



## CALL FOR APPLICANTS –

### WACOPS Labor Defense Group (LDG) Western Washington Consultant

#### **Application period: March 1, 2023, thru March 31, 2023**

The WACOPS Labor Defense Group (LDG) is seeking resumes and letters of interest from qualified applicants motivated to help small law enforcement labor groups with contract negotiations and discipline issues.

The position being filled is for a consultant. The selected person will not be an employee of WACOPS LDG. The chosen consultant will be a contractor and will be compensated commensurate to the terms of a signed contract. All compensation will be reported to the IRS through an annual 1099. The initial term of the contract will be 12 months with an automatic rollover.

#### **WACOPS Labor Defense Group (LDG)**

LDG is a 501(c)(5), nonprofit corporation established to perform all the functions of a labor organization in the public section. The public labor organizations to serve are member organizations of the parent nonprofit, the Washington Council of Police & Sheriffs (WACOPS). Member organizations of 50 or fewer officers, may elect to enroll in LDG. Those organizations rely on the LDG and its consultants to assist with collective bargaining, unfair labor practices, mediation, arbitration, and some discipline matters.

#### **Consultant Duties Overview**

The LDG is seeking a highly qualified, skilled, dedicated Law Enforcement labor advocate to join the team. This labor advocate is considered the collective bargaining “technical expert” for LDG, responsible for contract and mid-term negotiations as well as representation of members during the grievance process. The consultant will guide the assigned labor organization’s collective bargaining teams, actively participate in the contract development and negotiations, and be the conduit between assigned labor units and the LDG attorneys.

The LDG Consultant will assist and represent assigned bargaining units through the collective bargaining agreements by consulting with local labor leaders on contract development, negotiations, mediation, arbitration, and contract maintenance. The Consultant will also participate in helping the assigned bargaining unit through discipline matters, and Loudermill hearings.

No two days are the same and the consultant will be challenged to independently represent LDG and the individual organizations in all aspects of contract management. Additionally, the Consultant will be responsible for representing LDG and individual organizations in all aspects of the grievance, mediation and arbitration process including but not limited to selection of arbitrators, obtaining evidence, conducting research, preparing pleadings, providing oral presentations, brief writings, and settlement agreements.

#### **Required Qualifications**

Certified as a general authority peace officer in Washington State, or a retired general authority peace officer.

Specific and dedicated law enforcement experience in principles and procedures of contract negotiations, arbitration, and administrative hearings in the State of Washington

Specific and dedicated LE experience in contract maintenance, policy, and procedural changes

Specific and dedicated LE experience as it pertains to Public Employee Relations Commission (PERC)

Working knowledge of general management principles, state and federal laws related to labor, public employment, collective bargaining and Washington and Federal regulations

Outstanding oral and written skills

Excellent judgment and discretion and ability to compare and evaluate course of actions, interest of members and LDG strategic goals

Ability to write professionally and clear/concise briefs, analysis, and other documents

Knowledge and experience of the impact and boundaries of management rights versus labor rights in the LE field

Demonstrated knowledge and abilities in the use of the Memorandum of Agreement (MOA) and Memorandum of Understanding (MOU) process for LE specific contract negotiations and contract maintenance

Demonstrated knowledge and abilities in the unique workplace environmental issues and impacts in the LE field to include, but not limited to: FLSA, Weingarten, Garrity, training, employee development, uniforms, tools, and equipment, decertification process, law enforcement terminology, and workload management.

Demonstrated knowledge and abilities as it pertains to the ULP process in contract management

Comprehensive understanding and experience in the grievance process within the context of law enforcement contracts

Demonstrated abilities to successfully manage multiple contracts and collective bargaining agreements, across a very large region

Demonstrated knowledge and abilities in applying appropriate state regulations (RCW) and administrative rules (WAC)

Ability and willingness to travel throughout the State of Washington

Ability and willingness to attend a variety of different meetings throughout the State of Washington

Ability and willingness to build rapport with labor units and their employing agency management

Demonstrated understanding and knowledge of the State of Washington legislative process as it pertains to law enforcement and public safety issues

Responsible to seek new memberships from qualified organizations

Ability to be responsive to the objectives, goals, and direction of the LDG Board of Directors and their designee

Ability to quickly respond and manage other duties as assigned by the LDG Board of Directors and their designee

## Desirable Qualification (not required)

College degree from a university, or accredited community or technical college with relevant course work in criminal justice, labor relations, or law.

Working knowledge of Microsoft Word and comfortable using virtual meeting platforms (Zoom or Teams).

Experience as a consultant or small business owner.

Personable and approachable.

Willing to share experience and knowledge with local guild leaders.

If excited for this opportunity, please remit a cover letter and position-oriented resume as follows:

WACOPS LDG  
ATTN: Teresa Taylor  
200 Union Avenue SE  
Olympia, Washington 98501

Email submissions are encouraged: [ttaylor@wacops.org](mailto:ttaylor@wacops.org)

For questions, please call Teresa Taylor at 360-352-8224.