

CITY OF OAKLAND  
PUBLIC ETHICS COMMISSION  
Regular Commission Meeting  
One Frank Ogawa Plaza (City Hall)  
Hearing Room 2  
Wednesday, March 18, 2026  
6:30 p.m.



This meeting will be streamed live online at [KTOP | City of Oakland, CA](#) and via Zoom.  
See the [instructions](#) at the end of the agenda for how to participate in-person or remotely.

**Commissioners:**

Francis Upton IV (Chair) | Karun Tilak (Vice-Chair) | Luke Apfeld | Tanya Bayeva |  
L. Lawrence Brandon | Angi Fisher | Ryan Micik

**Commission Staff to attend:**

Suzanne Doran, Executive Director | Tovah Ackerman, Enforcement Chief | Alex Van  
Buskirk, Ethics Investigator | Jelani Killings, Ethics Analyst

**Legal Counsel:**

Oliver Luby, Deputy City Attorney

## PUBLIC ETHICS COMMISSION REGULAR MEETING AGENDA

### PRELIMINARY ITEMS

1. **Roll Call and Determination of Quorum.**
2. **Staff and Commission Announcements.**
3. **Open Forum.**
  - Open forum is a time for a member of the public to comment on any matter within the jurisdiction of the Public Ethics Commission (PEC) that is not otherwise included in tonight's agenda. Read the Commission's **Core Values for Inclusive Engagement (Adopted May 6, 2019)** on our [website](#).
  - Under the Sunshine Ordinance, the Commission cannot discuss the substance of any public comment made that does not pertain to an item listed on the agenda.
  - The Commission urges members of the public not to make complaints or ask the Commission to investigate alleged legal violations at public meetings since public disclosure of such complaints or requests may undermine any subsequent investigation undertaken. Contact staff at [ethicscommission@oaklandca.gov](mailto:ethicscommission@oaklandca.gov) for assistance in filing a complaint.

### ACTION ITEMS

4. **Approval of Commission Meeting Draft Minutes.**
  - a. January 21, 2026, Regular Meeting Minutes. ([Attachment: Meeting Minutes](#))
5. **Oakland City Council Salary Adjustment.** The Commission will discuss and take action to adjust the salaries of Oakland City Councilmembers according to the increase in the Consumer Price Index as required every two years by Oakland City Charter Section 202. ([Attachment: Staff Memo: Draft Resolutions](#))
6. **City Attorney and City Auditor Salary Adjustment Process.** Commission staff provides a summary of the salary adjustment process for City Attorney and City Auditor and factors considered under Oakland City



Charter Sections 401 and 403 for Commission discussion and possible action. ([Attachment: City Charter Sections 401 and 403](#))

7. **In the Matter of the Oakland Public Ethics Commission (PEC #25-27).** Complainant has been referred to a neighboring jurisdiction as required by the PEC Mediation and Complaint Procedures (IV(A)(4)). Staff recommend that the Commission close PEC Case No. 25-27 with no action. ([Attachment: Staff Memo](#))
8. **In the Matter of Tovah Ackerman, Enforcement Chief (PEC #26-01).** Complainant has been referred to a neighboring jurisdiction as required by the PEC Mediation and Complaint Procedures (IV(A)(4)). Staff recommend that the Commission close PEC Case No. 26-01 with no action. ([Attachment: Staff Memo](#))
9. **Case Closure Plan.** PEC staff are working to close older, low-level cases according to a seven-point rubric to address a severe complaint backlog (See: Enforcement Report re: Complaint Backlog Strategy for the May 21, 2025, PEC meeting). Enforcement staff presents the following cases for closure as part of that plan. ([Attachment: Staff Memo](#))
  - a. **In the Matter of Asha Reed et al. (PEC # 22-20).** Staff recommend that the Commission close PEC Case No. 22-20 with no further action.
  - b. **In the Matter of Unknown (PEC # 24-01).** Staff recommend that the Commission close PEC Case No. 24-01 with no further action.

## **INFORMATION/DISCUSSION ITEMS**

10. **Enforcement Program.** Enforcement Chief Tovah Ackerman provides a summary of the Commission's enforcement process, caseload, enforcement-related litigation, and case closures or dismissals since the last Commission meeting ([Attachment: Enforcement Report](#)).
11. **Executive Director Report.** Executive Director Suzanne Doran provides a summary of overall priorities and PEC activities, such as budget, staffing, and PEC legislative and policy initiatives, since the last Commission meeting. Specific programs updates, such as public records mediations, disclosure, and engagement, are included as attachments. ([Attachment: Executive Director Report: Engagement & Compliance Program Report](#)).
12. **Reports on Subcommittees and Commissioner Assignments.** In accordance with PEC Operations Policy, the Commission Chair may appoint individual commissioners to perform specific tasks or functions by serving on standing or ad hoc committees ([Public Ethics Commission Operations Policies, Article V](#)). Current Standing and Ad-hoc Subcommittee assignments are posted on the [Commission website](#). Commissioners may discuss subcommittee assignments, create a new subcommittee, or report on work done in subcommittees since the Commission's last regular meeting. Commissioners may also discuss assignments, efforts, and initiatives they undertake to support the Commission's work.
13. **Future Meeting Business.** Commissioners and staff may propose topics for action or discussion at future Commission meetings.

The meeting will adjourn upon the completion of the Commission's business.

Should you have questions or concerns regarding this agenda, or wish to review any agenda-related materials, please contact the Public Ethics Commission at [ethicscommission@oaklandca.gov](mailto:ethicscommission@oaklandca.gov) or visit our webpage at [www.oaklandca.gov/pec](http://www.oaklandca.gov/pec).



## PUBLIC PARTICIPATION

In addition to attending in-person, the following options for public viewing and participation are available:

### **Livestream Online**

Go to the City of Oakland's KTOP livestream page here: <https://www.oaklandca.gov/services/ktop-tv10-program-schedule> click on "View"

### **Video Conferencing Access**

To access this meeting using Zoom, use the Zoom Meeting link:

<https://us02web.zoom.us/j/89169308829>. You will then be prompted to enter the following information:

- Name: This field is required to be entered; however, if you wish to remain anonymous, you may type "Public" in the name field.
- Email Address: This field is required to be entered; however, if you wish to remain anonymous, you may type "Public@public.com" in the email field.

Follow the on-screen prompts to join the meeting. You may be asked to download the Zoom application.

### **Audio Conferencing Access**

To access this meeting by phone, do the following:

- Telephone: Dial (for higher quality, dial a number based on your current location): US: +1 669 900 6833 or +1 669 444 9171 or +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 346 248 7799 or +1 360 209 5623 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000 or +1 646 931 3860 or +1 689 278 1000 or +1 929 205 6099 or +1 301 715 8592 or +1 305 224 1968 or +1 309 205 3325 or +1 312 626 6799  
Webinar ID: 891 6930 8829
- International numbers available: <https://us02web.zoom.us/j/kc69Y2Mnzf>

### **Public Comment**

A member of the public may speak on any item listed on the agenda either in-person or remotely. Speakers are generally limited to three minutes per item, although the Chair may adjust the time based on the number of speakers.

