



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
Meeting Agenda**

**Oakland City Hall, Hearing Room 2  
1 Frank H. Ogawa Plaza**

**Wednesday May 13, 2026  
6:00 PM**

**PUBLIC PARTICIPATION**

The Oakland Police Commission Selection Panel encourages public participation in its meetings. Members of the public may observe and/or provide public comment in the following ways:

**OBSERVE THE MEETING**

**By Zoom:**

To observe the meeting via video conference, please click the following link at the noticed meeting time:  
<https://oaklandca-gov.zoom.us/j/84244055797>

**By Phone:**

Call any of the numbers below and, when prompted, enter **Webinar ID: 828 3244 8748**, then press # if asked for a participant ID:

- +1 669 900 9128
- +1 346 248 7799
- +1 253 215 8782
- +1 646 558 8656
- +1 301 715 8592
- +1 312 626 6799

Instructions for joining by phone are available at:  
<https://support.zoom.us/hc/en-us/articles/201362663>

**PROVIDE PUBLIC COMMENT**

Public comment may be submitted in the following ways, within the time allotted for each eligible agenda item:

- Submit written comment in advance:  
Email your comment, full name, and the agenda item number to Burt Jones at [Bdjones@oaklandca.gov](mailto:Bdjones@oaklandca.gov) no later than one (1) hour before the posted meeting time. All timely submissions will be shared with the Selection Panel prior to the meeting.
- Complete a speaker card during the meeting.
- Raise your hand on Zoom during public comment or open forum and staff will call on you to speak for the time allotted by the Chair.

For questions regarding these procedures, please contact Burt Jones at [Bdjones@oaklandca.gov](mailto:Bdjones@oaklandca.gov)



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**I. CALL TO ORDER**

The Clerk opens the meeting and officially begins proceedings.

**II. ROLL CALL**

The Clerk Calls roll to confirm member attendance to determine if there is a quorum (5 members) to conduct business.

Panelists: *Brian Bonner, Breeanna Decker; David Kakishiba; Charlie Eddy; Monique Rivera (Vice Chair); Sandra Bethune; Covonne Page; Daniel Ettlinger; Alex Clewis (Chair)*

**III. PUBLIC COMMENT**

During Public Comment, members of the public may comment on any **agendized items** within the Panel's jurisdiction when called.

**IV. APPROVAL OF MINUTES (ACTION ITEM)**

The Panel reviews the draft minutes from a prior meeting and may take action to approve them as presented or with revisions.

April 16<sup>th</sup> Selection Panel Meeting Minutes

**V. REVIEW AND DISCUSSION OF POLICE COMMISSION APPLICATIONS AND SELECTION PANEL VOTE TALLIES; INTRODUCTION OF APPLICANTS NOT IN THE PRELIMINARY TOP TEN AND VOTE TO INCLUDE SUCH APPLICANTS IN THE INTERVIEW POOL; AND FINAL DETERMINATION OF THE TOP 10 INTERVIEW CANDIDATES (ACTION ITEM)**

The Panel will review all submitted applications and Selection Panel vote tallies, and discuss the evaluation process used to determine the preliminary top ten candidates. Panelists may introduce applicants not included in the preliminary top ten for consideration, followed by a vote on whether to include those applicants in the interview pool. The Panel will then determine the final top 10 candidates who will advance to interviews and reference checks. Discussion will occur in two rounds, with each panelist allotted three minutes per round.

**VI. INTERVIEW FORMAT FOR THE TOP 10 POLICE COMMISSION APPLICANTS (ACTION ITEM)**

The Panel will discuss and determine the interview format for the top 10 applicants, including structure, timing, and approach for conducting the interviews.

**VII. DISCUSSION AND POSSIBLE AMENDMENTS TO PREVIOUSLY APPROVED POLICE COMMISSION CANDIDATE INTERVIEW SCHEDULE**

The Selection Panel will discuss and may revise previously approved interview dates, times, and related scheduling matters to ensure quorum, operational efficiency, and timely completion of the panel's duties.



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**VIII OPEN FORUM**

Members of the public may speak on items not listed on the agenda within the Panel's jurisdiction when called upon.

**ADJOURNMENT**

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [Bdjones@oaklandca.gov](mailto:Bdjones@oaklandca.gov) or call (510) 238-7587 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a [Bdjones@oaklandca.gov](mailto:Bdjones@oaklandca.gov) o llame al (510) 238-7587 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 [Bdjones@oaklandca.gov](mailto:Bdjones@oaklandca.gov) 或 致電 (510) 238-7587



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
Draft Meeting Minutes**

**Oakland City Hall, Hearing Room 3  
1 Frank H. Ogawa Plaza**

**Thursday April 16, 2026  
6:00 PM**

**I. Call to Order**

The meeting was called to order by the presiding Vice Chair Clewis at 600pm

**II. Roll Call:**

Panelist Decker – Yes      Panelist Kakishiba - Yes      Panelist Eddy – Yes  
Panelist Rivera – Excused until 610      Panelist Bethune – Excused until 610  
Panelist Page – Excused      Panelist Ettlinger – Yes      Chair Clewis - Yes

**III. Public Comment (Non-Action)**

Public Comment was received

1. Speaker Anne Janks item 6

**IV. Approval of Prior Minutes (Action)**

Approval of the March 19 meeting minutes.

- a. **Discussion:** no discussion.
- b. **Motion:** To approve the meeting minutes by Panelist Ettlinger.
- c. **Seconded:** Panelist Eddy.
- d. **Result:** The motion passed with 6 yes 1 abstain, 1 excused

**V. Chair Announcements**

1. Announce that the application window for all available 2026 seats will officially close on April 30.
2. State how many seats are being filled and the reason for the vacancies.
3. Confirm that the panel will use last year's interview criteria.
4. Remind panelists to complete and submit their Form 700

**VI. Create Application and Interview Schedule for Police Commission Applications. (Action)**

The Panel Discussed, and voted on a proposed schedule for applications deadlines and candidate interviews.

- a. **Discussion:** The Panel engaged in a detailed discussion on the proposed application and interview schedule, including whether to extend the application deadline, timelines for panelists to submit their scoring results, and



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whether a two-hour special meeting would provide sufficient time to review applications and finalize the candidate slate.

- b. **Motion:** by Panelist Rivera to approve the application and interview schedule as follows: April 30 – application review process closes; May 2 – Selection Panel submits rankings; May 7 – special meeting for tally and discussion; May 21 – first round of interviews (5 candidates); and May 28 – second round of interviews and announcement of the final slate (5 candidates).
- c. **Seconded:** by Panelist Kakishiba
- d. **Roll Call Vote:**

Panelist Decker – Y	Panelist Kakishiba - Y	Panelist Eddy – N
Panelist Rivera – Y	Panelist Bethune – Yes	Panelist Page – Ex
Panelist Ettlinger – Y	Chair Clewis - Yes	
- e. **Results:** The motion passed with 6 yes and 1 no.

**VII. Open Forum**  
Open Forum comment was received

- 1. Speaker Anne Janks item 6

**Meeting adjourned.**

## **1. Vote Tally Clarification Statement**

Panelists' individual vote tallies reflect preliminary preferences only and do not constitute or determine the final Top 10 interview candidates. Final interview selections will be established by formal vote of the body during this meeting.

## **2. Additional Applications Clarification Statement**

Applicants received as of April 30, 2026 who are not included in the preliminary Top 10 may still be considered for interviews if introduced by a panelist with justification and approved by a vote of the body in accordance with the Selection Panel Procedures.

# Oakland Police Commission

## Application Review Criteria

### **Purpose**

This rubric is designed to help Selection Panel members **evaluate the submitted applications in a consistent and fair manner.**

Panelists should score applicants **based only on the information contained in their application materials (resume, statement, and listed experience).**

After reviewing all applications, panelists will identify the **10 strongest applicants** they recommend advancing.

## Instructions for Panel Members

1. Review each applicant's materials carefully.
2. Score the applicant in each category using the **1–5 scale below.**
3. Only score based on **information present in the application.**
4. Add the scores together to calculate the **total score for each applicant.**
5. After reviewing all applicants, identify your **top 10 highest-scoring candidates.**

Please complete this process **independently.**

## Scoring Scale

**5 – Outstanding:** An Applicant demonstrates extensive experience, leadership, or qualifications clearly relevant to the commission.

**4 – Strong:** An Applicant shows strong experience and relevant background.

**3 – Moderate:** An Applicant demonstrates some relevant experience or involvement.

**2 – Limited:** An Applicant shows minimal relevant experience.

**1 – Very Limited:** Applicant shows little or no relevant experience in this area.

# Evaluation Categories

## **1. Community Involvement & Public Service (1–5)**

Evidence of involvement in community work, advocacy, civic engagement, volunteer work, or service organizations.

Score: \_\_\_\_ /5

## **2. Relevant Professional or Policy Experience (1–5)**

Experience related to areas such as government, law, public policy, social services, nonprofit leadership, housing, education, or community programs.

Score: \_\_\_\_ /5

## **3. Leadership Experience (1–5)**

Evidence the applicant has held leadership roles such as board member, program leader, organizer, manager, or executive roles.

Score: \_\_\_\_ /5

## **4. Governance / Board Experience (1–5)**

Experience serving on boards, commissions, advisory groups, or committees.

Score: \_\_\_\_ /5

## **5. Commitment to Oakland / Local Community (1–5)**

Evidence the applicant has strong ties to Oakland or has been involved in the local community.

Score: \_\_\_\_ /5

## **6. Relevant Experience with Public Safety / Justice / Community Systems (1–5)**

Experience related to policing, criminal justice, civil rights, housing, social services, community safety, or other systems closely connected to police oversight.

Score: \_\_\_\_ /5

## **7. Demonstrated Community Impact (1–5)**

Evidence the applicant has had a meaningful impact through their work, such as organizing initiatives, leading programs, influencing policy, or creating measurable community outcomes.

Score: \_\_\_\_ /5

## **8. Overall Qualifications & Fit for the Commission (1–5)**

Overall assessment of the applicant's background and whether their experience suggests they could effectively serve on the Police Commission.

Score: \_\_\_\_/5

## Final Score

Total Score: \_\_\_\_\_ / 40

## Top 10 Recommendation

After reviewing all applications, please list the **10 applicants you recommend advancing**:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Please send your completed rankings back once you've finished reviewing the applications.  
Thank you everyone for taking the time to go through these carefully.

1	Joey Harrison	District 1
2	Cynthia Munoz	District 2
3	Edra Luster	District 2
4	Katie Fahey	District 2
5	Maury McFadden	Oakland
6	Simon Rodriguez	District 2
7	Haskell Tull	District 3
8	David Hartful Jr.	District 3
9	Larry Lawrence Brandon	District 3
10	Lauren Howard	District 3
11	Mark Quintanilla	District 3
12	Robert Davis Lewis	District 3
13	Shavlah Ellis	District 3
14	Tyron Jordan	District 3
15	Nicholas O'Brien-Kovari	District 3
16	Ty Williams	District 3
17	Brian Bonner	District 4
18	Daniel Gabay	District 4
19	Douglas Wong	District 4
20	Hamilton Hunt	District 4
21	Jean Quan	District 4
22	Michael Johnson	District 4
23	William Tian	District 4
24	Mary Cain Simon	District 4
25	Alejandro Jose Avalos	District 5
26	Amanda Schrott	District 5
27	Ricardo Garcia Acosta	District 6
28	Anne Weills	District 6
29	Lawrence Wolf	District 6
30	Nancy Sidebotham	District 6
31	Suz Robinson	District 6
32	Omar Farmer	District 6
33	David Newton	District 7
34	Erika Cisneros	District 7
35	Libnir Telusca	District 7
36	Linda Gant	District 7
37	Lisette Arroyo	District 7
38	Noel Gregorio	District 7
39	Jorge Flores	San Leandro
40	Ulrich Ngatchou Dibato	Pittsburg
41	Ashley Whitaker	Alameda
42	Ericka Robinson Cotton	San Francisco
43	Isaiah Escobedo	Whittier
44	Michael Sitzer	Newport Beach
45	Walead Alazzani	Richmond

## Profile

Joey  
First Name

Harrison  
Last Name

## Pronouns

he/him

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 1

Primary Phone

Alternate Phone

Temescal Business  
Improvement District  
Employer

Director of Operations  
Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

Born and Raised in Oakland I've experienced both positive and Negative experiences with OPD, the past 10 years my experiences with OPD has been positive. As Director of Operations of the Temescal BID I created the Safety plan for the District and brought crime down, I also created A de-escalation training for residents and business in the district which also reduced the number of calls to OPD in the district. I was also involved in NCPC. in my position I work closely with the community and with OPD to hear and address the concerns of the community to help create a safer District.

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

joe\_harrison\_s\_Resume.pdf

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

---

**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*



[Resume\\_Cinthya\\_Muñoz\\_Ramos.doc.pdf](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

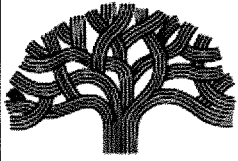
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**Please click the acknowledgement below.**

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I Agree \*

# EMPLOYMENT APPLICATION



CITY OF OAKLAND

**CITY OF OAKLAND**  
 150 Frank H. Ogawa Plaza - 2nd Floor  
 Oakland, California, 94612  
 (510) 238-3112  
<http://www.oaklandca.gov/>

**Luster, Edra - Person ID: 53889005**  
**25-PC-10 POLICE COMMISSIONER**

**Received:**

**For Official Use Only:**

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

Experience

Training

Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> POLICE COMMISSIONER		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Luster, Edra		<b>SOCIAL SECURITY NUMBER:</b> XXX-XX-
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California, '		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		<b>ALTERNATE PHONE:</b>
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State:</b> CA <b>Number:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Bachelor's Degree		

## PREFERENCES

<b>MINIMUM COMPENSATION</b> \$78,000.00 per year	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends	
<b>OBJECTIVE:</b> Building a career	

## EDUCATION

<b>DATES:</b>	<b>SCHOOL NAME:</b> East Carolina University	
<b>LOCATION:(City, State)</b> Greenville, North Carolina	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR:</b> Bachelors Degree	<b>UNITS COMPLETED:</b> - Quarter	
<b>DATES:</b>	<b>SCHOOL NAME:</b> Tyler Junior College	
<b>LOCATION:(City, State)</b> Tyler, Texas	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Associate's
<b>MAJOR:</b> Associate Degree	<b>UNITS COMPLETED:</b> - Quarter	
<b>DATES:</b>	<b>SCHOOL NAME:</b> James Logan High School	
<b>LOCATION:(City, State)</b> Union City, California	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> High School Diploma

## WORK EXPERIENCE

<b>DATES:</b> From 12/2024 To Present	<b>EMPLOYER:</b> Covenant Aviation	<b>POSITION TITLE:</b> TSA officer
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) , Burlingame, California, 94010		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> NA - na	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 0	

**DUTIES:**  
 I work at airports to screen passengers, baggage, and cargo to keep the transportation system safe. Their duties include:  
 Using screening equipment to identify dangerous objects  
 Performing searches and screenings, including pat downs and property searches  
 Controlling terminal entry and exit points  
 Enforcing TSA rules and regulations  
 Interacting with the public  
 Answering passengers' questions  
 Providing customer service

**REASON FOR LEAVING:**  
 Career progress

<b>DATES:</b> From 11/2022 To 12/2024	<b>EMPLOYER:</b> Hedwig Express	<b>POSITION TITLE:</b> Amazon Delivery Driver
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**ADDRESS:** (Street, City, State, Zip/Postal Code)  
 Oakland, California

<b>SUPERVISOR:</b> Na - Na	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 0
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**DUTIES:**  
 Duties: Sort product according to instructions provided as required, communicate electively with relevant personnel to carry out tasks, work quickly and efficiently while adhering to safety standards, process workload with minimal supervision, ensure packages are not damaged throughout the process, lift and move heavy weights between Qualifications, use good oral and food safety skills. Work will within a team to ensure that product is packaged completely and in time. Efficiently follow a process ensuring that all clients receive their product in a fashionable and reasonable manner.  
 \* Confirmed product routes  
 \* Drove and handled deliveries for up to 5 days per Week

**REASON FOR LEAVING:**  
 Found a new job

<b>DATES:</b> From 5/2021 To 8/2021	<b>EMPLOYER:</b> Fedex	<b>POSITION TITLE:</b> Package Handler
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**ADDRESS:** (Street, City, State, Zip/Postal Code)  
 San Leandro, California

<b>SUPERVISOR:</b> Na - Na	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
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<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 0
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**DUTIES:**  
 Duties: Sort cargo according to instructions provided as required, communicate electively with relevant personnel to carry out tasks, work quickly and eciently while adhering to safety standards, process workload with minimal supervision, ensure packages are not damaged throughout the process, lift and move heavy weights between Qualifications, use good oral and written communication skills

Teacher Assistant  
 James Logan Physical Education - Union City, CA  
 Duties: Clarified lessons presented by teachers by interpreting material (proper athletic techniques) with students one-on-one or in small groups (4 to 8), enforce school and class rules to assist teach students proper behavior, assist teachers with recordkeeping, such as tracking attendance and calculating grades, administer behavior of students to create a safe classroom environment, prepare and organize dierent teaching aids for use in classroom, perform general administrative tasks such as filing, record- keeping and taking phones, uphold classroom vigorous environment conducive to learning and suitable to the physical, social, and emotional development of students

**REASON FOR LEAVING:**  
 Na

**CERTIFICATES AND LICENSES**

Nothing Entered For This Section

**SKILLS**

Nothing Entered For This Section

**ADDITIONAL INFORMATION**

Nothing Entered For This Section

**REFERENCES**

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Hedwig LLC	<b>POSITION:</b>
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		

EMAIL ADDRESS:

PHONE NUMBER:

### Agency-Wide Questions

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
NO
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
City of Oakland Website
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
NA
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
Yes
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
Edra Luster Custodial Father
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

### Job Specific Supplemental Questions

1. **Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
Youth volunteering through sports with previous experience. Going back and guiding people who are in places i used to be and telling them the ways to make the best of it.
2. **Please provide your perspectives of Public Safety in the City of Oakland.**  
It's not very high. Everyone is worried about the next person because of Oaklands history
3. **How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
Knowledge of the city and how things can work from both sides. Being a bridge between communities and helping them advance together.

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Edra Luster



## Profile

Katie

First Name

Fahey

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 2

Primary Phone

Alternate Phone

Business owner

Employer

Hairstylist/Salon Owner

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

### Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

As a long-time Oakland resident and small business owner for nearly 30 years, I bring deep roots in this community and a strong understanding of the real life impact public safety policies have on individuals, families, and neighborhoods. I own a salon in the Grand Lake area, where I've spent decades listening to community members from all walks of life—building trust, holding space, and staying connected to the concerns and needs of everyday Oaklanders. My experience navigating complex situations, advocating for fairness, and staying grounded under pressure gives me the emotional resilience and practical insight needed on a panel like this. I am deeply committed to equity, accountability, and community based safety solutions. I also bring the perspective of a woman, a mother, and someone who has lived the reality of wanting both safety and justice for our city without sacrificing one for the other. I am a proud daughter and sister to three retired Oakland firefighters. I'm not coming to this board with a political agenda. I'm coming as a citizen who wants to help Oakland heal, grow, and move toward policing that is fair, transparent, and truly serves the people.

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**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Katie Fahey Oakland, CA 94610

Professional Summary


Oakland native and small business owner with over 30 years of experience serving the community through entrepreneurship, mentorship, and service. Professional Experience Owner / Lead Stylist Point of View Salon - Oakland, CA 1996 - Present •Founded and manage a successful salon employing multiple stylists, massage therapist and nail technicians •Handle business operations, employee management, scheduling, budgeting, and customer service Stylist Kay's Collective - Oakland, CA 1987 - 1995 •Provided hairstyling and grooming services in a high-volume salon •Built and maintained strong client relationships over several years Stylist Edward Guery Hair Care - Oakland, CA 1985 - 1987 •Trained under a respected stylist in Oakland on Grand Avenue •Gained foundational skills in professional salon services and client care Education Cosmetology License Completed 1985, (Alameda Beauty School) Licensed by the State of California Volunteer Service National Charity League (NCL), Oakland Chapter Mother-Daughter Philanthropy 2016 - 2020 •Completed over 100 hours of community service with my twin teen daughters •Supported local nonprofits including food banks, shelters, and senior centers. Also, beautified areas like Lake Merritt and the Berkeley Marina picking up trash. Community Involvement • born and raised in Oakland-currently living and working in District 2 •Small business owner (salon) for almost 30 years •Advocate for small business safety

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

EMPLOYMENT APPLICATION		
 <b>CITY OF OAKLAND</b>	<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a>  <b>McFadden, Maury</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>	<b>Received:</b>  <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other:
PERSONAL INFORMATION		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) McFadden, Maury		<b>SOCIAL SECURITY NUMBER:</b> N/A
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California 94606		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State: CA Number:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Master's Degree		
PREFERENCES		
Nothing Entered For This Section		
EDUCATION		
<b>DATES:</b>	<b>SCHOOL NAME:</b> University of San Francisco	
<b>LOCATION:</b> (City, State/Province) San Francisco, California	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Master's
<b>MAJOR:</b> Master of Public Administration		
<b>DATES:</b>	<b>SCHOOL NAME:</b> University of San Francisco	
<b>LOCATION:</b> (City, State/Province) San Francisco, California	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR:</b> Organizational Behavior		
WORK EXPERIENCE		
<b>DATES:</b> From: 1/2024 To: Present	<b>EMPLOYER:</b> Alameda County Consumer Affairs Commission	<b>POSITION TITLE:</b> Commissioner
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California, 94612		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> * Serve on a public commission focused on consumer protection, transparency, public trust, and fair process. * Advance recommendations on quorum standards, meeting procedures, Brown Act alignment, commissioner accountability, and complaint-handling structure. * Review constituent concerns and advocate for clearer intake, mediation, referral, and enforcement pathways in complex public complaints. * Work with fellow commissioners, county staff, and community stakeholders to strengthen governance and public-facing operations.		
<b>DATES:</b> From: 1/2014 To: Present	<b>EMPLOYER:</b> McFadden Finch Holdings Company	<b>POSITION TITLE:</b> Principal
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 1999 Harrison Street, Suite 1872-73, Oakland, California, 94612		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> * Lead a multi-entity organization operating across consulting, community initiatives, and regulated business environments. * Oversee strategy, finance, risk awareness, policy implementation, stakeholder relations, and operational decision-making. * Represent organizations before civic, nonprofit, and business stakeholders, with an emphasis on accountability, responsiveness, and trust. * Guide leaders through sensitive matters requiring discretion, sound judgment, documentation, and structured follow-through.		
<b>DATES:</b> From: 1/2019 To: Present	<b>EMPLOYER:</b> McFadden Finch Foundation for Community Enrichment	<b>POSITION TITLE:</b> Founder

**ADDRESS:** (Street, City, State/Province, Zip/Postal Code)  
Oakland, California, 94612

**MAY WE CONTACT THIS EMPLOYER?**  
 Yes  No

**HOURS PER WEEK:**  
40

**DUTIES:**  
\* Lead a mission-driven foundation focused on community investment, youth opportunity, and public-serving partnerships.  
\* Build relationships with community leaders and institutions to support equitable access, educational opportunity, and civic engagement.  
\* Coordinate public-facing initiatives that require strong listening, credibility, and alignment with community needs.  
United States Coast Guard  
Finance Officer Intelligence Officer Operations Manager  
\* Held leadership roles involving operational oversight, financial stewardship, personnel coordination, and mission execution.  
\* Worked in disciplined environments requiring objectivity, confidentiality, accurate documentation, and adherence to established standards.  
\* Coordinated across units and agencies to support informed decision-making, effective operations, and organizational accountability.  
Prudential California Realty / Starboard TCN Commercial Real Estate  
Owner and Managing Broker Senior Commercial and Residential Consultant  
\* Managed complex transactions, negotiations, and client matters within regulated industries with significant fiduciary and compliance responsibilities.  
\* Resolved sensitive issues through fact gathering, documentation, stakeholder communication, and practical problem solving.

**CERTIFICATES AND LICENSES**  
Nothing Entered For This Section

**Skills**  
Nothing Entered For This Section

**ADDITIONAL INFORMATION**  
Nothing Entered For This Section

**REFERENCES**  
Nothing Entered For This Section

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
Yes
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
Posted on bulletin board in City of Oakland office
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
N/A
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
N/A
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

**Job Specific Supplemental Questions**

- 1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**

AC Consumers Affairs Commission

- 2. Please provide your perspectives of Public Safety in the City of Oakland.**

My perspective on public safety in Oakland starts with a simple point. People want to feel safe in their everyday lives. They want to walk to their car, wait for the bus, run a business, take their kids to school, and come home at night without feeling on edge. I also believe people want a public safety system they trust. Safety is not only about police response. It is also about whether the system is fair, consistent, and accountable. If people do not trust the system, the system will struggle to do its job well. Oakland needs a balanced approach. We need a police department that is responsive, well-led, properly trained, and held to high standards. We also need strong civilian oversight, because accountability matters. Oversight is not separate from public safety. It is part of public safety. At the same time, we have to be honest. Public safety does not begin when someone calls 911. It starts much earlier. It starts with stable neighborhoods, support for young people, mental health resources, violence prevention, and real partnership between the city and the community. If we ignore those pieces, we stay stuck reacting instead of solving. I do not think Oakland residents should have to choose between safety and accountability. We need both. We need systems that work, leadership that listens, and policies that people can trust. For me, public safety means building a city where people feel protected, respected, and heard. That is the standard Oakland should expect, and nothing less.

- 3. How do you believe you can contribute to advancing the Police Commission’s mission, vision, and goals of ensuring fair and transparent police accountability?**

I believe I can contribute to the Police Commission’s mission by bringing independent judgment, strong respect for process, and a real commitment to fairness, transparency, and public trust. My background across public service, leadership, and community engagement has taught me that accountability only works when it is consistent, credible, and visible to the public. I would approach this role with seriousness and discipline. That means doing the reading, understanding the policies, listening carefully to residents, asking direct questions, and making decisions based on facts and sound judgment. I would work to help ensure that oversight is not symbolic, but meaningful. I would also help keep the Commission grounded in the experiences of Oakland residents, especially those most affected by police contact, while supporting a process that is fair to everyone involved. My goal would be to help strengthen trust in the Commission’s work and support oversight that is transparent, thoughtful, and accountable. Frankly, these application questions always beg for polished fog. Better to sound like a person who plans to show up, read the file, and do the job.

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Maury McFadden

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

## Profile

Simon

First Name

Rodriguez

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

N/A

Primary Phone

Alternate Phone

Center for Elder, and

Employer

Center supervisor

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

Been in social service for approximately 20 years now, and want to be involved and help represent the city of Oakland to the best of my ability, and I feel that this position would allow me to do that

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[SIMON-RODRIGUEZ.pdf](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Haskell

First Name

Tull

Last Name

## Pronouns

Email Address

Street Address

Oakland

City

Suite or Apt

CA

State

94612

Postal Code

## What City Council district do you live in?

District 3

Primary Phone

Alternate Phone

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I worked in law enforcement before moving into the private sector and consulting for attorneys throughout the country. While in law enforcement I held numerous instructor certifications, trained police recruits; held positions as a SWAT team leader, a Field Training Officer, a police K9 officer, and various other positions. I see a lack of training and a failure to adhere to policies as two of the biggest deficiencies within law enforcement. These lacking in these two areas create mistrust and negative view of law enforcement.

