

September 30, 2022

By Electronic Mail Only

Chair Yvonne Lee
Vice Chair Larry Bush
Commissioners Theis Finlev, Argemira Florez-Feng, and Michael Romano
San Francisco Ethics Commission

Dear Chair Lee and Commissioners,

Since my appointment by the Ethics Commission as Executive Director in January 2016, it has been my privilege to direct our programs and operations and lead the staff through an important period of organizational capacity-building, transformation, and achievement.

Over the past three decades, voters in California cities and counties have established ethics commissions as non-partisan citizen oversight bodies to impartially shape, administer, and enforce political reforms in local government. Through their direct voter mandate, these agencies have a unique and vital role in promoting governmental accountability and public trust. With political will, focused purpose, sufficient resources, and a strong legal framework, local ethics commissions can lead needed change by developing, advocating for, and enforcing oversight laws and practices that strengthen the effectiveness of government and its responsiveness to the public.

The resolve of this Ethics Commission and its staff to make and sustain progress toward these ends has been well evidenced, and includes essential new staffing resources secured over the past nearly seven years through which the Commission has:

- developed meaningful public disclosure tools cited as “innovative transparency solutions” for other ethics commissions across the country;
- conducted robust policy work to expose and address ethics laws in need of reform and to strengthen the City’s public campaign financing system to encourage greater participation in local elections;
- improved the level of compliance guidance provided and developed *Ethics@Work*, a new outreach program to better support city officials and employees in navigating ethics in public service;
- strengthened its enforcement policies and oversight practices for heightened transparency, increased due process, and more impactful case resolutions; and
- held those who violate city ethics laws publicly accountable for their actions.

Having made the decision to explore other personal and professional interests in the year ahead, I am providing notice of my intent to resign as Executive Director effective January 23, 2023, and to support the Commission in the interim through this period of executive leadership transition.

Thank you for the opportunity to have been a part of this work. I deeply appreciate your support and partnership in service to the public.

Sincerely,

LeeAnn Pelham
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