Members of the public may also submit written comments in advance of the meeting to

**EthicsPublicComment@oaklandca.gov**. Please indicate the agenda item # you are commenting on in the subject line of the email. All written public comments received at least 24 hours prior to the meeting will be posted on the meeting webpage prior to the meeting as part of the public record and provided at the meeting with agenda materials.

The purpose of Public Comment is for Commissioners to hear from members of the public. After the close of each Public Comment period, the Commission may address questions or concerns that were raised during the public comment period.

### **Remote Public Comment**

Ensure you are in a quiet location. Before you speak, mute the sound of any equipment around you, including



television, radio, or computer. It is especially important that you reduce the volume of your computer speaker if you are watching via the Zoom link, to prevent feedback and echo when you speak.

### **Zoom**

- If you connect to the meeting via Zoom, use the **raise hand button** to indicate that you want to speak on an item and to be added to the public comment queue.
- It is your turn to speak when Zoom displays, “The host has unmuted you.”
- When you hear PEC staff say, “Welcome Caller,” you are encouraged to state your name clearly. As soon as you begin speaking you will have three minutes to provide your public comment (six minutes if you are on the line with an interpreter).
- Once your three minutes have expired, PEC staff will mute you. Zoom will display, “You’re muted.”
- Attendees who want to speak during other public comment periods may stay on the line and listen for the next public comment opportunity and should press the raise hand button to enter the public comment queue again.

### **Telephone Audio Conferencing**

- If you connect to the meeting via telephone, dial \*9 to raise your hand to indicate that you want to speak on an item and to be added to the public comment queue.
- When the system message says, “You’re unmuted,” this is your turn to speak.
- When you hear the PEC staff say, “Welcome Caller,” you are encouraged to state your name clearly. As soon as you begin speaking you will have three minutes to provide your public comment (six minutes if you are on the line with an interpreter).
- Once your three minutes have expired, PEC staff will mute you. You will hear, “You’re muted.”
- Attendees who want to speak during other public comment periods may stay on the line and listen for the next public comment opportunity and should dial \*9 to raise their hands to enter the public comment queue again.

### **Language Access**

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [ethicscommission@oaklandca.gov](mailto:ethicscommission@oaklandca.gov) or call (510) 238-3593 Or 711 (for Relay Service) five business days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a [ethicscommission@oaklandca.gov](mailto:ethicscommission@oaklandca.gov) o llame al (510) 238- 3593 al 711 para servicio de retransmisión (Relay service) 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? 請在會議五天前電郵 [ethicscommission@oaklandca.gov](mailto:ethicscommission@oaklandca.gov) or 或致電 (510) 238-3593 或 711 (電話傳達服務)。

Quý vị cần một thông dịch viên Ngôn ngữ Ký hiệu Mỹ (American Sign Language, ASL), tiếng Quảng Đông, tiếng Quan Thoại hay tiếng Tây Ban Nha hoặc bất kỳ sự hỗ trợ nào khác để tham gia hay không? Xin vui lòng gửi email đến địa chỉ [ethicscommission@oaklandca.gov](mailto:ethicscommission@oaklandca.gov) or hoặc gọi đến số (510) 238-3593 hoặc 711 (với Dịch vụ Tiếp âm) trước đó năm ngày.

Regular Commission Meeting  
Wednesday, March 18, 2026, 6:30 p.m.



This meeting location is wheelchair accessible.

# Item 04 - Draft Regular Meeting Minutes 01-21-26

CITY OF OAKLAND  
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## DRAFT

### Commissioners:

Francis Upton IV (Chair) | Tanya Bayeva (Vice-Chair) | Alea Gage | Ryan Mick | Vincent Steele | Karun Tilak

### Commission Staff in attendance:

Suzanne Doran, Executive Director | Tovah Ackerman, Enforcement Chief | Jelani Killings, Ethics Analyst | Niels Thorsen, Ethics Analyst | Bhawna Chowdhary, Law Clerk

### Legal Counsel:

Oliver Luby, Deputy City Attorney

## PUBLIC ETHICS COMMISSION REGULAR MEETING MINUTES

### PRELIMINARY ITEMS

#### 1. Roll Call and Determination of Quorum.

The meeting was called to order at 6:37 p.m.

Members present: Chair Upton, Vice Chair Bayeva, Gage, Micik, Steele, and Tilak.

Members absent: None.

Staff present: Suzanne Doran, Executive Director; Tovah Ackerman, Enforcement Chief; Jelani Killings, Ethics Analyst; Niels Thorsen, Ethics Analyst; Bhawna Chowdhary, Law Clerk.

Legal Counsel: Oliver Luby, Deputy City Attorney.

#### 2. Staff and Commission Announcements.

Chair Upton announced that Lawrence Brandon has been selected by the Mayor to fill the mayor-appointed Commission seat. His term will begin Thursday, January 22, 2026.

He also announced that tonight's meeting was the end of Commissioners Gage and Steele's terms and thanked them for their work.

Chair Upton concluded his comments with remarks about recent actions of the federal government.

Public Comment: None.

#### 3. Open Forum.

Chair Upton provided an overview of the rules for public comment during PEC meetings.

# Item 04 - Draft Regular Meeting Minutes 01-21-26

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## DRAFT

Public Comment: Gene Hazzard; Ralph Kanz.

### **ACTION ITEMS**

#### **4. Approval of Commission Meeting Draft Minutes.**

##### **a. November 19, 2025, Special Meeting Minutes**

Micik moved, and Tilak seconded, to adopt the November 19, 2025, special meeting minutes.

Ayes: Bayeva, Micik, Steele, Tilak, Upton.

Noes: None.

Abstaining: Gage (not present at the November 19, 2025 meeting).

Vote: 5-0-1.

Motion passed.

Public Comment: Gene Hazzard.

##### **b. December 10, 2025, Special Meeting Minutes**

Tilak moved, and Upton seconded, to adopt the December 10, 2025, special meeting minutes.

Ayes: Gage, Micik, Tilak, Upton.

Noes: None.

Abstaining: Bayeva, Steele (not present at the December 10, 2025 meeting).

Vote: 4-0-2.

Motion passed.

Public Comment: Hazzard.

#### **5. Election of Officers (Chair and Vice-Chair) of the Commission.**

Chair Upton reviewed the process for election of the Chair and Vice Chair and opened nominations for Chair and Vice Chair for 2026.

Commissioner Micik nominated Commissioner Tilak for Chair. Commissioner Tilak declined the nomination.

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### DRAFT

Chair Upton nominated himself for Chair.

Commissioner Tilak nominated himself for Vice Chair.

Upton moved, and Bayeva seconded, to approve the election of Commissioner Upton as Chair for 2026.

Ayes: Bayeva, Gage, Micik, Steele, Tilak, Upton.

Noes: None.

Abstain: None.

Vote: 6-0.

Motion passed.

Gage moved, and Steele seconded, to approve the election of Commissioner Tilak as Vice Chair for 2026.

Ayes: Bayeva, Gage, Micik, Steele, Tilak, Upton.

Noes: None.

Abstain: None.

Vote: 6-0.

Motion passed.

Public Comment: None.

#### **6. New Commissioner Selection.**

The Commission invited Commissioner applicant finalists to appear before the full Commission for a public interview. Applicants Luke Apfeld, Angela Fisher, David Lew, and Andy McCoy each spoke about their qualifications and their interest in serving on the Commission.

