and the County Chief Executive Office.

Sergeant and Lieutenant Salary

Custody Sergeants and Lieutenants that are non-patrol certified will reach a maximum level of pay at Step 5. Custody Sergeants and Lieutenants that are patrol certified will attain a maximum level of pay at Step 6. (Attachments G and H - Sergeant and Lieutenant Salary Schedule).

Captain, Commander, and Division Chief

Non-patrol certified candidates must remain in Custody Division; exceptions to this will be at the discretion of the Sheriff.

Patrol certified candidates will be able to promote within Field Operations. Prior to applying for a Custody Division promotional examination, candidates must successfully complete the custody training program. Personnel Administration Bureau will monitor all employees through Departmental data systems to ensure requirements are met.

Executive Salary

The criteria for the promotional examination process for Captains and above will remain unchanged. Salary parity will begin at the rank of Captain.

LESSONS LEARNED

Modified Deputy Program 1998

In 1998, the Department requested and received approval from the California Peace Officers Standards and Training Commission (POST) to implement an innovative job reclassification of the Deputy Sheriff position. From 1999 through 2001, the Department implemented the Modified Deputy Program to address significant staffing shortages and expedite the rotation of Custody Deputies to



patrol.

Law enforcement personnel who successfully completed the Sheriff's Academy's abbreviated curriculum were awarded partial, on-duty, peace officer status as Modified Deputies and assigned to County custody facilities. Modified Deputies were not POST certified pursuant to Section 830.1(a) of the California Penal Code (P.C.), had limited on-duty status, and could not perform field duties unless they were accompanied by a POST certified Deputy Sheriff (per Section 831.5 P.C.). To fulfill the mandated patrol transfer requirements, Modified Deputies had to return to the Sheriff's Academy to complete the full POST-certified curriculum and transfer to a patrol assignment upon graduation.

The program was terminated in 2002, due to unforeseen challenges, which included an unexpected financial burden to the County and the Department.



2011 Survey of Modified Deputy Participants

In November 2011, a survey was conducted by the Department to obtain an evaluation and assessment of the Modified Deputy Program. Of the 405 Deputies who originally participated in the program, 380 were reachable and 226 were surveyed. Participation in the survey was strictly voluntary and confidential to encourage and elicit honest responses.

The survey responses were insightful and revealed unknown facts, which proved valuable in formulating appropriate recommendations for the Dual Track.

The results of the survey are summarized below:

- 68% percent disliked the program because it created the perception that Modified Deputies were second-class Deputies
- 70% opined the program was detrimental to their career
- 65% believed the program negatively affected their relationships with co-workers
- 77% were openly disparaged by POST certified Deputies
- 60% would not recommend reinstatement of the program
- 40% felt a promotional path in Custody Division would improve the program

For more detailed information, see the Modified Deputy Survey (Attachment A - Modified Deputy Survey).

Although the Modified Deputy Program presented many unforeseen shortcomings, only through a careful analysis and understanding was the Department able to effectively develop the new Dual Track model.



Agency Comparative

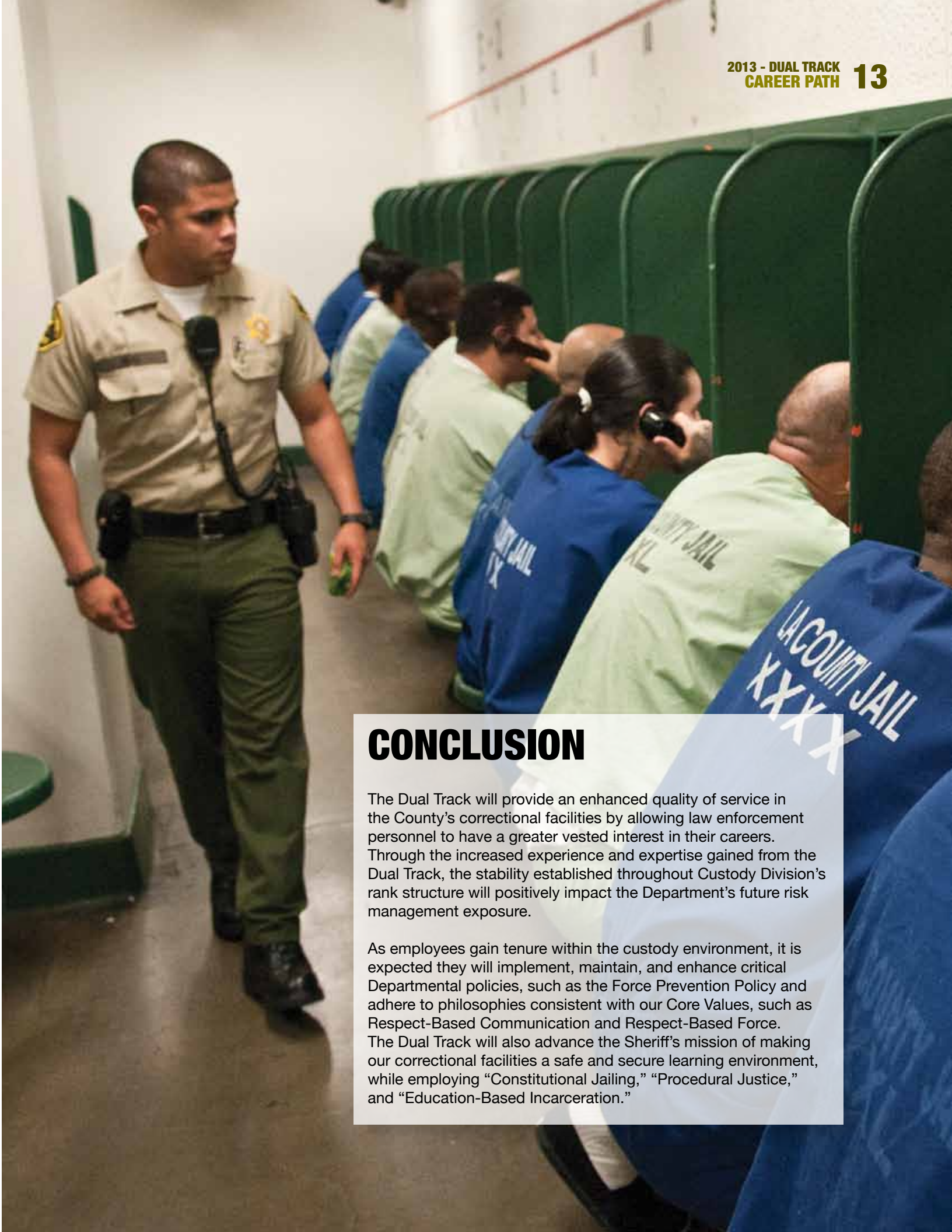
During the research and development stage of the Dual Track, an industry survey of California sheriff's departments was conducted. The agencies employed varied custody career paths for their custody personnel. One of the primary themes expressed by the surveyed departments was that operating separate custody and patrol academies caused deep dissension between the respective graduates.

The Dual Track is different from any existing program in the State. All sworn personnel will attend the same Sheriff's Academy and graduate as fully sworn peace officers. The Dual Track allows sworn personnel to be interchangeable, especially in situations of emergencies. Personnel have complete non-binding control over their desired career path in Custody Division or Field Operations.

In addition, a greater degree of cohesion is expected because personnel are bound by the same academy training and curriculum.

Dual Track Career Path Survey 2012

In November 2012, during the Department's final evaluation of the Dual Track, an employee e-survey was conducted to determine the level of understanding and acceptance of offering sworn personnel a promotional career path within the custody environment. The survey's target population was the 3,364 Deputies assigned to both; Custody Division and Court Services Division. The e-survey consisted of four questions which queried the participants' desire to pursue a career in the Custody Division. Of this total, 2,347 Deputies (69 percent) participated in the survey. The survey's results revealed that 42 percent of Custody and Court Services Deputies desired to remain in the Custody Division. Furthermore, 71 percent of the survey participants believed the custody environment would become more stable by implementing the Dual Track (Attachment B – Dual Track Survey 2012).



CONCLUSION

The Dual Track will provide an enhanced quality of service in the County's correctional facilities by allowing law enforcement personnel to have a greater vested interest in their careers. Through the increased experience and expertise gained from the Dual Track, the stability established throughout Custody Division's rank structure will positively impact the Department's future risk management exposure.

As employees gain tenure within the custody environment, it is expected they will implement, maintain, and enhance critical Departmental policies, such as the Force Prevention Policy and adhere to philosophies consistent with our Core Values, such as Respect-Based Communication and Respect-Based Force. The Dual Track will also advance the Sheriff's mission of making our correctional facilities a safe and secure learning environment, while employing "Constitutional Jailing," "Procedural Justice," and "Education-Based Incarceration."

FREQUENTLY ASKED QUESTIONS





DEPUTY SHERIFF JOB CLASSIFICATION

1. **Are there any changes to the current Deputy Sheriff classification?**
 - No, in fact the Dual Track will provide personnel greater career flexibility.
2. **Will applicants who seek a custody career path be required to attend the POST approved Sheriff's Academy?**
 - Yes, all candidates will attend the Sheriff's Academy and upon graduation and successful completion of the probationary period be awarded a Basic Post Certificate per 830.1(a) P.C.
3. **If I select the custody career path at the time of my application, can I amend my career path and transfer to patrol?**
 - Yes, an applicant's career choice, at the time of application, is non-binding. Upon graduation from the Sheriff's Academy, new deputies will be assigned based on the needs of the Department. At the completion of the deputy's probationary period, all deputies will be afforded the opportunity to reconsider their chosen career path and submit the appropriate transfer requests.
4. **Will annual extensions be granted?**
 - Yes.
5. **Will it be necessary to submit a Patrol Transfer Preference Request?**
 - Yes, requests shall be submitted after successful completion of the deputy's probationary period if a transfer to Field Operations is desired.

