



Los Angeles County Ethics Commission

Background

In 2024, Los Angeles County voters passed Measure G, which requires the creation of an independent Ethics Commission and Office of Ethics Compliance to promote ethical, transparent, and accountable County government.

The Los Angeles County Ethics Commission is expected to serve as an independent ethics oversight body for the County. The Commission's role includes overseeing and enforcing laws related to campaign financing, lobbying, conflicts of interest, governmental ethics, and related matters; providing strategic oversight of the Office of Ethics Compliance; adopting rules, regulations, policies, complaint procedures, and penalty guidelines; issuing formal opinions; and adjudicating enforcement matters, including making final decisions following administrative hearings and imposing penalties where authorized.

The Office of Ethics Compliance will carry out the Commission's day-to-day work, which includes education and training, advice and guidance, public transparency and disclosure administration, investigations, audits, referrals to other enforcement agencies, and public reporting.

Ethics Commissioners may be asked to review sensitive or complex matters and must exercise independent judgment, fairness, impartiality, and discretion. Commissioners shall not act as representatives of any nominating authority, elected official, organization, or interest group.

The Commission will meet at least six times per calendar year, and meetings will be subject to the Ralph M. Brown Act. Commissioners will need to prepare for meetings, review materials, participate in hearings or other Commission activities, complete required trainings or disclosures, and comply with applicable ethics and service restrictions.

The time commitment is subject to change and may vary based on the Commission's meeting schedule, agenda items, enforcement matters, hearings, subcommittee meetings, preparation time, and other Commission business. Commissioners should expect to spend approximately 5 to 20 hours per month on Commission-related work. During start-up, the time required initially may be greater. Commissioners are expected to receive \$250 per meeting and reimbursement for reasonable expenses incurred in the performance of their official duties, in accordance with applicable County Code and policies.

Structure of the Ethics Commission

The Los Angeles County Ethics Commission will have seven members. Applications submitted through this process may be reviewed for consideration by the applicable nominating authority and/or the initial Ethics Commission, subject to the final ordinance and formal appointment by the Board of Supervisors.

The appointment structure includes the following nominating authorities:

- **Governance Reform Task Force (GRTF) initial nomination / County Executive seat beginning in 2029-** One member will initially be nominated through the GRTF process following a public recruitment and application process. Beginning January 1, 2029, this member will instead be nominated by the elected County Executive. This nominee must have a background in public information and public meetings, community outreach and engagement, or using technology as it relates to open government. The initial term for this seat will expire on June 30, 2029.
- **Chair of the Board of Supervisors nomination-** One member will be nominated by the Chair of the Board of Supervisors. This nominee must have a background in public policy or public law. The initial term for this seat will expire on June 30, 2030.
- **Assessor nomination-** One member will be nominated by the Assessor. This nominee must have a background in campaign finance, accounting, auditing, and compliance with ethics laws in the public or private sector, or protection of whistleblowers. The initial term for this seat will expire on June 30, 2027.
- **Commission-nominated public applicant pool-** Once the first three nominees are appointed, the Commission will nominate the remaining four members at a public meeting following a public recruitment and application process, which should include outreach to communities that are underrepresented in the County's political process. These nominees should be broadly representative of the general public, and at least one Commission-nominated member must reside in an unincorporated area of Los Angeles County. The initial terms for two Commission-nominated seats will expire on June 30, 2028, and the initial terms for the remaining two Commission-nominated seats will expire on June 30, 2031.

After the initial staggered terms, Commissioners will serve five-year terms beginning July 1 and ending June 30. A member who has served a complete five-year term is not eligible for reappointment. If a replacement has not been appointed by the end of a member's term, the member may continue serving in a holdover capacity until a new member is appointed, for a period not to exceed one year.

Nominating authorities shall value lived experience, community leadership, traditional and non-traditional expertise, and working-class accessibility. Nominating authorities and the Board shall consider relevant analytical skills, ability to be impartial, and appreciation for the County's diverse demographics, to the extent feasible and permissible by law.

Commissioners may also be subject to attendance requirements, including possible vacancy provisions for missed meetings, ceasing to be a county resident, removal, or other circumstances specified by ordinance.

Application Overview

The County of Los Angeles is accepting applications for individuals interested in serving on the Los Angeles County Ethics Commission.

The application period will be open from July 6, 2026, through July 26, 2026.

The information submitted in this application will be used to determine eligibility, qualifications, and suitability for consideration for the Los Angeles County Ethics Commission and for review, nomination, and appointment purposes.