The Commission discussed and individually ranked their choices for the two Commissioner appointments. Angela Fisher and Luke Apfeld were selected as the top two candidates.

Bayeva moved, and Gage seconded, to appoint Angela Fisher and Luke Apfeld to fill the two open Commission seats for the January 22, 2026 – January 21, 2029 term.

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### DRAFT

Ayes: Bayeva, Gage, Micik, Steele, Tilak, Upton.

Noes: None.

Abstain: None.

Vote: 6-0.

Motion passed.

Public Comment: Gene Hazzard; Ralph Kanz.

Upton moved, and Tilak seconded, to add applicants David Lew and Andy McCoy to the list of applicants who were not appointed to the Commission but that the Commission considers to be well-qualified for appointment for future Commission vacancies per Article XII Section (C) of the Commission's Operations Policy.

Ayes: Bayeva, Gage, Micik, Steele, Tilak, Upton.

Noes: None.

Abstain: None.

Vote: 6-0.

Motion passed.

Public Comment: None.

Executive Director Doran requested the order of the agenda be modified by moving Item 8 - Guest Presentation – Democracy Dollars Outreach Strategy Report to Item 7 as a courtesy to guest speakers.

Chair Upton announced a meeting break at 8:20 p.m.

The meeting was called back to order at 8:28 p.m.

### **7. Guest Presentation – Democracy Dollars Outreach Strategy Report**

Guests Laura Woods, Peter Zahn, and Anna Corning of [Local Policy Lab \(LPL\)](#), presented a summary of their report with recommendations for the outreach strategy for a successful Democracy Dollars program rollout in 2028.

Public Comment: Gene Hazzard; Ralph Kanz.

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## DRAFT

### 8. Case Closure Plan.

PEC staff are working to close cases according to a seven-point rubric to address a severe complaint backlog. Enforcement Chief Tovah Ackerman presented, and the Commission discussed, staff's recommendation to close the following case:

- In the Matter of Moore for Oakland City Council At-Large 2016 (PEC #19-12). Staff recommends that the Commission close PEC Case No. 19-12 with no further action.

Tilak moved, and Bayeva seconded, to adopt staff's recommendation.

Ayes: Bayeva, Gage, Micik, Steele, Tilak, Upton.

Noes: None.

Abstain: None.

Vote: 6-0.

Motion passed.

Public Comment: None.

## INFORMATION/DISCUSSION ITEMS

### 9. Enforcement Report.

Enforcement Chief Tovah Ackerman reported on, and Commissioners discussed, a summary of the Commission's enforcement process, caseload, enforcement-related litigation, and case closures or dismissals.

Public Comment: Gene Hazzard.

### 10. Executive Director Report.

Executive Director Suzanne Doran announced Mr. Killings' appointment as Ethics Analyst III. She also provided updates and the Commission discussed overall PEC priorities and activities for the upcoming year.

Public Comment: Gene Hazzard.

### 11. Reports on Subcommittees and Commissioner Assignments.

The two Subcommittees, Democracy Dollars Engagement Ad Hoc Subcommittee and Commissioner

# Item 04 - Draft Regular Meeting Minutes 01-21-26

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## DRAFT

Recruitment and Selection of Finalists for Interviews Ad Hoc Subcommittee, have ended and submitted their Termination Reports.

Chair Upton initiated a discussion of Commissioner interest in potential ad hoc subcommittees in 2026 including: 1) an ad hoc subcommittee to consider transparency-focused process and policy improvements, which could include the Sunshine Act, the PEC's public records request mediation program, and meetings with guest speakers for input; and 2) an ad hoc subcommittee to consider recommendations for Charter reform in areas of PEC-jurisdiction in anticipation opportunities to provide input on the Mayor's Charter Reform Task Force recommendations and a potential ballot measure in 2026.

Executive Director Doran provided an overview, and the Commission discussed the PEC's operating policies and public meeting requirements relating to Ad Hoc Subcommittees.

Deputy City Attorney Oliver Luby answered clarifying questions and confirmed that the PEC's operation policies with respect to ad hoc subcommittees are consistent with Brown Act requirements for public meetings.

Public Comment: None.

### **12. Future Meeting Business.**

None.

Public Comment: None.

The meeting adjourned at 10:12 pm.

# Item 05 - Oakland City Council Salary Adjustment



Francis Upton IV, Chair  
 Karun Tilak, Vice Chair  
 Luke Apfeld  
 Tanya Bayeva  
 L. Lawrence Brandon  
 Angi Fisher  
 Ryan Micik

Suzanne Doran, Executive Director

**TO:** Public Ethics Commission  
**FROM:** Suzanne Doran, Executive Director  
**DATE:** March 5, 2026  
**RE:** City Council Salary Adjustment as Required by City Charter Section 202, for the March 18, 2026, Regular PEC Meeting

Every two years, the Public Ethics Commission (PEC or Commission) is responsible for adjusting the City Councilmember salary level based on the increase in the Consumer Price Index (CPI) for the preceding two years. This memo explains the rules the Commission must follow in adjusting the salary for the office of Councilmember and provides a staff recommendation for the biennial salary increase consistent with these rules.

### Background

Oakland City Charter Section 202, as amended in 2022<sup>i</sup>, requires the Commission “adjust the salary for the office of Councilmember by the increase in the Consumer Price Index over the preceding two years, up to a total of five percent.” If the increase over the preceding two years is greater than five percent, the Commission has the discretion to “adjust the salary for the office of Councilmember by an amount not exceeding five percent for each year, but not more than the total CPI per year.”

The Commission last adjusted the salary for City Councilmembers by five percent in 2024, resulting in a PEC-adjusted annual salary of **\$108,802.91**. This annual salary amount is applied across 26 bi-weekly pay periods in the City of Oakland’s financial software system, but the actual salary is **\$108,802.98** due to numerical rounding in the system.<sup>ii</sup> The table to the right shows salary increases approved by the Commission from 2004 through 2024.<sup>iii</sup>

Year	CPI Change (%)	PEC- Authorized Increase (%)	Adjusted Annual Salary
2024	7.5	5.0	108,802.91
2022	6.3	6.3	103,621.82
2020	7.1	7.1	97,480.55
2018	6.6	6.6	91,018.25
2016	4.7	4.7	85,382.97
2014	2.4	2.4	81,550.11
2013	2.4	2.4	79,638.78
2012	2.1	2.1	77,772.25
2011	2.8	2.8	76,172.62
2010	1.7	1.7	74,097.88
2009	0.8	0.8	72,859.28
2008	2.9	2.9	72,281.04
2007	3.3	5.0	70,243.94
2006	3.2	4.0	66,899.04
2005	2.1	2.1	64,326.08
2004	--	5.0	63,003.94

Payroll adjustments must be included in the citywide salary schedule adopted by City Council and take effect on the first payroll period after the beginning of the new fiscal year, which begins July 1.