16 FREQUENTLY ASKED QUESTIONS

- 6. If a deputy fails patrol training on the first attempt, can he/she return to custody?**
 - Yes, provided the deputy's last Custody Division Performance Evaluation was minimally rated competent, and his/her return is approved by the Custody Division Assistant Sheriff.

- 7. If a deputy fails patrol training a second time can he/she return to custody?**
 - Subject to Executive Review. The Assistant Sheriffs of Field Operations and Custody Division will review each request on a case-by-case basis.

- 8. Can non-patrol certified deputies work in Court Services Division?**
 - Yes, after successful completion of the probationary period in Custody Division, provided all mandatory custody training has been satisfied. Non-patrol certified deputies may transfer to Court Services Division provided the deputy has submitted a patrol transfer request. Once assigned, non-patrol certified deputies will transfer to Field Operations upon the activation of their patrol transfer or return to Custody Division if a Patrol Extension Request was submitted.
 - Academy graduates may be transferred to Court Services Division based upon the needs of the Department; however, upon completion of their probationary period they must select a career path and abide by the policies as set forth in the Dual Track Career Path.

ASSIGNMENTS

- 1. Can a non-patrol certified supervisor transfer to a patrol assignment?**
 - No, non-patrol certified supervisors will only be assigned to Custody Division.

- 2. Can patrol certified supervisor work a custody assignment?**
 - Yes, the supervisor must have worked a custody assignment for a minimum of six months and have completed all mandated custody required training prior to appointment. Patrol certified candidates promoting into Custody Division are mandated to a five year commitment before being eligible for a lateral transfer to Field Operations.

SALARY

- 1. Will a non-patrol certified deputy receive the same salary as a patrol certified deputy?**
 - No, the current policy will remain in effect. Non-patrol certified deputies will reach their top step in salary at Step 6.

- 2. Will non-patrol certified supervisors receive the same salary as patrol certified supervisor?**
 - Custody Sergeants and Lieutenants that are non-patrol certified will reach a maximum level of pay at Step 5. Custody Sergeants and Lieutenants that are patrol certified will attain a maximum level of pay at Step 6.
 - There will be parity in pay at the rank of captain.

PROMOTIONAL EXAMINATION

- 1. Can a non-patrol certified sergeant restore to the previous rank of custody sergeant if he/she fails patrol training?**
 - Personnel, who voluntarily demote from Custody Division to Field Operations, but later request to return to Custody Division at their previous rank, may request restoration rights. Each request shall be evaluated on an individual basis, consistent with County Code, by the Director of Personnel Administration Bureau and the County Chief Executive Officer (CEO).
- 2. Can a non-patrol certified lieutenant laterally transfer to Field Operations?**
 - Non-patrol certified supervisors within Custody Division, who later desire a career path in Field Operations, must voluntarily demote to the permanent rank of Deputy Sheriff, transfer to Field Operations, successfully complete patrol training, and become patrol certified. Once patrol certified, candidates must test and be reachable on the certification list to obtain supervisory status in Field Operations.

Sergeant

Non-patrol certified custody deputies will qualify to take the Custody Sergeant Promotional Examination after four years of paid experience beyond the completion of the probationary period. Patrol certified deputies qualify to take the Patrol Sergeant Promotional Examination after three years of paid experience beyond the completion of the probationary period; patrol certification must be obtained prior to applying for the exam.

The Promotional Written Test will consist of three sections:

Section A – Custody-related policy and procedures, statutes, and laws.

Section B – Policy and procedures, statutes, and laws common to Custody and Patrol.

Section C – Patrol-related policy and procedures, statutes, and laws.

Custody Career Path – candidates will take sections A and B.

Patrol Career Path – candidates will take sections B and C.

Dual Career Path - candidates will take sections A, B, and C.

The Appraisal of Promotability will be a part of the examination process and there will be a different structured interview for each career path: Custody Division and Field Operations.

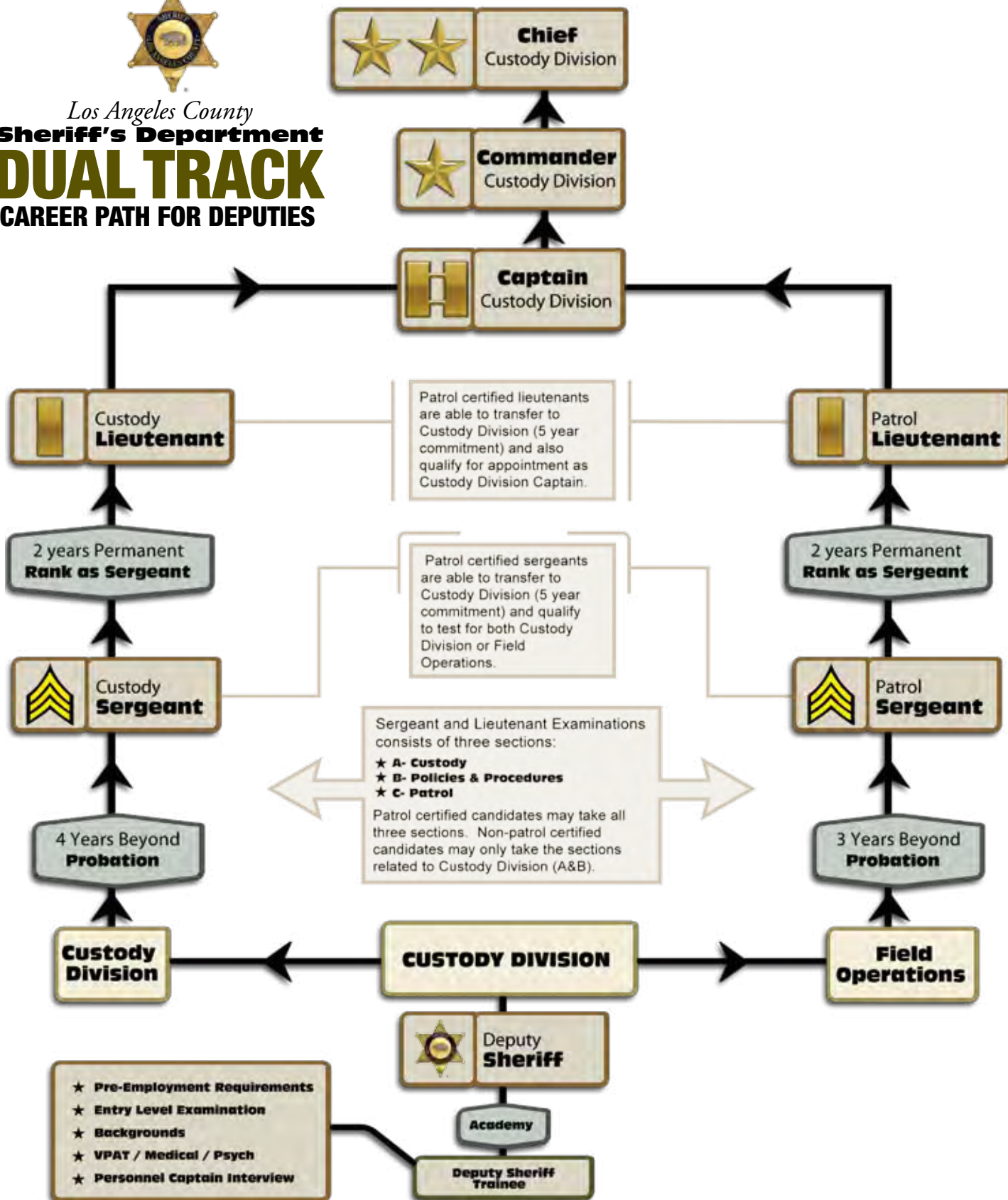
Non-patrol certified deputies will only qualify for sections A and B. Patrol certified deputies who meet Custody training requirements will qualify for sections A, B, and C, and could potentially be eligible to promote from either the Patrol or Custody Certification List.

Lieutenant

Candidates will qualify to take the Lieutenant Promotional Examination after two years of paid experience at the permanent rank of sergeant. The lieutenant examination process is the same as the sergeant examination process.