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[Resume\\_2025\\_Condensed.docx](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

C.V. Curriculum Vitae Haskell "Trey" Tull Investigator Consultant Phone:  
Email: Haskell.tull@gmail.com Summary of Qualifications Eight years of military

Haskell Tull

experience Supervision experience in a military capacity Over nine years of law enforcement experience Supervision experience in a law enforcement capacity Criminal Defense Investigator in Louisiana and California Court Certified Expert Experience December 2005-November 2011 United States Marine Corps/ Military Occupation- Infantry (0311) highest rank Sergeant Trey Tull was assigned to an infantry unit during his tenure in the Marine Corps. The job of an infantry unit is to locate, close with and destroy the enemy by fire and maneuver, or repel the enemy's assault by fire and close combat. Trey Tull completed tours to Iraq as a rifleman. Upon promotion to the rank of Corporal, Trey Tull was responsible for 3-5 Marines. These responsibilities included gear accountability, well-being, and overall performance. Upon the promotion of Sergeant, Trey Tull was responsible for 8-12 Marines under his command. He ensured gear accountability, well-being, performance evaluations, training and logistics for those under his command. As a Sergeant during a deployment to Afghanistan, he held the billet of a watch officer, a mobile patrol commander, and dismounted patrol commander. As the watch officer, he was responsible for coordinating all logistical information within his company's area of operation. This included coordinating with other units. As a mobile and dismounted patrol commander, he was responsible for planning, coordinating, and executing combat operations within his company's assigned area of operations. January 2012- August 2015 Trey Tull worked in the patrol division of the Union Parish Sheriff's Office. He was responsible for patrol his assigned areas, answering calls for service, preparing written reports and affidavits, and enforcing all Louisiana Revised Statutes. In late 2014 a criminal patrol unit was established and Trey Tull served on this unit in addition to his regular assigned duties. August 2015- July 2020 Trey Tull was assigned to the Uniformed Patrol Division of the Ruston Police Department. Responsibilities included patrolling assigned zones, answering calls for services, deterring criminal activity, and preparing written reports. Officer Tull was responsible for enforcing all Louisiana Revised Statutes and Ruston City Ordinances. As of October 2016, Officer Tull is assigned a K9 Handler in the Uniformed Patrol Division. In addition to the regular patrol duties, he is responsible for the on and off-duty care of his K9 partner, training and the maintaining of training records for his K9 partner, and the implementation and utilization of his K9 partner while on duty. Trey Tull is also a Field Training Officer. The duties of this position include the training and instruction of recruit officers in all phases of job performance. These performance areas include officer safety, impaired driving enforcement, felony/non-felony traffic stops, and general interaction with the public. September 2021-Present Trey Tull is currently the owner/operator of DWI Drug Driving Consulting LLC where he consults on and investigates impaired driving cases for attorney's across the United States. On the local level Trey Tull works with a criminal defense attorney and his team as an investigator on criminal (cases range from domestic abuse, drug possession, murder, and a variety of other criminal matters) and civil cases. April 2022-Present Trey Tull is a criminal defense investigator. Trey Tull works on all range of cases from misdemeanor theft, battery, assault, domestic violence, and DUI to felony battery, sexual assault/rape, firearm, drug, homicide, and other crimes of violence. Trey Tull identifies, locates, and interviews potential witnesses that can aid in the defense of clients. Trey Tull identifies crime scenes and any potential surveillance footage that may have been overlooked by law enforcement and obtain to build the best possible defense for clients. Trey Tull conducts analysis of video, to include body worn camera, in car camera, and surveillance footage, physical evidence and all written reports by law enforcement, victims, and other involved parties. All analysis is then submitted in a written report and communicated to attorneys through in house and/or virtual meetings. Trey Tull conducts service of paperwork to include all forms of restraining order petitions and other necessary court paperwork. Trey Tull conducts in house training with attorneys to give insight on how law enforcement operates and the policies and procedures law enforcement should be adhering to. Trey Tull works on Title IX investigations alongside lead attorneys.

Military Awards ● Navy Achievement Medal ● Combat Action Ribbon ● Navy Unit Commendation Medal ● Good Conduct Medal with bronze service star ● National Defense Service Medal ● Afghanistan Campaign Medal with bronze service star ● Iraq Campaign Medal with bronze service star ● Global War on Terror Service Medal ● Navy Sea Service Ribbon with bronze service star ● NATO Medal Education ● West Ouachita High School ● The United States Marine Corps Boot Camp Parris Island, SC 2006 ● The United States Marine Corps Basic Infantry School Camp Lejeune, NC 2006 ● Northern Louisiana Criminal Justice Academy Bossier, LA 2013 ● Associate's Degree Psychology, University of Phoenix Specialized Training ● March 2006- Marine Corps Basic Infantry School ● July 2009- Company Level Intelligence Cell Training ● January 2010- Infantry Team Leader Course ● October 2010- Infantry Squad Leader Course ● December 2010- Combat Hunter ● September 2012 - Basic SWAT Officers Course ● January 2013- State and Local Anti-Terrorism Training (Sovereign Citizen) ● February 2013- Northern Louisiana Criminal Justice

Academy (POST Academy) ● 2014- Advanced Roadside Impaired Driving Enforcement Course ● February 2014- Case Preparation for District Attorney ● February 2014- Rapid Response to a Critical Incident ● April 2014- Warrant Preparation ● July 2014- Preparing Probable Cause and Warrant Affidavits for Arrest ● November 2014- Legal Update; Judge Harmon Drew ● September 2015- Legal Update; Judge Harmon Drew ● June 2015- Street Cops ● June 2016- Texas A&M Field Training Officer Program ● December 2015- Advanced Roadside Interview Techniques for Patrol Officers ● May 2016- Suspicious Activity Reporting-Line Officer Training ● November 2016- K9 Patrol Functions and Narcotics Detection Certification ● September 2017- Criminal Patrol and Drug Interdiction ● September 2017- Legal Update; Judge Harmon Drew ● November 2017- K9 Patrol Functions and Narcotics Detection Recertification ● March 2018- DRE Pre-School ● March 2018- DRE 7 day school ● April 2018- DRE Field Certifications ● August 2018- K9 Patrol Functions and Narcotics Detection Recertification ● September 2018- Safari Land Less Lethal Impact Munitions, Chemical Munitions, and Distraction Devices Instructor Level Certifications ● February 2019- K9 Tactical Medicine ● June 2019- IPTM Field Training Officer Course ● June 2019- Safari Land Wallbanger and Door Key Instructor Certification ● August 2019- SFST Instructor Certification ● August 2019- USK9 Patrol Functions and Narcotic Detection Recertification ● September 2019- FLETC Active Shooter Threat Instructor Certification ● October 2019- T.E.E.S. Close Quarter Battle Instructor Certification ● December 2020- Winning DUI Cases ● January 2021- Michigan Legal and DRE Refresher Training ● January 2021- Take a Breath and Reconstruct-DRE Reconstruction ● February 2021- Member of American Association of Premier DUI Attorneys ● July 2022- Competency-An overview for Attorneys and Paralegals ● July 2022-Forensic Examinations of Sexual Assault Victims and Suspects (Types and Purposes of Evidence) ● July 2022- Laboratory Analysis of Biological Evidence and the Role of DNA in Sexual Assault Investigations ● July 2022- False Reports: Non-stranger sexual assaults ● August 2022- California DUI Lawyers Association Annual Kuwatch Conference ● October 2022-Member of the Alameda County Bar Association ● November 2022- California Public Defender's Association Felony Defense Seminar ● November 2022- Alameda County Criminal Law Bootcamp Instructing ● Assistant Instructor Drug Block of SFST at Shreveport Police Academy ● Assistant instructor for SFST at the Shreveport Police Academy ● Lead instructor for Drug Block of SFST at Shreveport Police Academy ● Instructor for interdepartmental Active Shooter Training ● Presenter for American Association of Premier DUI Attorneys (Cannabis Impaired Driving) ● Presenter for San Luis Obispo County Bar Association (Cannabis Impaired Driving)...CLE credit for attorneys ● DUI Training (Focus on SFST): Attorney hours, The Nieves Law Firm Expert Testimony • Monroe City Court • Superior Court of San Joaquin County o Crash Investigations o DUI Investigations Louisiana Courtroom Testimony • Third Judicial District Court (Union and Lincoln Parish) • Ruston City Court California Courtroom Testimony • Superior Court of Solano County • Superior Court of Alameda County • Superior Court of San Joaquin County

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**Please click the acknowledgement below.**

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I Agree \*





# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Hartful Jr David C Date: \_\_\_\_\_  
*Last First M.I.*

Home Address: \_\_\_\_\_  
*Street Address Apartment/Unit #*  
Oakland CA 94612  
*City State ZIP Code*

Phone: \_\_\_\_\_ Email \_\_\_\_\_

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates (Question 1, 2, 3 and 4 below.)

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Kevin Kwong

Relationship: Co-worker

E-Mail \_\_\_\_\_

Phone: \_\_\_\_\_

Full Name: Dr. Joel Ruiz Herrera

Relationship: Church Member

E-Mail \_\_\_\_\_

Phone: \_\_\_\_\_

Full Name: Kathy Dwyer

Relationship: Campaign Manager

E-Mail \_\_\_\_\_

Phone: \_\_\_\_\_

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

Male

I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Required Questionnaire**

4. How long have you lived in Oakland?

Almost 2 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

X	0
	1-2
	3 or more

6. How did you hear about applying to be on the Police Commission?

I watched a City Council the meeting where the Police Commissioner was not approved.


**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:  \_\_\_\_\_ Date: 1/6/26

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



## Profile

Larry Lawrence

First Name

Brandon

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

Oakland

City

CA

State

94612

Postal Code

## What City Council district do you live in?

District 3

Primary Phone

Alternate Phone

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission

---

## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I served on the Louisiana State Ethics Board, Shreveport Airport Board. I also served as a Chaplain for the Louisiana's Caddo Parish DA's Office, Shreveport City Marshal's Office and the Shreveport Fire Department

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

Larry\_Lawrence\_Brandon -  
Resume\_2 - 2021.docx

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Bishop Larry Lawrence Brandon, DMin Larry Lawrence Brandon, Jr., DMin - Biography Psalm 37:23 says, "The steps of a good man are ordered by the Lord..." This scripture perfectly encapsulates the life and ministry of Bishop Larry Lawrence Brandon, a devoted servant of God and humanity. As the Founder of Praise Temple, one of the most vibrant congregations in the Shreveport-Bossier City area, Bishop Brandon has spent decades building a ministry that is dynamic, impactful, and community-focused. He also serves as the Third Presiding Bishop of the Full Gospel Baptist Church Fellowship International, founded by his pastor, Bishop Paul S. Morton, Sr., and now led by Bishop J. Warren Walker. His leadership extends beyond the pulpit, having served as the Chairman of the Tehillah Music Group and contributed to many other initiatives within the Fellowship. His influence as a minister, mentor, counselor, speaker, radio personality, and spiritual father has shaped countless lives. Additionally, he founded L.L. Brandon Ministries, Inc., through which he consults for nonprofits and small businesses, helping them thrive and expand their community impact. In 2022, Bishop Brandon was presented as the third pastor of the historic Evergreen Missionary Baptist Church in Oakland, California. His visionary leadership and Spirit-led teachings have inspired, instructed, and transformed lives, leading the congregation and the community into a new season of growth and spiritual renewal. A United States Air Force Veteran, Bishop Brandon's dedication to service reaches beyond the church. His leadership in the community includes serving as a Life Member of the historic Alpha Phi Alpha Fraternity, Inc., 100 Black Men of the Bay area, former Chairman of the Shreveport Regional Airport Authority Board, from which he stepped down to accept an appointment to the Louisiana State Ethics Board, elected by the Louisiana House of Representatives. His chaplaincy work spans several key institutions, including the Louisiana State Police, Public Safety Services, Caddo Parish District Attorney's Office, Bossier Parish District Attorney's Office, Shreveport Fire Department, and the Shreveport City Marshal's Office. Bishop Brandon was honored with an invitation to serve as Guest Chaplain for the United States House of Representatives in Washington, D.C., at the request of the 56th House Speaker, the Honorable James Michael Johnson. Also, he was inducted into an elite group of religious leaders and awarded the Honorary Guest Chaplain Pin for his service to the House of Representatives. Moreover, Bishop Brandon received the distinguished invitation to serve as Guest Chaplain for the United States Senate, extended by Louisiana Senator Bill Cassidy, further recognizing his commitment to faith and public service at the highest levels of government. Bishop Brandon is actively involved in civic engagement as a co-founder and Former Board Member of the Step Forward Children's Education Initiative, Adult Prisoner's Reentry Initiative, and the Rotary Club of Shreveport. His extensive board memberships and commissions reflect his commitment to service. He is the Managing Partner of Brandon Group International LLC, he leads as the Facility Administrator and Center Director/Facility Administrator of the L.L. Brandon III Transitional Home for Boys, and the Chief Executive Officer and Executive Director of the Northwest Louisiana Community Development Corporation. Bishop Brandon also serves as the President/CEO of Evergreen Terrace Housing Corporation, Evergreen Annexed, Inc., and President/CEO of the Evergreen Community Development Corporation. In 2000, he completed his Episcopal Studies and Continuing Education at the prestigious Joint College of African American Bishops in Vatican City, Rome, Italy, and completed the Summer Leader Program at Harvard Divinity. In 2005, Bishop Larry Brandon served as Chancellor of the University Christian Preparatory School in Shreveport, Louisiana, overseeing educational programs for students from Pre-K3 through 12th grade and a Certified Adverse Childhood Experience (ACE) Educator. His commitment to education culminated in earning his Doctorate of Ministry in Church Ministries and Leadership from Oral Roberts University. In addition to his pastoral duties, Bishop Brandon is a prolific author. His groundbreaking books include From Private Pain to Public Victory, Treasures in the Darkness, Holiness Is Still Right, A Faith That Feels Like Lying, and You Complete Me, a profound exploration of cultivating a godly marriage, co-authored with his wife, Wanda L. Brandon. A beloved pastor, teacher, mentor, and father, Bishop Brandon is deeply committed to his family and community. He is the proud father of five children: Queenesia, Jasmine, Isaiah, Elijah, and the late Larry III. His prayer for every individual he encounters is that they be blessed, challenged, inspired, and transformed. His guiding motto is simple yet powerful: "We are better together."

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*



## Profile

Larry Lawrence

First Name

Brandon

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

Oakland

City

CA

State

94612

Postal Code

## What City Council district do you live in?

District 3

Primary Phone

Alternate Phone

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I served on the Louisiana State Ethics Board, Shreveport Airport Board. I also served as a Chaplain for the Louisiana's Caddo Parish DA's Office, Shreveport City Marshal's Office and the Shreveport Fire Department

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

Larry\_Lawrence\_Brandon -

Resume\_2 - 2021.docx

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

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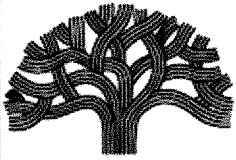
**Please click the acknowledgement below.**

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I Agree \*



# EMPLOYMENT APPLICATION



CITY OF OAKLAND

## CITY OF OAKLAND

150 Frank H. Ogawa Plaza - 2nd Floor  
Oakland, California, 94612  
(510) 238-3112  
<http://www.oaklandca.gov/>

Howard, Lauren L. - Person ID: 29993509  
25-PC-10 POLICE COMMISSIONER

Received:

For Official Use Only:

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

Experience

Training

Other: \_\_\_\_\_

## PERSONAL INFORMATION

**POSITION TITLE:**

POLICE COMMISSIONER

**EXAM ID#:**

25-PC-10

**NAME:** (Last, First, Middle)

Howard, Lauren L.

**SOCIAL SECURITY NUMBER:**

XXX-XX-

**ADDRESS:** (Street, City, State/Province, Zip/Postal Code)

, Oakland, California, 94612

**EMAIL ADDRESS:**

**HOME PHONE:**

**DRIVER'S LICENSE:**

Yes  No

**LEGAL RIGHT TO WORK IN THE UNITED STATES?**

Yes  No

**What is your highest level of education?**

Bachelor's Degree

## PREFERENCES

**ARE YOU WILLING TO RELOCATE?**

Yes  No  Maybe

**WHAT TYPE OF JOB ARE YOU LOOKING FOR?**

Regular

**TYPES OF WORK YOU WILL ACCEPT:**

Full Time

**SHIFTS YOU WILL ACCEPT:**

Day, Evening, Night, Rotating, Weekends, On Call (as needed)

## EDUCATION

**DATES:**

**SCHOOL NAME:**

Neumann University

**LOCATION:(City, State)**

Aston, Pennsylvania

**DID YOU GRADUATE?**

Yes  No

**DEGREE RECEIVED:**

Master's

**MAJOR:**

Organizational and Strategic Leadership

**UNITS COMPLETED:**

- Quarter

**DATES:**

**SCHOOL NAME:**

Immaculata University

**LOCATION:(City, State)**

Malvern, Pennsylvania

**DID YOU GRADUATE?**

Yes  No

**DEGREE RECEIVED:**

Bachelor's

**MAJOR:**

Psychology

**UNITS COMPLETED:**

- Quarter

## WORK EXPERIENCE

Nothing Entered For This Section

## CERTIFICATES AND LICENSES

Nothing Entered For This Section

## SKILLS

Nothing Entered For This Section

## ADDITIONAL INFORMATION

Nothing Entered For This Section		
REFERENCES		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Lisa Hernandez	<b>POSITION:</b> Coordinator, Wellness Programs
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Jade Dubzak	<b>POSITION:</b> Assistant Director, Campus Engagement
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

### Agency-Wide Questions

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
NO
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
City of Oakland Website
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
N/A
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
NO
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
N/A
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

### Job Specific Supplemental Questions

1. **Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
I grew up in Philadelphia and volunteered for our children's hospital, senior centers, elementary schools and volunteering with our local community watches. Community development means so much and helps to highlight incredible cities. I look forward to expanding my work in Oakland
2. **Please provide your perspectives of Public Safety in the City of Oakland.**  
Community engagement and crime prevention would be where I would start. Oakland has such a vibrant and incredibly dynamic community. I would find ways to highlight and uplift the residents
3. **How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
The scope of the work done is incredibly challenging. I believe in transparency, consistency and behavioral health services for staff and support. I think it is important to listen before you speak and to bring solutions in place of problems. Supporting the

city of Oakland takes all of us, I look forward to joining and supporting this team

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The following terms were accepted by the applicant upon submitting the online application:


By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Lauren L. Howard

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_



EMPLOYMENT APPLICATION		
 <b>CITY OF OAKLAND</b>	<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a>	<b>Received:</b>  <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
	<b>Quintanilla, Mark A</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>	
PERSONAL INFORMATION		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)	<b>EXAM ID#:</b> 25-PC-10	
<b>NAME:</b> (Last, First, Middle) Quintanilla, Mark A	<b>SOCIAL SECURITY NUMBER:</b> N/A	
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) _____, Oakland, California 94612	<b>EMAIL ADDRESS:</b>	
<b>HOME PHONE:</b>	<b>ALTERNATE PHONE:</b>	
<b>DRIVER'S LICENSE:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State:</b> CA <b>Number:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Master's Degree		
PREFERENCES		
<b>ARE YOU WILLING TO RELOCATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe		
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular		
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time		
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening		
<b>OBJECTIVE:</b> Marine Veteran with a Master's in Public Administration and 10 years of experience in the government sector. Eager to leverage my knowledge and diverse background to promote thriving communities through effective and efficient governmental practices. Committed to fostering transparent, responsible, and progressive public service initiatives that resonate with the community's needs and values.		
EDUCATION		
<b>DATES:</b>	<b>SCHOOL NAME:</b> University Of Phoenix	
<b>LOCATION:(City, State/Province)</b> Fresno, California	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR:</b> Criminal Justice Concentration in Personnel Management		<b>UNITS COMPLETED:</b> 120- Quarter
<b>DATES:</b>	<b>SCHOOL NAME:</b> Golden Gate University	
<b>LOCATION:(City, State/Province)</b> San Francisco, California	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Master's
<b>MAJOR:</b> Public Administration		<b>UNITS COMPLETED:</b> 36- Semester
WORK EXPERIENCE		
<b>DATES:</b> From: 7/2024 To: Present	<b>EMPLOYER:</b> Internal Reveue Service	<b>POSITION TITLE:</b> Administrative Specialist
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) _____, Oakland, California, 94612		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Scott Speer - Territory Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 2	

**DUTIES:**

As an Administrative Specialist within the IRS Facilities Maintenance and Security Services unit, I play a pivotal role in ensuring the seamless operation and security of our facilities. My responsibilities include coordinating critical administrative functions, managing logistical operations, and supporting the implementation of security protocols across various IRS locations.

In my role, I am dedicated to maintaining a safe and efficient working environment for all employees. This involves overseeing the maintenance schedules, handling vendor contracts, and ensuring compliance with federal regulations related to facility management. I also collaborate with cross-functional teams to streamline processes, improve service delivery, and address any operational challenges promptly.

I take pride in my ability to balance multiple tasks, prioritize effectively, and support the overall mission of the IRS by contributing to a secure and well-maintained workplace. My goal is to enhance the operational efficiency of our facilities, ensuring they meet the highest standards of safety and functionality.

Support the Oakland West Territory Facilities Maintenance and Security Services with administrative expertise, managing a \$450 million budget to ensure effective building maintenance, security measures, and procurement processes.

Act as Credentialing Specialist, responsible for overseeing access control and security measures, maintaining stringent standards for personnel access to IRS facilities.

Provide executive-level support as the Executive Assistant to the Territory Manager, facilitating communication between executive leadership and personnel to ensure alignment on strategic objectives.

Coordinate logistics for facility management activities, including maintenance scheduling, vendor management, and regulatory compliance, supporting a safe and efficient work environment for all employees.

Facilitate cross-departmental collaboration to improve service delivery and optimize workflows, proactively addressing operational challenges and driving process improvements.

Oversee vendor contracts and ensure adherence to federal facility regulations, consistently upholding high standards of safety, security, and functionality.

Skilled in balancing multiple priorities and enhancing operational efficiency to support the IRS mission of providing a well-maintained, secure workspace for employees.

**REASON FOR LEAVING:**

N/A

<b>DATES:</b> From: 2/2026 To: Present	<b>EMPLOYER:</b> Swords to Plowshares	<b>POSITION TITLE:</b> Mental Health Specialists
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 1150 3rd St, San Francisco, California, 94158		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Elena Kim - Chief Operation Officer	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 1	

**DUTIES:**

Provide resources to Disabled Veterans and their families for support services, case management, peer support. Supervise employee(s) on site.

Conduct Mental wellness checks, group sessions, and other resources as needed.

Support organizations mission in maintaining audit ready records and files for support services.

<b>DATES:</b> From: 11/2022 To: 10/2023	<b>EMPLOYER:</b> San Joaquin Valley Air District	<b>POSITION TITLE:</b> Air Quality Specialist-Grants and Incentives(Temporary)
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 1990 E Gettysburg, Fresno, California, 93726		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Jeannine Tackett - Supervisor	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 0	

**DUTIES:**

Conducted high-level reviews of grant funding program applications, evaluating their feasibility, eligibility, and alignment with departmental objectives.

Specialized in assessing the impact of proposed projects on air quality in disadvantaged communities and agricultural operations, contributing to a more equitable distribution of resources.

Led technical assessments to gauge the effectiveness and environmental benefits of proposed projects, ensuring they met or exceeded local, state, and federal guidelines.

Collaborated across departments, including Scientific, Legal, and Financial units, to ensure a comprehensive review of grant applications.

Maintained clear and open communication with community stakeholders and agricultural associations to ensure awareness of grant opportunities and the application process.

Ensured compliance with all relevant regulations, including EPA guidelines, while scrutinizing grant applications.

Prepared and submitted detailed reports for internal reviews and public records, outlining application assessments, funding decisions, and post-grant evaluations.

Managed budget oversight responsibilities, tracking the allocation of grant funds and ensuring ethical and effective distribution.

Offered policy recommendations based on in-depth analysis and trends in air quality issues, contributing to the refinement and improvement of grant programs.

Guided and mentored junior staff, imparting essential knowledge on air quality issues, compliance criteria, and effective evaluation methods.

Continually updated personal and team knowledge on current research, technologies, and legislative changes in air quality management.

<b>REASON FOR LEAVING:</b> Temp Position.		
<b>DATES:</b> From: 12/2021 To: 3/2022	<b>EMPLOYER:</b> Veterans Affairs Administration	<b>POSITION TITLE:</b> Safety Tech(Temporary)
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Fresno, California, 93703		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Monica Diaz - (EEO) Specialist	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 2	
<b>DUTIES:</b> Gathered and analyzed data on various work environments and procedures as an Occupational Health and Safety Specialist. Operated in diverse settings, including offices and manufacturing facilities. Conducted extensive fieldwork, requiring frequent travel. Maintained full-time commitment to ensuring workplace safety.		
<b>REASON FOR LEAVING:</b> Temporary Position		
<b>DATES:</b> From: 2/2016 To: 7/2019	<b>EMPLOYER:</b> Fresno County Department of Probation	<b>POSITION TITLE:</b> Senior Juvenile Corrections Officer
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) , Fresno, California, 93706		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Leo Estrada - Watch Commander/Supervisor	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 5	
<b>DUTIES:</b> Acts in a lead capacity which includes assigning, reviewing, and coordinating the work of lower-level Juvenile Correctional Officers or functions in a specialized assignment as determined by department management. Performs the most complex and difficult work; ensures consistent application of departmental policies, procedures, and practices; coordinates staff response to emergency situations; monitors and ensures security, safety, and health standards within the institution. Observes and monitors for signs of emotional and physical illness; makes emergency referrals when necessary. Provides informal counseling and guidance on an individual basis or in a group. Supervises the conduct of youth including work assignments, meals, bathing, dressing, recreation, sleeping and other activities. Maintains direct visual supervision and safety of youth through visual checks, room and body searches, audio, and video monitoring of activities. Tracks the movement of staff, youth, and all traffic entering and exiting the institution using video, two-way radio, and intercom surveillance systems. Escorts youth to and from assigned activities; transports youth outside the institution as needed. Coordinates work details within the institution; assigns, issues, and collects supplies from youth as required. Assists in the development, implementation, and evaluation of individual and group activities. Prepares appropriate documentation and performs procedures involving the booking, accounting, transfer, and release of youth including receiving, accounting for, and releasing youth's property and money; maintains youth's property records as needed. Prepares reports and correspondence; maintains files and records of youth, including data entry, transcribing, receiving, or reviewing information from a variety of court documents and interdepartmental correspondence. Transports records and files as needed. Operates a variety of office and institutional equipment including audio and video devices, calculators, computers, photocopiers, telephone/intercom equipment, security-related equipment, self-defense weapons, restraint equipment, self-contained breathing apparatus, and fire suppressant equipment. Translates (oral/written) as required to serve departmental needs. May perform canteen activities including receiving, processing, serving of food, and documentation of utensils. May use physical force, chemical agents and/or restraints when necessary for purpose of arrest or detention. May be required to maintain and use a firearm while on duty. May train lower level staff in work procedures and methods.		
<b>REASON FOR LEAVING:</b> "Seeking new challenges and opportunities for professional growth and development."		
<b>DATES:</b> From: 4/2007 To: 4/2012	<b>EMPLOYER:</b> U.S. Marine Corps	<b>POSITION TITLE:</b> Corporal(E-4)/Corrections Specialist
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Diego, California, 92145		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Scott Drobnick - MSgt/Detachment Staff Non-commissioned officer	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 80	
<b>DUTIES:</b> Perform tasks and duties as a member of the armed forces with professionalism and courtesy at all times		
<b>REASON FOR LEAVING:</b> Expiration of Active Duty		
<b>CERTIFICATES AND LICENSES</b>		
<b>TYPE:</b> Certificate of Appreciation of Honorable Service		
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> James F. Amos	
<b>TYPE:</b> Certificate of Honorable Discharge		

<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> U.S. Marine Corps
<b>TYPE:</b> Drivers License Class C	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> CA Dept of Motor Vehicles
<b>TYPE:</b> Project Management & Other Tools for Career Development	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> University of California Irvine

<b>Skills</b>	
<b>OFFICE SKILLS:</b>	Typing:50 Data Entry:0
<b>OTHER SKILLS:</b>	
<b>LANGUAGE(S):</b>	

<b>ADDITIONAL INFORMATION</b>	
Nothing Entered For This Section	

<b>REFERENCES</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Jim Hynes	<b>POSITION:</b> Chair, City of Berkeley Fair Campaign Practices Commission
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Noel Gallo	<b>POSITION:</b> Oakland City Council Member District-5
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Jezel Huston	<b>POSITION:</b> Lieutenant Commander, USCG
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
Yes
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
LinkedIn
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
N/A
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
N/A
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

### Job Specific Supplemental Questions

**1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**

A lot of what has prepared me for this work comes from both my professional experience and my personal connection to the communities I've served. I served as a 5831 Military Police Officer in the Marine Corps, where I was responsible for enforcing laws, maintaining order, and making decisions in situations where fairness and judgment mattered. That experience taught me accountability, how to apply rules consistently, and how to interact with people from all walks of life in a way that is firm but respectful. Since then, I've continued working in public service across federal, county, and nonprofit settings. In my current role working in mental health with veterans, I see every day how policies and systems impact real people. It has reinforced for me that public service is not just about enforcing rules, but about making sure those rules are applied in a way that is fair, transparent, and actually serves the community. I've also worked in roles that required strong attention to detail, compliance, and coordination, which has helped me understand how organizations function and where gaps can affect outcomes. At the same time, I've stayed grounded in working directly with people, especially veterans, which keeps my perspective focused on the human side of the work. Overall, my experience has shaped me to approach public service with a balance of structure and empathy. I understand the importance of accountability, but I also recognize the responsibility to listen, to be fair, and to make decisions that reflect the needs and realities of the community.