### Minimum Salary Adjustment Mandated by City Charter

# Item 05 - Oakland City Council Salary Adjustment

The Commission is required to adjust the annual salary according to the change in the Consumer Price Index (CPI) for the preceding two years. According to U.S. Bureau of Labor Statistics data, the Consumer Price Index for All Urban Consumers (CPI-U) in the San Francisco-Oakland-Hayward area rose 5.4 percent from December 2023 to December 2025.<sup>iv</sup> Since the two-year increase exceeds five percent, the Charter requires that the annual salary for City Councilmembers be increased by at least five percent, which would result in an adjusted annual salary of **\$114,243.13**. However, to avoid rounding errors, the monthly rate is what will be reflected in the City’s upcoming salary ordinance amendment for inclusion in the updated salary schedule report.

	Monthly	Annual
<b>Council member salary 2026</b>	\$9,066.92	\$108,802.98
<b>5.0% increase</b>	<b>\$9,520.26</b>	<b>\$114,243.13</b>

## Additional Salary Increase Option

When the total CPI change over the prior two years exceeds five percent, the Commission has discretion to increase the City Councilmember salary by up to five percent for each of those two years, but not more than the total CPI increase per year. Because the CPI increase exceeded five percent in this two-year period, the Commission may award a salary increase above five percent.

The CPI rose 2.4 percent between December 2023 and December 2024 and rose 3.0 percent between December 2024 and December 2025. Since neither annual increase exceeded five percent, the Commission has the discretion to award an increase up to the total CPI increase for each year, which would result in an increase of 5.4 percent and an adjusted annual salary of **\$114,678.34**.

	Monthly	Annual
<b>Council member salary 2026</b>	\$9,066.92	\$108,802.98
<b>5.4% increase</b>	<b>\$9,556.53</b>	<b>\$114,678.34</b>

As shown in the table on page one, PEC-authorized salary adjustments generally match inflation with few exceptions. Earlier adjustments above the CPI change cited parity with across-the-board salary increases negotiated for non-sworn City employees as a factor. Since the 2024 City Council salary adjustment, non-sworn represented employees and most City of Oakland department heads received a salary increase of two percent effective March 1, 2025. No negotiated salary increases for 2026 or 2027 had been agreed upon for non-sworn employees at the time of writing as the contracts will expire on June 30, 2026, and the City is presently entering bargaining with all unions.

## Staff Recommendation

Staff recommend the Commission adopt a resolution with *one* of the two options below at its **March 18, 2026**, meeting:

# Item 05 - Oakland City Council Salary Adjustment

Staff Memo - City Council Salary Adjustment – March 5, 2026

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**Option A** provides for a salary increase of 5.0 percent. This amount represents the minimum amount by which the Commission is required to adjust City Councilmember salaries under City Charter Section 202(c) when the increase in the Consumer Price Index exceeds five percent in the prior two years. This amount would bring Councilmembers' total annual salary to **\$114,243.13**, as represented by the salary rate of **\$9,520.26** per month.

**OR**

**Option B** provides for a salary increase of 5.4 percent. The 5.4 percent adjustment corresponds to the sum of the per year CPI increase in each year. The 5.4 percent adjustment is the maximum increase that the Commission may adopt under City Charter Section 202(c). This amount would bring Councilmembers' total annual salary to **\$114,678.34**, as represented by the salary rate of **\$9,556.53** per month.

Following Commission approval, Commission staff will finalize and transmit the salary adjustment resolution to the City Administrator, the Department of Human Resources (to amend the salary ordinance), and the Treasury Division - Payroll (to implement the increase).

Attachments: Draft resolution option A  
Draft resolution option B

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<sup>i</sup> Until 2014, PEC-authorized increases were determined annually. In 2014, the Charter was amended to set the salary every other year. The Commission was permitted to adjust the salary beyond the CPI increase up to a total of five percent per year at its discretion, and any increase over five percent had to be approved by the voters. In 2022, the salary adjustment formula was amended by Measure X to the current two-year formula.

<sup>ii</sup> As of February 2026, Councilmembers receive an actual annual salary of \$108,802.98. Actual salary amounts may vary slightly from the authorized annual salary due to standard payroll system calculation and rounding when annual amounts are applied across pay periods in the City of Oakland's financial software system. Salary data provided by Anjali Saxena, Payroll Manager, Finance Department. January 29, 2026.

<sup>iii</sup> This table reflects data from PEC staff reports and PEC-authorized salaries.

<sup>iv</sup> U.S. Bureau of Labor Statistics. San Francisco-Oakland-Hayward, CA Consumer Price Index. December 2023 – December 2025. Data retrieved January 28, 2026 from <https://data.bls.gov/timeseries/CUURS49BSA0>. Inflation formula:  $(CPI2 - CPI1) / CPI1 \times 100 = \_\_\%$

# Item 05 - Oakland City Council Salary Adjustment

**CITY OF OAKLAND**  
**Public Ethics Commission**



**RESOLUTION NO. 26-01**  
**Proposed 3-18-26**

## **RESOLUTION AUTHORIZING A SALARY INCREASE OF FIVE PERCENT (5%) FOR THE OFFICE OF COUNCILMEMBER PURSUANT TO OAKLAND CITY CHARTER SECTION 202**

By action of the Oakland Public Ethics Commission:

**WHEREAS**, Oakland City Charter Section 202 requires the Public Ethics Commission (Commission) to adjust the salary for the office of Councilmember every other year by the increase in the consumer price index over the preceding two years, up to a total of five percent. If the increase in the consumer price index over the preceding two years exceeds five percent, the City Charter permits the Commission to adjust the salary for the office of Councilmember by an amount not exceeding five percent for each year, but not more than the total CPI per year; and

**WHEREAS**, the Commission-authorized annual salary for Oakland City Councilmembers is \$108,802.91, effective July 2024; and

**WHEREAS**, the consumer price index in the San Francisco-Oakland-Hayward area increased by a total of 5.4 percent between December 2023 and December 2025; and

**WHEREAS**, the Commission wishes to authorize the minimum five percent salary adjustment mandated by the City Charter and does not seek to exercise the discretionary additional salary increase option;

**Now, therefore, be it:**

**RESOLVED**, that the Commission does hereby authorize a salary increase of five percent (5%) for the office of Councilmember as mandated by City Charter Section 202, for a total annual salary of **\$114,243.13**, as represented by the salary rate of **\$9,520.26** per month, effective as of the first payroll period of Fiscal Year 2026-2027; and

**FURTHER RESOLVED**, that the Commission does not authorize any additional salary increase beyond that required by the Oakland City Charter for the purpose of this bi-annual salary adjustment for the office of Councilmember.

Item 05 - Oakland City Council Salary Adjustment

CITY OF OAKLAND  
Public Ethics Commission



RESOLUTION NO. 26-01  
Proposed 3-18-26

CERTIFICATION RE: APPROVAL OF RESOLUTION

The foregoing Resolution was presented for approval at a duly noticed meeting of the City of Oakland Public Ethics Commission held on March 18, 2026, where a quorum of the membership of the Commission was present. The Commission approved the resolution by a vote of 7 to 0.

AYES: APFELD, BAYEVA, BRANDON, FISHER, MICIK, TILAK, AND CHAIR UPTON IV  
NOES: None  
ABSTAIN: None  
ABSENT: None

I hereby certify that the foregoing is true and correct.