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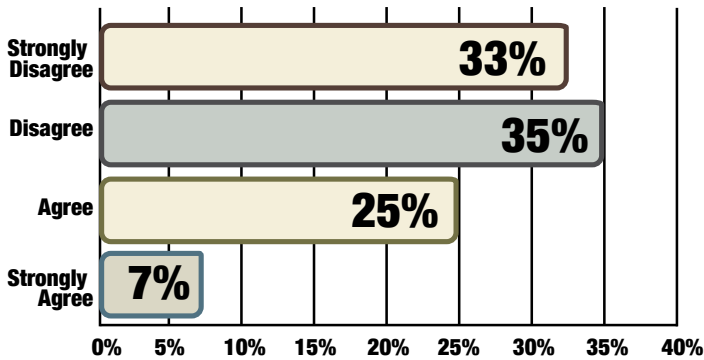
Attachment A

MODIFIED DEPUTY SURVEY

380 Modified Deputies Were Contacted & 266 Responded

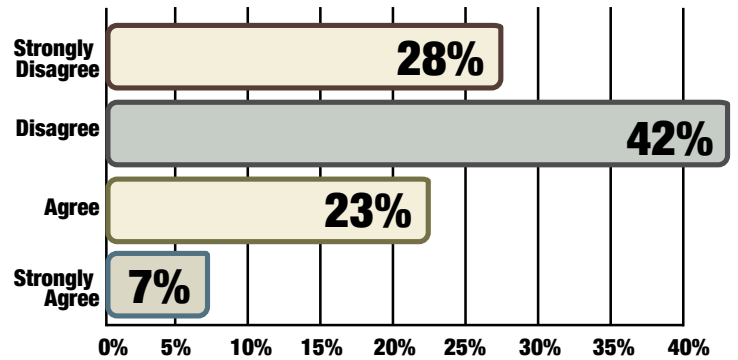
SECTION I

I enjoyed being part of the modified deputy program.



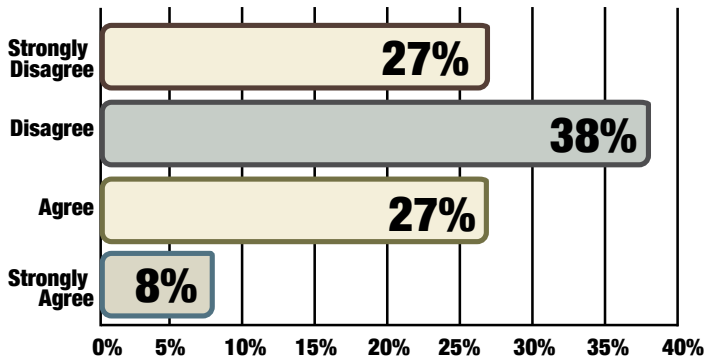
SECTION II

Being part of the modified deputy program has had a positive impact on my career.



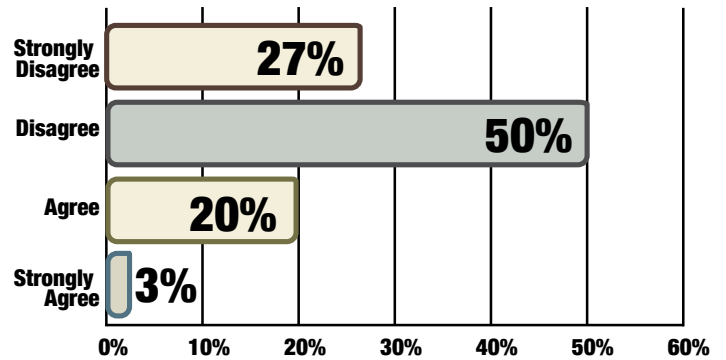
SECTION III

Being a modified deputy did not affect my relationship with CAs, regular deputies, nor supervisors.



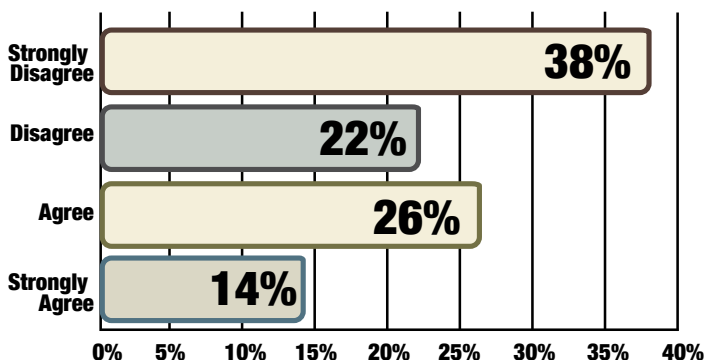
SECTION IV

I was never the subject of any adverse comments base upon my position as a modified deputy.



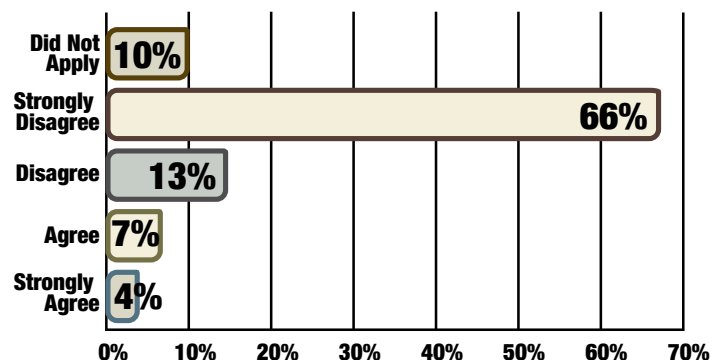
SECTION V

I would recommend the Department again implement the Modified Deputy Program, designed to allow deputies to have a career custody deputy option.



SECTION VI

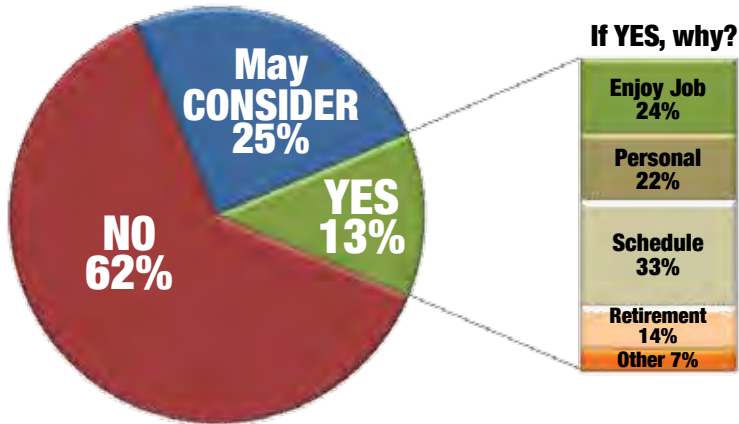
I would have taken the option of a career custody deputy position instead of completing my POST certification through enrollment in an additional academy, if available.



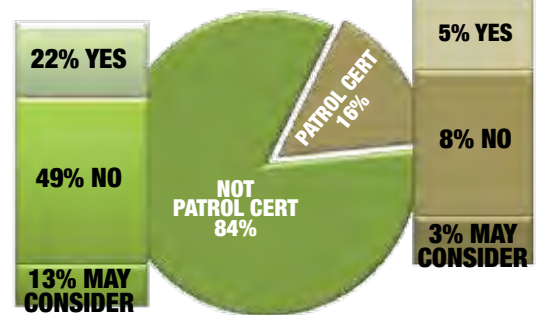
Attachment B

1.

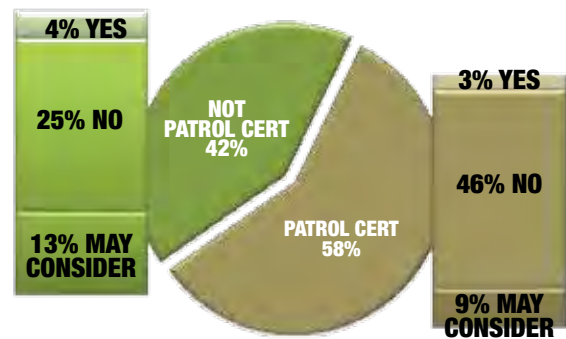
As a deputy sheriff, and given the option, would you choose to spend your career in Custody Division?



Custody Division Responses

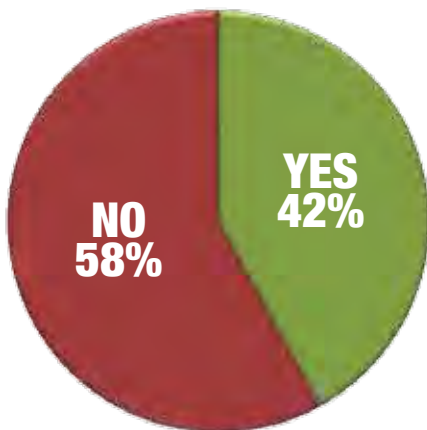


Court Services Division Responses

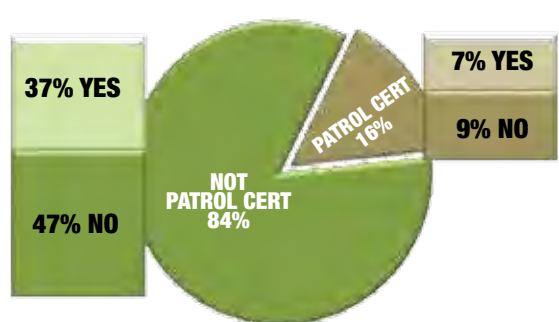


2.

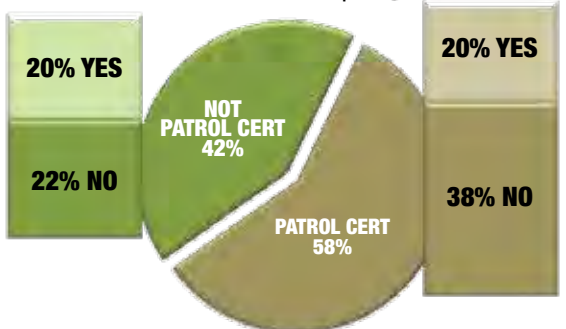
Would you choose to spend your career in Custody Division if there was a promotional path, e.g., sergeant, lieutenant, captain, commander, or Chief?