Applications and related materials may be public records subject to disclosure under the California Public

Records Act, except as otherwise protected by law. Application materials may also be reviewed, discussed, displayed, posted, recorded, or otherwise made available as part of a public screening, interview, nomination, or appointment process, including at a public meeting or in materials provided to the GRTF, the Ethics Commission, the Executive Office of the Board of Supervisors, the Board of Supervisors, or other applicable nominating or appointing authority. Interviews may be recorded for review by applicable nominating or appointing authority.

The review and selection process may include initial screening or narrowing by an ad hoc committee, subcommittee, staff, or other reviewing body. The process may also include use of publicly discussed or approved screening criteria, a rubric, or a narrowing process. Not all applicants will be interviewed or selected as finalists.

Applicants selected as finalists may have their names, application materials, responses, qualifications, and related information released publicly, posted with meeting materials, discussed at a public meeting, and considered during public comment, public interviews, deliberations, nomination, and appointment proceedings.

Finalists may be asked to participate in a public interview before the GRTF or another nominating or appointing authority. Public interviews may be livestreamed, recorded, posted, or otherwise made available to the public. Deliberations regarding applicants, finalists, nominees, rankings, alternates, or recommendations may occur in closed session to the extent permitted by law, and any final recommendation, nomination, or appointment action may be reported or acted upon publicly.

Do not submit Social Security numbers, driver's license numbers, financial account numbers, or other personal identifying information that is not requested in this application.

Submitting an application does not guarantee nomination or appointment. Information provided in the application may be used to determine which nominating authority or background requirement may be applicable.

Section 1 - Minimum Requirements

Fields marked with a red asterisk must be completed.

First Name Barbara

Middle Name Ann

Last Name Pollack

Email Address

Primary Phone Number

Home Address

Is your mailing address different from your home address? ☐

Are you currently a resident of Los Angeles County?

In which Supervisorial District do you reside? If you are not sure, please click [here](#) to help determine your supervisorial district in Los Angeles County.

Note: Staff may verify district information as part of the application review process.

Do you reside in an unincorporated area of Los Angeles County? If you are not sure, please click [here](#) to help determine whether your home address is located in an unincorporated area of Los Angeles County.

Note: At least one Commission-nominated member of the Ethics Commission must reside in an unincorporated area of Los Angeles County. Staff may verify this information as part of the application review process.

If appointed, are you willing and able to attend Commission meetings, required trainings/orientations, hearings, and related activities, including matters involving ethics, transparency, accountability, compliance, and enforcement?

When are you generally available for Commission meetings?

Do you need accommodation or assistance to participate in the application, interview, orientation, or appointment process?

Form 700 Statement of Economic Interests: Ethics Commissioners will be required to file a Form 700, Statement of Economic Interests, disclosing financial interests as required by law.

Are you willing to complete and file a Form 700, Statement of Economic Interests?

Yes

Section 2 - Disqualifying Interests

Appointment to the Ethics Commission is subject to eligibility requirements and restrictions involving current, planned, or prior activities, roles, or relationships. The following questions are used to help confirm eligibility and identify any issues that may require additional review. A “Yes” or “Not sure” response does not automatically disqualify you, but additional information may be requested.

Are you currently running, or planning to run, for elected office in Los Angeles County or for any other elected office in a jurisdiction that intersects/overlaps with Los Angeles County?

No

In the last two years, have you served as a County elected official?

No

In the last two years, have you been a candidate for County elected office?

No

In the last two years, have you been an immediate family member of a County elected official?

No

Note: For this application, immediate family means spouse, registered domestic partner, parent, sibling, or child of a County elected official.

In the last two years, have you served as an employee or paid consultant to a County elected official?

No

In the last two years, have you served as an employee or paid consultant to a candidate for County elected office, or to a campaign committee controlled by a County elected official?

No

In the last two years, have you served as an officer or paid employee of a political party?

No

In the last two years, have you been registered as a County lobbyist?

No

In the last two years, have you qualified as a [“major donor”](#) under the Political Reform Act, generally meaning that you made contributions totaling \$10,000 or more in a calendar year?

No

In the last two years, have you contributed more than \$1,000 total to one or more candidates for Los Angeles County elected office?

No

Are there any other facts or circumstances that may raise a question about your eligibility or ability to be impartial on the Ethics Commission?

