

EXECUTIVE OFFICE
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

PROBATION OVERSIGHT COMMISSION
OF LOS ANGELES COUNTY

COUNTY OF LOS ANGELES

CIVIC OPPORTUNITY

COMMISSIONER, PROBATION OVERSIGHT COMMISSION

This recruitment will remain open until the needs of the Commission are met. Applicants are encouraged to apply by June 1, 2026, for first consideration.



THE COUNTY OF LOS ANGELES

The County of Los Angeles (County) serves a demographically and geographically diverse population of more than 10 million residents. The County's 100,000+ employees in 37 departments provide vital and wide-ranging public services.

THE BOARD OF SUPERVISORS

The County is governed by a five-member Board of Supervisors (Board) 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.

Commissions are established to help the Board carry out many and varied duties and responsibilities of local government. The Board receives advice from its commissions on a wide range of issues affecting the community. Some commissions also ensure that the Board is responsive to community needs.

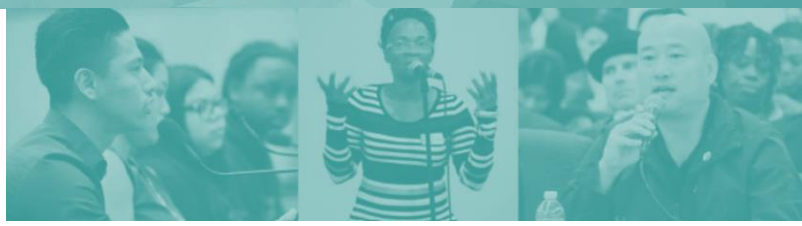
THE PROBATION OVERSIGHT COMMISSION

As a result of the dedicated work and recommendations of the Probation Reform Implementation Team (PRIT), the Board voted unanimously to establish the Probation Oversight Commission (Commission) on October 1, 2019 with the intent to improve public transparency and accountability with respect to the Los Angeles County Probation Department (Probation). The Commission is an advisory civilian oversight body that oversees and monitors Probation's progress on systemic reform by making recommendations to the Board, the Probation Department, and the public on matters that affect the well-being of youth and adults.

The Commission provides robust opportunities for community engagement, ongoing analysis, and oversight of Probation's policies, practices, and procedures.

The Commission is comprised of nine members: five supervisory district appointments, and four community appointments.* The Commission staff provides support to the Commissioners and administers the day-to-day operations. The Office of Inspector General (OIG) and its staff work closely with the Commission and serves as the Commission's investigative arm.

*This bulletin and application will be utilized to fill the Commissioner vacancy(s) for Community Appointment.



AUTHORITY

The Board of Supervisors voted to create the POC through an ordinance that grants the Commission investigatory power through the OIG and subpoena power. The Probation Oversight Commission has the authority and duty to:

- Review departmental policies, procedures, and practices;
- Conduct inspections in order to ensure the physical safety and welfare of youth and adults in Probation custody;
- Investigate critical matters brought to the Commission's attention;
- Receive and review grievances;
- Engage the public through robust and transparent reporting and regular meetings.

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, analyze, and make recommendations on the Probation Department's operational policies, procedures, and practices affecting the community, and advocate for systemic change to the Board and Chief Probation Officer.
- Investigate through the OIG and analyze systemic Probation-related issues or complaints.
- Obtain community input and feedback on specific incidents involving use of force, detention conditions, or other civil rights concerns regarding the Probation Department and convey complaints, concerns, and/or positive feedback to the Chief Probation Officer and the Board of Supervisors.
- Conduct inspections of juvenile and custodial facilities and non-confidential records where probationers are held or where probationers receive services.
- Establish a working relationship with stakeholders to accurately convey community concerns in compliance with all laws and confidentiality protections.
- Work with OIG and assist in soliciting community input and feedback on issues under OIG's investigation.
- Prepare reform efforts and annual reports for the Board of Supervisors and Chief Probation Officer.



THINGS TO KNOW

- The role of Commissioner is not a job and Commissioners do not receive a salary or benefits. Commissioners may receive a monetary allowance to cover expenses 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 term of four years and may only serve for a maximum of two consecutive terms, unless waived by the Board of Supervisors.
- To be considered for appointment as a Commissioner, please complete the Commissioner application for the Los Angeles County Probation Oversight Commission, statement of interest, and resume.

MINIMUM REQUIREMENTS

- Resident of the County of Los Angeles.
- Able and willing to invest the time necessary to perform the duties of a Commissioner.
- Pass a Live Scan inquiry conducted by the Los Angeles County Department of Human Resources.
- Agree in writing to follow and adhere to policies regarding ethical principles, conflict of interests, and the code of conduct.
- Agree in writing to maintain absolute confidentiality of privileged and sensitive information.
- Reputation for integrity, honesty, and character; established record of substantial community involvement and service; and demonstrated ability to be fair, impartial, and unbiased.
- Complete a comprehensive training and orientation program within six months of appointment.

DESIRABLE QUALIFICATIONS

- Community involvement, including active participation working on justice issues.
- Demonstrated objective and critical thinking skills.
- Demonstrated effectiveness in communicating with clarity, tact, and diplomacy.
- Courage to challenge authority and stand up for what is right.
- Demonstrated ability to work well with others of opposing viewpoints; track record of collaborative problem-solving.
- Demonstrated high level of personal accountability.
- 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
- Personal, lived experience with incarceration.
- Expertise in a related field (e.g., criminal justice, law enforcement, mental health, juvenile justice, custody, investigation, vulnerable incarcerated populations).
- Awareness and appreciation of cultural differences (including its racial, ethnic, age, geographic, gender, gender- identity, religious, sexual orientation, occupational, immigration status, disability, and national origin composition).

DISQUALIFYING FACTORS

The following individuals cannot serve as members of the Commission:

- Current employees of the County of Los Angeles.
- Current employees of any law enforcement agency, including a probation, 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.

HOW TO APPLY

Complete the application linked **here**, a statement of interest, and resume and send to **info@poc.lacounty.gov.**

For additional questions, please contact us at **info@poc.lacounty.gov.**

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