Custody Division Responses



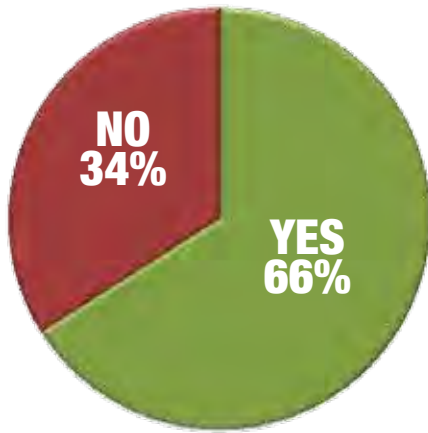
Court Services Division Responses



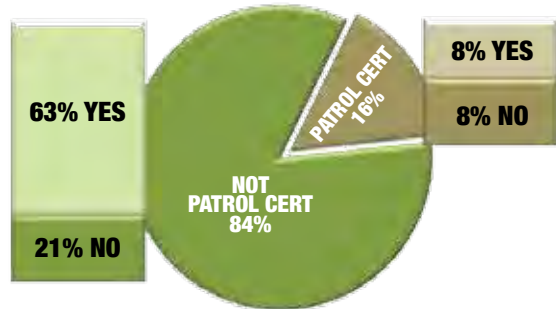
Attachment B

3.

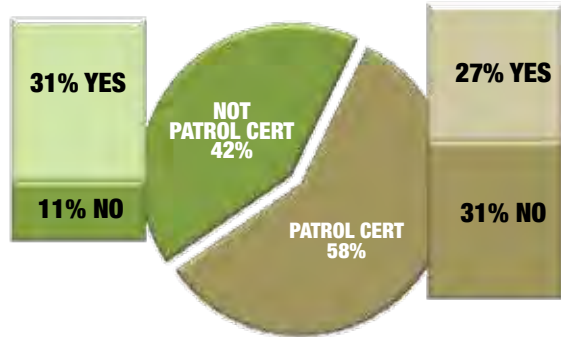
Do you believe affording deputy sheriffs a promotional path in Custody Division will enhance the level of service within the Department's jail facilities?



Custody Division Responses

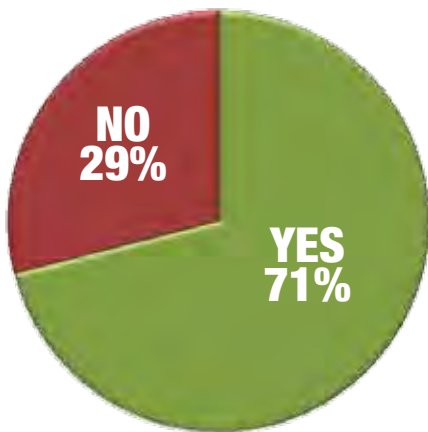


Court Services Division Responses



4.

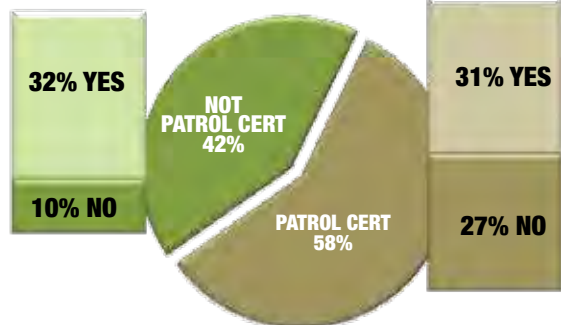
Do you believe offering deputy sheriffs a custody promotional path will enhance stability within the Custody Division?



Custody Division Responses

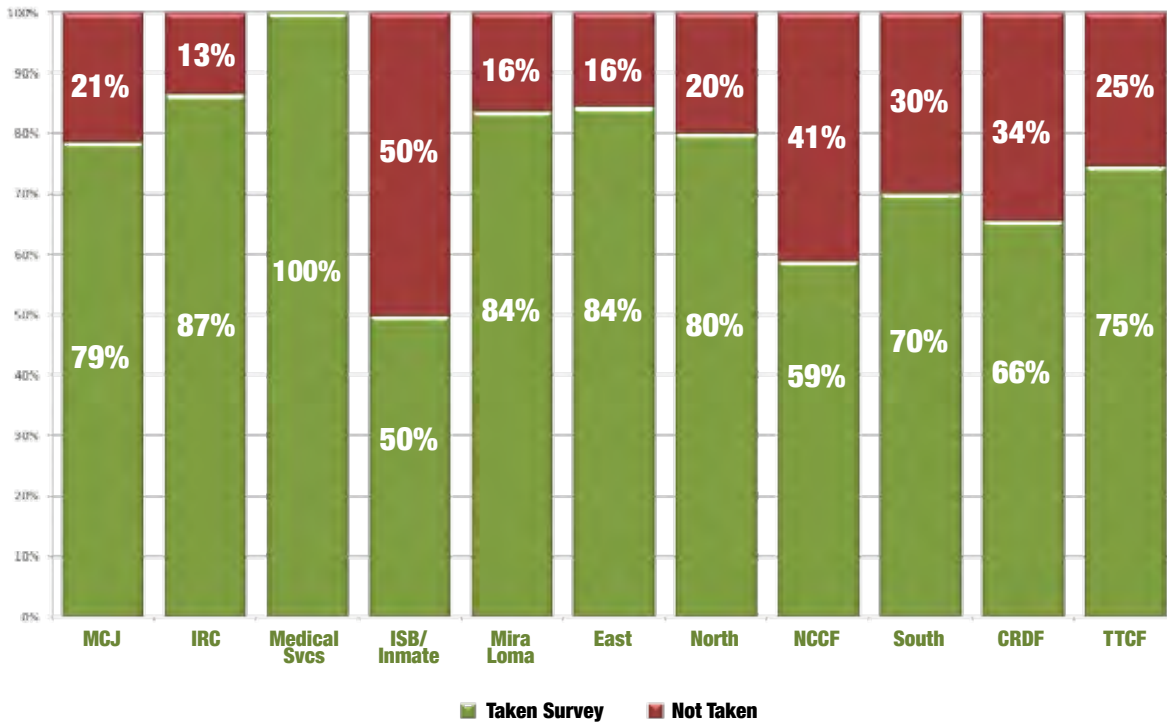


Court Services Division Responses

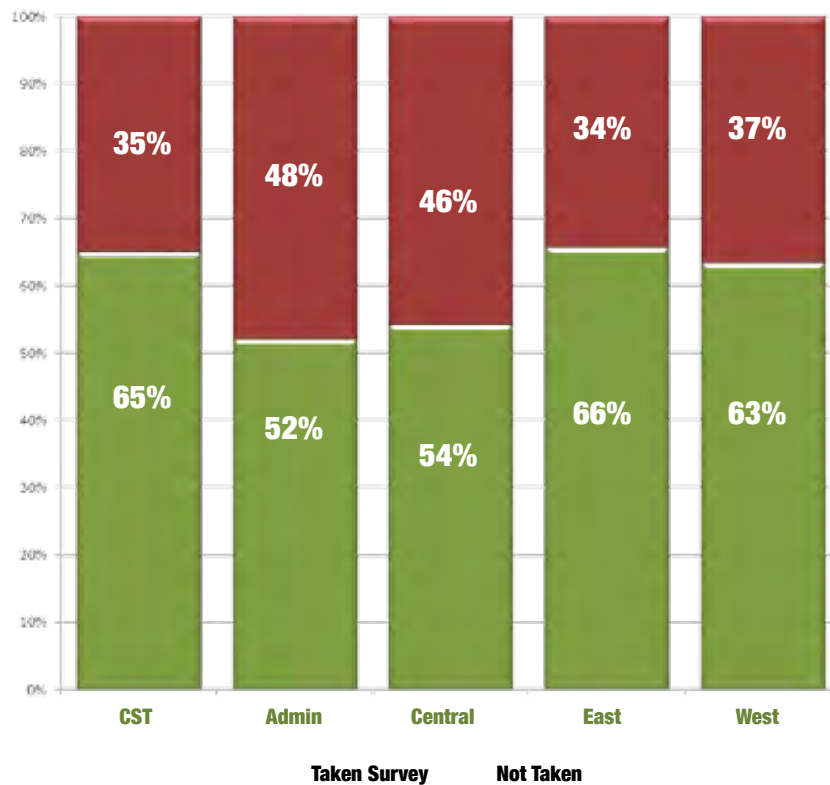


Attachment B

CUSTODY DEPUTY PERSONNEL PARTICIPATION IN THE DUAL TRACK SURVEY



COURTS DEPUTY PERSONNEL PARTICIPATION IN THE DUAL TRACK SURVEY



Attachment C

**DEPUTY SHERIFF TRAINEE**
CLASS SPECIFICATION**ITEM NUMBER:** 2707**APPROVAL DATE:** 03/01/2007**DEFINITION:**

In a non-sworn capacity, participates in a basic law enforcement training program at the Sheriff's Training Academy as certified by the California Commission on Peace Officer Standards and Training (P.O.S.T.).