No

Section 3: Required Acknowledgements

If appointed, Ethics Commissioners may be subject to restrictions during service and, in some cases, for one or two years after your service ends, unless preempted or prohibited by law. Please carefully review each statement below and indicate your acknowledgment at the end of this section.

- I understand that, if appointed, I may be restricted from seeking County elected office during my service and for two years after my service ends, and from seeking other elected office in a jurisdiction that overlaps with Los Angeles County during my service, subject to the final ordinance and applicable law.
- I understand that, if appointed, I may be restricted from serving as an officer or employee of a political party during my service.
- I understand that, if appointed, I may be restricted from employing, or being employed as, a person required to register as a county lobbyist during my service and for one year after my service ends.
- I understand that, if appointed, I may be restricted from employment, contractual relationships, gifts, or compensation from County elected officials during my service and for one year after my service ends.
- I understand that, if appointed, Ethics Commissioners may be restricted during their service from endorsing, supporting, opposing, contributing to, volunteering for, or working on behalf of any candidate or ballot measure in a County election, or any County elected official running for any elected office, subject to the final ordinance and applicable law.
- I understand that, if appointed, I may be restricted from receiving a no-bid County contract during my service and for one year after my service ends.
- I understand that Ethics Commissioners must exercise independent judgment and not serve as representatives of the person or entity involved in their nomination or appointment.
- I understand that, in connection with Commission-nominated seats, Commission members may be subject to a no-contact rule prohibiting communications with County elected officials or their agents about whom the Commission should nominate, except through public comment at a Commission meeting.

Acknowledgement

Yes, I acknowledge all of the statements above.

Section 4 - Background and Experience

Please keep responses brief and focused. The questions below are intended to help identify whether applicants have background, experience, education, training, or other relevant knowledge in areas identified for the Ethics Commission’s appointment structure. Applicants are not required to select a nominating authority or appointment category.

Why are you interested in serving on the Los Angeles County Ethics Commission?

I believe a strong ethical culture is important to foster trust in government and critical to effective governance. The voters of LA County provided a strong mandate for the Ethics Commission and I have the knowledge and experience to deliver on that mandate.

Open Government, Public Information, and Public Engagement. Please select any areas in which you have experience, education, training, or other relevant knowledge. Select all that apply.

- Public information
- Public meetings
- Community outreach and engagement
- Technology as it relates to open government

Please briefly describe the background, experience, education, training, or other relevant knowledge for each area selected above.

As a Long Beach Ethics Commissioner, I am knowledgeable of the requirements of the Brown Act and the Levine Act and have experience running meetings pursuant to the Brown Act. I work closely with the Long Beach Office of Ethics and Transparency (OET), which is responsible for compliance with the Public Records Act (PRA) in Long Beach. As a member of the Long Beach Ethics Commission, I have engaged actively with the Long Beach OET on compliance with the PRA. I have worked for and with the federal government on Freedom of Information Act compliance and litigation.

Public Policy and Public Law. Please select any areas in which you have experience, education, training, or other relevant knowledge. Select all that apply.

- Public policy
- Public law

Please briefly describe the background, experience, education, training, or other relevant knowledge for each area selected above.

Prior to my retirement from law practice, I worked extensively in public policy related to federal ethics compliance, such as the gifts and gratuities rules, and developed and delivered training for our employees. On the LB Ethics Commission for the past 6 years, I have worked on matters of public policy and law such as lobbying reform, conflicts of interest, campaign finance, and transparency. Under my chairmanship of the LB Ethics Commission, the Commission drafted an Ethics Ordinance that is under active consideration by the City Council. The ordinance covers conflicts of interest, lobbying reform, campaign finance, gifts, and political activities among other governance matters.

Campaign Finance, Accounting, Auditing, Ethics Compliance, and Whistleblower Protection. Please select any areas in which you have experience, education, training, or other relevant knowledge. Select all that apply.

- Campaign finance
- Accounting
- Auditing
- Ethics compliance in the public or private sector
- Protection of whistleblowers

Please briefly describe the background, experience, education, training, or other relevant

knowledge for each area selected above.

As a Commissioner on the Long Beach Ethics Commission, I have worked on issues of campaign finance and ethics compliance. We work closely with the City Auditor to ensure the City follows a robust process for audit and investigation of claims of fraud, waste or abuse. Protection of whistleblowers is key to an effective audit program. In the federal context, I worked tirelessly to ensure protection of whistleblowers who brought allegations of improper conduct forward for investigation. As an Ethics Commissioner, I have worked with City leaders to develop the policies necessary to protect whistleblowers and create a culture that encourages people to come forward with information regarding fraud, waste and abuse.

