LOS ANGELES WORLD AIRPORTS WELCOMES APPLICATIONS FOR
ASSISTANT AIRPORT POLICE CHIEF
AIRPORT POLICE DIVISION

$133,110 - $194,580.72 Annually
(*This position is exempt from civil service)

LOS ANGELES WORLD AIRPORTS

Los Angeles World Airports (LAWA) serves as the aviation authority for three of Southern California’s most critical infrastructures: Los Angeles International (LAX), Ontario International (ONT), and Van Nuys (VNY) airports. LAX served over 74.9 million domestic and international passengers last year and was the transit point for over 2.1 million tons of cargo. Together with ONT and VNY, these three airports form the largest economic engine for Southern California.

LAWA is a self-supporting branch of the City of Los Angeles, governed by a seven-member Board of Airport Commissioners. The Board is composed of public-spirited business and civic leaders appointed by Mayor Eric Garcetti and confirmed by the City Council. A professional executive and administrative staff carries out the policies of the Airport Commission. Approximately 3,900 employees support the operations of the three airports that make up LAWA. Within the Airport Police Division, there are over 500 sworn and over 600 civilian security and administrative personnel.

LAX, ONT, and VNY each face unique challenges and circumstances that require an adaptive and flexible security and policing strategy. LAX, in particular, has been a terrorist target for decades and its high volume of passengers, vehicles, and air traffic create complex security concerns unlike any other airport in the world. The Airport Police Division prides itself on developing close partnerships with other federal and local enforcement agencies to ensure a coordinated and comprehensive approach to ensuring the safety and security of LAWA’s airports.

AIRPORT POLICE DIVISION

Airport Police represents a Division within the organizational structure of LAWA. The mission of the Los Angeles World Airports Police is to ensure the safe and secure operation of our airports. Our core values include service before self, reverence for the law, respect for people, commitment to professionalism, integrity in all we say and do, and value for our personnel.

LAWA’s Airport Police Division constitutes the fourth largest police agency in Los Angeles County and the largest civilian airport security force in the nation.

ASSISTANT CHIEF DUTIES

This is a dynamic, “hands on” leadership opportunity. Candidates should be highly energetic and passionate about leadership and the profession. The Assistant Airport Police Chief is exempt from civil service. All appointments are contingent upon approval of exemption from civil
service and confirmation by the Mayor and City Council. As one of three Assistant Airport Police Chiefs, duties may include, but are not limited to the following:

- Assist the Airport Police Chief in developing policy and procedures;
- Through subordinate supervisors, plan, direct, coordinate and manage operations of the Airport Police Division at LAX, ONT and VNY airports to ensure compliance with the Airport Security Program, Transportation Security Administration mandates and directives, pertinent airport rules and regulations, international, federal, state and local laws and ordinances;
- Conduct field inspections of personnel, equipment, facilities and activities of all law enforcement and security units;
- Review and evaluate reports regarding terrorism and counter-terrorism techniques and make recommendations to the Airport Police Chief;
- Recommend personnel for employment, retention, promotion and demotion;
- Review recommendations for employee discipline and recommend discipline to be imposed to executive management and LAWA Human Resources Services;
- Investigate and respond to employee grievances through established policies and procedures;
- Represent the department on labor negotiations and employee relations matters;
- Make recommendations pertaining to investigations involving resolution of security investigations and issues;
- Initiate and review the preparation of training programs and manuals of procedure for sworn and civilian employees;
- Work closely with the Airport Police Chief to develop appropriate policies, procedures and staffing levels for LAX, ONT, and VNY airports;
- Assign or review the assignment and/or deployment of employees in the Law Enforcement & Homeland Security Section at LAWA who are engaged in aviation law enforcement, security services, emergency operations and Homeland Security;
- Act on behalf of the Airport Police Chief when he is unavailable;
- Lead, coach, instruct and motivate employees;
- Appear before the Board of Airport Commissioners, the City Council and industry leaders to discuss safety and security concerns at LAX, ONT, and VNY airports;
- Establish high performance expectations for your section within the Airport Police Division and effectively communicate and follow through with such expectations;
• Review and evaluate pertinent information, reports and security related documents, terrorism and counter-terrorism techniques, and make recommendations to the Airport Police Chief regarding current threats to the aviation community and appropriate counter measures;

• Assist and/or direct the preparation of annual and monthly reports and other reports of the Division’s activities and other law enforcement, safety and security requirements;

• Determine the budgetary needs of the division and prepare or direct the preparation of budget estimates;

• Administer divisional expenditures in accordance with budgetary allowances, including requesting and reviewing requests for personnel, materials, equipment and supplies;

• Dictate correspondence concerning a wide variety of law enforcement and aviation security activities;

• May occasionally be assigned other duties for training purposes or to meet technological changes or emergencies;

• May perform other related duties as assigned.