**2. Please provide your perspectives of Public Safety in the City of Oakland.**

Public safety in Oakland is something I take seriously, both as a community member and as someone with a background in law enforcement and public service. I believe strong public safety starts with accountability, efficiency, and transparency. People need to trust that systems are working as intended and that those responsible for enforcing the law are held to consistent standards. At the same time, I recognize there are real concerns and discrepancies in how law enforcement is experienced across different communities in Oakland today. Those gaps in trust cannot be ignored, and addressing them is essential if we want lasting improvements in public safety. I support law enforcement and the role they play, but I also believe that support comes with a responsibility to continuously improve. We need practical, community-based solutions that bring officers and residents closer together, not further apart. That includes strengthening community policing efforts, improving communication, and ensuring policies are applied fairly and consistently. For me, effective public safety is not just about enforcement. It is about building trust, being present in the community, and creating systems that people feel are working for them. Oakland has the opportunity to move in that direction by focusing on accountability, transparency, and collaboration between law enforcement and the communities they serve. Public safety in Oakland is something I take seriously, both as a community member and as someone with a background in law enforcement and public service. I believe strong public safety starts with accountability, efficiency, and transparency. People need to trust that systems are working as intended and that those responsible for enforcing the law are held to consistent standards. At the same time, I recognize there are real concerns and discrepancies in how law enforcement is experienced across different communities in Oakland today. Those gaps in trust cannot be ignored, and addressing them is essential if we want lasting improvements in public safety. I support law enforcement and the role they play, but I also believe that support comes with a responsibility to continuously improve. We need practical, community-based solutions that bring officers and residents closer together, not further apart. That includes strengthening community policing efforts, improving communication, and ensuring policies are applied fairly and consistently. For me, effective public safety is not just about enforcement. It is about building trust, being present in the community, and creating systems that people feel are working for them. Oakland has the opportunity to move in that direction by focusing on accountability, transparency, and collaboration between law enforcement and the communities they serve.

**3. How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**

I believe I can contribute to advancing the Commission's mission through lived experience on both sides of the system. As a former Military Police Officer in the Marine Corps, I understand the responsibility that comes with enforcing laws, the importance of structure, and the need for clear, consistent standards. At the same time, my work in public service and in the community has given me a direct view into how those systems are experienced by the people they are meant to serve. That perspective allows me to approach police accountability with both clarity and balance. I believe in holding systems to a high standard while also understanding the realities of the job. Accountability, to me, is not about punishment, it is about consistency, fairness, and making sure policies are applied in a way that builds trust rather than erodes it. I also bring a strong commitment to transparency. People deserve to understand how decisions are made and to feel confident that processes are fair and not arbitrary. Clear communication and accessible processes are essential if the Commission is going to maintain credibility with the public. Beyond that, I value listening and being present in the community. Advancing the Commission's goals requires more than policy, it requires understanding lived experiences, especially from communities that have historically felt unheard. I would approach this role by staying engaged, asking the right questions, and making sure that decisions reflect both the facts and the impact on real people. Ultimately, I would contribute by bringing a steady, thoughtful approach rooted in accountability, fairness, and respect, with the goal of helping strengthen trust between law enforcement and the community.

The following terms were accepted by the applicant upon submitting the online application:

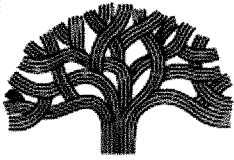
By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Mark A Quintanilla

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

# EMPLOYMENT APPLICATION



CITY OF OAKLAND

**CITY OF OAKLAND**

150 Frank H. Ogawa Plaza - 2nd Floor  
 Oakland, California, 94612  
 (510) 238-3112  
<http://www.oaklandca.gov/>

**Lewis, Robert David - Person ID: 50003978**  
**25-PC-10 POLICE COMMISSIONER**

**Received:**

**For Official Use Only:**

QUAL: \_\_\_\_\_  
 DNQ: \_\_\_\_\_  
 Experience  
 Training  
 Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> POLICE COMMISSIONER		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Lewis, Robert David		<b>SOCIAL SECURITY NUMBER:</b> XXX-XX-
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California, 94608		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		<b>ALTERNATE PHONE:</b>
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State:</b> CA <b>Number:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> High School		

## PREFERENCES

<b>MINIMUM COMPENSATION</b> \$20.00 per hour \$75,000.00 per year	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends, On Call (as needed)	
<b>OBJECTIVE:</b> .	

## EDUCATION

<b>DATES:</b>	<b>SCHOOL NAME:</b> California Online Public Schools (CalOPS)	
<b>LOCATION:</b> (City, State) Oakland, California	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> High School Diploma

## WORK EXPERIENCE

<b>DATES:</b> From 8/2025 To Present	<b>EMPLOYER:</b> Allied Universal	<b>POSITION TITLE:</b> Vehicle Patrol Security Officer
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) Burlingame, California		
<b>HOURS PER WEEK:</b> 16	<b># OF EMPLOYEES SUPERVISED:</b>	
<b>DUTIES:</b> Patrol the parking area for the hotel, respond to incidents within the hotel, and ensure the safety of all staff and guests.		
<b>DATES:</b> From 10/2024 To Present	<b>EMPLOYER:</b> GardaWorld Security Services	<b>POSITION TITLE:</b> Bank Security Officer
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) San Francisco Bay Area, California, 94608		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Wil - Client Service Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 45	<b># OF EMPLOYEES SUPERVISED:</b> 1	
<b>DUTIES:</b> Ensuring customer and employee safety in Wells Fargos across the Bay Area.		
<b>REASON FOR LEAVING:</b> Have not left.		

<b>DATES:</b> From 7/2024 To Present	<b>EMPLOYER:</b> California Army National Guard	<b>POSITION TITLE:</b> Soldier
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) Rancho Cordova, California, 95670		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Alfredo Ubau - E-7 Sergeant First Class - Recruiter	
<b>HOURS PER WEEK:</b> 48	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> My duty is to protect and server the people of the State of California, and the people of the United States of America.		
<b>REASON FOR LEAVING:</b> N/A		
<b>DATES:</b> From 9/2022 To 8/2024	<b>EMPLOYER:</b> Shake Shack	<b>POSITION TITLE:</b> Trainer
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) Oakland, California, 94608		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Oralia Alvarado - Sr. General Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 30	<b># OF EMPLOYEES SUPERVISED:</b> 5	
<b>DUTIES:</b> I was responsible for maintaining proper policy & procedures were being met in a timely manner, training new team members and current team members, and keeping the station I was deployed to clean, stocked, and running efficiently.		
<b>REASON FOR LEAVING:</b> Store closed, and I was laid off.		
<b>DATES:</b> From 4/2024 To 5/2024	<b>EMPLOYER:</b> Southwest Patrol	<b>POSITION TITLE:</b> Security Patrol Officer
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) Union City, California, 94587		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Roger - Manager/Supervisor	
<b>HOURS PER WEEK:</b> 50	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> Post orders were: Watch for trespassers and vandals Remove trespassers and vandals safely Call Union City Police if trespassers or vandals become violent or refuse to leave Observe and report any suspicious activity or safety hazards		
<b>REASON FOR LEAVING:</b> Lied about payrate, deceptive tactics used during the interview and onboarding processes.		
<b>DATES:</b> From 7/2023 To 10/2023	<b>EMPLOYER:</b> The Cheesesteak Shop	<b>POSITION TITLE:</b> Shift Lead
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) Oakland, California, 94610		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Avinash Sharma - General Manager	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 30	<b># OF EMPLOYEES SUPERVISED:</b> 3	
<b>DUTIES:</b> I was in charge of ensuring guests get the best experience, and that the kitchen is as efficient as possible with deployment. I usually closed, but also opened the store multiple times, either closing out the cash drawer, or setting it up for the day.		
<b>REASON FOR LEAVING:</b> Poor working conditions, hostility by corporate against internal reforms.		
<b>CERTIFICATES AND LICENSES</b>		
<b>TYPE:</b> Guard Card		
<b>LICENSE NUMBER:</b> G6749008	<b>ISSUING AGENCY:</b> Bureau of Security and Investigative Services	
<b>TYPE:</b> CPR/AED/First Aid		
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> Red Cross	
<b>TYPE:</b> Driver's License		
<b>LICENSE NUMBER:</b> Y1837781	<b>ISSUING AGENCY:</b> CADMV	

<b>SKILLS</b>
<b>OFFICE SKILLS:</b> Typing: 49 Data Entry: 0
<b>OTHER SKILLS:</b>
<b>LANGUAGE(S):</b>

<b>ADDITIONAL INFORMATION</b>
<b>Volunteer Experience</b> I have worked with Oakland's First Fridays on many occasions, working between 150+ hours of work with them. The work included gate setup, vendor check in, parking, guest safety, bar setup, and other smaller errands.

<b>REFERENCES</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Avinash Sharma	<b>POSITION:</b> General Manager
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Oralia Alvarado	<b>POSITION:</b> General Manager
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Alfredo Ubau	<b>POSITION:</b> Sergeant First Class of the California Army National Guard
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
Yes
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
GovernmentJobs
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
N/A
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
NO
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
N/A
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See**



## Profile

Shaylah

First Name

Ellis

Last Name

## Pronouns

she/her

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 3

Primary Phone

Alternate Phone

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

CAC - While working as a graduate assistant at my university, I was in charge of something of a similar role with hosting events specific to culture(s). Making connections and outreach to other similar groups, and those on campus to foster a sense of belonging since many are away from home since HNU was known to be one of the most diverse universities in the country. Police Commission - Interested with learning more on the inside to be able to assist Oakland in consistency and equity.

---

**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

SHAYLAH\_ELLIS-  
Resume\_1.pdf

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

---

**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Tyron

First Name

Jordan

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 3

Primary Phone

Alternate Phone

Stoel Rives LLP

Employer

Administrative

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

### Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I have an extensive history public service: Most recently, I was a candidate for Mayor of Oakland in the 2025 in the Special Mayoral election. Public Safety was one of the key aspects of my platform. However, I suspended my campaign to endorse Rep. Barbara Lee. Although, I was no longer an active candidate, I placed third, in a field of ten. In addition, I served on the Oakland Public Advisory from 2018-2021 and was appointed by Mayor Libby Schaaf. In addition, I currently serve on the Board of the Peralta Hacienda Historical Park and Museum, located in the Fruitvale area. Additionally, I serve on the Board of Governors of the Lake Merritt Breakfast Club. I am also a former labor union representative. National public service: Elected Bernie Sanders delegate to the Democratic National Convention 2020. In the area of public safety, I believe that there should be a balance- strong public safety measures, but also effective levels of accountability of those who are sworn to protect and serve. I have a proven track record in public service, and commitment. I believe that with these qualities, I would be an ideal member, of the Oakland Police Commission.

---

**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**


Sept 2025- current. Stoel and Rives Law firm. Position Administrator Dec 2019-Feb 2025. Morgan Lewis Bockius. Position: Paralegal California Department of Justice. Office of the Attorney General. Feb 2013- Nov. 2019 Position: Legal Analyst Clubs/ Organizations: Lake Merritt Breakfast Club. Board of Governors Peralta Hacienda Historical Park and Museum Delegate to Democratic National Convention 2020 Former job steward for SEIU Local 1000

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

EMPLOYMENT APPLICATION		
 <b>CITY OF OAKLAND</b>		<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a> <b>OBrien-Kovari, Nicholas R</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>
		<b>Received:</b> <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
PERSONAL INFORMATION		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) OBrien-Kovari, Nicholas R		<b>SOCIAL SECURITY NUMBER:</b> N/A
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) _____, Oakland, California 94611		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		
<b>DRIVER'S LICENSE:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> State: CA Number: _____	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Doctorate		
PREFERENCES		
<b>ARE YOU WILLING TO RELOCATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe		
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular		
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time		
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends, On Call (as needed)		
<b>OBJECTIVE:</b> Provide clients of the Public Defender with effective, zealous, and ethical legal representation.		
EDUCATION		
<b>DATES:</b>	<b>SCHOOL NAME:</b> Loyola University Chicago	
<b>LOCATION:(City, State/Province)</b> Chicago, Illinois	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR:</b> English		
<b>DATES:</b>	<b>SCHOOL NAME:</b> Santa Clara University School of Law	
<b>LOCATION:(City, State/Province)</b> Santa Clara, California	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Doctorate
<b>UNITS COMPLETED:</b> 86- Semester		
WORK EXPERIENCE		
<b>DATES:</b> From: 4/2022 To: Present	<b>EMPLOYER:</b> Freeman Mathis & Gary	<b>POSITION TITLE:</b> Partner
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) _____, Walnut Creek, California, 94596		<b>COMPANY URL:</b> fmglaw.com
<b>SUPERVISOR:</b> Sharon Collier - Partner	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 60		
<b>DUTIES:</b> Civil litigator specializing in complex tort matters, generally defense-focused. Handle all aspects of litigation through trial, with a focus on jury trial advocacy.		
<b>DATES:</b> From: 5/2021 To: 4/2022	<b>EMPLOYER:</b> Severson & Werson	<b>POSITION TITLE:</b> Associate
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) _____, San Francisco, CA 94105, San Francisco, California, 94105		<b>COMPANY URL:</b> <a href="https://www.sjgov.org/departments/pubdef/">https://www.sjgov.org/departments/pubdef/</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Sharon Collier - Member	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 60		
<b>DUTIES:</b> Civil litigator specializing in complex tort matters, generally defense-focused. Handle all aspects of litigation through trial, with a focus on jury trial advocacy.		
<b>REASON FOR LEAVING:</b> Opportunity at Freeman Mathis & Gary		

<b>DATES:</b> From: 8/2014 To: 5/2021	<b>EMPLOYER:</b> San Joaquin County Office of the Public Defender	<b>POSITION TITLE:</b> Deputy Public Defender IV
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Stockton, California, 95201		<b>COMPANY URL:</b> <a href="https://www.sjgov.org/department/pubdef/">https://www.sjgov.org/department/pubdef/</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Elvira Lua - Chief Deputy Public Defender	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> Deputy public defender with heavy criminal defense caseload and experience at all levels of the criminal court, including practice in misdemeanor, felony, juvenile delinquency and dependency courts. Handled twenty jury trials to verdict, including a felony life case. Litigated hundreds of motions and preliminary hearings.		
<b>REASON FOR LEAVING:</b> Career opportunity in the private civil sector		
<b>DATES:</b> From: 11/2013 To: 7/2014	<b>EMPLOYER:</b> Merced County Office of the Public Defender	<b>POSITION TITLE:</b> Extra Help Deputy Public Defender I
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Merced, California, 95340		<b>COMPANY URL:</b> <a href="https://www.co.merced.ca.us/Directory.aspx?did=64">https://www.co.merced.ca.us/Directory.aspx?did=64</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Vincent Andrade - Interim Public Defender	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 30	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> Handled misdemeanor caseload (250+ cases at any given time) from arraignment to trial. Conducted nine jury trials. Learned basic litigation techniques, such as cross-examination, argument, presentation of evidence, voir dire. Implemented those techniques and obtained favorable defense results in seven out of nine jury trials. Litigated dozens of motions to dismiss and suppress evidence, obtained the dismissal of dozens of cases over prosecution objection. Obtained favorable results through negotiation. Wrote and argued motions in felony matters for senior attorneys.		
<b>REASON FOR LEAVING:</b> Took permanent position in San Joaquin County		
<b>DATES:</b> From: 1/2013 To: 5/2013	<b>EMPLOYER:</b> Santa Clara County Public Defender Office	<b>POSITION TITLE:</b> Legal Intern
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Jose, California, 95110		<b>COMPANY URL:</b> <a href="http://www.sccgov.org/sites/pdo/Pages/pdo.aspx">http://www.sccgov.org/sites/pdo/Pages/pdo.aspx</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Kristin Carter - Deputy Public Defender	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 20	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> Assisted supervising attorney with serious felony caseload. Second chair at trial for two life cases and one PC 288 case. Interviewed clients, drafted legal memoranda and motions, investigated crime scenes and witnesses, discussed case strategy, helped coordinate a team of support staff in preparation for trials.		
<b>REASON FOR LEAVING:</b> I left to study for final exams and the Bar Exam, and refused a post-bar opportunity to take a post-bar position in the Merced County Public Defender Office.		
<b>DATES:</b> From: 1/2012 To: 4/2013	<b>EMPLOYER:</b> Northern California Innocence Project	<b>POSITION TITLE:</b> Student Volunteer
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Santa Clara, California, 95050		<b>COMPANY URL:</b> <a href="http://law.scu.edu/ncip/">http://law.scu.edu/ncip/</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Paige Kaneb - Supervising Attorney	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 10	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> Investigated inmates claim of innocence, interviewed witnesses and prior trial counsel, investigated crime scenes, analyzed trial transcripts, obtained leads, studied California post-conviction procedure.		
<b>REASON FOR LEAVING:</b> Graduated from SCU Law, took position at Merced County Public Defender Office.		
<b>DATES:</b> From: 8/2012 To: 11/2012	<b>EMPLOYER:</b> San Francisco Public Defender Office	<b>POSITION TITLE:</b> Legal Intern
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Francisco, California, 94013		<b>COMPANY URL:</b> <a href="http://sfpublicdefender.org">sfpublicdefender.org</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Christopher Hite - Deputy Public Defender	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 20	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> Legal research, writing memorandum, summarizing discovery, including police reports, rap sheets, and prior convictions; courtroom observation, attending in-house continuing education classes, participating in case strategy meetings; interviewing clients in custody and providing limited legal advice.		

<b>REASON FOR LEAVING:</b> 2.5 hour commute became unreasonable when I was offered a similar opportunity at the more conveniently located Santa Clara Public Defender Office.		
<b>DATES:</b> From: 5/2012 To: 8/2012	<b>EMPLOYER:</b> Merced County Public Defender Office	<b>POSITION TITLE:</b> Bar Certified Law Clerk
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Merced, California, 95340		<b>COMPANY URL:</b> <a href="http://www.co.merced.ca.us/index.aspx?NID=81">http://www.co.merced.ca.us/index.aspx?NID=81</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Eric Dumars - Public Defender	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 60	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> Maintained limited misdemeanor caseload: conducted one entire jury trial and obtained acquittal, interviewed and advised clients, negotiated settlements with prosecutors, filed and argue motions, conducted pre-trial discovery, investigated witnesses, researched law. Additionally, drafted motions and research memoranda for felony attorneys		
<b>REASON FOR LEAVING:</b> Attend fall semester of third year at Santa Clara Law		
<b>DATES:</b> From: 9/2011 To: 11/2011	<b>EMPLOYER:</b> Pro Bono Project	<b>POSITION TITLE:</b> Student Volunteer
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Jose, California, 95112		<b>COMPANY URL:</b> <a href="http://www.probonoproject.org">www.probonoproject.org</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Jeanne Winters - Supervising Attorney	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 10	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> Interviewed clients with severe domestic violence issues, and provided legal advice. Filed one successful petition for divorce. Performed research and wrote memoranda on various domestic violence issues.		
<b>REASON FOR LEAVING:</b> Decided to pursue career in indigent criminal defense.		

### CERTIFICATES AND LICENSES

<b>TYPE:</b> California State Bar License	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> State Bar of California

### Skills

<b>OFFICE SKILLS:</b> Typing:85 Data Entry:0
<b>OTHER SKILLS:</b> MS Excel - Intermediate - 5 years and 0 months MS Powerpoint - Intermediate - 5 years and 0 months LexisNexis/Westlaw - Expert - 7 years and 0 months
<b>LANGUAGE(S):</b>

### ADDITIONAL INFORMATION

<p><b>Professional Associations</b> San Joaquin County Bar Association Member, Criminal Law Executive Committee - Planned three expungement clinics, three MCLE presentations</p> <p><b>Technical</b> MCLE Presenter - Juvenile Transfer Hearings After Prop 57 (Spring 2017) - SB-10: Pretrial Release and Detention (Fall 2018)</p> <p><b>Clinical Experience</b> Regular volunteer at OneJustice "Justice Bus" clean slate events. Led trainings of volunteer attorneys in post-conviction law and procedure. Assisted hundreds of clinic participants in filing petitions for expungement and resentencing.</p> <p><b>Professional Memberships</b> At the San Joaquin County Bar Association, I was selected to lead the Criminal Law Section in late February 2020. I have presented four trainings for MCLE credit, including a training on SB 10, juvenile transfer hearings, and racial justice. I organized several MCLE events, including trainings on new COVID-19 procedures at the courthouse, and immigration law. I also started a newsletter to update members on changes to the law.</p>
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### REFERENCES

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Nickolas Evans	<b>POSITION:</b> Supervising Public Defender, San Joaquin County
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) 102 S. San Joaquin Street, Stockton, California 95202		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Kate Carter	<b>POSITION:</b> Fmr. Asst. Director, University of San Francisco Office of Admission
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Stephen Murphy	<b>POSITION:</b> President & CEO, Cristo Rey De La Salle East Bay High School
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Kristin Carter	<b>POSITION:</b> Deputy Public Defender, Santa Clara County
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Jose, California 95110		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
No
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
Other
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
I first learned of the police commission in 2016, when Oakland voters approved it. I moved to Oakland shortly thereafter. Since then, I have had a strong interest in Oakland police based on my passion for criminal justice. I first learned of recent openings on the Commission through the City of Oakland website.
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
Not applicable.
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

**Job Specific Supplemental Questions**

**1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**

My entire career has been devoted to public service and the pursuit of justice. I spent more than seven years as a Deputy Public Defender in Merced and San Joaquin Counties, representing thousands of clients facing criminal prosecution. That experience gave me firsthand insight into the systemic inequities and community impacts of the criminal legal system. Beyond courtroom advocacy, I led trainings on racial justice reform, bail reform, and participatory defense—initiatives aimed at promoting fairness and equity. These experiences, combined with my later work as a civil trial attorney, have equipped me with a balanced understanding of both government accountability and individual rights. These are perspectives I would bring to the Commission's work.

**2. Please provide your perspectives of Public Safety in the City of Oakland.**

A city's public safety system does far more than respond to crime. When it functions well, it influences nearly every dimension of public life, from how residents move through public spaces to how institutions coordinate, resolve conflict, and build trust. My work as an attorney, representing both members of the public and engaging regularly with public officials, has given me a vantage point into how policing interacts with the daily realities of governance, community life, and individual rights. I strongly believe that a well-functioning system of public safety is essential to building healthy communities, and impacts every facet of public life. My perspective as both an advocate of individuals impacted by the justice system, as well as a government official working within the system, gives me a balanced and unique perspective. I believe my unique experience would provide valuable insights to the commission.

**3. How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**

I can contribute to the Commission's mission by bringing a practical, ground-level understanding of police work developed through years as a criminal defense attorney, where I have closely examined how policies operate in real encounters with real people. My academic training at Santa Clara and through the Northern California Innocence Project, combined with a genuine passion for criminal justice, helps me situate those experiences within broader principles of best practices, accountability, fairness. I bring a strong work ethic, careful attention to detail, and analytical rigor that allow me to contribute productively to complex reviews and deliberations. I do the work. I also rely on the communication skills I've developed as an attorney to engage respectfully, clearly, and professionally with difficult and controversial issues.

**4. How long have you lived in Oakland?**

I will have lived in Oakland 10 years in November.

**5. How many meetings of the Police Commission have you attended on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found [here](#) You can also find video recordings of past meetings there.)**

3 or more

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The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Nicholas R OBrien-Kovari

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

## Profile

Ty Williams  
First Name Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

Oakland  
City

CA  
State

94612  
Postal Code

## What City Council district do you live in?

District 3

Primary Phone

Alternate Phone

Yolo Technologies Founder | CEO | DOO  
Employer Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

### Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

My qualifications and experiences directly align with the mission of the Police Commission and Police Commission Panel. As the CEO and founder of Yolo Technologies, I have spent years building systems, managing teams, and creating solutions that require accountability, transparency, and community trust—values that parallel the work of this commission. Additionally, my nonprofit efforts have centered on bridging gaps for underserved communities, strengthening small businesses, and mentoring youth. These experiences have given me the ability to listen to diverse voices, balance community needs, and make decisions rooted in fairness and equity. My participation on the commission would be guided by a strong commitment to public safety, accountability, and community engagement. I understand the importance of building trust between law enforcement and the community, particularly in Oakland, where I was raised and where I continue to invest my time and leadership. I will bring a perspective that values both effective policing and the rights, dignity, and safety of all residents. Ultimately, I see my role as ensuring that policies and practices not only improve safety but also reflect the values of transparency, justice, and community partnership that this commission stands for.

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**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

[Ty\\_Williams\\_2025\\_v.1.pdf](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Ty Williams Oakland, CA 94612 | <https://www.linkedin.com/in/mrtywilliams> Professional Summary Results-oriented IT professional with 15+ years of experience optimizing IT Support, operations, and infrastructure. Successfully streamlined processes, implemented robust IT systems, and ensured high availability in dynamic environments. Expertise in ITIL-aligned service delivery, cloud-based solutions, and endpoint management. Adept at aligning IT strategies with organizational goals and delivering exceptional customer satisfaction through cross-functional collaboration. Yolo Technologies, LLC | Pleasanton, CA Founder | Director of Operations | 2016 – Present · Manage daily operations for a 27-member team · Implement ServiceNow, aligning ITSM processes with ITIL standards, and improve resolution time by 20%. · Transition on-premises solutions to cloud-based platforms (Google Workspace, JAMF), enhancing collaboration and scalability. · Manage daily IT operations, ensuring 99.9% system uptime across multiple locations. · Lead IT incident and change management workflows, achieving a 15% increase in compliance rates. · Train and mentor junior staff, fostering skill development and promoting operational excellence. BridgeBio | Palo Alto, CA C-Suite Executive IT Support Consultant | 2022 – 2024 · Provided bespoke IT support to C-suite executives, reducing downtime by 30% for critical business functions through proactive issue resolution. · Administered ServiceNow, achieving SLA targets for executive support and global travel assistance. · Managed device lifecycle management for macOS, iOS, and Windows environments, ensuring adherence to security policies. · Partnered with IT leadership to enhance productivity through tailored solutions and data security improvements, resulting in the implementation of multi-factor authentication and a new mobile device management system. KDI Infotech | San Jose, CA Sr. Systems Engineer Consultant | 2021 – 2022 · Deployed ITIL-aligned workflows in ServiceNow, improving incident response efficiency by 25%. · Managed hybrid cloud infrastructures, ensuring seamless migration and performance optimization. · Provided advanced technical support for macOS, Windows, and mobile platforms, resolving 95% of tickets on the first attempt. Alameda County GSA | Oakland, CA Sr. Systems Engineer (Contract) | 2020 – 2021 · Optimized system uptime by implementing ITIL best practices for incident management and service continuity. · Administered Windows server environments, enhancing performance and scalability. · Drafted and standardized IT documentation to align with organizational objectives and policies. Sephora | San Francisco, CA System Administrator Consultant | 2019 – 2020 · Managed ServiceNow for ticket tracking, resolving 90% of incidents within SLA timelines. · Streamlined user provisioning and authentication using Active Directory and SSO technologies. Levi's | San Francisco, CA Sr. Systems Engineer Consultant | 2016 – 2019 · Directed large-scale IT projects, including implementing JAMF for Apple device management, achieving a 99% compliance rate. · Enhanced device management processes for macOS, iOS, and Windows platforms, reducing deployment time by 40%. Education Bachelor of Science in Computer Science California State University, East Bay | Hayward, CA Technical Skills Cloud Platforms: AWS, Azure Endpoint Management: JAMF Pro, Intune, MDM Solutions ITSM Tools: ServiceNow, ITIL-aligned workflows Collaboration & Productivity: Google Workspace, Office 365 (Exchange, Teams) Security & Authentication: Active Directory, Azure AD, SSO Other Tools: Workday, SharePoint

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Brian  
First Name

Bonner  
Last Name

## Pronouns

he/him

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 4

Primary Phone

Alternate Phone

Retired

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

Retired Project Manager in electronic media. Member of many cultural groups (museums, gardens) as well as a volunteer in maintaining public spaces. Active in various political organizations advocating for change and improvement. Registered and active voter. Advocate for hearing all voices and accomodating access.