What expertise, analytical skills, community leadership or involvement, lived experiences, traditional or non-traditional expertise, or other perspectives would you bring to the Ethics Commission? In your response, please discuss any experience you have with ethics, campaign finance, lobbying, transparency, accountability, or government oversight laws, as well as how your professional, volunteer, educational, community, or life experiences would help you effectively serve as a Commissioner. (Desirable qualifications)

As an inaugural member of the Long Beach Ethics Commission and as Vice Chair and Chair of the Commission, I had the opportunity to help shape the direction and approach of the Commission. I believe that experience will serve the newly formed LA County Ethics Commission well. The Long Beach Ethics Commission is charged with responsibility for advice regarding campaign finance, lobbying, transparency, accountability, and government oversight. We drafted a new Code of Conduct and Ethics, which was adopted and implemented by the City and recently proposed a new comprehensive Ethics ordinance. The LB Ethics Commission lacks investigative and enforcement authority. We necessarily rely on advocacy and persuasion. Those skills are critical to the success of the County Ethics Commission as it wields newly authorized enforcement authority.

As a Commissioner, you may be required to evaluate evidence, determine whether a person violated an ethics or campaign finance law, and, if so, decide whether a monetary penalty should be imposed. Please describe your ability to exercise independent judgment and act impartially and fairly when evaluating information and making decisions. If applicable, provide examples from your professional, volunteer, community, or personal experiences. (Desirable qualifications)

As an in-house attorney, I was called upon to conduct investigations and recommend corrective actions that, by definition, frequently involved co-workers. I pride myself on my independence and judgment. In all situations, I focus on the facts and data and develop a position based upon the facts. I am not involved in City or County politics. I care deeply about the City and the County and would never take any action that would detract from the need to foster public trust in the system.

Los Angeles County is one of the most diverse counties in the nation. Please describe your appreciation for the County's diverse demographics and how that appreciation would inform your service as a Commissioner. You may include examples from your professional, volunteer, educational, community, or life experiences, including any experience serving, engaging with, or working alongside diverse communities in Los Angeles County. (Desirable qualifications)

Throughout my career, I recognized that before any action or development of a position, you must listen actively to all viewpoints. On the Long Beach Commission, we took several steps to seek out and listen to diverse views prior to adoption of any City-wide position. That is critical in a city like Long Beach and just

as important in the County at large. We cannot know all of the possibly unintended consequences of our actions until we listen to the community and act to ensure all views are solicited and considered. For example, the LB Ethics Commission considered the impact on non-profit groups of lobbying registration requirements. We held several public meetings on this topic to understand the different ways in which non-profits engage with the City and the potential impact of registration requirements on those organizations.

List any County, city, state, nonprofit, community, civic, advisory, professional, or other boards, commissions, committees, or organizations on which you currently serve or previously served. Include offices held, if any. If none, write "N/A."

Current:
Commissioner (former Vice Chair and Chair): Long Beach Ethics Commission
Volunteer, Long Beach Animal Care Services
Previous:
American Bar Association Government Contracts Section Chair of the Books and Monographs Committee
American Bar Association Government Contracts Section Vice Chair of the Accounting, Cost and Pricing Committee.

Have you ever been employed by the County of Los Angeles? ☐

Please provide up to three professional, civic, community, or personal references who can speak to your experience, qualifications, community leadership, judgment, impartiality, or other background relevant to service on the Ethics Commission.

Name	Relationship to Applicant	Organization (if applicable)	Phone	Email
Margo Morales	former colleague ; friend	Long Beach Civil Service Employee Rights and Appeals Commission; former Ethics Commissioner		
Megan Weiss	former colleague ; friend	Raytheon Exec. Director of Ethics, Monitoring & Compliance Programs Solutions		
Dawn McIntosh	colleague	Long Beach City Attorney		

You may upload a resume, cover letter, or personal statement using the upload button below. Uploading a document is optional and is not required for your application to be considered. Uploaded documents will be considered part of your application materials and may be subject to the public records and public process disclosures described in this application.

Section 5 - Optional Voluntary Information

The County of Los Angeles seeks broad, inclusive, and diverse participation on its commissions and public bodies. The following information is voluntary. It will be used only to help understand the overall diversity and representativeness of the applicant pool and Commission composition, consistent with applicable law. You may select "Prefer not to say" for any question.

