

# **ASSOCIATION FOR LOS ANGELES DEPUTY SHERIFF'S, INC. (ALADS), MEBA AFL- CIO**

ALADS is seeking to fill the position of Executive Director.

## **INTRODUCTION**

ALADS is the union that represents over 8,200 Deputy Sheriff's and District Attorney Investigators employed by the County of Los Angeles. ALADS is an affiliate of the Marine Engineers' Beneficial Association (MEBA) AFL-CIO, and the California and Los Angeles County Federation of Labor.

As the certified bargaining representative, ALADS focus is:

- To better the wages, hours, and other terms and conditions of employment of its members through collective bargaining;
- Maintenance of the Memorandum of Understanding with the County of Los Angeles; and,
- Representation of members in grievances and other appeal settings.

ALADS has a skilled and stable team of 17 staff people. The incoming Executive Director will have the support of the ALADS staff, lead by the Assistant Executive Director, who leads this team.

Governance of ALADS is through a seven-member Board of Directors. Directors serve two-year terms. The Board members elect the executive offices of President, Vice President, Secretary and Treasurer yearly. The President and Vice President are on full-time release from departmental duties through a contract with the county.

Los Angeles County is the most populous county in the United States with over 10 million residents. The County is rich in cultural diversity and the home of world-renowned museums, the Los Angeles Lakers and the Kings, theaters and universities, and many five-star restaurants. It is also the center of the nation's motion picture industry. Besides the mountains, deserts and the beautiful Pacific Ocean, some of the world's finest urban recreational attractions are freeway close. This is Southern California at its finest.

Find more information about ALADS at: <http://www.alads.org>

## **POSITION OF EXECUTIVE DIRECTOR**

This is an FLSA Exempt position. The successful candidate will have an At-Will contract with ALADS.

Reporting directly to the President, the Executive Director has principal responsibility for overseeing, interpreting and carrying out organizational policy, and ensuring the overall success and effectiveness of the organization.

Key responsibilities include preparation, coordination or management of:

- Annual corporate budget
- Day-to-day direction of corporate operations
- Final recommendation for compensation, retention, and replacement of personnel
- Capital projects and property management
- All salary and working condition contract negotiations between ALADS and the County and with the Sheriff's and District Attorney departments
- State & Federal legislation that could impact ALADS mission
- Other reasonable services for administrative and organizational matters of a dignity, character, and nature of the position

## **DESIRABLE QUALIFICATIONS**

- Five years of responsible professional experience in public sector negotiating and managing complex employee relation's contracts, including a successful bargaining strategy
- Five years of experience in managing an organization of equal size and responsibility of ALADS or larger
- Five years of progressive experience in governmental affairs at the State & Federal level
- Extensive knowledge of the principles and practices of state, federal and local statues and ordinances related to compensation and public employee relation matters
- Proved ability to work effectively as a team and with elected leadership
- Ability to exercise sound independent judgment and initiative within established guidelines
- Proved ability to carry out strategic plans which promote the organization's vision, mission, and core values
- Strong communication and oral presentation skills
- Experience in examining and analysis of local governmental budgets
- A valid California Class "C" Driver License

## **SALARY AND BENEFIT PACKAGE**

ANNUAL SALARY - salary DOQ.

BENEFITS - ALADS provides an excellent benefit package that allows a choice of benefits that meet specific needs. The package includes:

- **Retirement Plan** – A SEP Plan for which ALADS contributes 13% and employee contributes minimum of 2% to a maximum of 12%.
- **Flex Benefit Plan** –
  - ALADS provides for employee, and qualified dependents, a Blue Cross California Care medical plan, Blue Cross PPO dental plan and a vision plan through VSP.
  - An FSA for Childcare
  - An FSA for Health care
  - Voluntary insurance plans through payroll reduction
- **Long-Term Disability**
- **Term Life** insurance - \$100,000
- **Holidays** – 11 paid holidays in 2010
- **Paid Leave Time** – 23 days yearly; maximum accrual of 45 days

## **CANDIDATE SELECTION**

- An initial screening of candidate applications will decide responsiveness. Unresponsive applications will not be considered further. Next, responsive applications will be reviewed and ranked.
- At least the top three candidates will be invited to an assessment interview, which will be weighted 100%.
- Interview of a candidate's reference's and a background check will be conducted on candidates recommended for final consideration.

## **APPLICATIONS WANTED**

If interested in this position, please send your application package to:

- By fax: (818) 477-1447
- By e-mail: [application@ibcgroup.org](mailto:application@ibcgroup.org) Subject line MUST state "ALADS OED/"[Your Last Name, First Name].

## **FILING INSTRUCTIONS**

Candidates **MUST** file a cover letter, signed ALADS Employment Application, resume and three personal and three professional references.

The resume should include

- Positions held, current salary, special qualifications
- Names of schools, colleges or universities attended, dates attended fields of study, and degrees earned
- For organizations and programs managed:
  - The name of each employer, job title, size of organization's budget, number and composition of personnel supervised, scope of management responsibilities, roles managed, and dates of employment, with focus on your experience as stated under the DESIRABLE QUALIFICATIONS section of this announcement.

***Recruitment will remain open until position is filled.***

You can download this announcement and an ALADS Employment Application from the ALADS website, at: <http://www.alads.org>, click on "Career Opportunities" and on "Executive Director".

## **EMPLOYMENT ELIGIBILITY INFORMATION**

Immigration law requires that all employees hired after November 6, 1986 must provide proof of work eligibility. Applicants must provide ORIGINAL documents within three business days of hire, which will show satisfactory proof of 1) identity, and 2) U.S. Citizenship or legal right-to-work permanently in the United States.

ALADS IS AN EQUAL OPPORTUNITY EMPLOYER and does not discriminate base on race, religion, color, sex, age, sexual orientation, national origin, or disability.