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

I retired in 2007. This is my resume from 2006 - BRIAN L. BONNER SUMMARY Project manager with significant software and Internet experience emphasizing development and management. Extensive experience in organization dynamics and decision making. Ability to

Brian Bonner

coalesce diverse elements and move toward a united action agenda. Assembles resources, solves problems, and completes activities on time and within budget. Strong interest in research with proven skills of exploration, documentation, and analysis. Skilled, professional public speaker. Published author and columnist. PROFESSIONAL EXPERIENCE FIREMANS FUND INSURANCE CO. 2006-CURRENT SENIOR PROJECT MANAGER • Managing the SAP Financials Implementation project, moving from PeopleSoft to SAP. • Participating in strategy planning and tactical assignments. • Implementing and coordinating processes across two operating entities (Minneapolis & Novato) KAISER PERMANENTE 2005-2006 PROJECT MANAGER • Managed projects and corporate initiatives in the Project Management Office and the HealthConnect Online project. • Participated in strategy planning and tactical assignments. • Designed and implemented processes to completion. • Managed a user support staff. AUTODESK, INC 2000-2003 PROJECT MANAGER • Managed projects and corporate initiatives in the geographic information systems (GIS) division. • Directed the completion of projects including acquisitions, streaming technology, home land security, marketing initiatives, and several releases of Map, the flagship product. • Participated in strategy planning and tactical assignments. • Designed and implemented processes to completion. PRAETORIAN GROUP, POLICEONE.COM 2000 - 2000 EXECUTIVE PRODUCER • Managed corporate initiatives. Implemented an auction website, a corporate website, and a new corporate accounting system. • Facilitated marketing initiatives and e-commerce activities. • Defined deliverables and tracked progress by an overseas external developer and internal developers, directed Quality Assurance activities, initiated and conducted product line strategy activities. MATTEL INTERACTIVE, MATTEL CORPORATION 1996 - 2000 EXECUTIVE PRODUCER, DIRECTOR OF SOFTWARE DEVELOPMENT • Managed content partnerships and directed interactive product development in the reference category from initial contract and design concept through gold master. Product lines for National Geographic, Quicken Family Lawyer/Business Lawyer, Mavis Beacon Teaches Typing, Encyclopedia Britannica, and Comptons. • Drove key aspects of product planning, selection, scheduling, budgeting, and overall product strategy for the genealogy product line. Produced: Family Gathering, Ultimate Family Tree, The Gazetteers, The Social Security Death Index, the Records Requester, Family Tutor: Basic Genealogy Records, and the electronic version of "The Idiots Guide to Genealogy". • Envisioned, advocated, and implemented the Ultimate Family Data Library. Produced 34 disks in this series. • Responsible for strategic partnership with Internet content providers and portals. PRC/PSI, INC. SAN FRANCISCO, CA. 1995-1996 SENIOR PROJECT MANAGER • Managed system integration projects installing dispatching, reporting, and records management systems for public safety agencies. • Complete responsibility for all aspects of the project once the contract was signed. • Specified equipment, procured the system, designed interfaces, managed the software engineering, provided documentation and training, integrated, installed, and implemented the system. • Complete budgetary control of the process and expenditures. • Responsible for contract compliance, vendor payments, and customer invoicing. CHARLES SCHWAB & COMPANY, INC., SAN FRANCISCO, CA 1991-1995 TECHNICAL LEAD 1994-1995 MANAGER SECURITY ARCHITECTURE 1993 MANAGER SECURITY ADMINISTRATION 1992 • Designed, managed the development, and implemented a market data server. Gathered and wrote requirements, created the design, managed the third-party developer and vendors, and implemented the product. • Instituted re-engineered processes. Designed, developed and began the implementation of the new entitlements reporting and payment system. Negotiated for resources. • Developed the security architecture for a distributed client-server, multi-cell environment. Managed a group of three. • Directed a staff of seven security analysts and administrators. OTHER 1991 - PRIOR • Held several positions with financial and distribution institutions in the field of data base administration, data management, audit, and EDP auditing, with increasing responsibility and scope culminating with Manager of Data Administration in the field of data administration and the Assistant General Auditor for the Federal Reserve Bank in the field of audit. • In the latter position directed a staff of 30 with 5 direct reports responsible for EDP, operations, and financial auditing. • Reported to the General Auditor who reported to the Board of Directors. EDUCATION BSBA, Boston University, Boston, Massachusetts. Finance major. MBA, Suffolk University, Boston, Massachusetts. Accounting major. PROFESSIONAL CERTIFICATIONS Chartered Bank Auditor (CBA), Bank Administration Institute, inactive. Certified Information Systems Auditors (CISA), inactive.


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I Agree \*



EMPLOYMENT APPLICATION		
 <b>CITY OF OAKLAND</b>	<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a>	<b>Received:</b>  <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
	<b>Gabay, Daniel</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>	
PERSONAL INFORMATION		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)	<b>EXAM ID#:</b> 25-PC-10	
<b>NAME:</b> (Last, First, Middle) Gabay, Daniel	<b>SOCIAL SECURITY NUMBER:</b> N/A	
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) _____, Oakland, California 94610	<b>EMAIL ADDRESS:</b>	
<b>HOME PHONE:</b>		
<b>DRIVER'S LICENSE:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> State: CA	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Bachelor's Degree		
PREFERENCES		
Nothing Entered For This Section		
EDUCATION		
<b>DATES:</b>	<b>SCHOOL NAME:</b>	
	Alliant University	
<b>LOCATION:</b> (City, State/Province) Alhambra, California	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Master's
<b>MAJOR:</b> Master		
<b>DATES:</b>	<b>SCHOOL NAME:</b>	
	Touro University	
<b>LOCATION:</b> (City, State/Province) New York, New York	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR:</b> Bachelor of Arts		
WORK EXPERIENCE		
<b>DATES:</b> From: 3/2016 To: Present	<b>EMPLOYER:</b> Freedom Care	<b>POSITION TITLE:</b> VP of Clinical and Administrative Operations
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) New York, New York, 94610		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Ran the largest homecare agency focusing on gaining and community family caregiver for a diverse population.		
<b>DATES:</b> From: 9/2023 To: Present	<b>EMPLOYER:</b> CA & Virtual	<b>POSITION TITLE:</b> Private Practice Clinical and Consulting Psychologist
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> <ul style="list-style-type: none"> <li>* Provide individual psychotherapy to high-functioning adults, with a focus on men's issues, anxiety, sexuality, relationships, and performance psychology.</li> <li>* Specialize in helping clients navigate masculinity, emotional expression, and identity, using an integrative approach grounded in psychodynamic, CBT, and developmental theory.</li> <li>* Offer consulting services to healthcare and nonprofit organizations on culture development, burnout prevention, and psychological safety in teams.</li> <li>* Partner with leadership teams to build psychologically informed systems and frameworks using EOS and clinical insight.</li> <li>* Deliver trainings and keynotes on topics including workplace mental health, inclusive leadership, and caregiver burnout</li> <li>* Maintain a private pay practice with a focus on discretion, deep engagement, and long-term client growth.</li> </ul>		
<b>DATES:</b> From: 8/2022 To: 9/2023	<b>EMPLOYER:</b> Kaiser Permanente Medical Center	<b>POSITION TITLE:</b> Post-Doctoral Fellow, Behavioral Medicine
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California		
<b>HOURS PER WEEK:</b> 40		

<b>DUTIES:</b>		
<ul style="list-style-type: none"> <li>* Served as the in-house mental health professional for the Department of Oncology for physician consultation and for intervention</li> <li>* Provided services surrounding end-of-life, anxiety, avoidance behaviors, and family support.</li> <li>* Worked with a diverse population and a range of oncological issues to ensure behavioral compliance with treatment recommendations</li> <li>* Supervised interns</li> <li>* Reviewed content distributed to patients for clarity and ease to understand</li> </ul>		
<b>DATES:</b> From: 8/2021 To: 8/2022	<b>EMPLOYER:</b> Kaiser Permanente	<b>POSITION TITLE:</b> APA Intern
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b>		
<p>Kaiser Permanente Medical Center, * Provided comprehensive adult neurodevelopmental psychodiagnostic assessments for adults</p> <ul style="list-style-type: none"> <li>* Supported Departments of Bariatric Surgery, Hepatology, Gastroenterology and Psychiatry, Assessment, and Fast Treatment</li> <li>* Provided comprehensive pre-surgical psychological assessment to patients undergoing elective bariatric surgeries</li> <li>* Referred patients to proper specialists and treatment options based on presenting problems and goals</li> <li>* Provided behavioral and cognitive intervention for Gastroenterology patients suffering from psychosomatic pain</li> <li>* Worked collaboratively with physicians and allied health professionals to improve patient outcomes and reduce medical office visits.</li> <li>* Collaborated with data analysts, psychologists, patients, and physicians for research on treatment efficacy.</li> </ul>		
<b>DATES:</b> From: 8/2020 To: 7/2021	<b>EMPLOYER:</b> Consulting Collective	<b>POSITION TITLE:</b> partner
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Los Angeles, California		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b>		
<p>Neurodevelopmental Assessment Practicum Consulting Collective, -----</p> <ul style="list-style-type: none"> <li>* Provide culturally appropriate psychodiagnostic assessment to children of diverse cultural and family origins</li> <li>* Assess a wide variety of clients across the lifespan for neurodevelopment and cognitive impairments</li> <li>* Collaborate and provide training to teachers and parents on working with children who have developmental disabilities to maximize their child's success</li> <li>* Receive extensive training on working with government partner agencies and schools to complete correct paperwork, ensuring clients get all necessary services</li> <li>* Complete necessary paperwork to ensure the client gets vital community and school-based services</li> </ul>		
<b>DATES:</b> From: 8/2019 To: 5/2020	<b>EMPLOYER:</b> Pacific Forensic Psychology Associates	<b>POSITION TITLE:</b> Forensic Psychology intern
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Los Angeles, California		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b>		
<p>Certified Sex Offender Treatment Provider -----</p> <p>Pacific Forensic Psychology Associates, Sharper Future, * Conducted Intake and risk assessments for newly released sex offenders to determine their risk of reoffending for the California Department of Corrections and Rehabilitation</p> <ul style="list-style-type: none"> <li>* Scored assessment tools and created a treatment plan to reduce recidivism</li> <li>* Provided weekly 3-hour group therapy sessions for Parolees using CBT based curriculum</li> <li>* Provided individual psychotherapy for parolees</li> <li>* Conducted weekly psychotherapy groups with specialized offender populations, included those with severe mental illness or addiction issues</li> <li>* Worked on a multidisciplinary team with polygraphers, Department of Corrections Staff, law enforcement, and other clinical staff to ensure the best care and public safety</li> <li>* Provided non-forensic assessments when needed</li> </ul>		
<b>DATES:</b> From: 8/2017 To: 6/2018	<b>EMPLOYER:</b> Alhambra Unified School District	<b>POSITION TITLE:</b> School-Based Psychology Practicum Trainee
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Alhambra, California		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b>		
<p>Primary Supervisor: Diane Cortes, PhD -----</p> <ul style="list-style-type: none"> <li>* Facilitated evidence-based psychoeducational group workshops on emotion regulation, anti-bullying, and self-esteem to culturally diverse children and teens</li> <li>* Led efforts to ensure that proper referrals and services were given for students in need of educational and psychological support.</li> <li>* Provided primary prevention seminars and classroom outreach for diverse K-8th graders</li> <li>* Collaborated with parents, teachers, and school administrators for student success</li> <li>* Developed skills working on complex cases with multidisciplinary teams</li> </ul>		
<b>DATES:</b> From: 2/2017 To: 4/2018	<b>EMPLOYER:</b> Ronald McDonald House	<b>POSITION TITLE:</b> Damion support services
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Los Angeles, California		

<b>HOURS PER WEEK:</b> 25		
<b>DUTIES:</b> Ronald McDonald Charities, : Susan Regas, PhD * Served families and children who were experiencing life-threatening medical conditions ----- * Delivered weekly therapeutic programs to children and families experiencing chronic illnesses * Training focused on Bowen's theory with a focus on Person-of-the-Therapist and Differentiation Theory with this population * Referred individuals in need of services to the center's administrative staff		
<b>DATES:</b> From: 12/2014 To: 3/2016	<b>EMPLOYER:</b> Kings County and Queens	<b>POSITION TITLE:</b> Forensic Psychology Intern
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) New York, New York		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Primary Supervisor: Allan Perry, PhD * Served courts by assessing adults and youth from diverse backgrounds for psychopathology and levels of functioning ----- * Assisted in mental status evaluations for court defendants for competency to stand trial * Assisted in the evaluation of Adolescent/Young adult defendants to determine if rehabilitation programs are a better alternative than prison		
<b>DATES:</b> From: 3/2009 To: 4/2011	<b>EMPLOYER:</b> Camp Yeshurun	<b>POSITION TITLE:</b> Director
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) North Hollywood, California		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> * Managed a camp of 150 children aged 5-14 to ensure a good time, safety, and education * Maintained medical records for campers to ensure child's safety * Directed 30 counselors in the performance of their duties * Responsible for all day-to-day camp logistics and management		
CERTIFICATES AND LICENSES		
<b>TYPE:</b> Psychologist		
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b>	
Skills		
<b>OFFICE SKILLS:</b> Typing: Data Entry:		
<b>OTHER SKILLS:</b>		
<b>LANGUAGE(S):</b> Hebrew - <input checked="" type="checkbox"/> Speak <input type="checkbox"/> Read <input type="checkbox"/> Write English - <input checked="" type="checkbox"/> Speak <input checked="" type="checkbox"/> Read <input checked="" type="checkbox"/> Write		
ADDITIONAL INFORMATION		
Nothing Entered For This Section		
REFERENCES		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Corey Weiner	<b>POSITION:</b>
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>	<b>PHONE NUMBER:</b>	

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
No
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
City of Oakland Website
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
Na
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
Na
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

**Job Specific Supplemental Questions**

- 1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
Schools, hospitals, being an EMT.
  - 2. Please provide your perspectives of Public Safety in the City of Oakland.**  
Oakland's potential is above every city. We need safety so people come here to see its beauty and want to live here.
  - 3. How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
Community connecting with schools and religious groups.
- 

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Daniel Gabay

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_



### Profile

Douglas

First Name

Wong

Last Name

### Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

### What City Council district do you live in?

District 4

Primary Phone

Alternate Phone

Retired

Employer

Retired

Job Title

### Which Boards would you like to apply for?

Police Commission: Submitted

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### Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

Member of the American Red Cross Leadership Council, East Bay Currently President of Chinese American Citizens Alliance, Oakland Lodge Member of Oakland Chinatown Improvement Council Past Chief of Staff, Berkeley City Council District 5, 1990-2000 Council member Diane Woolley Staff for OUSD Board District 4, Board member Jean Quan 1991-2002 Volunteer for Mayor Jean Quan staff 2002-2006 Currently CERT instructor, Past CORE (Citizens of Oakland Responding to Emergencies) 1992 to current CPR/First Aid instructor, Red Cross, OUSD Adult Ed, Hayward Adult Ed. Work with community groups learning First Aid and CPR, Senior centers, Asian Youths Service, Served as a community volunteer liaison for Council member Dick Spees District 4 1986-1999 Protection of the citizens of Oakland is paramount. I feel by serving on the board, we can improve this endeavor by building a better working relationship between the police, community and our city government.

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**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

DOUGLAS WONG Occupation: Retired Past Employment: Fire Engineer, Contra Costa Fire Protection District- 1978-2006 City of Oakland: Mechanic-1972-1978 City of Berkeley: District 5, Chief of Staff for Council member Diane Woolley 1990-2000 Oakland Unified School District: Staff: District 4-1991-2002 CPR, First Aid instructor: Part time OUSD Adult Education: 1980-2018 Hayward School Adult Education-1996-2018 Volunteer: Oakland Chinatown Improvement Council Chinese American Citizens Alliance, Oakland Lodge American Red Cross Veterans of Foreign Wars American Legion Oakland Park and Recreation Alameda Food Bank Pantry St John's Episcopal Church, Oakland California Episcopal Diocese

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Hamilton

First Name

Hunt

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 4

Primary Phone

Alternate Phone

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I serve as board chair of a non-profit focused on housing and I have lived in Oakland for almost 40 years. I would like to learn more about the issues impacting our community and see how I can help.

---

***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

HHunt\_CV.pdf

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

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**Please click the acknowledgement below.**

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I Agree \*

## Profile

Jean  
First Name

Quan  
Last Name

## Pronouns

Ms

Email Address

Street Address

OAKLAND  
City

Suite or Apt

CA  
State

94602  
Postal Code

## What City Council district do you live in?

District 4

Primary Phone

Alternate Phone

Retired  
Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

1. I was the first Mayor to meet with the federal monitor and worked with him to reduce the negotiated tasks from 27 to 4-5 2. I sat on the Public Safety Committee for 8 yrs 3. I developed the Ceasefire Program for Oakland and visited similar programs in Chicago and Boston in preparation 4. I regularly did ride alongs with officers throughout the city

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[JeanQuan.pdf](#)  
Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

The following is my last resume. In the interim years I have been volunteering on key political campaigns focusing on increasing Asian American and other under represented groups voter registration and turnout. I have also gone back to my roots working on Asian

Jean Quan

American history projects to increase public awareness of our contribution to California & US history. Lastly I have worked on Anti API Hate projects. JEAN QUAN  
Oakland, CA 94602

! OBJECTIVE ! Challenging opportunity to make a meaningful contribution for social progress and to utilize my wide range of experience in government, tackling complex problems, and community organizing. ! SKILLS • Long term strategic planning & leadership expertise • Created public-private partnership for economic development and community benefit • Researched and authored innovative legislation in many areas • Developed fiscally responsible budgets in line with policy goals in tough times • Employee-management relations, negotiation and mediation experience • Ability to work with diverse constituents and build coalitions ! EXPERIENCE & LEADERSHIP ACCOMPLISHMENTS

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! MAYOR, OAKLAND, CALIFORNIA - 2011-2015 • Championed the Oakland Renaissance winning international recognition of the city's diversity, food, cultural arts and music, new tech and innovation, and environmental beauty and policies. Institutionalized downtown's "First Friday" art stroll, attracting 10 K visitors monthly. • Balanced City budgets through the recession maintaining bond ratings, eliminating a \$58 M deficit, weathering the dissolution of redevelopment, establishing a \$45M reserve, and ending with City revenues \$29 M above budget projections. • Attracted major new investors for billion dollar transformational projects: 1300 unit development at Brooklyn Basin, largest private Chinese investment in US, and Coliseum City, possibly the largest transit oriented development in the nation. • Unemployment fell from 16.9% to 8.7%, 18,000 new jobs created. • Appointed new Port Commission and negotiated master agreements with government agencies, private investors, labor, rail, shipping, and truck companies to save and obtain \$250 M for expansion/modernization of intermodal infrastructure to maintain competitiveness as the 5th largest US port. Worked with Commission to reorganize/pay down debt and hire new director. • Built/restored 1700 affordable housing units. 11,000 new units in the pipeline— 25% affordable. Created one stop housing assistance. Negotiated mortgage modification • Negotiated City contracts that shared pension costs fairly and avoided major cuts/layoffs • Reorganized and rebuilt the police department: brought force to above 700 for the first time since 2010, recruited the most diverse police academies in City history, worked with federal monitor bringing reforms to near completion including pioneering personal cameras and dramatic reduction of use of force and citizen complaints. Established data driven geographic accountability for community policing; in 2014 crime trended down with lowest homicide rate since 2000. Set up LGBT Police Advisory group. • Established the Oakland Education Cabinet to bring community resources, educational institutions, labor and business leaders together to support public schools: creating 2100 summer jobs, school linked internships, media campaigns for school attendance and preschool enrollment, recruitment of over 1000 mentors. • Championed programs and funding to stop the Sexual Exploitation of Minors: state legislation to treat minors as victims while increasing fines/sentences of exploiters; intervention and safe place programs; community organizing and outreach. • Worked with the White House, National League of Cities and local agencies to create policies and programs to reduce violence plaguing boys and men of color including implementing Ceasefire interventions with law enforcement, churches and families. ! ! ! • Green City: Converted all street lights to LED, increased bike lanes 40% to 141 miles, obtained \$6.1 M grant for bike share program, negotiated the greenest garbage contract in the nation (expecting 82% diversion of waste from the landfill and green house gases). • Chaired the International Committee of the US Conference of Mayors, working with the State Department to increase trade and investment. Represented American cities at the 2011 UN Conference on Climate Change in Rio, spoke on local green policies at the China Mayor's Association and UN seminars, hosted Oakland event for Asian Pacific Economic Cooperative Women and the Economy Summit in 2011. • Championed first state cellphone legislation requiring "kill switches" to reduce theft. OAKLAND CITY COUNCIL MEMBER 2003-2011 • Chaired the Finance Committee leading community and council consensus on the balancing of Oakland's billion plus budgets—maintaining strong bond ratings, 7.5% reserves. • Chaired City-Schools Partnership Committee to coordinate programs for nearly half of the city's pre-school students, school safety police services, coordinate recreation facilities and programs, reduce truancy and increase attendance. • Chaired the Alameda County Waste Management Board/ StopWaste.org and the Alameda County Recycling Commission. Established programs to establish Zero Waste goals including ban of plastic bags and polystyrene take out containers, requiring compostable fast food containers; pioneering curbside composting programs. • Chaired the Local Government Commission, an organization of state elected officials promoting Smart/Green Growth policies in planning, transportation and water policies. • Authored pioneering legislation for the licensing and taxing of medical marijuana

dispensaries. • Authored legislation for first municipal ID Card with bank debit functions. • Authored and led major tax initiative campaigns to pass by two-third votes: Measure Q to maintain library branches & services; Measure Y to fund Violence Prevention programs and fund community policing officers; Wildfire Prevention District; Measure G to expand the Oakland Zoo, Museum & Chabot Space and Science Center facilities; and Measure I to fund Convention Services, Cultural Institutions and the Arts. • Chaired the Central Cities Caucus and Asian Pacific American Municipal Officials Committees of the National League of Cities. • Revitalized neighborhoods by working with business and neighborhood associations to modify planning zones, attract investors, improve storefront and traffic design, plan public art and landscaping, and organize annual festivals and farmers markets. • Published weekly e-newsletter for 5000 plus subscribers; growing to 15,000 as Mayor. Increased citizen participation in policy development, neighborhood councils, neighborhood alert, emergency preparedness and volunteer activities in schools, libraries, park and creek restoration. OAKLAND SCHOOL BOARD MEMBER & PRESIDENT 1990-2002 • Served on the federal Title 1 Rules Making Committee— advocating for more funding for poor and immigrant students. Organized parent councils, training and bilingual services • Major advocate for the needs of urban education - Chaired the California Urban Schools Association and the National Council of Urban Boards of Education, the nation's 100 largest school districts; Council of Great City Schools Executive Board. • Led local and national campaigns to bridge the digital divide— funding new tech infrastructure, and education providing computers to low income students and families. • Led national dialogues for more multicultural perspectives in curriculum and textbooks. • Led campaigns to fund class sized reduction, science, music and arts programs. • Led first school bond measures totaling over half a billion after four decades of neglect to provide more equitable school facilities, internet and technology, and critical seismic retrofits. Obtained state funds to modernize and seismically upgrade schools. • Expanded school nutrition programs including breakfast and after school programs; initiated juvenile diabetes health education and exercise programs. • Founder and former chair of the new Chabot Space and Science Center—championing science education for women and under represented students. • First Asian American elected to the Oakland School Board. Chaired the Asian Pacific Islander School Board Members Association. SERVICE EMPLOYEES INTERNATIONAL UNION 1983-1989 As one of SEIU's first Asian American organizers and business agents, led campaigns with highly exploited janitors and health care workers. Helped home care workers obtain recognition and health benefits. Led statewide legislative campaign to reduce case loads for child protection service workers and to require public hearings before closing health facilities. Worked with the SF Community College and UCB Labor Center to teach labor studies and shop steward training. Co-founded Asian Pacific American Labor Alliance. ! WOMEN IN APPRENTICESHIPS 1978-1980 Recruited, counseled, and prepared low income women for jobs in the construction trades and other high paying non-traditional jobs. ! PATIENT ADVOCATE, NEW YORK CITY HEALTH & HOSPITALS CORP 1972-1977 Established multicultural programs for patient rights and health education on the Lower East Side of NYC including health fairs, public school screenings, and multilingual newsletters. Designed new hospital policies to protect patient rights and provide culturally relevant staff training such as pioneering sterilization and translation guidelines. ! UC BERKELEY ASIAN AMERICAN STUDIES FIELD WORK ASSISTANT 1969-71 Researched and taught classes on Asian American and Ethnic history, women, health issues and the Pacific Rim. Organized and supervised student community projects and research. ! UC BERKELEY ASSOCIATED STUDENTS COMMUNITY PROJECTS DIRECTOR 1968-1970 Coordinated placement/training of UCB students in non-profits, community and advocacy programs in the Bay Area. Promoted pioneering environmental justice, LGBT, women's, disabled rights, and minority programs for Regents' grants. ! ! ! EDUCATION AND TRAINING

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! ROSE FELLOWSHIP, URBAN LAND INSTITUTE 2011-2012 Interdisciplinary city team study to revitalize downtown land use with national experts, focusing on public/private /community collaborations in the arts, smart/green design, & business attraction. ! KELLOGG FELLOWSHIP 2001-2003 Three year focus on urban and immigrant education issues. Site visits to major school reform districts. Group study/travel in Mexico and Central America. ! CORO URBAN INTERNSHIP 1980-1981 Seminar & intern experiences with local & state government agencies ! YALE IN CHINA, NEW ASIA COLLEGE 1971-1972 Cantonese/Chinese language and cultural studies. ! UC BERKELEY, 1967-1971 Founder of Asian American/Ethnic Studies. Developed/taught Asian American History, Women's Studies and Pacific Rim courses. Started student projects—pupil/parent tutoring, housing, health & worker rights. ! OTHER ASSOCIATIONS \_\_\_\_\_ ! ASSOCIATION OF BAY AREA GOVERNMENTS, 2003-2014 METROPOLITAN TRANSPORTATION COMMISSION, 2013-2014 BAY AREA COUNCIL, 2011-2014 BAY AREA RED CROSS BOARD, 2004-2008

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I Agree \*

## Profile

Michael

First Name

Johnson

Last Name

## Pronouns

he/him

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

None Selected

Primary Phone

Alternate Phone

Sole Proprietor/Law Office

Employer

Legal Consultant

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

My over 30 years of legal experience, including senior counsel roles at Fortune 500 companies, has equipped me to provide trusted, principled oversight on matters of compliance, governance, and risk management. As a Volunteer Judge Pro Tem in Alameda County Superior Court for the past nine years, I have exercised ethical judgment and fair adjudication, directly relevant to police oversight. Through active community leadership and mentorship with the NAACP, Charles Houston Bar Association, 100 Black Men of the Bay Area, Big Brothers/Big Sisters, and local youth programs, I bring a demonstrated commitment to public service, accountability, and community engagement, aligning fully with the Commission's mission.

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[MJOHNSON1125.pdf](#)

Upload a Resume

Michael Johnson

**Please paste the text of your resume or curriculum vitae below.**

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**Please click the acknowledgement below.**

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I Agree \*

## Profile

William

First Name

Tian

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 4

Primary Phone

Alternate Phone

Volkswagen Group of  
America

Employer

Product/Project Manager

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

### Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

As someone who is responsible for bringing innovative ideas to life in Volkswagen research, I work cross functionally with universities, startups, and corporations to create from a diverse set of ideas and interest, a cohesive product that moves the needle. The biggest reasons for the successful at my job stems from creating innovative solutions that solves real world problems. I hope to bring this drive and know how to help Oakland build towards the future of becoming a sustainable, environmentally & business friendly city that not only serves its people and but also attracts new comers from the every part of the globe. This passion is reflected in what I choose to do with my free time, spent volunteering for the Trees for Oakland non profit organization. What motivates me the most about helping to plant trees around the city is not just the visible green patches of oasis that we create with our hands but the community and pride that comes from being inspired and inspiring others. I hope to make the same impact through my involvement on Oakland's advisory boards.