How did you hear about this opportunity?

Race / Ethnicity

Gender Identity

Disability Status

Section 6 - Certification and Signature

Certification

By signing below, I certify and acknowledge that:

- I have read and understand the application instructions.
- I certify that the information I provided is true and correct to the best of my knowledge.
- I understand that incomplete applications may not be considered.
- I understand that submission of an application does not guarantee nomination or appointment.
- I understand that the County may verify the information I provided and may contact other entities or persons to confirm information relevant to my application.
- I understand that my application, reference information, uploaded documents, interview materials, and related materials may be public records subject to disclosure under the California Public Records Act, except as otherwise protected by law. I also understand that, if I am selected as a finalist, my name, application materials, responses, qualifications, interview, and related information may be released publicly, posted with meeting materials, discussed at a public meeting, considered during public comment, livestreamed, recorded, or otherwise made available as part of a screening, interview, deliberation, nomination, or appointment process.
- I understand that, if nominated or appointed, I may be required to complete additional forms, disclosures, ethics training, onboarding requirements, or conflict-of-interest review.
- I understand that, if appointed, I must comply with all applicable laws, rules, ordinances, and service restrictions governing Ethics Commissioners.

Printed Name

Barbara A Pollack

Signature

Date

Thursday, July 23, 2026

BARBARA A. POLLACK

WORK EXPERIENCE

Long Beach Ethics Commission, Long Beach, CA

Commissioner: July 2020 to present

Chair: July 2024 to July 2026

Vice Chair: July 2022 to July 2024

Worked on Code of Conduct and Ethics adopted by the City. Commission proposed Ethics ordinance pending before the City Council for adoption. As Vice Chair and Chair, steered agenda for monthly Commission meetings. Commission responsibilities include recommendations to Mayor and City Council regarding campaign finance reform, lobbying, conflicts of interest and governmental ethics, development of education program for City employees, and support to agencies and public officials in administration of Ethics laws and policies.

Aerospace Industry, Los Angeles, CA

Last position: Vice President and General Counsel, Space and Airborne Systems (SAS)

Raytheon Company: January 1998 to March 2019

Hughes Electronics: July 1991 to December 1997

Positions of increasing responsibility as a corporate attorney and the senior legal adviser to a major business unit with sales > \$6 Billion/Year (2018) and a world-wide customer base. Responsibilities included development and oversight of the SAS Ethics and Business Conduct program and maintenance of an anti-corruption sustainment program; Global Trade (export/import) operations and compliance; and legal affairs, including litigation, government contracting and accounting, representation in suspension/debarment proceedings, international contracting activities, intellectual property, internal investigations of potential violations of law or company policy, and general business/legal advice to senior management. Served as a member of the leadership team of the SAS business and of the General Counsel of Raytheon Company.

Steptoe & Johnson, Washington, DC

Of Counsel

Associate

May 1984 to July 1991

Litigation and business advice practice with an emphasis on international trade and government contract issues. Represented clients in cases involving such matters as anti-dumping, civil false claims, bid protests, suspension and debarment, white-collar crime, environmental, and customs issues; advised senior corporate management regarding business issues, cost accounting, internal controls, employment, and other matters of corporate responsibility; extensive case management experience including client liaison and supervision of attorneys, paralegals, and other support staff.

Office of General Counsel, Central Intelligence Agency, Washington, DC

Assistant General Counsel

Attorney Adviser

August 1980 to April 1984

Represented agency in federal and state courts on a broad range of legal matters including employment disputes, access to records, protection of privileged information, and tort claims; provided advice to senior agency management regarding compliance with domestic, foreign, and international law.

United States District Court for the District of Columbia, Washington, DC

Judicial Law Clerk to The Honorable Barrington D. Parker

May 1979 to August 1980

Served as law clerk on multi-district securities fraud litigation as well as the full docket of civil and criminal cases pending before Judge Parker.

VOLUNTEER ACTIVITIES:

Long Beach Animal Care Services

Third Act SoCal Democracy and Communications Committees

EDUCATION:

Georgetown University Law Center, Washington, DC

LL.M. (International and Comparative Law) -- May 1984

Worked full-time throughout program

The American University Law School, Washington, DC

J.D., *cum laude* -- May 1979

Senior Editor -- The American University Law Review

Dean's Research Fellowship -- 1977 through 1979

Northwestern University, Evanston, IL

B.S. (Dual Major: English/Education) -- March 1976

References available upon request.