

Agreement for LASPA Representation

This agreement states the terms whereby you agree to representation by the Los Angeles Sheriffs Professional Association (“LASPA”)

Services covered: You authorize LASPA to represent you at all stages of administrative proceedings, up to and including any Civil Service Commission or other County administrative entity assigned to hear your matter. LASPA board of directors determines what attorneys can join its panel and can, at their discretion, delete from or add attorneys or other representation to the panel. While LASPA will pay for any assigned attorney on its panel, LASPA is not obligated to pay for an attorney of your choice. You may choose an attorney of your choice on the panel or outside the panel but the decision to pay for such attorney rests solely with LASPA. LASPA reserves the right to discontinue representation at any time provided such a recommendation is made by your assigned counsel.

Continuing Membership: If you are member less than six months prior to requesting legal representation and to qualify for our payroll reimbursement plan under this Agreement, you agree to maintain LASPA membership for a period of two years after the final disposition of the matter covered under this Agreement.

Services Excluded: Any matter outside the course and scope of employment or non-administrative in nature, including but not limited to: Criminal defense, claims of workers’ compensation benefits, claims for unemployment benefits, claims under State and Federal laws before non-county government entities or in court are not covered. You should consult with your own lawyer at your own expense if you believe any of these areas are involved in your case. You may consult with any LASPA panel attorney for up to one hour free of charge and decide whether or not to pursue a legal action at your own expense with said panel attorney or another attorney of your choice.

Fees & Costs: Legal representation is a benefit for those who are eligible, dues-paying members of LASPA before their legal problems arose and therefore there are no additional charges for taking advantage of this membership benefit. However, if your payroll deduction due payment is interrupted due to disciplinary action taken against you (i.e. suspension without pay), you must maintain your dues payment on your own to continue to receive representational services. Routine costs such as copying, subpoena services, etc. will be paid by LASPA. LASPA, however, is not obligated to pay extraordinary costs such as expert witness fees or transcripts costs. Notwithstanding the foregoing, the payment of any fees or costs rests within the sole discretion of LASPA.

Communications: LASPA or its assigned legal representative will keep you informed of the progress of your case and you agree to cooperate to assist LASPA in the investigation and preparation of your case. You also agree to keep LASPA informed of your residence address and telephone numbers and immediately notify LASPA of any changes.

Payroll Reimbursement: In the event you are suspended without pay for the matter covered in this Agreement you are eligible for payroll reimbursement of your net pay up to 30 days, depending on your level of membership. You are not eligible for reimbursement if the conduct alleged involves matters outside the course and scope of employment or malicious disregard for policies or reckless behavior, or if the investigation leading into disposition of discipline began prior to you joining LASPA. **You must utilize LASPA counsel for each phase of any Department investigation (the initial interview through the final grievance stage) to be eligible for payroll reimbursement.** Notwithstanding the foregoing, any payroll reimbursement rests entirely within the discretion of LASPA Board of Directors.

I agree and acknowledge the terms and conditions under this agreement.

Dated: _____

Print Name

Signature

This agreement must be submitted to our office immediately after receipt, if failed to do so, you may not be eligible for payroll reimbursement in the event of a suspension. We appreciate your prompt response.