\_\_\_\_\_  
Suzanne Doran, Executive Director  
Oakland Public Ethics Commission

\_\_\_\_\_  
Date

DRAFT RESOLUTION A

# Item 05 - Oakland City Council Salary Adjustment

**CITY OF OAKLAND**  
**Public Ethics Commission**



**RESOLUTION NO. 26-01**  
**Proposed 3-18-26**

## **RESOLUTION AUTHORIZING A SALARY INCREASE OF 5.4 PERCENT (5.4%) FOR THE OFFICE OF COUNCILMEMBER PURSUANT TO OAKLAND CITY CHARTER SECTION 202**

By action of the Oakland Public Ethics Commission:

**WHEREAS**, Oakland City Charter Section 202 requires the Public Ethics Commission (Commission) to adjust the salary for the office of Councilmember every other year by the increase in the consumer price index over the preceding two years, up to a total of five percent. If the increase in the consumer price index over the preceding two years exceeds five percent, the City Charter permits the Commission to adjust the salary for the office of Councilmember by an amount not exceeding five percent for each year, but not more than the total CPI per year; and

**WHEREAS**, the Commission-authorized annual salary for Oakland City Councilmembers is \$108,802.98, effective July 2024; and

**WHEREAS**, the consumer price index in the San Francisco-Oakland-Hayward area increased by a total of 5.4 percent between December 2023 and December 2025; and

**WHEREAS**, the Commission wishes to authorize the maximum 5.4 percent salary adjustment allowed by the City Charter;

**Now, therefore be it:**

**RESOLVED**, that the Commission does hereby authorize a salary increase of 5.4 percent (5.4%) for the office of Councilmember as authorized by City Charter Section 202, for a total annual salary of **\$114,678.34**, as represented by the salary rate of **\$9,556.53** per month, effective as of the first payroll period of Fiscal Year 2026-2027.

# Item 05 - Oakland City Council Salary Adjustment

**CITY OF OAKLAND**  
**Public Ethics Commission**



**RESOLUTION NO. 26-01**  
**Proposed 3-18-26**

## CERTIFICATION RE: APPROVAL OF RESOLUTION

The foregoing Resolution was presented for approval at a duly noticed meeting of the City of Oakland Public Ethics Commission held on March 18, 2026, where a quorum of the membership of the Commission was present. The Commission approved the resolution by a vote of 7 to 0.

AYES: APFELD, BAYEVA, BRANDON, FISHER, MICIK, TILAK, AND CHAIR UPTON IV  
NOES: None  
ABSTAIN: None  
ABSENT: None

I hereby certify that the foregoing is true and correct.

\_\_\_\_\_  
Suzanne Doran, Executive Director  
Oakland Public Ethics Commission

\_\_\_\_\_  
Date

DRAFT RESOLUTION B

# Item 06 - City Attorney and City Auditor Salary Adjustment Process

## ARTICLE IV - CITY OFFICERS

**Section 400. Designation as Officer.** In addition to the Councilmembers and the Mayor, the officers of the City shall be the City Administrator, the City Attorney, the City Clerk, the City Auditor, and such department heads, members of boards or commissions and executive officers of such boards and commissions as may be so designated by ordinance. The City Administrator may be hired by contract, for a term not to exceed four (4) years, but no such contract shall prevent the Mayor from removing the City Administrator from office at any time.

(Amended by: Stats. November 1988, November 1998 and March 2004.)

**Section 401(1). City Attorney.** The City Attorney shall be nominated and elected in the same manner and at the same election as the Councilmember-at-large. The salary of the elected City Attorney shall be set every two (2) years by the Public Ethics Commission to provide for competitive compensation and equitable alignment and, taking into account the top of the range for the highest paid professional employee in the Office of the City Attorney and salaries for other City department heads, and shall be comparable to the salaries of City Attorneys and other comparable positions, such as County Counsel or Port Attorney, in California cities, counties and agencies selected by the Commission. The City Attorney's salary may not be reduced during the City Attorney's term of office except as part of a general reduction of salaries of all officers and employees in the same amount or proportion.

(Amended by: Stats. November 1988, November 1998, March 2002 and March 2004.)

(Res. No. 90347, § 2, 7-9-2024; Res. No. 89317, 7-11-2022)

**Section 401(2). Qualifications, the City Attorney.** No person shall be eligible for or continue to hold the Office of City Attorney, either by election or appointment, unless they are a citizen of the United States, a qualified elector and resident for at least thirty (30) days of the City or a territory lawfully annexed or consolidated, licensed to practice law in all courts of the State of California and so licensed for at least ten (10) years preceding their election.

(Amend by: Stats. November 1988, November 1998 and March 2002.)

(Res. No. 89280, 6-21-2022)

**Section 401(3). Term of Office, the City Attorney.** The City Attorney shall be elected to a term of four (4) years beginning at 11:00 a.m. on the Monday following January 1 following the City Attorney's election.

(Amended by: Stats. November 1988, November 1998 and March 2002.)

(Res. No. 89280, 6-21-2022)

## Item 06 - City Attorney and City Auditor Salary Adjustment Process

**Section 401(4). Vacancy, Filling of.** Upon the declaration of vacancy in the Office of the City Attorney, the Office of the City Attorney shall be filled by appointment by the majority vote of the members of the Council; provided, that if the Council shall fail to fill a vacancy by appointment within sixty (60) days after such office shall become vacant, the City Council shall cause an election to be held to fill such vacancy pursuant to the manner and method as provided for in Article II, Section 205 of the Charter. An appointee or the person elected to the Office of City Attorney for the balance of an unexpired term shall hold office until the next general election for the Office of the City Attorney.

**(Amended by: Stats. November 1988, November 1998 and March 2002.)**

**Section 401(5). Vacancy, What Constitutes.** The Office of City Attorney shall be declared vacant by the Council when the person elected or appointed thereto fails to qualify within ten (10) days after their term is to begin, dies, resigns, ceases to be a resident of the City or is absent continuously from the City for a period of more than thirty (30) days without permission from the Council, is absent from any ten (10) consecutive regular meetings except on account of own illness or when absent from the City by permission of the Council, is convicted of a felony, is judicially determined to be an incompetent, is permanently so disabled as to be unable to perform the duties of the office, forfeits the office under any provision of this Charter, or is removed from office by judicial procedure. A finding of disability shall require the affirmative vote of at least six (6) members of the Council after considering competent medical evidence bearing on the physical or mental capability of the City Attorney.

