



EXECUTIVE OFFICE



BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

# COUNTY OF LOS ANGELES CIVIC OPPORTUNITY

## COMMISSIONER, PROBATION OVERSIGHT COMMISSION

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This recruitment will remain open until the needs of the commission are met. Applicants are encouraged to apply by September 18, 2020, for first consideration.



## THE COUNTY OF LOS ANGELES

The County of Los Angeles has a demographically and geographically diverse population of more than 10 million residents. The County's 100,000+ employees in 36 departments provide vital and wide-ranging public services.

## THE BOARD OF SUPERVISORS

The County is governed by a five-member Board of Supervisors, who are elected on a non-partisan basis and serve four-year staggered terms. As the governing body, the Board serves as both the executive and legislative authority of the largest and most complex county government in the United States.

Commissioners are established to help the Board deal with the many and varied duties and responsibilities of local government. The Board relies on these groups to advise them on a wide range of issues affecting their constituencies, and to assure they are responsive to community needs.

## THE PROBATION OVERSIGHT COMMISSION

On October 1, 2019, the Board voted unanimously to establish a new Probation Oversight Commission after hearing concerns from the community and Probation staff. Concerns included issues in County juvenile facilities, improving community engagement, the Department's organizational culture, and the need to improve the strategic use of information technology. The Commission was charged with improving public transparency and accountability in the Los Angeles County Probation Department.

The Commission will be composed of nine members. The positions are reserved for people who meet the following criteria: a person who is formerly justice-involved, a family member of someone who is currently or formerly justice involved, and a legal defense specialist. The Commission shall provide robust opportunities for community engagement, ongoing analysis, and oversight of the Probation Department's policies, practices, and procedures. It will also act as an advisory body to the Chief Probation Officer and the Board.

## ROLE OF THE COMMISSIONER

The role of the Commissioner, which is advisory in nature, is to work together with the other members of the Commission to:

- Review and analyze Los Angeles County Probation Department's operational policies, procedures, and practices affecting adult and juvenile probationers;
- Conduct facility inspections and its non-confidential records, where juvenile probationers are held or where probationers receive services;
- Propose an independent process for receiving and addressing complaints;
- Investigate through the Office of Inspector General (OIG) and analyze Probation-related issues or complaints;
- Access Probation Department information and work closely with OIG to investigate and issue subpoenas as directed by the Commission;
- Establish a community engagement process in compliance with all laws and confidentiality protections;
- Make recommendations to the Board of Supervisors and the Chief Probation Officer on Probation Department operational policies, procedures, and practices affecting adult and juvenile probationers;
- Prepare inspection, reform efforts and annual reports to the Board of Supervisor and Chief Probation Officer.





## THINGS TO KNOW

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- Commissioner is not a job and does not receive a salary, hourly wage, or benefits. Instead, each Commissioner may receive a monetary allowance for meetings up to a maximum of \$5,000 per fiscal year and shall be reimbursed for reasonable expenses.
- Being a Commissioner will require a significant personal commitment in terms of time and energy. Total time and commitment is estimated to be as much as 20-25 hours per month.
- Commissioners are appointed for a four-year term and may only serve for two consecutive terms unless such limitation is waived by the Board of Supervisors.
- The Board of Supervisors will fill vacant positions.
- To be considered for the role, you must complete a detailed Statement of Qualification Application and Supplemental with narrative responses which will be used to evaluate the extent to which you meet the minimum requirements. During the selection process, you may also be asked to submit additional information and participate in a panel interview.

## DISQUALIFYING FACTORS

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The following individuals cannot serve as members of the Commission:

- Non-resident of the County of Los Angeles;
- Current employees of the County of Los Angeles;
- Current employees of any law enforcement agency, including a police or prosecutorial agency within the previous year;
- Current employees of contractors of the County of Los Angeles who are involved in the creation of contracts for, or the delivery of, contracted goods or services for the Probation Department.





## DESIRABLE QUALIFICATIONS

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- Demonstrated objective and critical thinking skills.
- Demonstrated effectiveness in communicating with clarity, tact, and diplomacy.
- Courage to challenge authority and to stand up for what is right.
- Demonstrated ability to work well with others of opposing viewpoints and diversity of thought; track record of collaborative problem solving.
- Demonstrated high level of personal accountability.
- Working knowledge of community issues and how policing should and could be.
- Demonstrated ability to maintain a big picture perspective.
- Demonstrated interest in civil and human rights, and compassion for others.
- Commitment to justice, equality, and fairness.
- Demonstrated track record of mastery, achievement, or excellence in selected field or profession.
- Expertise in a related field (e.g., the criminal justice system, law enforcement, mental health, juvenile justice, custody, investigation, vulnerable incarcerated populations).
- Awareness of cultural differences.
- Demonstrated objective and critical thinking skills.
- Demonstrated effectiveness in communicating with clarity, tact, and diplomacy.
- Courage to challenge authority and to stand up for what is right.

## MINIMUM REQUIREMENTS

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- Community involvement, including active participation in a community organization working on adult or juvenile justice issues;
- Background as a mental health professional, youth development expert, or experienced re-entry practitioner;
- The diversity of the Commission: including its racial, ethnic, age, geographic, gender, gender identity, religious, sexual orientation, occupational, immigration status, disability, and national origin composition;
- Able and willing to invest the time necessary to serve;
- Take a Live Scan with the Los Angeles County Department of Human Resources;
- Agree in writing to follow and adhere to ethical principles, conflict of interest policy, and code of conduct
- Agree in writing to maintain absolute confidentiality of privileged information.

## HOW TO APPLY

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Complete the application and supplemental linked below and submit along with a statement of interest and/or resume to [CommitteeBook@bos.lacounty.gov](mailto:CommitteeBook@bos.lacounty.gov).

### [Application and Supplemental](#)

All other inquiries can be also sent to [CommitteeBook@bos.lacounty.gov](mailto:CommitteeBook@bos.lacounty.gov)

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