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**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

[Will Tian Resume.pdf](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

WILL TIAN | Oakland 94611 Summary A leader in bringing product innovation to life, focusing on all stages of the product life cycle, from conception to prototype to production. I currently work in Volkswagen Group research, on digital automotive projects. I am an avid runner, climber, and volunteer my free time planting trees for Oakland. Skills Product Management Project Management Software Architecture Software Engineering Experience Volkswagen Group of America | Belmont Staff Project/Product Manager 11/2016 - Current 2022 to Present Day Lead cross-functional teams to design, prototype, and deliver automotive software products. Partner with university, silicon valley startups and cross-industry companies to demonstrate automotive innovations Build and maintain stakeholder relationships for continued research sponsorship Present research results and product prototypes to board of management 2020 to 2022 Technical lead for cloud-based, data driven software products. 2016-2020 Software architecture and development of cloud-based, data driven software products using Java/Scala, Web technologies like Node and Typescript, deployed on Kubernetes. Gojure | Berkeley Software Developer 11/2015 - 10/2016 Built mobile & web social networking application using hybrid frameworks like Ionic, Angular w/Typescript. Valsfer | San Francisco Software Developer 03/2014 - 08/2015 Built responsive, mobile friendly web portal for furniture design business with SSO, live chat, and payment Integration. Activities and Honors Organizer & Volunteer | Trees for Oakland Organized tree planting event involving 21 Volkswagen Group of America employees, helping to plant 15 trees to help reduce pollution in the Port of Oakland area. Education and Training University of California Berkeley | Berkeley, CA Bachelor of Arts in Economics

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Mary  
First Name

Cain-Simon  
Last Name

## Pronouns

She/Her

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 4

Primary Phone

Alternate Phone

Retired from California  
Attorney General's Office  
Employer

SDAG  
Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

As a retired Supervising Deputy Attorney General, I have devoted my professional career to public service. I have worked on many law enforcement matters, including peace officer disciplinary matters. I am devoted to our community, having chosen to live here and to raise my family here. I am experienced and objective and would like to give back to the community.

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[Resumepdf\\_July2024.pdf](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

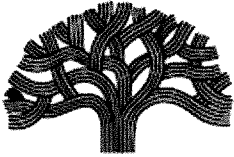
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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

# EMPLOYMENT APPLICATION



CITY OF OAKLAND

**CITY OF OAKLAND**  
 150 Frank H. Ogawa Plaza - 2nd Floor  
 Oakland, California, 94612  
 (510) 238-3112  
<http://www.oaklandca.gov/>

**Avalos, Alejandro Jose - Person ID: 26099933**  
**25-PC-10 POLICE COMMISSIONER**

**Received:** \_\_\_\_\_

**For Official Use Only:**

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

Experience

Training

Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> POLICE COMMISSIONER		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Avalos, Alejandro Jose		<b>SOCIAL SECURITY NUMBER:</b> XXX-XX-
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) _____, Oakland, California, 94601		<b>EMAIL ADDRESS:</b> _____
<b>HOME PHONE:</b> _____		<b>ALTERNATE PHONE:</b> _____
<b>DRIVER'S LICENSE:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State:</b> CA <b>Number:</b> _____	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> High School		

## PREFERENCES

<b>MINIMUM COMPENSATION</b> \$50.00 per hour \$120,000.00 per year	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Weekends, On Call (as needed)	
<b>OBJECTIVE:</b> I just want to help my city and improve safety.	

## EDUCATION

<b>DATES:</b> _____	<b>SCHOOL NAME:</b> Envision academy of arts and technology	
<b>LOCATION:</b> (City, State) Oakland, California	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> High School Diploma

## WORK EXPERIENCE

<b>DATES:</b> From 12/2016 To 6/2023	<b>EMPLOYER:</b> Brinks	<b>POSITION TITLE:</b> Llv messenger
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) _____, Oakland, California, 94601		
<b>PHONE NUMBER:</b> _____	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 50	<b># OF EMPLOYEES SUPERVISED:</b> _____	
<b>DUTIES:</b> Delivery and pick up valuables safely.		
<b>REASON FOR LEAVING:</b> Still employed		
<b>DATES:</b> From 12/2016 To 2/2019	<b>EMPLOYER:</b> Brinks	<b>POSITION TITLE:</b> Messenger
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) _____, Oakland, California, 94601		
<b>PHONE NUMBER:</b> _____	<b>SUPERVISOR:</b> Collie Norman - Operation manager	
<b>HOURS PER WEEK:</b> 55	<b># OF EMPLOYEES SUPERVISED:</b> _____	
		<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

**DUTIES:**  
Go on route, deliver currency to customers and replenish atms.

**REASON FOR LEAVING:**  
Still employed at Brinks

### CERTIFICATES AND LICENSES

Nothing Entered For This Section

### SKILLS

**OFFICE SKILLS:**  
Typing:  
Data Entry:

**OTHER SKILLS:**

**LANGUAGE(S):**  
Spanish : Speak , Read , Write

### ADDITIONAL INFORMATION

Nothing Entered For This Section

### REFERENCES

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Collie Norman	<b>POSITION:</b> Supervisor
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) , California, Oakland , 94601		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

### Agency-Wide Questions

- I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
- Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
NO
- Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
Spanish
- Are you authorized to lawfully work in the United States?**  
Yes
- Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
GovernmentJobs
- If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
From a friend
- Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
NO
- If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
No I do not have any relation
- Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating**

**"Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**

Yes

### Job Specific Supplemental Questions

1. **Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**

I am aware of what my city needs, I work and have respect from my community

2. **Please provide your perspectives of Public Safety in the City of Oakland.**

I want to reassure the confidence of the people.

3. **How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**

I am born and raised in Oakland I know what the city needs. I will not allow corruption or temptations.

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The following terms were accepted by the applicant upon submitting the online application:


By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Alejandro Jose Avalos

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_



EMPLOYMENT APPLICATION		
 <b>CITY OF OAKLAND</b>	<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a>	<b>Received:</b>  <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
	<b>Schrott, Amanda</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>	
PERSONAL INFORMATION		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)	<b>EXAM ID#:</b> 25-PC-10	<b>NAME:</b> (Last, First, Middle) Schrott, Amanda
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California 94601	<b>SOCIAL SECURITY NUMBER:</b> N/A	<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		
<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>What is your highest level of education?</b> High School		
PREFERENCES		
Nothing Entered For This Section		
EDUCATION		
Nothing Entered For This Section		
WORK EXPERIENCE		
<b>DATES:</b> From: 8/2020 To: Present	<b>EMPLOYER:</b> self	<b>POSITION TITLE:</b> consultant
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California, 94601		
<b>HOURS PER WEEK:</b> 20		
<b>DUTIES:</b> Errands, housework, paperwork, organizing.		
CERTIFICATES AND LICENSES		
Nothing Entered For This Section		
Skills		
Nothing Entered For This Section		
ADDITIONAL INFORMATION		
Nothing Entered For This Section		
REFERENCES		
Nothing Entered For This Section		

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
No
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
City of Oakland Website
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
This question is not applicable (NA), but the system is forcing me to answer it.
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
This question is NA.
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

**Job Specific Supplemental Questions**

1. **Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
I read the newspaper.
  2. **Please provide your perspectives of Public Safety in the City of Oakland.**  
I read the newspaper.
  3. **How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
I am informed and unbiased.
- 

The following terms were accepted by the applicant upon submitting the online application:


By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Amanda Schrott

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_



EMPLOYMENT APPLICATION		
 <b>CITY OF OAKLAND</b>		<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a> <b>Garcia-Acosta, Ricardo A</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>
		<b>Received:</b>  <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other:
PERSONAL INFORMATION		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Garcia-Acosta, Ricardo A		<b>SOCIAL SECURITY NUMBER:</b> N/A
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California 94605		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		
<b>DRIVER'S LICENSE:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> State: CA Number:	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Some College		
PREFERENCES		
<b>MINIMUM COMPENSATION:</b> \$125,000.00 per year		<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular		
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time		
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends, On Call (as needed)		
EDUCATION		
<b>DATES:</b>	<b>SCHOOL NAME:</b> University of California, East Bay	
<b>LOCATION:</b> (City, State/Province) Hayward, California	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>DEGREE RECEIVED:</b> No Degree
<b>MAJOR:</b> General Education		<b>UNITS COMPLETED:</b> 25- Quarter
<b>DATES:</b>	<b>SCHOOL NAME:</b> City College of San Francisco	
<b>LOCATION:</b> (City, State/Province) San Francisco, California	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<b>DEGREE RECEIVED:</b> No Degree
<b>MAJOR:</b> Criminal Justice		<b>UNITS COMPLETED:</b> 7- Semester
WORK EXPERIENCE		
<b>DATES:</b> From: 12/2024 To: Present	<b>EMPLOYER:</b> Self-Employed	<b>POSITION TITLE:</b> Principle Consultant
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California, 94605		
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Tracey Taper - Director of Programs	
<b>HOURS PER WEEK:</b> 10	<b># OF EMPLOYEES SUPERVISED:</b> 0	
<b>DUTIES:</b> SF School Crisis Response Initiative (SCSI) — San Francisco, CA As an independent contractor, I provide: - Provide strategic coaching and systems support to crisis intervention teams serving San Francisco Unified School District. - Design and monitors implementation of Program Models, KPIs, and reporting tools for participating organizations including Young Community Developers (YCD) and Instituto Familiar de la Raza (IFR), to improve service delivery, including: supervision, conflict resolution, and referral systems to enhance violence interrupter effectiveness in reporting and measuring program impact. - Participate in weekly case conferencing with city and community partners.		
<b>DATES:</b> From: 5/2022 To: 10/2024	<b>EMPLOYER:</b> Communities United for Restorative Youth Justice (CURYJ)	<b>POSITION TITLE:</b> Program Director
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California, 94602		<b>COMPANY URL:</b> <a href="http://www.curyj.org">www.curyj.org</a>
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Vamsey - Palagummi	
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 12	

<b>DUTIES:</b>		
<ul style="list-style-type: none"> <li>- Oversaw \$2.1M+ in funding and led design and expansion of regional peace building programs.</li> <li>- Built strategic partnerships and improved systems for data integrity, accountability, and organizational learning.</li> <li>- Monitored all sources of funding from multiple streams and produced reports for granting agencies.</li> <li>- Maintained accurate documentation and statistics on client services in multiple diverse communities.</li> <li>- Set collaborations with outside agencies including: Juvenile Probation Department, the Police Department, School District, and the Recreation and Park Department and developed Memorandums of Understandings.</li> <li>- Managed internal controls of reporting and documenting programmatic outcomes and implemented periodic reviews for updating systems to ensure maximum productivity- Represented CURYJ nationally on panels advancing grassroots healing and anti-violence strategies.</li> <li>- Managed internal controls of reporting and documenting programmatic outcomes and implemented periodic reviews for updating systems to ensure maximum productivity.</li> <li>- Convened Regional Stakeholders to create standard systems of communication and collaboration for the Network, in order to maximize resources and track mutual outcomes.</li> <li>- Identified needs and reoccurring themes for year-round trainings and general staff development.</li> </ul>		
<b>REASON FOR LEAVING:</b>		
Began leadership role as appointed commissioner for the City of Oakland.		
<b>DATES:</b>	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
From: 1/2020 To: 1/2022	Instituto Familiar de la Raza (IFR )	Initiative Director, Roadmap to Peace
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		<b>COMPANY URL:</b>
San Francisco, California, 94110		www.ifrsf.org
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b>	
	Gloria Romero - Executive Director	
<b>HOURS PER WEEK:</b>	<b># OF EMPLOYEES SUPERVISED:</b>	
35	5	
<b>DUTIES:</b>		
<ul style="list-style-type: none"> <li>- Directed a 7-organization collaborative serving immigrant and justice-involved youth across San Francisco.</li> <li>- Increased program funding by \$300K and expanded services in response to post-pandemic community needs.</li> <li>- Developed strategic goals and service alignment across the network to strengthen impact.</li> </ul>		
<b>REASON FOR LEAVING:</b>		
New start-up opportunity and continued focus on building regional partnerships		
<b>DATES:</b>	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
From: 1/2018 To: 1/2020	Youth ALIVE! — Oakland, CA	Intervention Services Manager
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		<b>COMPANY URL:</b>
Oakland, California, 94609		www.youthalive.org/
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b>	
	Anne Marks - Executive Director	
<b>HOURS PER WEEK:</b>	<b># OF EMPLOYEES SUPERVISED:</b>	
40	12	
<b>DUTIES:</b>		
<ul style="list-style-type: none"> <li>- Led street outreach and hospital-based intervention programs serving gun violence victims, high-risk youth, and families impacted by homicide.</li> <li>- Cultivated strong partnerships with hospitals, funders, and city leaders to advance violence prevention work.</li> <li>- Championed internal capacity building through training, supervision, and quality assurance practices.</li> </ul>		
<b>REASON FOR LEAVING:</b>		
New opportunity to build regional partnerships between Oakland and San Francisco.		
<b>DATES:</b>	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
From: 3/2016 To: 1/2018	City of Oakland, Dept. of Human Services; Oakland Unite Violence Prevention Department	Violence Prevention Liaison / Program Officer
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		<b>COMPANY URL:</b>
150 Frank Ogawa Plaza, Oakland, California, 94612		https://www.oaklandca.gov/Public-Safety- Streets/Crime-Prevention/Violence-Prevention
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b>	
	Peter Kim - Department Director	
<b>HOURS PER WEEK:</b>	<b># OF EMPLOYEES SUPERVISED:</b>	
40	0	
<b>DUTIES:</b>		
<ul style="list-style-type: none"> <li>- Managed \$1.6M+ violence intervention grant portfolio and oversaw multi-agency Ceasefire coordination.</li> <li>- Developed trauma-informed training modules for CBOs and OPD to foster community-centered justice.</li> <li>- Facilitated data-driven collaboration across city departments and frontline outreach teams.</li> </ul>		
<b>REASON FOR LEAVING:</b>		
Returned to community-based organization for leadership opportunity.		
<b>DATES:</b>	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
From: 1/2014 To: 2/2016	San Francisco Juvenile Probation Department	Youth Development Specialist/ Juvenile Advisory Council (JAC) Coordinator
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		<b>COMPANY URL:</b>
San Francisco, California, 94127		www.sfgov.org/juvprobation/
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b>	<b>MAY WE CONTACT THIS EMPLOYER?</b>
	Sara Schumann - Director of Probation Services	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b>	<b># OF EMPLOYEES SUPERVISED:</b>	
20	6	

<b>DUTIES:</b>		
<ul style="list-style-type: none"> <li>- Responsible for overseeing Monthly Probation Orientations for 1st time probationers and their families.</li> <li>- Maintained a core of active Juvenile Advisory Council (JAC) membership and provide training to JAC members in such areas such as: Public Presentations, Social Justice, Juvenile Probation Reform.</li> <li>- Responsible for developing JAC as a resources to the Chief Probation Officer and to administrative staff to incorporate youth perspectives as new programs, policies and initiatives are developed within the Department.</li> <li>- Plan and Oversee annual Probation Camping Trip for youth on probation.</li> </ul>		
<b>REASON FOR LEAVING:</b>		
Position was part-time. Received full-time employment with the City of Oakland.		
<b>DATES:</b>	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
From: 8/2013 To: 2/2016	Youth ALIVE!	Interim Program Coordinator/Crisis Responder, Khadafy Washington Project
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		<b>COMPANY URL:</b>
Oakland, California, 94609		www.youthalive.org/
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b>	<b>MAY WE CONTACT THIS EMPLOYER?</b>
	John Torres - Deputy Director	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b>	<b># OF EMPLOYEES SUPERVISED:</b>	
30	1	
<b>DUTIES:</b>		
<ul style="list-style-type: none"> <li>- Responsible for coordination of intervention and follow-up for the City of Oakland Homicide Response Service as well as providing intensive family support services &amp; mentoring to youth impacted by violence.</li> <li>- Developed and maintained key resources in the community, collected and analyzed program data, and prepared reports to funders.</li> </ul> <p>Crisis Response duties include the following:  (1) Calm tensions to dissuade retaliatory violence, (2) Offer emotional support and guidance immediately after a traumatic event; and (3) Assist survivors with practical and financial assistance to effectively plan funerals for their deceased loved-ones.</p>		
<b>REASON FOR LEAVING:</b>		
Position was temporary. Received full time employment with the city of Oakland.		
<b>DATES:</b>	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
From: 2/2008 To: 5/2013	Arriba Juntos- Northwest Community Response Network	Regional Program Director, San Francisco Community Response Network
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		<b>COMPANY URL:</b>
San Francisco, California, 94103		www.arribajuntos.org
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b>	<b>MAY WE CONTACT THIS EMPLOYER?</b>
	Dalila Ahumada - Executive Director	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b>	<b># OF EMPLOYEES SUPERVISED:</b>	
40	14	
<b>DUTIES:</b>		
(SFCRN)		
<ul style="list-style-type: none"> <li>- Administered and Coordinated the Northwest Regional Operations of the SFCRN which included the three core service areas of Street Outreach Intervention, Crisis Response, and Community Mobilization</li> <li>- Functioned as point person during times of crisis (i.e. shootings and homicides which occurred in the SF) including the attendance in weekly stakeholder meetings</li> <li>- Functioned as point person to faith based efforts across the City of San Francisco including collaborations with the San Francisco Archdiocese Restorative Justice Program</li> <li>- Convened Regional Stakeholders to create standard systems of communication and collaboration for the Network, in order to maximize resources and track mutual outcomes</li> <li>- Identified needs and reoccurring themes for year-round trainings and general staff development</li> <li>- Served as point person to Planning Committee for the Mayor's Office, Yosemite Summer Camping Trip and Employment Program in collaboration with the Recreation &amp; Park and Juvenile Probation Departments</li> </ul>		
<b>REASON FOR LEAVING:</b>		
Pursued new employment opportunity.		
<b>DATES:</b>	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
From: 7/2005 To: 12/2008	University of California, San Francisco	Community Liaison/Case Manager, UCSF Wraparound Project, San Francisco General Hospital
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		<b>COMPANY URL:</b>
San Francisco, California, 94110		www.violenceprevention.surgery.ucsf.edu/
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b>	<b>MAY WE CONTACT THIS EMPLOYER?</b>
	Dr. Rochelle Dicker, MD - Program Director	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b>	<b># OF EMPLOYEES SUPERVISED:</b>	
40	0	
<b>DUTIES:</b>		
<ul style="list-style-type: none"> <li>- Provided after-care/case management services for surviving victims of violence seen at San Francisco General Hospital.</li> <li>- Utilized community based program to create a circle of care for victims that involved multiple stakeholders.</li> <li>- Ensured collaboration between various city departments in the event of a critical injury sustained in the City of San Francisco and developed universal systems of documentation and reporting among partner agencies.</li> <li>- Provided Referrals and worked collaboratively with Victim Compensation and Government Claims Board (CaVCB).</li> </ul>		
<b>REASON FOR LEAVING:</b>		
Received promotion and new opportunity to serve as a Director for the first time.		
<b>DATES:</b>	<b>EMPLOYER:</b>	<b>POSITION TITLE:</b>
From: 11/2000 To: 6/2005	Mission Neighborhood Centers, Inc	Program Coordinator, Precita Center Safe Haven and RecConnect Project, Garfield Park
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		<b>COMPANY URL:</b>
San Francisco, California, 94110		www.mncsf.org/home/

<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Tracy Brown - Center Director	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 2	
<b>DUTIES:</b> <ul style="list-style-type: none"> <li>- Developed Case Management/Court Advocacy Component for emerging program.</li> <li>- Developed and maintained participant enrollment procedures, registration forms, waiting lists, and monitored attendance and was responsible for Monthly Reports and Invoices.</li> <li>- Facilitated Case Conferencing and Case Manager Supervision.</li> <li>- Provided Case Management, court advocacy and referral and linkage services to youth on probation and involved with gangs in San Francisco.</li> <li>- Planned and implemented evening "safe haven" activities for high-risk youth as a deterrent to negative street activity.</li> </ul>		
<b>REASON FOR LEAVING:</b> Pursued new employment opportunity.		

<b>CERTIFICATES AND LICENSES</b>	
<b>TYPE:</b> CALMECAC Cultural Healing Fellow	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b>
<b>TYPE:</b> Roots Executive Leadership Fellow	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b>
<b>TYPE:</b> Certified Circle Keeper, National Compadres Network	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b>
<b>TYPE:</b> Certificate in Professional Development & Volunteer Management, UC Berkeley Extension	
<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b>

<b>Skills</b>
<b>OFFICE SKILLS:</b> Typing:55 Data Entry:0
<b>OTHER SKILLS:</b> Gang Intervention SME - Expert - 7 years and 0 months Motivational Speaker - Expert - 10 years and 0 months Crisis Response and Grief Support - Expert - 15 years and 0 months
<b>LANGUAGE(S):</b> Spanish - <input checked="" type="checkbox"/> Speak <input checked="" type="checkbox"/> Read <input checked="" type="checkbox"/> Write

<b>ADDITIONAL INFORMATION</b>
<b>Professional Associations</b> Member, National Network of Hospital Based Violence Intervention Programs
<b>Professional Associations</b> Co-Founder/Member, San Francisco Mission District Peace Collaborative
<b>Professional Associations</b> Mission CRN Care Management Work Group
<b>Honors &amp; Awards</b> 2011 Recipient, "Latino Leader of the Year" MillerCoors Lideres Program, 1 of 12 National Finalist recognized
<b>Honors &amp; Awards</b> 2008 Recipient, National Association of Public Hospitals, Safety Net Award, in the category of Reducing Health Disparities.
<b>Professional Associations</b> Board Member, Us4Us San Francisco
<b>Professional Associations</b> Board Member, UCSF Police Department Community Safety Board
<b>Professional Associations</b> Chair, Oakland Police Commission, City of Oakland
<b>Professional Memberships</b> National Association of Civilian Oversight of Law Enforcement (NACOLE).
<b>Technical</b> Intermediate familiarity in Customer Relationship Management (CRM) systems such as Salesforce and Apricot. Proficient with other data entry systems and word processing tools includes Microsoft Word, Microsoft Excel, PowerPoint, Canva, and Procreate.
<b>Publications</b> San Francisco Vision Zero: Homicides, District 10 Safety Plan – Co-Author & Copy Editor 2019
<b>Publications</b> Oakland Unite Street Outreach Program Model, with Bright Research Group – Co-Developer, 2016

<b>REFERENCES</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> John Torres	<b>POSITION:</b> Deputy Director, Youth ALIVE!

<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California 94609		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Holly Joshi	<b>POSITION:</b> Chief, Department of Violence Prevention
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Jasmine Dawson	<b>POSITION:</b> Director of City and Community Partnerships, SF Department of Children, Youth and their Families
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Anne Marks	<b>POSITION:</b> Senior Advisor, Managing Director, Coalition to Advance Public Safety
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Vaughn Crandall	<b>POSITION:</b> Director of Technical Assistance, Crime and Justice Policy Lab
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
No
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
Spanish
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
Other
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
I am a current Oakland Police Commissioner.
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
I answered no to question 9.
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

### **Job Specific Supplemental Questions**

**1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**

For more than ten years, I have participated on various community advisory boards, non-profit boards of directors, and community safety boards, all dedicated to supporting local law enforcement and policing initiatives. Throughout these experiences, my priority has consistently been to harmonize community requirements with the perspectives of those frequently unheard, while also advocating for equitable and financially responsible decisions. I have come to appreciate the importance of diverse viewpoints and have utilized a data-driven methodology for navigating challenging decisions, always ensuring alignment with the principles of healing, justice, and accountability. I have experience actively serving on the following boards: Oakland Police Commission, Oakland, CA: I currently serve as the Chair of the OPC, unanimous voted by my fellow Commissioners in January 2025 and 2026. During my tenure, I have navigated complex issues (i.e. pursuit policy, budget crisis, and OPC member transitions) and have led the Commission in reestablishing itself as a functional, curious, professional and active body. UCSF Police Department, Oakland Children's Hospital Community Safety Board: As one of two community representatives, my primary objective is to improve the dialogue between the Police Department and the UCSF community. Together, we engage in collaborative efforts concerning safety and security, fostering a shared learning environment. We support officers and UCSF community members in engaging and learning collaboratively, employing an inclusive and tiered response model for safety services. This model is grounded in transparency, continuous data-driven improvement, accountability, and independent oversight. (2022–Present) Us4Us, San Francisco: I am a current board member for a small community-based organization located in San Francisco. My main duties included helping to develop the organization's policies and procedures, along with supervising hiring procedures and fundraising initiatives. Additionally, I participate in a committee responsible for organizing community events aimed at fostering transparent communication and engagement. I also collaborate with the San Francisco Juvenile Probation Department to investigate community-based solutions, such as diversion programs, restorative justice practices, and the application of credible messenger strategies for youth in Secure Track detention. (2021–Present).

**2. Please provide your perspectives of Public Safety in the City of Oakland.**

In my career as a leader in Public Safety in Oakland, it has been great to see the progress we have made as a city through private and public partnerships, the passing of measure NN, and the overall support and trust that has been built with the Oakland Police Department. In 2016, I was privileged to serve as the City of Oakland's inaugural Violence Prevention Liaison, facilitating communication between community-based organizations, the Mayor's Office, and the Oakland Police Department. During my tenure as the Violence Prevention Liaison for the City of Oakland, I served in a critical role coordinating between Oakland Unite, now known as the Department of Violence Prevention (DVP), and the Oakland Police Department (OPD). My responsibilities included contributing to the development of comprehensive communication structures and participating in "call-ins," a critical component of Ceasefire's targeted enforcement strategy. These call-ins were directly aimed at individuals at the highest risk of involvement in gun violence, and still continue to this day. Additionally, I collaborated directly with OPD to offer essential support to shooting victims requiring emergency relocation services. Working alongside OPD, the District Attorney's Victim Services Unit, and the City of Oakland Human Services Division, I aided in the development of criteria and a meticulous vetting process for the City's pioneering Temporary Emergency Relocation pilot program. This initiative, spearheaded by community-based providers, was designed to swiftly provide support and relocation options to those affected by violence. The success of this pilot program led to its adoption as a core violence prevention strategy, ensuring its ongoing funding by the DVP. Moreover, I have facilitated dialogue and aligned efforts between community-based service providers and law enforcement to ensure the seamless coordination, aimed at maximizing the accessibility of vital services for the community. I also have conducted comprehensive training sessions for OPD's Investigative Units on procedural justice and implicit bias, focusing on interactions with families affected by homicides. These sessions promoted a more empathetic approach and emphasized fair and equitable treatment. Furthermore, I supported OPD in developing best practices for engaging with families and the community at the scenes of shootings or homicides. By establishing effective communication channels, our objective was to bridge the gap between law enforcement and the community, ensuring a more compassionate response during times of crisis. Simultaneously, I provided training sessions for grantees on professional standards and effective communication practices when collaborating with OPD. I am honored to see many of these emerging (at the time) and best practice strategies continue to drive the success of Oakland's Public Safety approach. Although these efforts are very important, they are not in the purview of what the OPC's mission is, and the public/community often confuse the role of OPC with the responsibilities of the public safety committee's role of City Council and various tasks OPD is charged of addressing regarding crime reduction and public safety.

**3. How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**

I am a dynamic and visionary leader with over 20 years of transformative impact in community violence prevention across the San Francisco Bay Area. I have dedicated my career to driving systemic change through strategic advising, cross-sector coalition building, and culturally rooted healing frameworks. As a trusted subject matter expert in community safety, outreach innovation, and civilian oversight of law enforcement policies and practices, I have led the OPC for over a year as Chair, and have engaged our City Stakeholders in continued dialog, aligning the work of OPC with the greater strategic goals of the City. I am a tireless leader and have dedicated over 15 hours a week to advancing OPC's goals in establishing constitutional policing for the City of Oakland. In my capacity as Chair of the OPC, I preside over all Commission meetings and undertake all necessary responsibilities inherent to this role. Currently, I serve as the OPC's representative in meetings and communications with public officials, the media, and the public. In addition to these matters, my recurring duties as Chair between Commission meetings include regular consultations with the CPRA Director, Inspector General, Chief of Police, OCA, and our Chief of Staff and General Counsel. I am also responsible for establishing regular meeting agendas and prioritizing future discussion items. Furthermore, I attend IAB and IMT meetings with the Federal Monitor when feasible, and attend bi-weekly NSA Core Group meetings with the City Administrator, City Attorney, Chief of Police, and the Mayor's office, to ensure alignment and meeting collaborative goals for NSA compliance. I have represented the OPC at the last two Case Management Conferences with the Federal Judge overseeing the NSA and am currently co-leading the process for selecting the next Chief of Police. My work ethic, love for the city, and balanced approach as the sitting Chair, make me uniquely qualified to continue to serve on the Oakland Police Commission.