**(Amended by: Stats. November 1988, November 1998 and March 2002.)**

**(Res. No. 89280, 6-21-2022)**

**Section 401(6). Powers of the City Attorney.** The City Attorney shall serve as counsel to the Mayor, City Council, and each and every department of the City, except departments specifically enumerated by this Charter as an independent department of the City, in their official capacities pursuant to state law and the Charter, and as counsel, shall assert and maintain the attorney-client privilege pursuant to state law. The City Attorney shall advise all officers, boards, commissions, and other agencies of the City on legal matters referred to the City Attorney and shall render written legal opinions when the same are requested in writing by the Mayor or a member of the Council or the City Administrator or any other officer, board or commission of the City. The City Attorney shall draft such ordinances, resolutions, contracts and other legal documents as directed by the Council or requested by the Mayor or City Administrator or any official board or commission of the City. The City Attorney shall act as Counsel in behalf of the City or any of its officers, boards, commissions, or other agencies in litigation involving any of them in their official capacity. The City Attorney may, whenever a cause of action exists in favor of the City, commence legal proceedings, subject to ratification by the City Council, when such action is within the knowledge of the City Attorney, or, the City Attorney shall commence legal proceedings when directed by the City Council. The City Attorney shall pass on the form and legality of all contracts of the City before the same are executed. The City Attorney shall not

## Item 06 - City Attorney and City Auditor Salary Adjustment Process

settle or dismiss any litigation brought for the City nor settle any litigation brought against the City which may be under the City Attorney's control unless upon the City Attorney's written recommendation the City Attorney is authorized to do so by the Council. The City Attorney shall administer the office of City Attorney, and shall have the power to appoint, discipline and remove all officers and employees of the office subject to the provisions of Article IX of the Charter. The Council may empower the City Attorney, at the City Attorney's request and without regard to the provisions of Article IX, to employ special legal counsel, and the City Attorney shall have the power to appoint appraisers, engineers and other technical and expert services necessary for the handling of any pending or proposed litigation, proceeding or other legal matter. Upon the City Attorneys recommendation and the approval of the Council, when the City Attorney has a conflict of interest in litigation involving another office of the City in the City Attorney's official capacity, such other officer may retain special legal counsel at City expense.

**(Amended by: Stats. November 1988, November 1998, March 2002 and March 2004.)**

**(Res. No. 89280, 6-21-2022)**

**Section 401(7). Endorsements, Campaigns, Campaign Contributions.** During the City Attorney's tenure, the City Attorney shall not make or solicit contributions to, publicly endorse or urge the endorsement of or otherwise participate in a campaign for a candidate for City elective office, other than for the City Attorney, or of a City ballot measure, or be an officer, director or employee of or hold a policy decision-making position in an organization that makes political endorsements regarding candidates for City elective office.

**(Res. No. 89280, 6-21-2022)**

**Section 402. City Clerk.** The City Clerk shall be appointed or discharged by the City Administrator subject to confirmation by the Council. The City Clerk shall be the Clerk of the Council and keep an accurate public record of all ordinances, resolutions and motions, shall have custody of the official seal and all official records committed to the City Clerk's care, make affidavits and administer oaths without charge in matters affecting the business of the City, conduct elections, and perform the other duties of a City Clerk under general law where not inconsistent with this Charter or the ordinances of the City.

**(Amended by: Stats. November 1988 and March 2004)**

**(Res. No. 89280, 6-21-2022)**

**Section 403(1). City Auditor.** The City Auditor shall be nominated and elected in the same manner, for the same term, and at the same election, as the Mayor. To be eligible for the office a person must be a qualified elector of the State of California, and shall be a resident of the City at the time of filing nomination papers and for thirty (30) days immediately preceding the date of filing, and shall be certified by the California State Board of Accountancy as a Certified Public Accountant or by the Institute of Internal Auditors as a Certified Internal Auditor, and shall have a minimum of three (3) years of public sector experience in auditing, policy analysis, performance evaluation, investigative oversight, and/or accountancy, or equivalent

## Item 06 - City Attorney and City Auditor Salary Adjustment Process

private sector experience. The salary of the City Auditor shall be set every two (2) years by the Public Ethics Commission, to provide for competitive compensation and equitable alignment and, taking into account the top of the range for the highest paid professional employee in the Office of the City Auditor and salaries for other City department heads, and shall be comparable to the salaries of public sector auditor positions in California cities and counties selected by the Commission. The City Auditor's salary may not be reduced during the City Auditor's term of office, except as a part of a general reduction of salaries for all officers and employees in the same amount or proportion.

**(Amended by: Stats. November 1979, November 1996 and March 2004)**

**(Res. No. 90347, § 3, 7-9-2024; Res. No. 89317, 7-11-2022; Res. No. 89280, 6-21-2022)**

**Section 403(2). Vacancy, What Constitutes.** The Office of City Auditor shall be declared vacant by the Council when the person elected or appointed thereto fails to qualify within ten (10) days after their term is to begin, dies, resigns, ceases to be a resident of the City or is absent from the City for a period of more than sixty (60) days without permission from the Council, is convicted of a felony, is judicially determined to be an incompetent, is permanently so disabled as to be unable to perform the duties of the office, forfeits the office under any provision of this Charter, or is removed from office by judicial procedure. A finding of disability shall require the affirmative vote of at least six (6) members of the Council after considering competent medical evidence bearing on the physical or mental capability of the City Auditor. Filing to run for the office of Mayor, Councilmember or City Attorney shall constitute a resignation from the office of City Auditor, effective on the date of filing.

**(Res. No. 89317, 7-11-2022)**

**Section 403(3). Vacancy, Filling of.** For all vacancies occurring in the Office of City Auditor the City Council shall cause an election to be held to fill such vacancy pursuant to the manner and method as provided for in Article II, Section 205 of the Charter.

**(Res. No. 89317, 7-11-2022)**

**Section 403(4). Powers of the City Auditor.** The City Auditor, notwithstanding any other provision of this Charter, shall have the power and it shall be the City Auditor's duty to audit the books, accounts, money and securities of all bureaus, departments, offices, agencies, including the Port Department, boards, commissions, and programs of the City, and such other matters as the Council may request; to report to the Council periodically the results of such audits and to advise and make recommendations to the City Administrator. The City Auditor shall report to the Council instances of noncompliance with accepted accounting principles where recommendations for compliance have not been implemented by the City Administrator after reasonable time and opportunity. The City Auditor shall conduct audits in accordance with Government Auditing Standards as issued by the U.S. Comptroller General.

## Item 06 - City Attorney and City Auditor Salary Adjustment Process

The City Auditor shall conduct surveys, reviews, performance audits and financial audits as the Auditor deems to be in the best public interest or as requested by the Council or Mayor. For these purposes the public interest shall include, but not be limited to:

- (1) Reviewing and appraising the soundness, adequacy and application of accounting, functional, and operating controls and reliability and timeliness of accounting and other data generated within the organization.
- (2) Evaluating the City's internal controls to ensure that the City's assets and resources are reasonably safeguarded from fraud, waste, and mismanagement.
- (3) Ascertaining compliance with Council's resolutions and policies and the Mayor's Administrative Instructions and Directives, as well as applicable State and Federal laws and regulations.
- (4) Providing assistance to City Departments to enhance the effectiveness, efficiency and economy of their operations.
- (5) Preparing an impartial financial analysis of all ballot measures, pursuant to the provisions of the Municipal Code.
- (6) Preparing impartial financial analyses of proposed major expenditures prior to the approval of such expenditures. These analyses will be for informational purposes only and will include, but not be limited to, proposals, contracts, ventures, programs and construction projects. The proposed major expenditures selected for these financial analyses will be based on requests from Mayor/Council and/or deemed to be prudently advisable in the objective and professional judgment of the City Auditor.
- (7) Responding to Council and Mayor requests for audits and reviews.
- (8) Submitting, at a public meeting of the full City Council, a semi-annual report to the Council and public on the extent of implementation of recommendations for corrective actions made in the City Auditor's reports.
- (9) Conducting periodic performance audits of each department as specified in the City budget in order to help improve government performance.
- (10) Reviewing City departments, offices, agencies, boards, commissions, and bureaus to analyze if they are managing, safeguarding and using public resources, including public funds, personnel, property, equipment and space, economically, efficiently, equitably, and effectively.
- (11) Analyzing City programs, activities, services, functions, or policies as to effectiveness and cost-effectiveness, including the identification of any causes of inefficiencies.
- (12)

## Item 06 - City Attorney and City Auditor Salary Adjustment Process

Reviewing and recommending to the City Administrator management adjustments in operating and administrative procedures and practices, systems and accounting internal control systems and internal management controls.