QUALIFICATIONS

The successful candidates must possess superior leadership skills with at least two years of full-time paid experience as an Airport Police Captain or as a commanding officer (Captain or above) managing the internal inspection process, patrol, traffic, safety, or security activities and operation of a law enforcement agency. Experience or background in Special Weapons & Tactics (SWAT), Homeland Security, terrorism and/or counter-terrorism may be required for some assignments.

The ideal candidate will be politically astute, think strategically about the contemporary use of technology, be highly experienced in managing critical incidents and working with the Incident Command System, have experience in change management and a proven record in employee/labor relations, the ability to establish and maintain smooth and effective working relationships and the ability to resolve conflicts. Outstanding interpersonal skills and the ability to quickly establish relationships with members of the Airport Police Division are highly desirable. Familiarity with airport security programs, aviation law enforcement, emergency operations, homeland security, Transportation Security Administration (TSA) mandates and directives, knowledge of pertinent airport rules and regulations, international, federal, state and local laws and ordinances is required. Candidates with strong management experience working for a large operating police division in an airport environment are especially desired and encouraged to apply. The successful candidate should also demonstrate the ability to:

• Exercise sound managerial judgment with initiative and originality in the development of new and revised solutions to complex organizational problems.

• Communicate effectively both orally and in writing.
• Effectively manage budgets.

• Develop future leaders.

• Plan, organize, coordinate, and provide the necessary technical and professional leadership for a large staff in carrying out law enforcement security, traffic or safety related functions and operations of LAWA.

• Identify and choose appropriate courses of action from multiple alternatives and be able to anticipate the impact of such decisions.

• Maintain cooperative relationships and deal tactfully and effectively with local, state, and federal agencies, and other government organizations involved in law enforcement security issues.

• Represent the Department before the Board of Airport Commissioners, City Council and industry leaders on security and safety matters pertaining to the Airports.

• Establish and maintain a work environment that enhances both employee morale and productivity.

COMPENSATION AND BENEFITS

The salary range for the Assistant Airport Police Chief is $133,110.00 - $194,580.72. A highly competitive compensation package will be presented to selected candidates. The City of Los Angeles offers an excellent benefits package including an automobile and a retirement plan through the Los Angeles City Employees’ Retirement System (LACERS).

TO APPLY

Interested candidates should complete a City application online on the Personnel Department’s webpage (http://per.lacity.org/Application.pdf). The City Application and a resume with the names and telephone numbers of five work-related references should be submitted to:

Brenna Simmons
Los Angeles World Airports, Human Resources Services
7301 World Way West, 5th Floor
Los Angeles, CA 90045

Direct Line: (424) 646-5902
Main Line: (424) 646-5900
Fax: (424) 646-9399
E-mail: bsimmons@lawa.org

Filing Deadline: October 21, 2016—Extended to November 4

Specific questions regarding this job opportunity should be addressed to the Chief of Airport Police, David Maggard, Jr. via his email dmaggard@lawa.org. LAWA intends to make two Assistant Airport Police Chief appointments from this recruitment.
**Review and Evaluation of Career History** – Following the closing date, only a select number of individuals will be invited to compete for these high-level Police positions. A review of the candidates’ career history, resume, education, qualifying experience, and credentials will be assessed by LAWA Human Resources staff. Only the most highly qualified candidates will be invited to a personal on-site interview, from which final selections will be made.

As a covered entity under Title II of the American with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodation to ensure equal access to its programs, services, and activities.

*This position is an exempt, at-will position. The incumbent will not accrue any civil service tenure, contractual employment rights, or due process rights. The incumbent may be removed, without any finding of cause, by the hiring authority.*