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The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Ricardo A Garcia-Acosta

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

## Profile

Anne  
First Name

Weills  
Last Name

## Pronouns

she, her

Email Address

Street Address

Suite or Apt

OAKLAND  
City

CA  
State

94605  
Postal Code

## What City Council district do you live in?

District 6

Primary Phone

Alternate Phone

Self-employed  
Employer

Attorney  
Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

### Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I've been a civil rights attorney since 1990, and practiced as a solo practitioner and of counsel to the law firm of Siegel, Yee, Brunner & Meta for several decades. I partnered with the Siegel firm on many cases in which we had a number of trials, many settlement negotiations in which we settled our cases, or took them to trial and won significant jury verdicts. These were mainly civil rights cases involving discrimination against women, African-Americans, Latinos, Native Americans and people of Middle Eastern descent. I have lived in East Oakland since 1974 and been involved in a great number of Oakland community campaigns over the years involving union rights, City of Oakland election campaigns, organizing for civil rights for immigrants and other marginalized communities, and for constitutional policing in Oakland. After living in Oakland for so many years, and as an active and engaged citizen, I believe that with my deep knowledge of our city and my commitment to civil and human rights, that I am qualified to be on the Oakland Police Commission.

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**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

Anne Butterfield Weills bio for NLG convention 8-18-15 2 .doc

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Anne Butterfield Weills has been active in the fight for civil rights since her teenage years. In the 60s, she organized the first women's liberation group in the Bay Area. Weills spent her 20s organizing to end the Vietnam War and has been deeply involved in organizing against the many imperial wars waged by the United States since Vietnam. Since the 60s, Weills has been supporting the struggles of African Americans for equality, against racism and the structural oppression of Blacks and women. Starting in the mid-seventies, Weills worked as a union organizer for the International Longshore and Warehouse Union (ILWU) and in garment sweat shops in San Francisco. From 1977-1982, she worked at Caterpillar Tractor in San Leandro as a machinist. Weills was a shop steward, a rank and file union activist and Executive Board member of the International Association of Machinists (IAM), Local 284. Weills was heavily involved in three strikes while at Caterpillar, one lasting over three months. After Caterpillar closed its San Leandro plant, Weills went to law school and received her law degree from Golden Gate University in 1988. Weills specialized in employment discrimination, focusing on academia, representing both faculty and students at the University of California, Stanford, Brown University and many other colleges and universities. Currently, Weills is co-counsel in a class action lawsuit led by the Center for Constitutional Rights against the California Department of Corrections and Rehabilitation ( Ashker v. Brown, et al. (Case No. C 09-05796 CW). The suit challenged solitary confinement and indefinite detention in the Pelican Bay State Prison Security Housing Unit (SHU) and the lack of due process in which prisoners are assigned to the SHU. The Ashker suit was settled in September 2015 resulting in the release of approximately 2000 men from CDCR's Security Housing Units who had been isolated from human contact for decades. Weills grew up in the Bay Area and has lived in Oakland for almost 40 years. She is married and has two sons and three grandsons.

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Lawrence

First Name

Wolf

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

None Selected

Primary Phone

International Union of  
Elevator Constructors, Local  
8

Employer

Alternate Phone

Elevator Mechanic

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I have been a resident of Oakland since 2008 and a resident of the Bay Area since 1986. In 2019 I bought property in Oakland where I currently reside. I have previous experience as a business owner and active involvement in union committees and executive boards of the International Union of Elevator Constructors, Local 8. I am reasoned and ethical in my business and personal affairs. I am dedicated to the improvement of Oakland for all of its residents.

---

***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Lawrence F Wolf California Maritime Academy,  
B.S. Marine Engineering Technology National Association of Elevator Contractors, Certified  
Elevator Technician & CET Supervisor National Elevator Industry Education Program, Elevator  
Constructor Mechanic Curriculum California Dept. of Industrial Relations, Certified Competent  
Conveyance Mechanic since 2010.

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**Please click the acknowledgement below.**

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I Agree \*

## Profile

Nancy  
First Name

Sidebotham  
Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

Oakland  
City

CA  
State

94605  
Postal Code

## What City Council district do you live in?

District 6

Primary Phone

Alternate Phone

Self Employed Tax Preparer  
Employer

Tax Preparer/Owner  
Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I have been active in my community and City of Oakland since 1982 and a resident since 1964. I am Chair of the Millsmont Evergreen Millsbrae Neighborhood Crime Prevention Council (MEM NC) since 2003. I am a Board member of the Community Policing Advisory Board (CPAB). as well as a member of the Neighborhood Watch Steering Committee. .

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[Nancy\\_Resume.docx](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Resume Vitals:

Education: 1968 A.A. Social Science Merritt College Grove Street  
Campus Oakland Ca 1970 B.A. History Cal State University Hayward Hayward CA Biography:  
Age: 73 Bilingual: English and Spanish Grew up in Panama Occupation: Tax Preparer since

1973 Moved to Oakland: September 4, 1964 Moved to District 6: December 21, 1980  
Qualifications: 2000-2019 Chair of MEM (Millsmont Evegreen Millsbrae) Beat 29X NCPC 1998-  
2000 Board member Beat 29X NCPC 2013-2019 NW (Neighborhood Watch) Steering  
Committee 2009-2011/2016-2019 CPAB (Community Policing Advisory) Board Member 2000  
18th Academy, Citizens Police Academy 2014 Citizen's Academy 1990-2010 Candidate for  
District 6 City Council 2014 Mayoral Candidate 2016 Candidate for At Large Council Seat  
2012 Stand for Oakland Co-Founder 2018 Mayoral Candidate 2008 NCPC Assessment  
Advisory Committee Survey Study 2000 Graduate for Trainers regarding Problem Solving  
Other qualifications/activities: ARTS • Artship Foundation, supporter • Oakland Business Arts  
Awards, '94 Juror • Supports the remodeling and rehabilitation of Studio One • Support  
increase funding for the Arts • Support the promotion of the artistic community through  
advertising and festivals • Enhances after school arts programs COMMUNITY OUTREACH •  
Citizens for a New Animal Shelter (CNAS), President & Co-Founder • Oakland City Council  
Animal Shelter Liaison • Central East Oakland Community Development Block Grant  
(CEOCDBG), Board • City of Oakland Emergency Task Force • Citizens of Oakland Respond to  
Emergencies (CORE), Program & Graduate • Citizens of Oakland Respond to Emergencies  
(CORE), Advisory Committee • Graduate of Oakland Citizens Police Academy • Crime  
Stoppers, founding Board Members of newly reorganized board • Oakland Crime Stoppers,  
Secretary • Citizens Police Academy Alumni Association • Burbank-Millsbrae Neighborhood  
Crime Prevention Council (NCPC), Steering • Committee and past Vice Chair • Neighborhood  
Watch, Block Captain • Millsmont Home Owners Association, Co-Founder, President •  
Wyman/Simmons Coalition, assisted with strategy to stop development in slide area •  
Working to get Oakland Housing Authority to clean up and manage their properties • Worked  
to get the Vintage Inn closed • Worked to remove the illegal car washing/detailing loiterers  
at church top of 73rd • Working to stop loitering and drug sales at gas station at Sunnymere  
and Seminary • Worked to clean up blight and neighborhood intimidation at 3964 Gardenia  
Place • Alerted community to the atrocities and mismanagement at the Oakland Animal  
Shelter • Strong supporter for removing the Animal Shelter out of Police • Working to bring  
One Stop Market and Liquors into compliance • Closed down One Stop Liquors • Burbank-  
Millsbrae NCPC, Beat 29X, Chair • UNCO Chair • CPAB AFFILIATIONS • CORO Foundation  
Graduate (San Francisco) • League of Women Voters, past Board Member • National  
Women's Political Caucus former member • Oakland Sunset Rotary, Past President • East  
Oakland Rotary, Past International Director • MGO (Montclair Greater Oakland) Democratic  
Club Board member BUSINESS • Oakland Merchant Leadership Forum (OMLF), Executive  
Committee • Co-Chairperson Shop Oakland 2000 • Co-Chairperson Shop Oakland 2001 •  
Deemed Approved Advisory Committee (DAAC) • Deemed Approved Program, worked to  
protect small restaurants • Oakland Employers Transportation Network (ONET) • MacArthur  
Blvd. Merchants Association (MBMA), Past Board Secretary • Foothill Seminary Merchants  
Association, Past Chair and Secretary DEVELOPMENT • Oakland Commerce Corporation  
(OCC), Business Partners Program • Business Alert Seminar, organized • Oakland  
Development Council, Past Member • Leona Quarry Committee to Stop Big Box  
Development • Stop the Widening of Edwards/73rd Avenue Committee • MacArthur-  
Seminary Design Review, Spokesperson & Steering Committee member • Ban Trucks on 580  
Coalition • MacArthur Blvd. Design Review Committee • Main Street USA Seminar • Zoning  
Update Committee PARKS AND REC/ENVIRONMENT • Rotary Nature Center Advisory Council,  
Past Chairperson • Citizens for Oakland's Open Space (COOS), Past Co-Treasurer • Open  
Space Conservation and Recreation (OSCAR), Advisory • Measure K, supporter • Kings  
Estate Dog Park • Rainbow Recreation Advisory Committee, Past Secretary • Hardy Park,  
assisted with strategy for dog park • Park & Recreation, Advisory Council—set up individual  
park advisory system • Dunsmuir House & Gardens, member • Friends of Park & Rec, former  
member • Supporter of Arroyo Viejo Park • East Oakland Swim Center Advisory Committee •  
Arroyo Viejo Creek Celebration Committee • Supports the prevention for cutting over three  
hundred trees around Lake Merritt • Supports the strengthening of the Creek Ordinance •  
Working to restore Chimes Creek and stop the erosion from the project at Leona Quarry •  
Supports the vision of those that worked to preserve and develop the Estuary Plan •  
Supports the use of the funding that has been set aside to rebuild the City stables and get it  
up and running again • Supports the community in stopping the give-away of open  
space/parkland to a non-profit/upholding the OSCAR Plan • Working to stop illegal dumping •  
Chimes Creek COMMENDATIONS • OPD Captain's Certificate of Commendation

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**Please click the acknowledgement below.**

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I Agree \*



## Profile

Suz

First Name

Robinson

Last Name

## Pronouns

She/her

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

District 6

Primary Phone

Alternate Phone

Bay Area Council

Employer

VP Governance and  
Stakeholder Engagement

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

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## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I have been the block leader in community policing since 2017. I was a Mayoral Candidate. I was working on a project for District 6 with Interim Mayor Kevin Jenkins related to community policing, hopefully we can pick that back up when he returns as D6 Councilmember.

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Work History Summary Bay Area Council - San Francisco, CA Vice President, Governance and Stakeholder Engagement Director of Governance, Special Assistant to the CEO 2011 - Present As Vice President of Governance and Stakeholder Engagement, I serve as a key advisor and liaison to the CEO, Executive Committee, Board of Directors, and senior leadership team. I oversee the Council's governance infrastructure, including legal coordination, bylaw revisions, and system-wide tracking via Salesforce. I develop strategic agendas and create executive-level materials that ensure clarity, alignment, and high-quality representation across all governance meetings. I am also the policy lead for the Bay Area Council's Inclusive Economy initiative, advancing strategies focused on equity, access, and opportunity across the region. In this capacity, I work closely with members, civic partners, and the policy team to shape impactful, inclusive economic policies. In addition, I lead the planning and execution of the Bay Area Council's annual Women's Leadership Summit, one of the region's premier convenings for executive women, bringing together top leaders and speakers to drive forward dialogue and action on leadership, equity, and empowerment. Key Contributions & Responsibilities: Lead board governance and engagement strategy, interfacing with legal counsel and tracking governance functions in Salesforce. Cultivate strong relationships with board members, CEOs, and key funders to align engagement with Council priorities. Direct large-scale convenings and high-profile events; manage logistics, vendor coordination, stakeholder outreach, and staff support. Oversee inclusive economy policy development and engagement, including research, coalition building, and member mobilization. Run high-profile initiatives including special events for India-related partnerships, fundraising campaigns (e.g., Measure AA with Mayor Libby Schaaf), and executive dinners (e.g., with the CEO of Alaska Airlines). Lead fundraising coordination, develop donor outreach strategies, manage CRM data and pipelines, and create customized donor materials. Drive organizational culture shifts, including DEI initiatives, internal goal-setting reforms, and staff development retreats. Special Assistant to the CEO 2009 - 2011 In this high-impact role supporting the President and CEO, I managed executive scheduling, communications, and outreach efforts. I served as a central point of contact for board members, funders, partner organizations, and public officials, ensuring strategic engagement and consistent follow-through. I developed customized presentations, briefing documents, and stakeholder communications, while tracking engagement activity to support effective relationship management. Additionally, I supervised office administration and contributed to improvements in operational efficiency and technology infrastructure. Key Contributions & Responsibilities: Conducted outreach and tracked engagement with stakeholders across business, government, and nonprofit sectors. Managed the CEO's complex schedule, travel, event preparation, and priority communications. Produced executive briefings and PowerPoint presentations for high-level meetings and public engagements. Supervised administrative support staff and oversaw IT coordination and office operations. Partnered with the CFO on lease and contract negotiations, and implemented key office system upgrades.

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I Agree \*

EMPLOYMENT APPLICATION		
 <b>CITY OF OAKLAND</b>		<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a> <b>Farmer, Omar</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>
		<b>Received:</b> <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____
PERSONAL INFORMATION		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Farmer, Omar		<b>SOCIAL SECURITY NUMBER:</b> N/A
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California 94610		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		
<b>DRIVER'S LICENSE:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State:</b> CA <b>Number:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Bachelor's Degree		
PREFERENCES		
Nothing Entered For This Section		
EDUCATION		
<b>DATES:</b>	<b>SCHOOL NAME:</b> University of Indianapolis (aka UIndy)	
<b>LOCATION:</b> (City, State/Province) Indianapolis, Indiana	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR:</b> Anthropology		
WORK EXPERIENCE		
<b>DATES:</b> From: 9/2019 To: 4/2026	<b>EMPLOYER:</b> A&D Pet Care	<b>POSITION TITLE:</b> Owner
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California, 94610		
<b>SUPERVISOR:</b> Omar Farmer - Owner	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> After rescuing a dog from a meat farm in South Korea. He ended up needing a lot of socialization and exercise to recover both physically and emotionally from his experience. Here's a short video about his life:  <a href="https://www.youtube.com/watch?v=xm7wekZzyrM">https://www.youtube.com/watch?v=xm7wekZzyrM</a>  To improve his socialization with other dogs, I advertised my dog-walking services. Over the past seven years, it has grown into a full-time business. Currently, I offer dog walking, pet photography, and boarding, with other services in progress. I have hands-on experience with:  <ul style="list-style-type: none"> <li>• Providing care for special needs and senior pets</li> <li>• Medication administration</li> <li>• Creating low-stress, safe environments</li> <li>• Physical fitness</li> <li>• Emergency medical training</li> <li>• Basic command reinforcement</li> <li>• Health and nutrition monitoring</li> <li>• Pack walking</li> <li>• Drop-in visits</li> <li>• Portrait photography</li> <li>• Family photos</li> <li>• Group pet photos</li> <li>• Fine art pet portraits</li> <li>• Sunrise or sunset photos</li> <li>• Vacation portraits</li> <li>• Portrait sessions</li> </ul>		
<b>REASON FOR LEAVING:</b> Current position.		
<b>DATES:</b> From: 5/2016 To: 4/2021	<b>EMPLOYER:</b> Nextdoor.com	<b>POSITION TITLE:</b> Community Mediator
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Francisco, California		

<b>HOURS PER WEEK:</b> 20		
<b>DUTIES:</b> Recruited for the role by Nextdoor after hearing about work I was doing in the community through a neighborhood group I co-founded called Oakland Neighbors Inspiring Trust (aka ONIT):		
<ul style="list-style-type: none"> <li>• Mediation efforts led to the successful resolution of 50K+ digital disputes.</li> <li>• Recognized as a company's anti-racial profiling and anti-discrimination subject matter expert. For one period, was doing 80% of all these types of reports nationwide.</li> <li>• Flew to Texas and held a workshop that successfully de-escalated tensions between two communities located in the suburb of Dallas.</li> <li>• Recognized for superior performance (#1 company-wide) with 1.5K perfect customer satisfaction evaluations.</li> <li>• Initiated training programs for neighborhood "Leads" that serve as the foundation for each community, addressing topics including racial profiling, discrimination, and moderation tools.</li> <li>• Directed recruiting efforts to identify and promote Nextdoor members who identify as "people of color" to diversify the "Lead" community nationwide.</li> <li>• Provided critique regarding the development of a new Racial Profiling prevention video.</li> </ul>		
<b>REASON FOR LEAVING:</b> Worked as a part-time contractor. Contract ended.		
<b>DATES:</b> From: 9/2010 To: 6/2019	<b>EMPLOYER:</b> Assign & Deliver LLC	<b>POSITION TITLE:</b> President
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Founder and operator of a business focused on identifying distressed residential and commercial properties. Led the rehabilitation, development, and resale of 25+ projects covering 35K+ square feet. Addressed all government permitting issues.		
<ul style="list-style-type: none"> <li>• Asset value began at less than \$4M; after renovations, valued increased to \$8M+. Efforts have led to a 2x+ return on investment since the business's inception.</li> <li>• Hired 120+ skilled tradesmen, holding labor costs and cost of materials at levels below proposed budgets.</li> </ul>		
<b>DATES:</b> From: 2/2008 To: 5/2010	<b>EMPLOYER:</b> Mirant	<b>POSITION TITLE:</b> Maintenance Scheduler and Assistant Operations Supervisor
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Francisco, California		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> <ul style="list-style-type: none"> <li>• Worked as the Assistant Operations Supervisor and oversaw plant operations.</li> <li>• Developed KPIs for identifying breakdowns in safety protocols and equipment malfunctions for natural gas-and diesel-burning electricity-generating stations.</li> <li>• Recognized skills deficiencies that affected employee productivity, recommended improved training and operational processes that lifted operational performance.</li> <li>• Conducted root cause investigations for 20+ major pieces of equipment, achieving a 100% resolution rate.</li> <li>• Developed KPIs for natural gas and diesel-burning electricity-generating stations that produced over 206 MW daily.</li> <li>• Served as President of the Safety Committee for a power plant facility that went 24 months without a safety incident. Directed near-miss assessments for several environmental and safety situations to keep the plant safe for operations.</li> </ul>		
<b>REASON FOR LEAVING:</b> The plant was closed down.		
<b>DATES:</b> From: 4/1999 To: 1/2006	<b>EMPLOYER:</b> US Navy	<b>POSITION TITLE:</b> Surface Warfare Officer
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Diego and overseas, California		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		

**DUTIES:**

After graduating with honors from Officer Candidate School and subsequently completing Surface Warfare Officer school, I served as a Naval Officer for seven years, including two military deployments in the Middle East, holding leadership roles that focused on maritime interdiction operations, engineering plant operations, combat systems, force protection, and anti-terrorism strategic planning. Also coordinated training initiatives for new and experienced personnel.

**-Air Terminal & Emergency Management Officer**

Facilitated daily operations, including the training and development of forty military and twenty-seven employees stationed at a joint U.S. NATO airfield in Keflavik, Iceland.

- Drafted and introduced new training and development programs that included emergency management, base security, and mass-casualty exercises.
- Led division in the mishap-free handling of 2.3K+ U.S. and NATO aircraft, 4K+ tons of cargo, 27K+ duty passengers, 22 Patriot Express missions, and 170 distinguished visitor evolutions.
- Managed a \$1.8M operations budget as well as a \$3.3M materials inventory.
- Instituted new processes that saved the Navy \$2M+ in labor costs.

**-Maritime Interdiction Officer**

Assumed this newly created role. Also worked as a Tactical Action Officer (TAO) where I was ranked #1 above other officers senior to me. Served 200+ hours as a Tactical Action Officer, resulting in no use of deadly force. Personally de-escalated multiple incidents.

- Led the successful completion of 622 queries and 413 boardings within Iraqi waters, seizing seven ships and returning 2.8K metric tons of smuggled Iraqi oil.
- Responsible for drafting an Operational Tasking policy for 2K+ service members to follow.
- Controlled 50+ vessels, including weapons, and other equipment during Operation Iraqi & Operation Enduring Freedom deployment.
- Refined boarding and correspondence procedures for personnel from the USN, USMC, and USCG, as well as units from other countries.
- As the primary liaison officer during exercise Sea Saber, a White House-directed multi-national high visibility exercise, I smoothly interfaced with coalition partners from 16 countries to successfully complete an international security initiative to combat WMD proliferation.

**-Training & Anti-Terrorism Officer**

Orchestrated training programs and quotas for 350+ personnel that were accountable for completing 500+ military drills. Managed, evaluated, and mentored five damage control training teams and first responders made up of 30+ personnel.

- Hand-picked by the Commodore of the Battle Group to be in charge of Maritime Interdictions for an upcoming OIF/OEF deployment.
- Provided 200+ hours of classroom training and briefs for all military and embarked personnel.
- Planned and launched a training program based on established anti-terrorism requirements, which was adopted as the benchmark by both the Commander and the Anti-Terrorism School.
- Developed a comprehensive list of anti-terrorism requirements for a crew of 350+ personnel, ensuring top-notch readiness.
- Collaborated on managing the ship's weekly and quarterly operations schedule. Briefed all stakeholders on progress for deployments.

**-Electrical Officer (Promoted to Assistant Chief Engineer because of superior performance)**

In an operations role with responsibility for training and managing 15 service members with developmental responsibilities for 330+ personnel, ensured the safe working conditions for a \$25M+ engineering facility. Supervised 15 military personnel.

- Administered 1K+ quarterly preventive and corrective maintenance checks.
- Ensured shipboard electrical safety compliance with an in-depth plan to identify and correct electrical discrepancies.

**REASON FOR LEAVING:**

Resigned my commission because I disagreed with the war in Iraq, and I didn't want to go on another Operation Iraqi Freedom deployment.

**CERTIFICATES AND LICENSES**

Nothing Entered For This Section

**Skills**

Nothing Entered For This Section

**ADDITIONAL INFORMATION**

**Volunteer Experience**

Community Organizer & Facilitator - Oakland Neighbors Inspiring Trust (ONIT) (2015-2020)

- Co-founded a neighborhood organization through a grassroots effort that addresses the root cause of several different types of racially motivated incidents.
- Assisted with identifying underlying issues and resolving conflict through peaceful actions, by actively listening, observing, collaborating, and providing emotional support.
- Created community workshops on the following topics to 1K+ residents: Implicit Bias, The System of Racial Inequity, Gentrification and Profiling, Mixed Race Identities, Discrimination in Education, How White People Can Stand up for Racial Justice, Deepening Your Understanding of Islam, and Neighborhood Implicit Associations.

**Volunteer Experience**

Advisory Board Member - City of Oakland - Reimagining Public Safety Task Force (2020-2021)

Member of the Legal and Policy and Organization and Culture Advisory Boards. Chairperson of two Working Groups. Wrote, co-wrote or researched recommendations on topics such as:

Interfacing with the Police Union, Incident Command, Union Contracts, Recruiting, Hiring, Training, Promotions, Demilitarization, Air Operations, SWAT-Tactical Operations, Armored Vehicles, Resolving Consent Decrees and/or Settlement Agreements, Accountability, Discipline, Data Transparency, Mutual Aid Alternatives, Crown Management, Anti-Racial Profiling, Active Bystandership, Police Commission Oversight, Public Safety Department implementation, Remedies for Misconduct, Mental Health and Wellness.

**Volunteer Experience**

Commissioner - City of Oakland - Public Safety and Services Violence Prevention Oversight Commission (2021-2024)

Provided oversight for a parcel and property tax that raised funds for an ordinance called Measure Z. Which supplements the OPD, the DVP, and OFD, with funds to implement strategies to accomplish the following objectives:

- Reduce homicides, robberies, burglaries, and gun-related violence
- Improve police and fire 911 response times
- Invest in violence intervention and prevention strategies that provide support for our most at-risk youth and young adults to interrupt cycles of violence

Key achievements:

- Author of the Commission's first-ever strategic plan
- 2024 Chairperson
- Spearheaded an effort to update the burglary ordinance, which resulted in improved 911 response times.
- Co-created an outreach committee and provided 12 presentations.
- Identified an area where taxpayer dollars were misspent, got the funds returned, and assisted with the investigation.

**Volunteer Experience**

Commissioner - Alameda County - Veterans Affairs Commission (2021-present)

We advise & assist the Board of Supervisors on matters relating to veterans and their families.

Key achievements:

- Chairperson 2023, 2024, Vice-Chair 2025
- Created the first-ever Homeless Veteran resource fair in Oakland. Four total.
- Campaigned for a new county Veteran Service Office, which was approved and recently opened, providing Veterans with seamless access to their benefits.
- Co-created the first-ever Women Veterans Recognition Day event in Alameda County.
- Spearheaded the creation of the Black Veteran Historical Corridor on the old Oakland Army Base by installing three street plaques. This created the highest concentration of streets named after Black Veterans nationwide.
- Co-created Operation Green Light, where buildings are annually illuminated in green lighting as a way to show Veterans they are seen, heard, and appreciated.
- Created an ongoing annual Veteran suicide prevention forum.

**Volunteer Experience**

At-Large Member - BART Transit Security Advisory Committee (2022-present)

We provide recommendations to the BART Board of Directors and BART staff on training for personnel charged with issuing prohibition orders, as well as for all categories of personnel and BART riders, to improve safety on BART. Key achievements:

- Chairperson 2024, 2025, 2026.
- Annually creates recommendations for the BART Board of Directors, BART staff, and the state legislature to consider.
- Oversees whether the BART Police Department operates within the parameters of the Unruh Civil Rights Act to ensure members of historically disadvantaged groups are not discriminated against as a result of the prohibition order process.
- Created the Committee's first-ever strategic plan.

**Volunteer Experience**

Commissioner - Oakland Police Commission (2024-present)

Key achievements:

- Chair NSA Ad Hoc, co-wrote two Case Management Statements on behalf of the OPC, re-wrote OPD's reporting template and made it more NSA specific, in the process of drafting recommendations for the OPOA MOU that would assist with sustaining OPD's compliance with constitutional policing requirements.
- Initiated the creation of the Mental Health & Wellness Ad Hoc. Currently Co-chair. Created and provided four Mental Health and Wellness presentations at general meetings. Efforts led to a positive grade from the city auditor on our recent audit (page 20 line 20): <https://www.oaklandauditor.com/wp-content/uploads/2026/03/20260310-Audit-of-Police-Oversight-Agencies.pdf>
- Militarized Equipment ad hoc member. Created a presentation on Armored Personnel Carriers in an effort to ensure we stayed in compliance with Ordinance 13657, which outlines requirements for the purchase and use of militarized equipment.

REFERENCES		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Ronnie Forbes	<b>POSITION:</b> Commissioner - Alameda County Veterans Affairs Commission

<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Shikira Porter	<b>POSITION:</b> Co-founder Neighbors for Racial Justice, former Selection Panelist
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Angela Jenkins	<b>POSITION:</b> Co-founder SF Interrupting Racial Profiling
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
Yes
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
Professional Organization - Website, Mailing List, Meeting or Conference
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
N/A
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
N/A
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

## Profile

David

First Name

Newton

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in? \*

District 7

Primary Phone

Alternate Phone

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

### Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

My qualifications and lived experience align directly with the mission of the Oakland Police Commission to ensure accountability, transparency, and constitutional policing. As a lifelong Oakland resident, I bring a grounded understanding of how policing impacts Black and working-class communities. Professionally, my work in real estate and community development requires strong ethics, regulatory understanding, and the ability to navigate complex systems—skills directly applicable to police oversight and policy review. Through my leadership role with Oakland & The World, along with my governance and labor experience, I bring a commitment to fair accountability, community engagement, and institutional integrity. I will contribute by helping prevent misconduct, strengthen trust between the community and law enforcement, and support a system rooted in fairness, transparency, and public trust.