- (13) Analyzing allegations of fraud, waste, abuse or illegal acts that require further investigation to substantiate.
- (14) Publishing an annual report summarizing recent audits and recommendations.
- (15) Responding to requests from the City Administrator to provide recommendations on how to make City departments and services more effective and customer-service oriented.
- (16) Preparing an annual workplan including planned audits for the year. The City Auditor shall publish such workplan in August of each year.

The City Auditor shall have access to inspect all records, property, equipment, and facilities within the City's jurisdiction.

Effective July 2023, the budget for the Office of the City Auditor shall be sufficient to hire at least fourteen full-time equivalent ("FTE") employees of relevant classifications. The minimum staffing budget set-aside may be suspended, for a fiscal year or a two-year budget cycle, upon a finding in the budget resolution that the City is facing an extreme fiscal necessity, as defined by City Council resolution or ordinance.

Restrictions on Running for Public Office. Filing for an elective office over which the City Auditor has audit jurisdiction will be the same as resignation, effective on the date of filing.

Endorsements, Campaigns, Campaign Contributions. During the City Auditor's tenure, the City Auditor shall not make or solicit contributions to, publicly endorse or urge the endorsement of or otherwise participate in a campaign for a candidate for City elective office, other than for the City Auditor, or of a City ballot measure, or be an officer, director or employee of or hold a policy decision-making position in an organization that makes political endorsements regarding candidates for City elective office.

The City Auditor shall be represented in all legal matters by the City Attorney except as provided otherwise in Section 401.

**(Res. No. 89317, 7-11-2022)**

**Section 404. Board of Education.** (a) The Board of Education shall consist of ten District School Directors. Seven District School Directors shall be nominated and elected by the qualified electors of their respective districts for a term of four years. The elected District School Directors shall be elected at the times and in the manner in this Charter provided for members of the Council and shall be required to have the same qualifications. The elected School Directors' Districts shall have the same boundaries as the seven Council Districts. Three School District Directors shall be appointed by the Mayor for two-year terms commencing on May 1, 2000. The appointed Directors shall be residents of the City of Oakland and shall have the same powers and duties as elected Directors.

# Item 07 - In the Matter of the Oakland Public Ethics Commission (PEC #25-27)



Francis Upton IV, Chair  
Karun Tilak, Vice Chair  
Luke Apfeld  
Tanya Bayeva  
L. Lawrence Brandon  
Angi Fisher  
Ryan Micik

Suzanne Doran, Executive Director

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**TO:** Public Ethics Commission  
**FROM:** Tovah Ackerman, Enforcement Chief  
**DATE:** March 6, 2026  
**RE:** Case No. 25-27; In the Matter of the Oakland Public Ethics Commission prepared for the March 18, 2026 Commission meeting.

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**Requested Commission Action:** Approve recommendation to close PEC No. 25-27 with no action (administrative closure after issuance of referral notice).

## FACTS AS STATED IN COMPLAINT

On October 9, 2025, the PEC received a formal complaint submission from Gene Hazzard. The complaint, which was assigned PEC No. 25-27 at intake, alleges that PEC staff did not follow applicable procedures and/or otherwise acted improperly in connection with PEC staff's Intake/Preliminary Review dismissal of PEC No. 25-20. The complainant contends that the PEC staff dismissal of PEC No. 25-20 constituted a "final enforcement action" under City Charter article VI, section 603(f)(2) and therefore required approval by an affirmative vote of at least four members of the Commission.

PEC No. 25-20 (the underlying matter referenced in the PEC No. 25-27 complaint) involved a formal complaint alleging that the City Attorney unlawfully altered ballot label language for Ordinance 13833 (Measure A) by inserting the parenthetical "(sales)" after City Council approval. The complainant asserts that, because PEC staff conducted what he characterizes as substantive review and then dismissed PEC No. 25-20, the dismissal should be treated as a Commission-level "dismissal of a case" requiring Commission approval pursuant to City Charter § 603(f)(2), and that PEC staff's action was therefore procedurally improper.

## ADDITIONAL INFORMATION GATHERED BY STAFF

During Intake/Preliminary Review, PEC staff determined that PEC No. 25-27 is a complaint made against PEC staff arising from PEC staff's handling of PEC No. 25-20 at preliminary review. In light of that posture, PEC staff proceeded under the PEC's established referral process under PEC Mediation and Complaint Procedures § IV(A)(4) for complaints made against the Commission, Commission members, or Commission staff.

250 FRANK H. OGAWA PLAZA (DALZIEL BLDG.), SUITE 6303, OAKLAND, CA 94612  
TEL: (510) 238-3593 | ETHICSCOMMISSION@OAKLANDCA.GOV

# Item 07 - In the Matter of the Oakland Public Ethics Commission (PEC #25-27)

RE: CASE NO. 25-27; IN THE MATTER OF THE OAKLAND PUBLIC ETHICS COMMISSION

P. 2

Consistent with that process, PEC staff provided the complainant with a referral notice directing the complainant to submit any complaint and supporting materials to the San Francisco Ethics Commission, and advised the complainant to include a copy of the PEC's referral notice with any submission. The referral notice also informed the complainant of the right to pursue any claims through civil action.

## **APPLICABLE LAWS AND ANALYSIS**

PEC Mediation and Complaint Procedures § IV(A)(4) ("Complaints Against the Public Ethics Commission") governs the PEC's process when a complaint is made against the Commission, Commission members, or Commission staff. PEC Mediation and Complaint Procedures § IV(A)(4) directs PEC staff, within 90 days of receiving such a complaint, to respond to the complainant with the name and address of entities with concurrent or overlapping jurisdiction and to inform the complainant of the right to file a civil action.<sup>1</sup>

PEC Mediation and Complaint Procedures § IV(A)(4) further provides: "In most instances, the Commission will close the complaint." The Procedures also note a limited exception: where a single respondent Commissioner or PEC staff member can be fully walled off from the investigation and approval process, the Commission may continue adjudicating the complaint in addition to making a referral to an alternate entity.

Here, PEC No. 25-27 is directed at PEC staff conduct in connection with the Intake/Preliminary Review dismissal of PEC No. 25-20. Because the alleged respondent is "PEC staff," the PEC Mediation and Complaint Procedures § IV(A)(4) exception (allowing continued adjudication where a single respondent can be fully walled off) is not applicable. Accordingly, consistent with PEC Mediation and Complaint Procedures § IV(A)(4), PEC staff does not/will not open an investigation and is submitting PEC No. 25-27 to the Commission for approval of administrative closure with no further action. For reference, the complaint in PEC No. 25-27 was received October 9, 2025 (as previously noted); PEC staff provided the referral notice to the complainant on November 25, 2025, within the 90-day window under PEC Mediation and Complaint Procedures § IV(A)(4).