CLASSIFICATION STANDARDS:

Positions allocable to this trainee class are characterized by participation in a formal law enforcement training program involving both classroom and practical instruction in subjects such as criminal law, evidence and investigation, patrol and traffic procedures, administration of justice, police/community relations and jail custody and operations. Incumbents must possess the ability to assimilate classroom instructions covering a wide variety of academic and technical subjects as well as physical skill and coordination to become proficient in firearm and weaponless defense techniques.

EXAMPLES OF DUTIES:

Receives instruction in the interpretation and application of laws contained in various State codes and local ordinances such as the Penal Code, Vehicle Code, Welfare and Institutions Code, and Los Angeles County ordinances.

Receives instruction in basic criminal and traffic accident investigation procedures and techniques, including crime scene preservation, witness interrogation, and evidence collection.

Participates in a firearms training course: learns proper safety procedures, care and use of small arms, as well as, Department regulations and legal limitations upon firearm use.

Receives classroom instruction and makes field observations of patrol procedures: learns radio operation techniques, vehicle stop procedures, and methods of traffic control.

Observes senior peace officers in the performance of various patrol procedures and techniques.

MINIMUM REQUIREMENTS:**TRAINING AND EXPERIENCE:**

Graduation from an accredited high school* -OR- A General Education Development Credential (GED) -OR- A California High School Proficiency Certificate -OR- Have attained a two-year or four-year degree from an accredited college or university.

*In accordance with the provisions of California Government Code Section 1031(e), accredited high schools are those accredited by certifying organizations recognized by the United States Department of Education and include accredited public and non-public high schools in the United States and accredited United States Department of Defense high schools.

Attachment C

LICENSE:

A valid California Class C Driver License is required to perform job-related essential functions.

PHYSICAL CLASS:

4 - Arduous.

OTHER REQUIREMENTS:

AGE:

At least 20 years of age at time of appointment.

CITIZENSHIP:

Applicant must be a citizen of the United States or a permanent resident alien who is eligible for and has applied for citizenship.

PHYSICAL REQUIREMENTS:

Applicant must be in good general physical condition, free from any medical condition that would interfere with the satisfactory performance of the essential duties of this position.

VISION:

(1) Acuity - At least 20/70 in each eye without correction, correctable to 20/30 in each eye. Successful soft contact lens wearers are not required to meet the uncorrected standard as long as their corrected vision is 20/30 in each eye.

(2) Color perception - Anything other than minor hue impairment is disqualifying.

HEARING:

There may be no greater than a 25 dB loss in the better ear as averaged over the test frequencies of 500, 1000, 2000, and 3000 Hz. There may not be a peak loss at any of the test frequencies greater than:

30 dB at 500 Hz

30 dB at 1000 Hz

40 dB at 2000 Hz

40 dB at 3000 Hz

There may be no greater than a 35 dB loss in the worse ear as averaged over the test frequencies, and no peak loss greater than 45 dB at any of the test frequencies. In the case of a questionable, unusual, or borderline hearing loss, the applicant's record may be reviewed by the Occupational Health Program's Service Consultant for final determination of qualifications.

HEIGHT-WEIGHT RELATIONSHIP:

Although there are no minimum or maximum height requirements, the height-weight relationship of each applicant must either (1) fall within the ranges in the following table or (2) if the applicant's height is not included on the table, be found to be acceptable after individual evaluation. Height measurements are made without shoes. Weight measurements are made without shoes and coat. Applicants whose height falls between any of the measurements shown on the table must meet the requirements of the lower height. Individuals who do not meet the standard shall have their body fat measured. Female candidates whose body fat is 33% or less may be qualified. Male candidates whose body fat is 22% or less may be qualified.

Attachment C

MALE: HEIGHT

WEIGHT:

5 ft. 0 in.	110 lbs. to 143 lbs.
5 ft. 1 in.	112 lbs. to 146 lbs.
5 ft. 2 in.	115 lbs. to 149 lbs.
5 ft. 3 in.	118 lbs. to 152 lbs.
5 ft. 4 in.	121 lbs. to 155 lbs.
5 ft. 5 in.	124 lbs. to 158 lbs.
5 ft. 6 in.	128 lbs. to 163 lbs.
5 ft. 7 in.	132 lbs. to 168 lbs.
5 ft. 8 in.	136 lbs. to 173 lbs.
5 ft. 9 in.	140 lbs. to 179 lbs.
5 ft. 10 in.	144 lbs. to 185 lbs.
5 ft. 11 in.	148 lbs. to 191 lbs.
6 ft. 0 in.	152 lbs. to 197 lbs.
6 ft. 1 in.	156 lbs. to 203 lbs.
6 ft. 2 in.	160 lbs. to 209 lbs.
6 ft. 3 in.	164 lbs. to 215 lbs.
6 ft. 4 in.	168 lbs. to 221 lbs.
6 ft. 5 in.	172 lbs. to 227 lbs.
6 ft. 6 in.	176 lbs. to 233 lbs.
6 ft. 7 in.	180 lbs. to 239 lbs.

FEMALE: HEIGHT

WEIGHT:

5 ft. 0 in.	95 lbs. to 129 lbs.
5 ft. 1 in.	98 lbs. to 132 lbs.
5 ft. 2 in.	101 lbs. to 135 lbs.
5 ft. 3 in.	104 lbs. to 138 lbs.
5 ft. 4 in.	107 lbs. to 144 lbs.
5 ft. 5 in.	111 lbs. to 150 lbs.
5 ft. 6 in.	115 lbs. to 156 lbs.
5 ft. 7 in.	119 lbs. to 162 lbs.
5 ft. 8 in.	121 lbs. to 168 lbs.
5 ft. 9 in.	127 lbs. to 174 lbs.
5 ft. 10 in.	131 lbs. to 180 lbs.
5 ft. 11 in.	135 lbs. to 186 lbs.
6 ft. 0 in.	139 lbs. to 192 lbs.
6 ft. 1 in.	143 lbs. to 197 lbs.
6 ft. 2 in.	147 lbs. to 204 lbs.
6 ft. 3 in.	151 lbs. to 210 lbs.
6 ft. 4 in.	155 lbs. to 216 lbs.
6 ft. 5 in.	159 lbs. to 222 lbs.
6 ft. 6 in.	163 lbs. to 228 lbs.
6 ft. 7 in.	167 lbs. to 234 lbs.

DEPUTY SHERIFF SALARY SCHEDULE

Attachment D

Effective August 1, 2008
12 Salary Level Increase (3%) General Salary Increase (No Longevity)

SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	SCH	BONUS I	SCH	BONUS II
Base Rate	88B \$ 4,565.36	\$ 4,820.00	\$ 5,088.73	\$ 5,372.36	\$ 5,671.18	\$ 5,987.91	\$ 6,321.73	94B \$ 6,673.64	96B \$ 7,045.55		
3% Manpower	89C \$ 4,702.45	\$ 4,964.73	\$ 5,242.00	\$ 5,533.45	\$ 5,842.09	\$ 6,167.73	\$ 6,511.36	95C \$ 6,874.18	97C \$ 7,257.18		
BPC	91G \$ 5,014.18	\$ 5,294.00	\$ 5,588.36	\$ 5,900.27	\$ 6,229.18	\$ 6,576.09	\$ 6,942.55	97G \$ 7,329.55	99G \$ 7,738.55		
IPC	92H \$ 5,165.09	\$ 5,452.55	\$ 5,756.27	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	\$ 7,150.82	98H \$ 7,549.82	100H \$ 7,970.82		
APC	93J \$ 5,320.00	\$ 5,615.82	\$ 5,929.36	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	\$ 7,365.73	99J \$ 7,776.73	101J \$ 8,209.73		

Completion of 19 years of aggregate service (Longevity)

SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	SCH	BONUS I	SCH	BONUS II
3% Longevity	89C \$ 4,702.45	\$ 4,964.73	\$ 5,242.00	\$ 5,533.45	\$ 5,842.09	\$ 6,167.73	\$ 6,511.36	95C \$ 6,874.18	97C \$ 7,257.18		
3% Manpower	90D \$ 4,844.00	\$ 5,114.18	\$ 5,399.09	\$ 5,699.55	\$ 6,017.73	\$ 6,353.18	\$ 6,706.91	96D \$ 7,080.64	98D \$ 7,475.64		
BPC	92H \$ 5,165.09	\$ 5,452.55	\$ 5,756.27	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	\$ 7,150.82	98H \$ 7,549.82	100H \$ 7,970.82		
IPC	93J \$ 5,320.00	\$ 5,615.82	\$ 5,929.36	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	\$ 7,365.73	99J \$ 7,776.73	101J \$ 8,209.73		
APC	94K \$ 5,479.27	\$ 5,784.64	\$ 6,107.18	\$ 6,447.55	\$ 6,806.73	\$ 7,185.91	\$ 7,586.91	100K \$ 8,009.91	102K \$ 8,455.73		

Completion of 24 years of aggregate service (Longevity)

SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	SCH	BONUS I	SCH	BONUS II
4% Longevity	90H \$ 4,892.00	\$ 5,165.09	\$ 5,452.55	\$ 5,756.27	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	96H \$ 7,150.82	98H \$ 7,549.82		
3% Manpower	91J \$ 5,038.91	\$ 5,320.00	\$ 5,615.82	\$ 5,929.36	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	97J \$ 7,365.73	99J \$ 7,776.73		
BPC	94B \$ 5,372.36	\$ 5,671.18	\$ 5,987.91	\$ 6,321.73	\$ 6,673.64	\$ 7,045.55	\$ 7,438.55	100B \$ 7,853.55	102B \$ 8,290.64		
IPC	95C \$ 5,533.45	\$ 5,842.09	\$ 6,167.73	\$ 6,511.36	\$ 6,874.18	\$ 7,257.18	\$ 7,662.18	101C \$ 8,089.18	103C \$ 8,539.55		
APC	96D \$ 5,699.55	\$ 6,017.73	\$ 6,353.18	\$ 6,706.91	\$ 7,080.64	\$ 7,475.64	\$ 7,892.64	102D \$ 8,331.91	104D \$ 8,796.45		

Completion of 29 years of aggregate service (Longevity)

SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	SCH	BONUS I	SCH	BONUS II
4% Longevity	92B \$ 5,088.73	\$ 5,372.36	\$ 5,671.18	\$ 5,987.91	\$ 6,321.73	\$ 6,673.64	\$ 7,045.55	98B \$ 7,438.55	100B \$ 7,853.55		
3% Manpower	93C \$ 5,242.00	\$ 5,533.45	\$ 5,842.09	\$ 6,167.73	\$ 6,511.36	\$ 6,874.18	\$ 7,257.18	99C \$ 7,662.18	101C \$ 8,089.18		
BPC	95G \$ 5,588.36	\$ 5,900.27	\$ 6,229.18	\$ 6,576.09	\$ 6,942.55	\$ 7,329.55	\$ 7,738.55	101G \$ 8,169.55	103G \$ 8,624.64		
IPC	96H \$ 5,756.27	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	\$ 7,150.82	\$ 7,549.82	\$ 7,970.82	102H \$ 8,414.45	104H \$ 8,883.73		
APC	97J \$ 5,929.36	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	\$ 7,365.73	\$ 7,776.73	\$ 8,209.73	103J \$ 8,667.18	105J \$ 9,150.64		

Attachment E



SERGEANT
CLASS SPECIFICATION

ITEM NUMBER: 2717

APPROVAL DATE: 04/19/2013

DEFINITION:

Supervises personnel performing either: (1) prisoner and inmate custody work at a correctional facility; security and support services at a court facility; or (2) law enforcement work at a Sheriff's patrol station, specialized unit, or other non-custodial assignment.

CLASSIFICATION STANDARDS:

Positions allocable to this class typically work under the general supervision of a Lieutenant, civilian manager, or higher level peace officer, and have responsibility for exercising administrative and technical supervision over subordinate law enforcement classes. The class is the first level of supervision in the law enforcement classes in the Sheriff's Department and oversees positions engaged in general or specialized activities, including Deputy Sheriffs and non-sworn personnel. Incumbents may also have non-supervisory responsibility for an assigned function of limited scope or assist in supervising a function of broader scope. Incumbents are required to adopt quick and reasonable courses of action in emergency situations; effect an arrest; care for and use firearms skillfully; work and function in a variety of adverse working conditions; respond with physical force to handle fights, disruptive behavior, and threats of violence to people or property; and to utilize physical force and/or restraint when appropriate. This class is distinguished from Lieutenant by the latter's responsibility to serve as second in command of a large unit such as a correctional facility or patrol station or to supervise the operation of a small specialized unit.

EXAMPLES OF DUTIES:

Incumbents in all assignments are responsible for performing the following duties:

Supervises, trains, mentors, and evaluates performance of subordinate personnel and support staff; implements procedures, methods, and processes to ensure compliance and achieve organizational objectives; and makes recommendations to management to improve operational effectiveness. Performs unit-specific collateral duties as assigned.

Supervises shift operations by maintaining in-service rosters and sufficient staffing levels, performs administrative duties, including reviewing reports and logs, monitors the work environment for conformity to law and departmental procedures, and promotes professional behavior and demeanor.

Ensures subordinate staff maintains current knowledge of policies and procedures resulting from changes in laws or other legal mandates affecting functions within the specific area of assignment by conducting training and briefings.

Directs, monitors, investigates, and documents use-of-force incidents to ensure adherence to departmental policies and procedures. Notifies the Watch Commander of significant events or operational developments in a timely manner.

Attachment E

Inspects assigned personnel and their equipment for compliance with departmental standards and takes appropriate corrective action.

Conducts supervisory inquiries and prepares required documentation concerning actions of personnel and public and inmate complaints Assists in administrative investigations of personnel.

Monitors the workplace for and briefs personnel on specific problems or situations, officer safety matters, policies and procedures, risk management issues, subpoenas, incident debriefings, assignments, administrative tasks, etc.

Correctional or Court Facility Assignments:

Supervises law enforcement personnel and support staff responsible for monitoring, and overseeing inmate conduct in a correctional or court facility according to established policies, regulations, and procedures while preventing escapes, injuries, or violence. Ensures appropriate interpretation and enforcement of correctional rules and regulations by subordinate staff.

Monitors, inspects, and documents activities of a floor, building, or grounds within a correctional or court facility to ensure security and compliance with departmental policy and state laws and regulations, including Title XV of the California Code of Regulations. Determines whether departmental standards for security, safety, cleanliness, and maintenance/repair are met regarding the facility and equipment.

Responds to and supervises incidents or high-risk situations (e.g., inmate disturbance, cell extraction, and movement of combative inmates) to ensure adequate resources are available, conformance with departmental policies and procedures, to minimize risk and liability, and to ensure the safety of personnel and inmates.

Coordinates and supervises emergency response incidents and drills (e.g., fire, evacuation, cell extraction).

Supervises Deputy and other law enforcement personnel responsible for maintaining safety and security at a court facility, including Custody Assistants performing jailer duties at a court lock up. Represents the Sheriff's Department in meetings with judicial officials

Patrol Station/Specialized Unit/Other Non-Custodial Assignments:

Supervises desk personnel at a patrol station who receive, dispatch, and coordinate service calls from the public or other law enforcement representatives. Maintains the station log, reviews written reports prepared by Deputies or other personnel, coordinates the activities of field crews, and supervises the Custody Assistants and/or Deputy personnel performing station jailer duties.

Supervises patrol units, patrols the station district, and observes performance of field units and conditions requiring law enforcement services.

Responds to and supervises incidents or high-risk situations.

Supervises traffic units, crossing guards, traffic safety activities, and traffic collision investigators. Takes charge at the scene of major traffic accidents or incidents. Makes periodic inspections of traffic flow, regulating devices, and roads to alleviate traffic problems.

Supervises personnel responsible for performing criminal investigative work at a patrol station or specialized unit.

Attachment E

MINIMUM REQUIREMENTS:

TRAINING AND EXPERIENCE:

Must meet the requirements in one of the following options:

Custody Career Track

Option A: Four years of experience beyond the completion of the probationary period as a Deputy Sheriff in the Los Angeles County Sheriff's Department. Prior to application, candidates must have completed six months in a custody assignment as a Deputy Sheriff in the Los Angeles County Sheriff's Department. Applicants currently employed as a Los Angeles County Deputy Sheriff who were placed on the sixth step of the salary range prior to June 2, 1982, will be accepted.

Option B: Three years of experience beyond the completion of the probationary period as a Deputy Sheriff in the Los Angeles County Sheriff's Department -AND- four years of paid experience beyond the completion of the probationary period as an Officer, Los Angeles County Police or higher. Prior to application, candidates must complete six months in a custody assignment as a Deputy Sheriff in the Los Angeles County Sheriff's Department.

Option C: Currently hold the payroll title of Deputy Sheriff -AND- previously held a permanent status as a Sergeant, Los Angeles County Police or higher. Prior to application, candidates must complete six months in a custody assignment as a Deputy Sheriff in the Los Angeles County Sheriff's Department.

Patrol Career Track

Option A: Three years of experience beyond the completion of the probationary period as a Deputy Sheriff in the Los Angeles County Sheriff's Department. Prior to application, candidates must be patrol certified. Applicants currently employed as a Los Angeles County Deputy Sheriff who were placed on the sixth step of the salary range prior to June 2, 1982, will be accepted.

Option B: Two years of experience beyond the completion of the probationary period as a Deputy Sheriff in the Los Angeles County Sheriff's Department -AND- four years of paid experience beyond the completion of the probationary period as an Officer, Los Angeles County Police or higher. Prior to application, candidates must be patrol certified.

Option C: Currently hold the payroll title of Deputy Sheriff -AND- previously held a permanent status as a Sergeant, Los Angeles County Police or higher. Prior to application, candidates must be patrol certified.

NOTE: PERSONNEL WHO ARE NOT PATROL CERTIFIED AS DEPUTY SHERIFFS ARE INELIGIBLE TO SUPERVISE OUTSIDE THE CUSTODY ENVIRONMENT (e.g., FIELD OPERATIONS, DETECTIVE, etc.) UNLESS AN EMERGENT SITUATION IS DECLARED BY THE SHERIFF'S DEPARTMENT, COUNTY, STATE, OR FEDERAL ENTITIES.

LICENSE:

A valid California Class C Driver License is required to perform job-related essential functions.

PHYSICAL CLASS:

4 - Arduous.