---

**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

DAVID\_NEWTON\_OPD.docx

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

---

**Please click the acknowledgement below.**

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I Agree \*

## Profile

Erika  
First Name

Cisneros  
Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

Oakland  
City

CA  
State

94605  
Postal Code

## What City Council district do you live in?

District 7

Primary Phone

Alternate Phone

La Clinica de La Raza/  
SANHC  
Employer

Clinical Lead  
Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I have been a resident of the City of Oakland for approximately 33 years. I am a community oriented and with this position, I will be able to guide future residents who have the desire to pursue their dreams in the industry of Cannabis. I will be able to assist with coming up with well-thought-out strategies to move the City of Oakland in the right direction in this industry. This industry is always evolving and changing. With my passion and wanting to help the same community I came from, I will be able to learn as much as I can about the industry and give positive feedback that will have a lasting effect on the City of Oakland.

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***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[Erika Cisneros Resume - Google Docs.pdf](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

---

**Please click the acknowledgement below.**

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I Agree \*

## Profile

Libnir

First Name

Telusca

Last Name

## Pronouns

He / Him

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in? \*

District 7

Primary Phone

Alternate Phone

The Oakland Institute of  
Health, Inc

Employer

CEO

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

My name is Dr. Libnir Telusca, and I am the Founder and CEO of The Oakland Institute of Health. I bring over 20 years of experience in public health, clinical research, and regulatory oversight, with a career focused on ensuring that systems designed to serve people are actually effective, accountable, and results-driven. I am not coming into this space to learn how systems work. I have spent my career building, auditing, and improving them. I have led clinical programs, overseen compliance with federal regulations, and held organizations accountable to measurable outcomes. That experience directly translates to the mission of this commission, where strong oversight, critical thinking, and execution matter. What sets me apart is my ability to connect policy to real-world impact. I understand how decisions made at the board level affect operations on the ground, whether it's access to care, service delivery, or outcomes for vulnerable populations. I bring a disciplined, data-driven approach to evaluating programs, identifying gaps, and pushing for solutions that are both practical and sustainable. I also bring a strong commitment to this community. Through my leadership in Oakland and my experience serving on the board for San Francisco Health Care for the Homeless, I have worked closely with populations facing housing instability, health disparities, and systemic barriers. I don't just understand these issues conceptually. I've seen how they play out in real systems, and I know where those systems break down. I will bring accountability, clarity, and a focus on results to this commission. I am comfortable asking difficult questions, challenging inefficiencies, and ensuring that programs deliver on their intended purpose. I am not just looking to participate. I am here to contribute meaningfully and help drive outcomes that the community can actually feel.

---

***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[CV\\_Libnir\\_Telusca.docx](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Please see attachment

---

**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Linda

First Name

Grant

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in? \*

District 7

Primary Phone

Alternate Phone

BCZ

Employer

neighborhood messenger

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

I have law enforcement in my family background. I have been a security guard for over 25 years. I believe in public safety and keeping communities and neighborhoods as safe as possible, and the police department plays a big part in helping keeping communities safe. I am also a safety ambassador for the Black Cultural Zone here in Oakland, and we are acting officers of the communities to help keep 911 calls for emergencies only. I would like to support the commission as a community member and safety advocate.

---

***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

Linda\_RESUME\_2024.pdf

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

---

Please click the acknowledgement below.

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Lisette

First Name

Arroyo

Last Name

## Pronouns

She/ Her

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in? \*

District 7

Primary Phone

Alternate Phone

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

### Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I am an Oakland native and a current student at Cal State East Bay. I am a political science major with an interest in local government and politics. I have experience working with local politicians and through these campaigns I have learned the importance of community outreach and participation. The Alameda County Community Action Board is a commission dedicated to supporting and funding partnerships with local stakeholders and community organizations. I want to begin building deeper and stronger roots with Oakland and the best way to do this is to serve my community and commissions. Oakland has a unique and strong police commission. I want to be a part of the change and improvements to city safety in Oakland. I also believe that fostering a trustworthy Police force is essential to improving the lives of people in Oakland. Right now, trust and accountability feel low in Oakland whether it's because of the actions of police officers or the budget deficits- Oaklanders deserve accountability. Lastly, I think participation in local government as a young person is so important. Young people don't tend to vote or become participants in local government and I want to make sure that we are represented in Oakland and be a part of that change. We deserve a place at the table and I believe that working on these commissions gives me a place.

---

**Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.**

[Resume\\_April.pdf](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

Lisette Arroyo Oakland, CA ●

EDUCATION California State University, East Bay | Expected May 2027 Major: Political Science GPA: 3.13 Pre-Law Coordinator, Political Science Club| Relevant Coursework: Political Campaign, International Relations EXPERIENCE Raymond Liu For CA State Senate Campaign| Fremont, CA Current Campaign Intern I conduct door-to-door canvassing, engaging with voters to communicate campaign priorities. I work alongside Ramond Liu, the candidate, and campaign manager to brainstorm campaign strategy. Recruit volunteers through outreach events on college campuses and social media David Canepa For San Mateo County Assessor Campaign| San Mateo, CA Campaign Intern Current I organize and support campaign events for community members and local stakeholders. Increased grassroots support. Strengthen campaign visibility and voter connections. I took initiative to network with local businesses and residents to promote campaign goals. North Coast Living | San Jose, CA July 2024- August 2025 Leasing Agent I conducted tours of vacant units for prospective residents Direct engagement with residents and clear communication of housing policies and procedures. Worked alongside property management staff on resident services, to foster a sense of community by coordinating monthly community events, taking ownership of resident interaction and satisfaction. Home 2 Suites| Hayward, CA April 2022- May 2024 Front Desk Agent I prepared daily operational reports and coordinated shift activities for staff, leading to more organized shift, workflow, and improved communication among team members. I handled confidential guest information and processed payments, ensuring compliance with privacy standards and careful documentation of all financial transactions. In- N- Out | Oakland, CA July 2018- April 2021 Store Associate Delivered high quality customer service. Demonstrated strong work ethic, reliability, and time management. SKILLS Computer: Microsoft Word, Excel, Powerpoint, and Canva Community Outreach: Grassroots Organizing, Event Planning, Stakeholder Outreach Marketing: Social Media (Instagram Stories, Video, Pictures), Flyers, Outreach

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**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

## Profile

Noel Gregorio

First Name

Ramon Guerra

Last Name

## Pronouns

Email Address

Street Address

Suite or Apt

City

State

Postal Code

## What City Council district do you live in?

None Selected

Primary Phone

Alternate Phone

Employer

Job Title

## Which Boards would you like to apply for?

Police Commission: Submitted

---

## Interests & Experiences

**Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.**

---

***Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.***

[Gregorio\\_Noel\\_Ramon\\_Guerra\\_Resume.docx](#)

Upload a Resume

**Please paste the text of your resume or curriculum vitae below.**

---

**Please click the acknowledgement below.**

**Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.**

I Agree \*

<b>EMPLOYMENT APPLICATION</b>		
 <b>CITY OF OAKLAND</b>	<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a>	<b>Received:</b>  <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other:
	<b>Flores, Jorge L</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>	

<b>PERSONAL INFORMATION</b>		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)	<b>EXAM ID#:</b> 25-PC-10	
<b>NAME:</b> (Last, First, Middle) Flores, Jorge L	<b>SOCIAL SECURITY NUMBER:</b> N/A	
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Leandro, California 94578	<b>EMAIL ADDRESS:</b>	
<b>HOME PHONE:</b>	<b>ALTERNATE PHONE:</b>	
<b>DRIVER'S LICENSE:</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State: CA Number:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Some College		

<b>PREFERENCES</b>	
<b>MINIMUM COMPENSATION:</b> \$25,000.00 per year	<b>ARE YOU WILLING TO RELOCATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular, Temporary, Seasonal, Internship	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time, Part Time, Per Diem	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends, On Call (as needed)	
<b>OBJECTIVE:</b> Seeking a rewarding and educational experience working as a public servant providing at-risk low-income families with services that will enhance their social and economic growth.	

<b>EDUCATION</b>		
<b>DATES:</b>	<b>SCHOOL NAME:</b> framont	
<b>LOCATION:</b> (City, State/Province) Oakland, California	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Other

<b>WORK EXPERIENCE</b>		
<b>DATES:</b> From: 4/1997 To: 12/2014	<b>EMPLOYER:</b> occur	<b>POSITION TITLE:</b> Community Computer Lab Center Manager
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California, 94605		<b>COMPANY URL:</b> www.occumow.org
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> David Glover - Director	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Train and evaluate at-risk, low-income individuals and families in computer technology. Assist with job placement and applications. Create job resumes. Interview clients to determine eligibility for support services that will assist them in become self-sufficient. Maintain confidential personal records. Answer incoming customer calls. Explain agency policies and procedures. Coordinate community workshops and training to assess clients computer knowledge and literacy for advance computer placement and training.		
<b>REASON FOR LEAVING:</b> Advancement Opportunities		

<b>CERTIFICATES AND LICENSES</b>
Nothing Entered For This Section

<b>Skills</b>
<b>OFFICE SKILLS:</b> Typing:45 Data Entry:45
<b>OTHER SKILLS:</b> computer skilled - Intermediate - 10 years and 1 months
<b>LANGUAGE(S):</b> Spanish - <input checked="" type="checkbox"/> Speak <input checked="" type="checkbox"/> Read <input checked="" type="checkbox"/> Write

<b>ADDITIONAL INFORMATION</b>
Nothing Entered For This Section

<b>REFERENCES</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Paul Garrison	<b>POSITION:</b>
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) , Oakland, California 94612		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Personal	<b>NAME:</b> jose martinez	<b>POSITION:</b> n
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Leandro, California 94578		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
No
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
Spanish
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
City of Oakland Website
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
n/a
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
n/a
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
No



# EMPLOYMENT APPLICATION



CITY OF OAKLAND

**CITY OF OAKLAND**  
 150 Frank H. Ogawa Plaza - 2nd Floor  
 Oakland, California, 94612  
 (510) 238-3112  
<http://www.oaklandca.gov/>

**Dibato, Ulrich ngatchou - Person ID: 42127599**  
**25-PC-10 POLICE COMMISSIONER**

**Received:**

**For Official Use Only:**

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

Experience

Training

Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> POLICE COMMISSIONER		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Dibato, Ulrich ngatchou		<b>SOCIAL SECURITY NUMBER:</b> XXX-XX-
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Pittsburg, California, 94565		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		<b>ALTERNATE PHONE:</b>
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> State: TX Number:	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Bachelor's Degree		

## PREFERENCES

<b>MINIMUM COMPENSATION</b> \$40.00 per hour \$100,000.00 per year	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time, Part Time	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends	
<b>OBJECTIVE:</b> I am open for all IT position related with devops, linux admin, network etc.	

## EDUCATION

<b>DATES:</b>	<b>SCHOOL NAME:</b> Sec+	<b>DEGREE RECEIVED:</b> Certification
<b>LOCATION:(City, State)</b> Spring, Texas	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>UNITS COMPLETED:</b> 30 - Semester
<b>MAJOR:</b> IT		
<b>DATES:</b>	<b>SCHOOL NAME:</b> CCNA	<b>DEGREE RECEIVED:</b> Certification
<b>LOCATION:(City, State)</b> Spring, Texas	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>UNITS COMPLETED:</b> 30 - Semester
<b>MAJOR:</b> CCNA		
<b>DATES:</b>	<b>SCHOOL NAME:</b> Texas Tech University	<b>DEGREE RECEIVED:</b> Bachelor's
<b>LOCATION:(City, State)</b> Lubbock, Texas	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>UNITS COMPLETED:</b> 180 - Quarter
<b>MAJOR:</b> Mechanical Engineering		

## WORK EXPERIENCE

<b>DATES:</b> From 9/2012 To 5/2015	<b>EMPLOYER:</b> Mentia tire center	<b>POSITION TITLE:</b> technician
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) DC, Washington, 20092		<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Bertin Nyatcha - Supervisor	

<b>HOURS PER WEEK:</b> 36	<b># OF EMPLOYEES SUPERVISED:</b> 40
<b>DUTIES:</b> I was changing tires, taking care of customers.	
<b>REASON FOR LEAVING:</b> For school, I moved to Texas to pursue my BS degree.	

### CERTIFICATES AND LICENSES

<b>TYPE:</b> CCNA	<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b>
<b>TYPE:</b> SEC+	<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b>

### SKILLS

<b>OFFICE SKILLS:</b> Typing: Data Entry:
<b>OTHER SKILLS:</b>
<b>LANGUAGE(S):</b> English : Speak , Read , Write French : Speak , Read , Write

### ADDITIONAL INFORMATION

<b>Professional Associations</b> Rocket Recovery ~~~~~ for MATADOR-1LV
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### REFERENCES

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> carine Mbajoun	<b>POSITION:</b> co-worker at Costco
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		<b>PHONE NUMBER:</b>
<b>EMAIL ADDRESS:</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> caroline meukoua	<b>POSITION:</b> co-worker
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		<b>PHONE NUMBER:</b>
<b>EMAIL ADDRESS:</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> bertin nyatcha	<b>POSITION:</b> co-worker : garage owner
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		<b>PHONE NUMBER:</b>
<b>EMAIL ADDRESS:</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> robert fang	<b>POSITION:</b> co-worker
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		<b>PHONE NUMBER:</b>
<b>EMAIL ADDRESS:</b>		

### Agency-Wide Questions

1. I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.  
Yes
2. Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)  
NO
3. Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that

require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.

I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.

4. Are you authorized to lawfully work in the United States?

Yes

5. Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)

GovernmentJobs

6. If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:

N/A

7. Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.

NO

8. If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.

N/A

9. Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.

Yes

### Job Specific Supplemental Questions

1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission

My life and work experiences have given me a strong foundation to contribute meaningfully to the work of the Commission. Serving as a Correctional Officer with the Texas Department of Criminal Justice taught me the importance of consistency, fairness, and accountability in decision-making. Working in a highly structured environment required me to follow regulations, document incidents accurately, communicate with professionalism, and maintain strong ethical judgment. These skills directly support the Commission's responsibility to review personnel matters with impartiality and respect for due process.

2. Please provide your perspectives of Public Safety in the City of Oakland.

Public safety in the City of Oakland is a shared responsibility between law enforcement, city leadership, community members, and the systems that support accountability and trust. From my perspective, effective public safety requires a balanced approach—one that prioritizes community engagement, fairness, and consistent enforcement of laws, while also ensuring that officers and public employees receive the training, support, and resources they need to serve the community effectively.

3. How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?

I can contribute to advancing the Police Commission's mission of fair and transparent police accountability by bringing a balanced, disciplined, and service-oriented perspective shaped by my experience in public safety and the military. Throughout my career in the Texas Department of Criminal Justice and the U.S. Army, I have been responsible for upholding policies, documenting incidents clearly, and following procedures that protect fairness and due process. These responsibilities required integrity, objectivity, and a commitment to treating all individuals with respect—values that directly support the Commission's goals.

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Ulrich ngatchou Dibato

Signature \_\_\_\_\_

Date \_\_\_\_\_



# EMPLOYMENT APPLICATION



CITY OF OAKLAND

**CITY OF OAKLAND**  
150 Frank H. Ogawa Plaza - 2nd Floor  
Oakland, California, 94612  
(510) 238-3112  
<http://www.oaklandca.gov/>

**Escobedo, Isaiah - Person ID: 65893773**  
**25-PC-10 POLICE COMMISSIONER**

**Received:**

**For Official Use Only:**

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

Experience

Training

Other: \_\_\_\_\_

## PERSONAL INFORMATION

**POSITION TITLE:**

POLICE COMMISSIONER

**NAME:** (Last, First, Middle)

Escobedo, Isaiah

**ADDRESS:** (Street, City, State/Province, Zip/Postal Code)

, WHITTIER, California, 90602

**HOME PHONE:**

**DRIVER'S LICENSE:**

Yes  No

**What is your highest level of education?**

High School

**EXAM ID#:**

25-PC-10

**SOCIAL SECURITY NUMBER:**

XXX-XX-

**EMAIL ADDRESS:**

**LEGAL RIGHT TO WORK IN THE UNITED STATES?**

Yes  No

## PREFERENCES

Nothing Entered For This Section

## EDUCATION

Nothing Entered For This Section

## WORK EXPERIENCE

Nothing Entered For This Section

## CERTIFICATES AND LICENSES

Nothing Entered For This Section

## SKILLS

Nothing Entered For This Section

## ADDITIONAL INFORMATION

Nothing Entered For This Section

## REFERENCES

Nothing Entered For This Section

## Agency-Wide Questions

1. I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.  
NO
2. Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)  
Yes

3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
Mandarin
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
Other
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
Yes
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
Yes
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
Yes
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

### Job Specific Supplemental Questions

1. **Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
LAW 15
2. **Please provide your perspectives of Public Safety in the City of Oakland.**  
Donut ??
3. **How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
0

The following terms were accepted by the applicant upon submitting the online application:

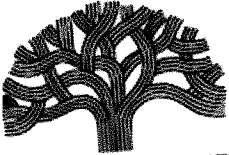
By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Isaiah Escobedo

Signature \_\_\_\_\_

Date \_\_\_\_\_

# EMPLOYMENT APPLICATION



CITY OF OAKLAND

**CITY OF OAKLAND**  
150 Frank H. Ogawa Plaza - 2nd Floor  
Oakland, California, 94612  
(510) 238-3112  
<http://www.oaklandca.gov/>

**Whitaker, Ashley - Person ID: 36997301**  
**25-PC-10 POLICE COMMISSIONER**

**Received:**

**For Official Use Only:**

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

Experience

Training

Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> POLICE COMMISSIONER	<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Whitaker, Ashley	<b>SOCIAL SECURITY NUMBER:</b> XXX-XX-
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Alameda, California, 94501	<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> State: CA Number:
<b>What is your highest level of education?</b> Some College	

## PREFERENCES

Nothing Entered For This Section

## EDUCATION

<b>DATES:</b>	<b>SCHOOL NAME:</b> Medway High School	<b>DEGREE RECEIVED:</b> High School Diploma
<b>LOCATION:</b> (City, State) medway, Massachusetts	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	

## WORK EXPERIENCE

<b>DATES:</b> From 1/2021 To 2/2025	<b>EMPLOYER:</b> UBER EATS	<b>POSITION TITLE:</b> DELIVERY DRIVER
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) Calabasas, California, 91302	<b># OF EMPLOYEES SUPERVISED:</b>	
<b>HOURS PER WEEK:</b> 30		
<b>DUTIES:</b> Food delivery	<b>EMPLOYER:</b> Foot Locker	<b>POSITION TITLE:</b> Sales
<b>DATES:</b> From 11/2017 To 3/2018		
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) Natick, Massachusetts	<b># OF EMPLOYEES SUPERVISED:</b>	
<b>HOURS PER WEEK:</b> 16		
<b>DUTIES:</b> (Natick, MA) 2017 - 2018 Exceeded sales goals and helped boost store revenue in the critical fourth quarter holiday sales season Delivered rapid, thoughtful service at all times, including high-volume occasions such as Black Friday Provided expertise across multiple brands and disparate sizing protocols Assisted customers with highly personalized purchasing options and recommendations, from high-end shoe brands to affordable consumer models Maintained stock levels and assisted with inventory management		
<b>DATES:</b> From 3/2017 To 6/2017	<b>EMPLOYER:</b> Staples	<b>POSITION TITLE:</b> sales
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) Bellingham, Massachusetts	<b># OF EMPLOYEES SUPERVISED:</b>	
<b>HOURS PER WEEK:</b> 20		

**DUTIES:**

Provided expert customer guidance across a wide portfolio of office technology products and brands  
 Delivered excellent and efficient customer experiences on the sales floor and at the cash register  
 Maintained store organization levels and assisted with inventory management

**DATES:**

From 1/2017 To 4/2017

**EMPLOYER:**

McDonald's

**POSITION TITLE:**

Crew

**ADDRESS:** (Street, City, State, Zip/Postal Code)  
Bellingham, Massachusetts**HOURS PER WEEK:**  
20**# OF EMPLOYEES SUPERVISED:****DUTIES:**

Delivered rapid, personalized service in a high-volume fast food environment  
 Provided meticulous order accuracy and outstanding customer satisfaction levels  
 Managed customer orders and fulfillment at in-store and drive through locations

**DATES:**

From 12/2016 To 12/2016

**EMPLOYER:**

Fatima Shrine

**POSITION TITLE:**

Volunteer

**ADDRESS:** (Street, City, State, Zip/Postal Code)  
Holliston, Massachusetts**HOURS PER WEEK:**  
1**# OF EMPLOYEES SUPERVISED:****DUTIES:**

Led food preparation for large-scale dinner event with more than 100 guests  
 o Maintained high guest satisfaction across food and beverage service  
 Managed holiday dessert fundraiser event  
 o Rapidly served a steady stream of customers in a counter-style environment

1

o Prepared food and beverages in a busy, high-volume environment  
 o Simultaneously handled cashbox operations and made change  
 o Maintained excellence in food cleanliness standards

**DATES:**

From 3/2010 To 7/2014

**EMPLOYER:**

Horn of Plenty Food Charity

**POSITION TITLE:**

volunteer

**ADDRESS:** (Street, City, State, Zip/Postal Code)  
Oakland, California**HOURS PER WEEK:**  
3**# OF EMPLOYEES SUPERVISED:****DUTIES:**

Assessed grocery contributions and managed food inventory  
 Matched food allotments to specific family requirements and dietary needs  
 Personally delivered hand-selected grocery packages to underprivileged households across highly diverse inner-city environments

**DATES:**

From 6/2011 To 7/2013

**EMPLOYER:**

Multicultural Alliance

**POSITION TITLE:**

Babysitter

**ADDRESS:** (Street, City, State, Zip/Postal Code)  
Alameda, California**HOURS PER WEEK:**  
6**# OF EMPLOYEES SUPERVISED:****DUTIES:**

Provided thoughtful childcare services for multiple families  
 Assumed responsibility for children and households  
 Provided a highly nurturing environment  
 Earned the trust of discerning parents

**DATES:**

From 2/2010 To 7/2013

**EMPLOYER:**

Multicultural Alliance

**POSITION TITLE:**

volunteer

**ADDRESS:** (Street, City, State, Zip/Postal Code)  
Oakland, California**HOURS PER WEEK:**  
1**# OF EMPLOYEES SUPERVISED:****DUTIES:**

Coordinated entertainment activities  
 Led instructional courses for participants of all ages  
 Assisted in bridging commonality and partnership across multiple racial, ethnic and religious communities

**CERTIFICATES AND LICENSES**

Nothing Entered For This Section

## SKILLS

Nothing Entered For This Section

## ADDITIONAL INFORMATION

**Honors & Awards**  
outstanding quality of work, leadership, and innovation. Demonstrated experience in

**Honors & Awards**  
exceeding expectations. Personally dedicated to outstanding achievement and

**Honors & Awards**  
and contribute to the organization in a meaningful manner. Deliver outstanding

**Honors & Awards**  
Provided meticulous order accuracy and outstanding customer satisfaction

**Honors & Awards**  
Multiple accelerated, AP and honors classes

## REFERENCES

Nothing Entered For This Section

### Agency-Wide Questions

1. I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.  
Yes
2. Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)  
NO
3. Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.
4. I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.  
Are you authorized to lawfully work in the United States?  
Yes
5. Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)  
City of Oakland Website
6. If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:  
NA
7. Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.  
NO
8. If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.  
NA
9. Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.  
Yes

### Job Specific Supplemental Questions

1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission  
My life and professional experiences have consistently centered around community engagement, communication, and accountability. Through my work in business development, media, and public-facing service roles, I have developed strong

skills in listening to diverse perspectives, resolving conflict, and operating with transparency. Working closely with clients, organizations, and community members has required me to navigate high-pressure situations where trust, ethics, and clear communication were essential. I have often served as a bridge between different groups — ensuring expectations were understood, voices were heard, and outcomes were fair. In addition to my professional work, I have remained actively engaged in my community through mentorship, creative collaboration, and volunteer support on local projects. These experiences have strengthened my belief that public institutions function best when they are accessible, accountable, and reflective of the communities they serve. Together, my lived experience, professional background, and community involvement have prepared me to contribute thoughtfully and responsibly to the work of the Commission.

**2. Please provide your perspectives of Public Safety in the City of Oakland.**

Public safety in Oakland requires a balanced, community-centered approach that addresses both immediate enforcement needs and long-term root causes of crime. Oakland is a city with strong cultural identity and resilience, but it also faces complex challenges — including violent crime, property crime, economic disparity, and community distrust toward law enforcement. Effective public safety must go beyond policing alone. It requires investment in prevention, youth programs, mental health services, and economic opportunity alongside responsive policing. Equally important is rebuilding trust. Many residents want safety but also want fairness, transparency, and accountability in how policing is carried out. This means strengthening oversight, ensuring constitutional policing practices, and creating consistent dialogue between the department and the community. In my view, public safety is achieved when residents feel both protected and respected — where law enforcement presence is effective, but also collaborative and community-informed.

**3. How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**

I believe I can contribute to advancing the Commission's mission by bringing an independent, community-focused perspective grounded in transparency, fairness, and data-informed decision-making. Police accountability is strengthened when oversight bodies remain objective, consistent, and accessible to the public. I would approach this role by carefully reviewing policies, disciplinary processes, and community feedback to ensure they align with constitutional standards and community expectations. I also believe accountability and officer support can coexist. Clear policy, proper training, and transparent investigative processes not only protect the public — they also protect officers by establishing clarity and fairness in modernization and reform where needed • Promoting transparency in investigations and outcomes • Ensuring decisions are balanced, fact-based, and impartial Ultimately, my goal would be to help strengthen public trust while supporting a professional, accountable police department that serves Oakland with integrity.

---

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Ashley Whitaker

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

# EMPLOYMENT APPLICATION



**CITY OF OAKLAND**  
 150 Frank H. Ogawa Plaza - 2nd Floor  
 Oakland, California, 94612  
 (510) 238-3112  
<http://www.oaklandca.gov/>

**ROBINSON COTTON, ERICKA T - Person ID: 273249**  
**25-PC-10 POLICE COMMISSIONER**

**Received:**  
**For Official Use Only:**  
 QUAL: \_\_\_\_\_  
 DNQ: \_\_\_\_\_  
 Experience  
 Training  
 Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> POLICE COMMISSIONER		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) ROBINSON COTTON, ERICKA T		<b>SOCIAL SECURITY NUMBER:</b> XXX-XX-
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) San Francisco, California, 94188		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		<b>ALTERNATE PHONE:</b>
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> State: CA Number:	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Some College		

## PREFERENCES

<b>MINIMUM COMPENSATION</b> \$35.00 per hour \$100,000.00 per year	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends	
<b>OBJECTIVE:</b> Really interested in the job. I have no problem with A commute.	