Attachment F

SERGEANT

SALARY SCHEDULE

Effective August 1, 2008

12 Salary Level Increase (3%) General Salary Increase (No Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
Base Rate	98H	\$ 6,077.36	\$ 6,416.09	\$ 6,773.45	\$ 7,150.82	\$ 7,549.82	100H	\$ 7,970.82
3% Manpower Shortage	99J	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	\$ 7,365.73	\$ 7,776.73	101J	\$ 8,209.73
BPC	102B	\$ 6,673.64	\$ 7,045.55	\$ 7,438.55	\$ 7,853.55	\$ 8,290.64	104B	\$ 8,752.82
IPC	103C	\$ 6,874.18	\$ 7,257.18	\$ 7,662.18	\$ 8,089.18	\$ 8,539.55	105C	\$ 9,015.91
APC	104D	\$ 7,080.64	\$ 7,475.64	\$ 7,892.64	\$ 8,331.91	\$ 8,796.45	106D	\$ 9,287.00

Completion of 19 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
3% Longevity	99J	\$ 6,259.91	\$ 6,608.45	\$ 6,976.73	\$ 7,365.73	\$ 7,776.73	101J	\$ 8,209.73
3% Manpower Shortage	100K	\$ 6,447.55	\$ 6,806.73	\$ 7,185.91	\$ 7,586.91	\$ 8,009.91	102K	\$ 8,455.73
BPC	103C	\$ 6,874.18	\$ 7,257.18	\$ 7,662.18	\$ 8,089.18	\$ 8,539.55	105C	\$ 9,015.91
IPC	104D	\$ 7,080.64	\$ 7,475.64	\$ 7,892.64	\$ 8,331.91	\$ 8,796.45	106D	\$ 9,287.00
APC	105E	\$ 7,293.36	\$ 7,700.36	\$ 8,129.36	\$ 8,582.09	\$ 9,060.82	107E	\$ 9,565.55

Completion of 24 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
4% Longevity	101C	\$ 6,511.36	\$ 6,874.18	\$ 7,257.18	\$ 7,662.18	\$ 8,089.18	103C	\$ 8,539.55
3% Manpower Shortage	102D	\$ 6,706.91	\$ 7,080.64	\$ 7,475.64	\$ 7,892.64	\$ 8,331.91	104D	\$ 8,796.45
BPC	104H	\$ 7,150.82	\$ 7,549.82	\$ 7,970.82	\$ 8,414.45	\$ 8,883.73	106H	\$ 9,379.00
IPC	105J	\$ 7,365.73	\$ 7,776.73	\$ 8,209.73	\$ 8,667.18	\$ 9,150.64	107J	\$ 9,660.09
APC	106K	\$ 7,586.91	\$ 8,009.91	\$ 8,455.73	\$ 8,927.36	\$ 9,425.00	108K	\$ 9,950.27

Completion of 29 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
4% Longevity	102H	\$ 6,773.45	\$ 7,150.82	\$ 7,549.82	\$ 7,970.82	\$ 8,414.45	104H	\$ 8,883.73
3% Manpower Shortage	103J	\$ 6,976.73	\$ 7,365.73	\$ 7,776.73	\$ 8,209.73	\$ 8,667.18	105J	\$ 9,150.64
BPC	106B	\$ 7,438.55	\$ 7,853.55	\$ 8,290.64	\$ 8,752.82	\$ 9,241.00	108B	\$ 9,755.36
IPC	107C	\$ 7,662.18	\$ 8,089.18	\$ 8,539.55	\$ 9,015.91	\$ 9,518.27	109C	\$ 10,049.00
APC	108D	\$ 7,892.64	\$ 8,331.91	\$ 8,796.45	\$ 9,287.00	\$ 9,804.09	110D	\$ 10,351.18

Attachment G



LIEUTENANT
CLASS SPECIFICATION

ITEM NUMBER: 2719

APPROVAL DATE: 01/07/2013

DEFINITION:

Manages, through subordinate supervisors, law enforcement personnel performing either: (1) prisoner and inmate custody work at a correctional facility; security and support services at a court facility; or (2) law enforcement work at a Sheriff's patrol station, specialized unit, or other non-custodial assignment.

CLASSIFICATION STANDARDS:

Positions allocable to this class typically report to a Captain, Director, or Commander and have responsibility for the administrative and technical supervision of subordinate law enforcement and non-sworn positions. Under general direction, positions manage the operation of a specialized unit as a Unit Commander or serve as second in command in the shift operation of a correctional or court facility, Sheriff's patrol station, or other non-custodial assignment. Positions in this class have authority to assume full administrative and managerial responsibilities during the absence of the Unit Commander. Incumbents are required to handle and utilize firearms safely, to enforce the law, to effect an arrest, and to maintain cooperative relations with representatives from other law enforcement agencies. This class is distinguished from the class of Captain by the latter's responsibility to direct a correctional or court facility, Sheriff's patrol station, or other major operation or program.

EXAMPLES OF DUTIES:

Incumbents in all assignments are responsible for performing the following duties:

Manages shift operations at a (1) correctional or court facility or (2) Sheriff's patrol station, specialized unit, or other non-custodial assignment by acting as a Watch Commander or assistant to the Unit Commander and may function as the Unit Commander in his/her absence.

Ensures sufficient staffing to deploy personnel safely and control overtime expenditures.

Monitors unit operations to ensure adherence to departmental policies and procedures, to comply with laws and regulations, and to manage risk and mitigate liability. Oversees the delivery of in-service training.

Ensures timely notifications are made regarding significant incidents, events, or emergencies that arise or become known during the shift, including making phone calls or writing memoranda, e-mails, shift summaries, logs, or other correspondence.

Reviews, evaluates, and documents complaints and other incidents to determine if departmental policies and procedures were followed; initiates and conducts investigations; and prepares findings and recommendations.

Attachment G

Responds to tactical incidents to assume command by actively evaluating and monitoring the situation to ensure necessary resources are identified, requested, and managed; implements a tactical plan ensuring the proper escalation of tactics and minimal use of force to safely resolve the situation; and conducts debriefings, training, or other after-action reports or activities.

Performs various administrative duties to maintain operational effectiveness, including administering the unit's budget; forecasting additional funds for staffing, services, supplies, equipment, and facilities; monitoring and authorizing expenditures; and overseeing unit staff who participate with these processes to ensure policies and procedures are followed.

Evaluates employee performance to ensure a high quality of service; motivates and mentors personnel; identifies and resolves deficiencies; oversees or conducts staff training; and implements disciplinary actions.

Represents the Sheriff's Department at community meetings, maintains favorable rapport between the Department and the surrounding communities, and assists in receiving and resolving community concerns; may act as a department liaison with city management and the media.

MINIMUM REQUIREMENTS:

TRAINING AND EXPERIENCE:

Must meet the requirements in one of the following tracks:

Custody Career Track

Six months in a custody assignment -AND- two years of experience as a Sergeant in the Sheriff's Department for the County of Los Angeles

Patrol Career Track

Patrol certification -AND- two years of experience as a Sergeant in the Sheriff's Department for the County of Los Angeles.

NOTE: PERSONNEL WHO ARE NOT PATROL CERTIFIED AS DEPUTY SHERIFFS ARE INELIGIBLE TO SUPERVISE OUTSIDE THE CUSTODY ENVIRONMENT (e.g., FIELD OPERATIONS, DETECTIVE, etc.) UNLESS AN EMERGENT SITUATION IS DECLARED BY THE SHERIFF'S DEPARTMENT, COUNTY, STATE, OR FEDERAL ENTITIES.

LICENSE:

A valid California Class C Driver License is required to perform job-related essential functions.

PHYSICAL CLASS:

3 - Moderate.

Attachment H

LIEUTENANT

SALARY SCHEDULE

Effective August 1, 2008

12 Salary Level Increases (3%) General Salary Increase (No Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
Base Rate	105A	\$ 7,221.00	\$ 7,624.00	\$ 8,049.00	\$ 8,497.00	\$ 8,971.00	107A	\$ 9,471.00
3% Manpower Shortage	106B	\$ 7,438.55	\$ 7,853.55	\$ 8,290.64	\$ 8,752.82	\$ 9,241.00	108B	\$ 9,755.36
BPC	108F	\$ 7,931.73	\$ 8,373.18	\$ 8,840.09	\$ 9,333.00	\$ 9,852.82	110F	\$ 10,402.64
IPC	109G	\$ 8,169.55	\$ 8,624.64	\$ 9,105.73	\$ 9,612.82	\$ 10,149.00	111G	\$ 10,715.18
APC	110H	\$ 8,414.45	\$ 8,883.73	\$ 9,379.00	\$ 9,901.55	\$ 10,454.09	112H	\$ 11,036.64

Completion of 19 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
3% Longevity	106B	\$ 7,438.55	\$ 7,853.55	\$ 8,290.64	\$ 8,752.82	\$ 9,241.00	108B	\$ 9,755.36
3% Manpower Shortage	107C	\$ 7,662.18	\$ 8,089.18	\$ 8,539.55	\$ 9,015.91	\$ 9,518.27	109C	\$ 10,049.00
BPC	109G	\$ 8,169.55	\$ 8,624.64	\$ 9,105.73	\$ 9,612.82	\$ 10,149.00	111G	\$ 10,715.18
IPC	110H	\$ 8,414.45	\$ 8,883.73	\$ 9,379.00	\$ 9,901.55	\$ 10,454.09	112H	\$ 11,036.64
APC	111J	\$ 8,667.18	\$ 9,150.64	\$ 9,660.09	\$ 10,199.00	\$ 10,767.91	113J	\$ 11,367.55