## EDUCATION

<b>DATES:</b>	<b>SCHOOL NAME:</b> City of college of SF	<b>DEGREE RECEIVED:</b> Other
<b>LOCATION: (City, State)</b> Sf, California	<b>DID YOU GRADUATE?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>UNITS COMPLETED:</b> 110 - Quarter
<b>MAJOR:</b> Business & psychology		

## WORK EXPERIENCE

<b>DATES:</b> From 4/2022 To Present	<b>EMPLOYER:</b> City & County Of San Francisco Sheriff Department	<b>POSITION TITLE:</b> Sherriff Cadet
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) (SF City Hall), San Francisco, California, 94102	<b>SUPERVISOR:</b> Various - Sherrif cadet	<b>COMPANY URL:</b> Www.sheriffs.gov
<b>PHONE NUMBER:</b>	<b># OF EMPLOYEES SUPERVISED:</b> 0	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Check Bags, Dispatch Call, Deputies if issues get out of control with Patients. Help with screening for Covid or Monkeypox. send e-mails. Fax, Copy		
<b>REASON FOR LEAVING:</b> Presently working		
<b>DATES:</b> From 7/2011 To 5/2021	<b>EMPLOYER:</b> City & County Of SF	<b>POSITION TITLE:</b> San Francisco sheriff Department
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) SAN FRANCISCO, California, 94144		
<b>COMPANY URL:</b> www.deyoung.org		

<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> KEVIN ALLEN - DAY SHIFT SUPERVISOR	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 40	<b># OF EMPLOYEES SUPERVISED:</b> 4	
<b>DUTIES:</b> CUSTOMER SERVICE, ENFORCING THE MUSEUM POLICY OF THE ART.		
<b>REASON FOR LEAVING:</b> ON-CALL AS NEEDED ONLY		

<b>DATES:</b> From 9/2014 To 11/2017	<b>EMPLOYER:</b> San Francisco Unified schol District	<b>POSITION TITLE:</b> Campus Aid
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) San francisco, California, 94111		<b>COMPANY URL:</b> www.sfusd.org
<b>PHONE NUMBER:</b>	<b>SUPERVISOR:</b> Paul Fan - Principal & Vice Principal	<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>HOURS PER WEEK:</b> 35	<b># OF EMPLOYEES SUPERVISED:</b> 2055	
<b>DUTIES:</b> Making Sure All students are going to the correct classes. Checking paper work from Paras and Incoming Parents. Supervision Of all students.		
<b>REASON FOR LEAVING:</b> Taking over for a Employee who was out on Medical Leave		

### CERTIFICATES AND LICENSES

<b>TYPE:</b> Ca Guard Card License	<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> Bureau Of Security & Investigative Services
<b>TYPE:</b> First Aid	<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> American Health Care Academy
<b>TYPE:</b> Adult Child, Infant CPR	<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> AMERICAN Health Care Academy
<b>TYPE:</b> Drivers License	<b>LICENSE NUMBER:</b>	<b>ISSUING AGENCY:</b> DMV Ca

### SKILLS

<b>OFFICE SKILLS:</b> Typing: 30 Data Entry: 0
<b>OTHER SKILLS:</b> Typing skills, Microsoft office, Exel , Powerpoint - Expert - 20 years and 0 months
<b>LANGUAGE(S):</b>

### ADDITIONAL INFORMATION

<b>Professional Associations</b> I Presenly work for the City & county Of San francisco as a Pier diem saftey Associate/Customer service personel at the De younfg Museum.
<b>Miscellaneous</b> I have first Aid & CPR certification

### REFERENCES

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Tammy Shavers	<b>POSITION:</b> Theater Manager
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) California, San francisco, 94108		
<b>EMAIL ADDRESS:</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Harvey Lang	<b>PHONE NUMBER:</b>
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code) California, Sf , 93121		<b>POSITION:</b> Retired SFHA

<b>MAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Personal	<b>NAME:</b> Ramona Massey	<b>POSITION:</b> SF department of probation
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		<b>PHONE NUMBER:</b>
<b>EMAIL ADDRESS:</b>		

**Agency-Wide Questions**

- I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**
- Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
Yes  
NO
- Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**
- I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position. Are you authorized to lawfully work in the United States?**  
Yes
- Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
City of Oakland Website
- If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
City of Oakland website
- Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
NO
- If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
Na
- Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

**Job Specific Supplemental Questions**

- Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
Been in Customer service since I was 17 years old I'm on about helping a community finding ways to make the community safe looking out for families and senior citizens. It's a top priority for me.
- Please provide your perspectives of Public Safety in the City of Oakland.**  
People's perspective on their issues What they find or need to feel safe as far as their neighborhoods how the police should do other protecting and serving based on their opinion
- How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
Listening to comments and concerns from the public and officers also seeing what the city of Oakland feels about please

The following terms were accepted by the applicant upon submitting the online application:  
 By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human

Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by ERICKA T ROBINSON COTTON

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

# EMPLOYMENT APPLICATION



CITY OF OAKLAND

**CITY OF OAKLAND**  
150 Frank H. Ogawa Plaza - 2nd Floor  
Oakland, California, 94612  
(510) 238-3112  
<http://www.oaklandca.gov/>

Sitzer, Michael (Optional) - Person ID: 65942797  
25-PC-10 POLICE COMMISSIONER

Received:

For Official Use Only:

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

Experience

Training

Other: \_\_\_\_\_

## PERSONAL INFORMATION

**POSITION TITLE:**

POLICE COMMISSIONER

**NAME:** (Last, First, Middle)  
Sitzer, Michael (Optional)

**ADDRESS:** (Street, City, State/Province, Zip/Postal Code)  
Newport Beach, California, 92663

**HOME PHONE:**

**DRIVER'S LICENSE:**

Yes  No

**What is your highest level of education?**  
Bachelor's Degree

**DRIVER'S LICENSE:**

State: CA Number:

**EXAM ID#:**

25-PC-10

**SOCIAL SECURITY NUMBER:**

XXX-XX-

**EMAIL ADDRESS:**

**ALTERNATE PHONE:**

**LEGAL RIGHT TO WORK IN THE UNITED STATES?**

Yes  No

## PREFERENCES

**MINIMUM COMPENSATION**

\$60,000.00 per year  
\$50,000.00 per hour

**WHAT TYPE OF JOB ARE YOU LOOKING FOR?**

Regular, Temporary, Seasonal, Internship

**TYPES OF WORK YOU WILL ACCEPT:**

Full Time, Part Time, Per Diem

**SHIFTS YOU WILL ACCEPT:**

Day, Evening, Night, Rotating, Weekends, On Call (as needed)

**OBJECTIVE:**

Service, empathy, consistency

**ARE YOU WILLING TO RELOCATE?**

Yes  No  Maybe

## EDUCATION

**DATES:**

**SCHOOL NAME:**

University of California, Berkeley

**LOCATION: (City, State)**

Berkeley, California

**DID YOU GRADUATE?**

Yes  No

**DEGREE RECEIVED:**

Bachelor's

**MAJOR:**

Anthropology

**UNITS COMPLETED:**

120 - Semester

## WORK EXPERIENCE

Nothing Entered For This Section

## CERTIFICATES AND LICENSES

Nothing Entered For This Section

## SKILLS

Nothing Entered For This Section

## ADDITIONAL INFORMATION

**Honors & Awards**

Consistent, advanced. Front desk, concierge, check-ins. Case manager. Drug testing.

## REFERENCES

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Tisha Sitzer	<b>POSITION:</b>
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Nancy Smith	<b>PHONE NUMBER:</b>
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		<b>POSITION:</b>
<b>EMAIL ADDRESS:</b>		
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Dolores Johnson	<b>PHONE NUMBER:</b>
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		<b>POSITION:</b>
<b>EMAIL ADDRESS:</b>		
		<b>PHONE NUMBER:</b>

### Agency-Wide Questions

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
Spanish
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
GovernmentJobs
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
N/A
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
NO
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
N/A
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

### Job Specific Supplemental Questions

1. **Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
Consistent, advanced. Front desk, concierge, check-ins. Case manager. Drug testing.
2. **Please provide your perspectives of Public Safety in the City of Oakland.**  
Consistent, advanced. Front desk, concierge, check-ins. Case manager. Drug testing.
3. **How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
Consistent, advanced. Front desk, concierge, check-ins. Case manager. Drug testing.

The following terms were accepted by the applicant upon submitting the online application:  
By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

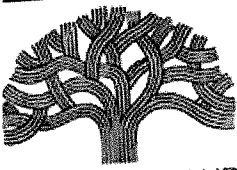
This application was submitted by Michael (Optional) Sitzer

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_



# EMPLOYMENT APPLICATION



**CITY OF OAKLAND**  
150 Frank H. Ogawa Plaza - 2nd Floor  
Oakland, California, 94612  
(510) 238-3112  
<http://www.oaklandca.gov/>

**Escobedo, Isaiah - Person ID: 65893773**  
**25-PC-10 POLICE COMMISSIONER**

**Received:**  
**For Official Use Only:**  
QUAL: \_\_\_\_\_  
DNQ: \_\_\_\_\_  
 Experience  
 Training  
 Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> POLICE COMMISSIONER	<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Escobedo, Isaiah	<b>SOCIAL SECURITY NUMBER:</b> XXX-XX-
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) WHITTIER, California, 90602	<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
<b>What is your highest level of education?</b> High School	

## PREFERENCES

Nothing Entered For This Section

## EDUCATION

Nothing Entered For This Section

## WORK EXPERIENCE

Nothing Entered For This Section

## CERTIFICATES AND LICENSES

Nothing Entered For This Section

## SKILLS

Nothing Entered For This Section

## ADDITIONAL INFORMATION

Nothing Entered For This Section

## REFERENCES

Nothing Entered For This Section

## Agency-Wide Questions

1. I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.  
NO
2. Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)  
Yes

3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
Mandarin
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, where you applied.)**  
Other
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
Yes
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
Yes
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
Yes
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

### Job Specific Supplemental Questions

1. **Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
LAW 15
2. **Please provide your perspectives of Public Safety in the City of Oakland.**  
Donut ??
3. **How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
0

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Isaiah Escobedo

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

# EMPLOYMENT APPLICATION



CITY OF OAKLAND

**CITY OF OAKLAND**  
150 Frank H. Ogawa Plaza - 2nd Floor  
Oakland, California, 94612  
(510) 238-3112  
<http://www.oaklandca.gov/>  
**Sitzer, Michael (Optional) - Person ID: 65942797**  
**25-PC-10 POLICE COMMISSIONER**

**Received:**

**For Official Use Only:**

QUAL: \_\_\_\_\_

DNQ: \_\_\_\_\_

Experience

Training

Other: \_\_\_\_\_

## PERSONAL INFORMATION

<b>POSITION TITLE:</b> POLICE COMMISSIONER		<b>EXAM ID#:</b> 25-PC-10
<b>NAME:</b> (Last, First, Middle) Sitzer, Michael (Optional)		<b>SOCIAL SECURITY NUMBER:</b> XXX-XX-
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Newport Beach, California, 92663		<b>EMAIL ADDRESS:</b>
<b>HOME PHONE:</b>		<b>ALTERNATE PHONE:</b>
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State:</b> CA <b>Number:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>What is your highest level of education?</b> Bachelor's Degree		

## PREFERENCES

<b>MINIMUM COMPENSATION</b> \$60,000.00 per hour \$50,000.00 per year	<b>ARE YOU WILLING TO RELOCATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular, Temporary, Seasonal, Internship	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time, Part Time, Per Diem	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends, On Call (as needed)	
<b>OBJECTIVE:</b> Service, empathy, consistency	

## EDUCATION

<b>DATES:</b>	<b>SCHOOL NAME:</b> University of California, Berkeley	
<b>LOCATION:(City, State)</b> Berkeley, California	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Bachelor's
<b>MAJOR:</b> Anthropology	<b>UNITS COMPLETED:</b> 120 - Semester	

## WORK EXPERIENCE

Nothing Entered For This Section

## CERTIFICATES AND LICENSES

Nothing Entered For This Section

## SKILLS

Nothing Entered For This Section

## ADDITIONAL INFORMATION

### Honors & Awards

Consistent, advanced. Front desk, concierge, check-ins. Case manager. Drug testing.

## REFERENCES

<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Tisha Sitzer	<b>POSITION:</b>
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Nancy Smith	<b>POSITION:</b>
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>
<b>REFERENCE TYPE:</b> Professional	<b>NAME:</b> Dolores Johnson	<b>POSITION:</b>
<b>ADDRESS:</b> (Street, City, State, Zip/Postal Code)		
<b>EMAIL ADDRESS:</b>		<b>PHONE NUMBER:</b>

### Agency-Wide Questions

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
Spanish
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
GovernmentJobs
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
N/A
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
NO
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
N/A
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

### Job Specific Supplemental Questions

1. **Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**  
Consistent, advanced. Front desk, concierge, check-ins. Case manager. Drug testing.
2. **Please provide your perspectives of Public Safety in the City of Oakland.**  
Consistent, advanced. Front desk, concierge, check-ins. Case manager. Drug testing.
3. **How do you believe you can contribute to advancing the Police Commission's mission, vision, and goals of ensuring fair and transparent police accountability?**  
Consistent, advanced. Front desk, concierge, check-ins. Case manager. Drug testing.

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The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Michael (Optional) Sitzer

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_



<b>EMPLOYMENT APPLICATION</b>		
 <b>CITY OF OAKLAND</b>	<b>CITY OF OAKLAND</b> 150 Frank H. Ogawa Plaza - 2nd Floor Oakland, California 94612 (510) 238-3112 <a href="http://www.oaklandca.gov/">http://www.oaklandca.gov/</a>  <b>Alazzani, Walead S</b> <b>25-PC-10 POLICE COMMISSIONER (VOLUNTEER)</b>	<b>Received:</b>  <b>For Official Use Only:</b> QUAL: _____ DNQ: _____ <input type="checkbox"/> Experience <input type="checkbox"/> Training <input type="checkbox"/> Other: _____

<b>PERSONAL INFORMATION</b>		
<b>POSITION TITLE:</b> POLICE COMMISSIONER (VOLUNTEER)	<b>EXAM ID#:</b> 25-PC-10	
<b>NAME:</b> (Last, First, Middle) Alazzani, Walead S	<b>SOCIAL SECURITY NUMBER:</b> N/A	
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Richmond, California 94804	<b>EMAIL ADDRESS:</b>	
<b>HOME PHONE:</b>	<b>ALTERNATE PHONE:</b>	
<b>DRIVER'S LICENSE:</b> <input type="checkbox"/> Yes <input type="checkbox"/> No	<b>DRIVER'S LICENSE:</b> <b>State:</b> CA <b>Number:</b>	<b>LEGAL RIGHT TO WORK IN THE UNITED STATES?</b> <input type="checkbox"/> Yes <input type="checkbox"/> No
<b>What is your highest level of education?</b> Some College		

<b>PREFERENCES</b>	
<b>MINIMUM COMPENSATION:</b> \$43.25 per hour	<b>ARE YOU WILLING TO RELOCATE?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Maybe
<b>WHAT TYPE OF JOB ARE YOU LOOKING FOR?</b> Regular	
<b>TYPES OF WORK YOU WILL ACCEPT:</b> Full Time	
<b>SHIFTS YOU WILL ACCEPT:</b> Day, Evening, Night, Rotating, Weekends, On Call (as needed)	
<b>OBJECTIVE:</b> I want to help rehabilitate the community.	

<b>EDUCATION</b>		
<b>DATES:</b>	<b>SCHOOL NAME:</b> Berkeley Adult School	
<b>LOCATION:</b> (City, State/Province) Berkeley, California	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> GED
<b>DATES:</b>	<b>SCHOOL NAME:</b> University of Phoenix	
<b>LOCATION:</b> (City, State/Province) Phoenix, Arizona	<b>DID YOU GRADUATE?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<b>DEGREE RECEIVED:</b> Associate's
<b>MAJOR:</b> Associates of Arts		<b>UNITS COMPLETED:</b> 60- Semester

<b>WORK EXPERIENCE</b>		
<b>DATES:</b> From: 1/2021 To: 11/2025	<b>EMPLOYER:</b> AT&T	<b>POSITION TITLE:</b> Cable Splicer
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Interpret and implement complex fiber optic network designs based on detailed technical specifications and job prints. ? Conduct thorough testing and analysis of fiber optic cables using OTDR and Fiber Optic Loss Testers to ensure optimal data transmission and network quality. ? Perform fusion splicing and crimp connecting operations on fiber optic cables to establish reliable and efficient network connections. ? Identify and resolve fiber optic network issues and utilize strategic problem-solving techniques to optimize performance and minimize downtime. ? Streamline data collection processes and generate periodic reports on network performance, utilizing specialized equipment for accurate analysis. ? Generate detailed periodic reports on network health, capacity utilization, and performance trends using data visualization tools.		
<b>REASON FOR LEAVING:</b> I got into a traffic accident and got terminated.		
<b>DATES:</b> From: 2/2020 To: 2/2021	<b>EMPLOYER:</b> Tekniton	<b>POSITION TITLE:</b> TV & Appliance Field Technician
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Concord, California		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		

<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Performed on-site diagnostics and repairs for networked smart home devices and IoT-enabled Samsung television systems. ? Researched, analyzed, and tested applications and system software for user compatibility. ? Provided technical support, including installing, configuring, and routinely upgrading software and hardware for end-users. ? Utilized data analysis techniques to identify common failure patterns and reduce diagnostic time. ? Analyzed customer feedback data to identify areas for service improvement and increase customer satisfaction scores ? Utilized multimeter to diagnose complex electrical issues and analyzed multimeter data to create detailed fault reports.		
<b>REASON FOR LEAVING:</b> Wanted to go back to my previous job.		
<b>DATES:</b> From: 1/2018 To: 10/2019	<b>EMPLOYER:</b> AT&T	<b>POSITION TITLE:</b> Cable Splicer
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Fremont, California		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Utilized OTDR and Fiber Optic Loss Testers to assess cable performance and identify network bottlenecks. ? Adhered to strict data governance standards to ensure data integrity, security, and compliance. ? Collaborated with cross-functional teams to troubleshoot and resolve complex data transmission issues. ? Installed and spliced fiber optic cables throughout dwelling units to ensure proper connectivity and analyzed test results to verify cable integrity and signal quality. ? Analyzed network performance data to identify opportunities for improvement, optimizing fiber optic cable routes and enhancing connectivity speeds. ? Developed predictive models to forecast network traffic and created interactive dashboards to visualize network performance metrics.		
<b>REASON FOR LEAVING:</b> Mass layoff.		
<b>DATES:</b> From: 5/2016 To: 1/2018	<b>EMPLOYER:</b> Hyve	<b>POSITION TITLE:</b> Server Repair Technician
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Fremont, California		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 40		
<b>DUTIES:</b> Troubleshoot defects in all computer server hardware and conducted predictive analysis on hardware failure rates to reduce unexpected downtime. ? Created data visualizations and dashboards and prepared comprehensive reports summarizing server health, performance benchmarks, and recommendations for future improvements. ? Maintained detailed documentation of all server maintenance activities, including hardware replacements, troubleshooting steps, and performance metrics. ? Repaired and replaced hardware components in computer servers to ensure optimal performance and minimize downtime.		
<b>REASON FOR LEAVING:</b> Wanted to be a Cable Splicer.		
<b>DATES:</b> From: 1/2013 To: 1/2016	<b>EMPLOYER:</b> Orlando's stores	<b>POSITION TITLE:</b> IT/Network supervisor
<b>ADDRESS:</b> (Street, City, State/Province, Zip/Postal Code) Oakland, California		
<b>MAY WE CONTACT THIS EMPLOYER?</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
<b>HOURS PER WEEK:</b> 60		
<b>DUTIES:</b> Analyzed network performance data to identify trends and implement improvements to increase uptime. ? Troubleshoot complex IT issues and utilized data analytics tools to forecast IT needs and plan for future growth. ? Resolved customer inquiries and issues efficiently and maintained a high level of customer satisfaction. ? Utilized inventory management software to track product movement and analyze trends.		
<b>REASON FOR LEAVING:</b> Wanted to be a server repair technician.		

<b>CERTIFICATES AND LICENSES</b>
Nothing Entered For This Section

<b>Skills</b>
<b>OFFICE SKILLS:</b> Typing:45 Data Entry:0
<b>OTHER SKILLS:</b>

**LANGUAGE(S):**

Arabic -  Speak  Read  Write  
English -  Speak  Read  Write

**ADDITIONAL INFORMATION****Honors & Awards**

The National Society Of Collegiate Scholars (NSCS) 2024  
The National Society of Leadership and Success (NSLS) 2024  
Golden Key International Honour Society 2024

**REFERENCES****REFERENCE TYPE:**

Professional

**NAME:**

Joal Aggerie

**POSITION:**

Cable Splicer

**ADDRESS:** (Street, City, State/Province, Zip/Postal Code)**EMAIL ADDRESS:****PHONE NUMBER:**

**Agency-Wide Questions**

1. **I understand and acknowledge that attaching a resume or stating "see resume" is not sufficient to provide the required work history information and that if my application does not include required information, then my application may be rejected as incomplete and I may be disqualified from consideration.**  
Yes
2. **Are you a veteran or disabled veteran? To be eligible for Veteran's Credit, submit a legible copy of your Form DD214 showing discharge status of anything other than dishonorable as an attachment to your application (per Civil Service Rule 4.12)**  
No
3. **Identify the language(s) for which you have bilingual conversational proficiency. If you do not have bilingual conversational proficiency in any of the identified languages, check the appropriate box. For positions that require it, bilingual skills will be tested prior to a final offer of employment; screening for bilingual skills may be conducted on the same day as a written exam or oral board interview.**  
I do not have bilingual conversational proficiency in any of the identified languages, but I am still interested in the position.
4. **Are you authorized to lawfully work in the United States?**  
Yes
5. **Where did you first learn of this opportunity? (Note: Please tell us where you first learned of this opportunity, not where you applied.)**  
GovernmentJobs
6. **If you answered "Other", "Other Internet", "Professional Organization - Website or Mailing List", "School or University" or "Career/Job Fair" in response to the question "Where did you first learn of this opportunity?", please list the exact source:**  
City of Oakland website
7. **Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee? (which includes City Council, Mayor's Office, Administrator, Attorney, Auditors as well as employees of City Agencies and Departments). Information concerning cohabitant and consensual romantic relationships will be treated as confidential and disclosed only on a need-to-know basis.**  
No
8. **If you answered "Yes" to the question "Do you have any known family relationships, consensual romantic, and/or cohabitant relationships with any existing City Official, manager or employee?", please indicate the name of the person, Department, Job Title and relationship. (Article IX, Sec. 907 of the City of Oakland Charter & Ordinance 12908) If you answered "No", please enter "N/A" in this box.**  
I do not have anyone I know working for the city of Oakland.
9. **Are you authorized to lawfully work in the United States? I understand that the City of Oakland is required to comply with Federal law and if I am offered employment, I will be required to complete a Form I-9. (See <https://www.uscis.gov/i-9> for a list of acceptable documents and requirements). Please note: If you are not a citizen of the United States, the City of Oakland is unable to sponsor an employment-based visa. By indicating "Yes" below I acknowledge that I will be required to provide acceptable documentation to complete a Form I-9 if offered employment.**  
Yes

**Job Specific Supplemental Questions**

**1. Please describe any life, work, and/or significant community volunteer experiences that prepared you to contribute to the work of the Commission**

Just a wise word to a disoriented person can set them on the right track.

**2. Please provide your perspectives of Public Safety in the City of Oakland.**

We have young people engaging in illegal drug trade, which also financially supports their criminal activities because they find that drug money is the fastest way to accumulate that much money in such short time. And I say young people because the ones who preceded them found that that type of lifestyle can only be sustained for a limited time, and they outgrow it and become mentally wise enough to understand that watching your back everywhere you go is more exhausting than living a peaceful life.

**3. How do you believe you can contribute to advancing the Police Commission’s mission, vision, and goals of ensuring fair and transparent police accountability?**

The police, even though properly trained, might not have had the mental awareness and wise understanding of the human consciousness that someone who has been through enough of life’s experiences in their darkest hours has had before their training. Because I believe that police training only builds upon what was already there beforehand, and I also believe that even after their training, there is still more they could gain, like the officers who chose to stay when their lives became too much. Because I believe that we as humans only fully benefit from life if we don’t give in during our darkest hours and find the easy way out, but endure the dark hours because that’s what truly makes us warriors for good.

**4. How long have you lived in Oakland?**

**5. How many meetings of the Police Commission have you attended on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found [here](#) You can also find video recordings of past meetings there.)**

The following terms were accepted by the applicant upon submitting the online application:

By clicking on the 'Accept' button, I hereby certify that every statement I have made in this application and any supplemental questionnaire is true and complete to the best of my knowledge. I understand that any false or incomplete answer may be grounds for not employing me or for dismissing me after I begin work. I understand that I will have to produce documentation verifying identity and employment eligibility in the U.S. I understand that I may be required to verify any and all information given on this application. I understand that this completed application is the property of the City of Oakland and will not be returned. I understand the City of Oakland may contact prior employers and other references. I understand that I must notify the Human Resources Management Department of any changes in my name, address, email address, or phone number. I also understand that it is my responsibility to check my spam, junk and/or clutter folders for emails regarding my application status.

This application was submitted by Walead S Alazzani

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_





<b>Candidate</b>	<b>Total Votes</b>
Jean Quan	8
Cinthya Munoz	6
Anne Weills	6
Michael Johnson	6
Nicholas O'Brien Kovari	5
Joey Harrison	5
Katie Fahey	5
Tyron Jordan	4
Douglas Wong	3
Ricardo Garcia-Acosta	3
David Newton	3
Maury McFadden	3
Omar Farmer	2
Ty Williams	2
Simon Rodriguez	2
Lawrence Brandon	2
Lauren Howard	2
Hamilton Hunt	2
Erika Cisneros	2
Suz Robinson	2
Haskell Tull	2
Lawrence Wolf	1
Ericka Cotton-Robinson	1
Shaylah Ellis	1
Mark Quintanilla	1
Lisette Arroyo	1
Brian Bonner	1
Ulrich Ngatchou	1
Mary Cain Simon	1
Alejandro Jose Avalos	1
Daniel Gabay	1



**APPLICANT EVALUATION TOOL**  
**Position: Police Commissioner (Volunteer)**

**Position Description**

Serve on Police Commission public body of seven (7) members plus two (2) alternates. The Police Commission's role is to oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline. Additional duties include hearing citizen complaints, making decisions determining outcomes.

**Core Competencies, Interview Questions & Evaluation**

Core competencies are the identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner. The objective of the interview is to assess the competency and qualifications for serving as a Police Commissioner. The Selection Panel will ask each applicant a series of questions that are designed to understand the applicant's qualifications in the following areas:

**A. Interpersonal / Collaborative**

- a. Works cooperatively and productively with others to achieve results.
- b. Respects and welcomes diverse perspectives. Able to process multiple points of view and achieve constructive results.
- c. Respects the confidentiality of information or concerns shared by others.
- d. Strong communications skills – both written and oral.

**B. Judgement / Decision-Making**

- a. Has a strong sense of urgency about solving problems and getting work done.
- b. Effectively analyzes and interprets rules and regulations.
- c. Understands inter-relational systems and influences.
- d. Applies factual information, due diligence and sound judgment in making decisions and dealing with confidential and/or sensitive information.

**C. Analytic / Investigative Practices**

- a. Has knowledge and/or experience in sound investigative practices.
- b. Has knowledge and/or experience in applying a racial equity framework and systems thinking approach to identifying and addressing issues.

**D. Values / Commitment / Perspective**

- a. Seeks and synthesizes community perspective into decision-making.
- b. Able to commit time and energy to serving on Police Commission.
- c. Brings perspective of community most impacted by law enforcement (e.g., race, gender, disability, residency, etc.)

**E. Level of Interest**

- a. Understands role and authority of Police Commission.

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

A. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Interpersonal / Collaborative**:

1. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. How did you handle conflict in these situations?
  
2. Scenario: The Commission's members strongly disagree on an issue. What would you do to forge a consensus or reach a compromise?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Interpersonal / Collaborative</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

B. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Judgement / Decision-Making**:

3. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff. What skills will you draw on to manage this and come to a fact-based decision?
  
4. Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?
  
5. Has someone you disagreed with ever changed your mind about something? Please provide an example.

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Judgement / Decision-Making</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

C. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Analytic / Investigative Practices**:

6. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue? KEEP
  
7. With the assistance of a Court-appointed expert, it has been fully established that OPD officers have for some time and continue to make racially-biased stops of motorists and pedestrians. What actions should the Commission take to change this OPD practice?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Analytic / Investigative Practices</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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D. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Values / Commitment / Perspective**:

8. Tell us about your community involvement and what groups you are affiliated with.
9. While serving on the Commission you will learn information that may not be familiar to your life experience, share a brief experience where you had to see through many lenses.
10. Why do you want to be part of the Oakland Police Commission and what impacts would you like to see the Oakland Police Commission have and accomplish?
11. What skills would you bring to the Oakland Police Commission?
12. What is the Police Commission doing right?
13. If you became a Police Commissioner, what would you do differently?
14. For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Values / Commitment / Perspective</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

E. Based on the responses to the following interview questions, rate the applicant’s strength of the Core **Competency – Level of Interest**:

15. When did you first become interested in the Police Commission? What have you done to learn more about it? And what are your impressions?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Level of Interest</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: \_\_\_\_\_

Evaluator Initials: \_\_\_\_\_

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	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Overall Score</b>					
Comments					