Completion of 24 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
4% Longevity	107G	\$ 7,738.55	\$ 8,169.55	\$ 8,624.64	\$ 9,105.73	\$ 9,612.82	109G	\$ 10,149.00
3% Manpower Shortage	108H	\$ 7,970.82	\$ 8,414.45	\$ 8,883.73	\$ 9,379.00	\$ 9,901.55	110H	\$ 10,454.09
BPC	111A	\$ 8,497.00	\$ 8,971.00	\$ 9,471.00	\$ 9,999.00	\$ 10,557.00	113A	\$ 11,145.00
IPC	112B	\$ 8,752.82	\$ 9,241.00	\$ 9,755.36	\$ 10,299.73	\$ 10,874.09	114B	\$ 11,479.64
APC	113C	\$ 9,015.91	\$ 9,518.27	\$ 10,049.00	\$ 10,609.73	\$ 11,200.64	115C	\$ 11,824.73

Completion of 29 years of aggregate service (Longevity)

	SCH	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	SCH	STEP 6
4% Longevity	109A	\$ 8,049.00	\$ 8,497.00	\$ 8,971.00	\$ 9,471.00	\$ 9,999.00	111A	\$ 10,557.00
3% Manpower Shortage	110B	\$ 8,290.64	\$ 8,752.82	\$ 9,241.00	\$ 9,755.36	\$ 10,299.73	112B	\$ 10,874.09
BPC	112F	\$ 8,840.09	\$ 9,333.00	\$ 9,852.82	\$ 10,402.64	\$ 10,982.45	114F	\$ 11,594.18
IPC	113G	\$ 9,105.73	\$ 9,612.82	\$ 10,149.00	\$ 10,715.18	\$ 11,311.91	115G	\$ 11,942.18
APC	114H	\$ 9,379.00	\$ 9,901.55	\$ 10,454.09	\$ 11,036.64	\$ 11,651.45	116H	\$ 12,300.27

Attachment I

PERSONNEL ADMINISTRATION
STATION REGION AVERAGE TO PATROL 2007 - 2012
(REVISED 03/2013)

FIELD OPERATIONS REGION I

	ALTADENA	CRESCENTA VALLEY	EAST LA	LANCASTER	MALIBU / HILLS	PALMDALE	SANTA CLARITA	TEMPLE	AVERAGE
2007	0	0	7Y/6M	1Y/1M	0	1Y/1M	2Y/6M	5Y/10M	3.6
2008	7Y/6M	7Y/6M	4Y/5M	3Y/8M	2Y/6M	1Y/11M	3Y/5M	4Y/3M	4.4
2009	0	0	5Y/10M	5Y/11M	4Y/10M	6Y/0M	6Y/1M	8Y/10M	6.3
2010	1Y/5M	9Y/6M	5Y/4M	3Y/1M	4Y/0M	3Y/1M	4Y/0M	4Y/6M	4.4
2011	9Y/11M	10Y/1M	7Y/1M	4Y/5M	7Y/3M	4Y/11M	7Y/7M	10Y/3M	7.7
2012	8Y/8M	6Y/4M	5Y/11M	4Y/7M	5Y/5M	4Y/10M	4Y/7M	6Y/4M	5.8

FIELD OPERATIONS REGION II

	CARSON	CENTURY	COMMUNITY COLLEGES	COMPTON	LENNOX	LOMITA	MARINA DEL REY	SOUTH LA	WEST HOLLYWOOD	AVERAGE
2007	5Y/10M	4Y/4M	0	4Y/11M	5Y/3M	1Y/10M	3Y/9M	0	6Y/11M	4.7
2008	6Y/10M	3Y/1M	0	3Y/1M	3Y/7M	4Y/7M	0	0	7Y/1M	4.7
2009	7Y/10M	10Y/3M	0	8Y/4M	6Y/5M	7Y/1M	10Y/0M	0	12Y/2M	8.9
2010	6Y/1M	4Y/10M	0	4Y/9M	4Y/7M	10Y/8M	5Y/10M	0	9Y/7M	6.6
2011	7Y/4M	8Y/3M	0	8Y/1M	0	5Y/8M	6Y/8M	5Y/1M	9Y/1M	7.2
2012	6Y/2M	6Y/5M	0	6Y/9M	0	5Y/5M	5Y/11M	5Y/4M	6Y/0M	6.0

FIELD OPERATIONS REGION III

	CERRITOS	EAST LA	INDUSTRY	LAKEWOOD	NORWALK	PICO RIVERA	SAN DIMAS	WALNUT	TRANSIT SERVICES	AVERAGE
2007	0	0	7Y/10M	2Y/0M	6Y/6M	7Y/5M	11Y/5M	8Y/11M	1Y/4M	6.5
2008	7Y/4M	0	8Y/10M	2Y/6M	3Y/10M	8Y/7M	9Y/0M	8Y/6M	1Y/4M	6.2
2009	10Y/5M	0	10Y/6M	4Y/2M	9Y/2M	11Y/1M	12Y/9M	12Y/3M	7Y/11M	9.8
2010	9Y/8M	0	9Y/9M	4Y/0M	6Y/10M	8Y/11M	10Y/8M	9Y/3M	2Y/6M	7.7
2011	0	0	10Y/8M	8Y/3M	10Y/5M	10Y/8M	0	0	0	10
2012	6Y/0M	6Y/2M	8Y/5M	5Y/7M	7Y/2M	8Y/10M	8Y/8M	7Y/5M	0	7.3

HOMELAND SECURITY

	TRANSIT SERVICES	AVERAGE
2007	0	0
2008	0	0
2009	0	0
2010	0	0
2011	4Y/6M	4.5
2012	3Y/6M	3.5

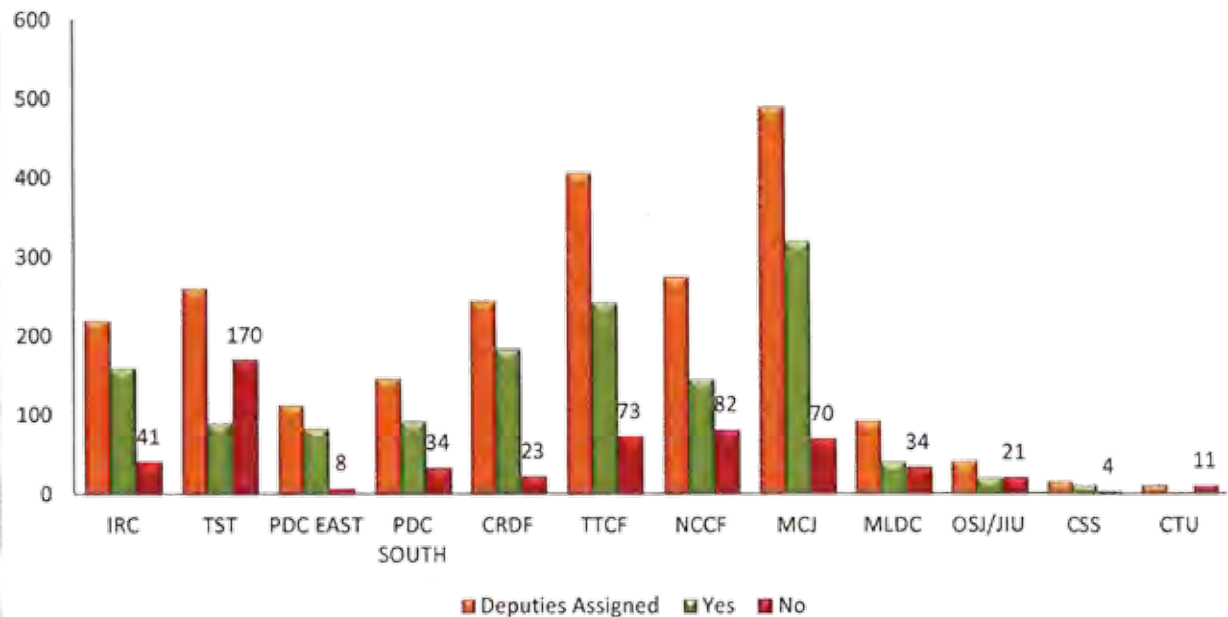
DEPUTY PATROL INTEREST SURVEY 2012

Attachment J



LOS ANGELES COUNTY SHERIFF'S DEPARTMENT DEPUTIES INTERESTED IN TRANSFERRING TO PATROL IN THE NEXT THREE YEARS

Total Deputies Assigned:	2319					
Deputies Surveyed:	2146					
Deputies not available due to IOD/Other:	179					
Deputies did not Respond:	173					
FACILITY/ORGANIZATION	Total Depts Assigned	Patrol		IOD/Other	Settlement Agreement	No Response
		Yes	No			
IRC	220	160	41	17	2	0
TST	261	91	170	0	0	0
PDC EAST	113	84	8	9	0	12
PDC SOUTH	147	93	34	16	0	4
CRDF	245	184	23	12	0	26
TTCF	406	243	73	46	0	44
NCCF	275	146	82	15	0	32
MCJ	489	320	70	48	0	51
MLDC	93	41	34	14	0	4
OSJ/JIU	42	21	21	0	0	0
CSS	16	12	4	0	0	0
CTU	12	1	11	0	0	0
	2319	1396	571	177	2	173





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