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<sup>1</sup>Specifically, under PEC Mediation and Complaint Procedures § IV(A)(4), when "a complaint is made against the Commission, Commission members, or Commission staff," PEC staff responds by providing the complainant with the name and address of entities that have concurrent or overlapping jurisdiction and by informing the complainant of the right to file a civil action. See [PEC Mediation and Complaint Procedures § IV\(A\)\(4\)](#): "Complaints Against the Public Ethics Commission. Within 90 days of receiving a complaint against the Commission, Commission members, or Commission staff, Commission staff will reply to the complainant with the name and address of the entities that have concurrent or overlapping jurisdiction and inform the complainant that they have the right to file a civil action. In most instances, the Commission will close the complaint. However, where a single respondent Commissioner or staff can be walled off entirely from the investigation and approval process, the Commission may continue adjudicating the complaint, in addition to making a referral to an alternate entity."

# Item 07 - In the Matter of the Oakland Public Ethics Commission (PEC #25-27)

RE: CASE NO. 25-27; IN THE MATTER OF THE OAKLAND PUBLIC ETHICS COMMISSION

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## **RECOMMENDATION**

PEC staff has issued the required PEC Mediation and Complaint Procedures § IV(A)(4) referral notice within 90 days of the receipt of the complaint and also informed the complainant of the right to pursue civil remedies. The referral is an administrative step and does not constitute a determination by the PEC on the merits of the allegations. **Consistent with PEC Mediation and Complaint Procedures § IV(A)(4)'s statement that, "In most instances, the Commission will close the complaint," PEC staff recommends that the Commission close PEC No. 25-27 with no action.**

# Item 08 - In the Matter of Tovah Ackerman, Enforcement Chief (PEC #26-01)



Francis Upton IV, Chair  
Karun Tilak, Vice Chair  
Luke Apfeld  
Tanya Bayeva  
L. Lawrence Brandon  
Angi Fisher  
Ryan Micik

Suzanne Doran, Executive Director

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**TO:** Public Ethics Commission  
**FROM:** Tovah Ackerman, Enforcement Chief  
**DATE:** March 6, 2026  
**RE:** Case No. 26-01; In the Matter of Tovah Ackerman, Enforcement Chief, prepared for the March 18, 2026 Commission meeting.

---

**Requested Commission Action:** Approve recommendation to close PEC No. 26-01 with no action (administrative closure after issuance of referral notice).

## FACTS AS STATED IN COMPLAINT

On January 7, 2026, the PEC received a formal complaint submission from Gene Hazzard. The complaint, which was assigned PEC No. 26-01 at intake, alleges that PEC staff did not follow applicable procedures and/or otherwise acted improperly in connection with PEC staff's Intake/Preliminary Review dismissals of PEC Nos. 25-30 and 25-33. The complainant's PEC No. 26-01 submission references the City Charter, the Ralph M. Brown Act, and the Sunshine Ordinance.

The dismissals referenced in the PEC No. 26-01 complaint relate to prior complaints filed by the same complainant regarding City Council meeting procedure and open meetings compliance, including:

1. Meeting call authority and the scope of Special Meeting agendas and agenda additions (PEC No. 25-30); and
2. City Council tie vote/Mayor tie-break procedure and attempted suspensions of City Council Rules for File # 26-0028 (PEC No. 25-33).

In substance, PEC No. 26-01 challenges the procedural propriety of PEC staff's Intake/Preliminary Review dismissals in PEC Nos. 25-30 and 25-33.

## ADDITIONAL INFORMATION GATHERED BY STAFF

During Intake/Preliminary Review, PEC staff determined that PEC No. 26-01 is a complaint made against PEC staff arising from PEC staff's Intake/Preliminary Review dismissals of PEC Nos. 25-30 and 25-33. In light of that posture, PEC staff proceeded under the PEC's established referral process under PEC Mediation and Complaint Procedures § IV(A)(4) for complaints made against the Commission, Commission members, or Commission staff.

250 FRANK H. OGAWA PLAZA (DALZIEL BLDG.), SUITE 6303, OAKLAND, CA 94612

TEL: (510) 238-3593 | ETHICSCOMMISSION@OAKLANDCA.GOV

# Item 08 - In the Matter of Tovah Ackerman, Enforcement Chief (PEC #26-01)

RE: CASE NO. 26-01; IN THE MATTER OF TOVAH ACKERMAN, ENFORCEMENT CHIEF

P. 2

Consistent with that process, PEC staff provided the complainant with a referral notice directing the complainant to submit any complaint and supporting materials to the San Francisco Ethics Commission<sup>1</sup>, and advised the complainant to include a copy of the PEC's referral notice with any submission. The referral notice also informed the complainant of the right to pursue any claims through a civil action and stated that the referral is an administrative step that does not constitute a determination by the PEC on the merits of the allegations.

## **APPLICABLE LAWS AND ANALYSIS**

PEC Mediation and Complaint Procedures § IV(A)(4) (“Complaints Against the Public Ethics Commission”) governs the PEC’s process when a complaint is made against the Commission, Commission members, or Commission staff. PEC Mediation and Complaint Procedures § IV(A)(4) directs PEC staff, within 90 days of receiving such a complaint, to respond to the complainant with the name and address of entities with concurrent or overlapping jurisdiction and to inform the complainant of the right to file a civil action.<sup>2</sup>

Commission will close the complaint.” The Procedures also note a limited exception: where a single respondent Commissioner or PEC staff member can be fully walled off from the investigation and approval process, the Commission may continue adjudicating the complaint in addition to making a referral to an alternate entity.

Here, PEC No. 26-01 is directed at PEC staff conduct in connection with Intake/Preliminary Review dismissals in PEC Nos. 25-30 and 25-33. PEC staff has issued the PEC Mediation and Complaint Procedures § IV(A)(4) referral response directing the complainant to an external entity and advising civil remedies. The referral step is administrative and does not constitute a determination by the PEC on the merits of the allegations. Because the alleged respondent is PEC staff, the PEC Mediation and Complaint Procedures § IV(A)(4) exception is not applicable. Accordingly, consistent with PEC

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<sup>1</sup> Specifically, instruction to provide any complaint submission to the San Francisco Ethics Commission to “ATTN: Director of Enforcement; 25 Van Ness Avenue, Suite 220, San Francisco, CA 94102; ethics.commission@sfgov.org”.

<sup>2</sup> Specifically, under PEC Mediation and Complaint Procedures § IV(A)(4), when “a complaint is made against the Commission, Commission members, or Commission staff,” PEC staff responds by providing the complainant with the name and address of entities that have concurrent or overlapping jurisdiction and by informing the complainant of the right to file a civil action. See [PEC Mediation and Complaint Procedures § IV\(A\)\(4\)](#): “Complaints Against the Public Ethics Commission. Within 90 days of receiving a complaint against the Commission, Commission members, or Commission staff, Commission staff will reply to the complainant with the name and address of the entities that have concurrent or overlapping jurisdiction and inform the complainant that they have the right to file a civil action. In most instances, the Commission will close the complaint. However, where a single respondent Commissioner or staff can be walled off entirely from the investigation and approval process, the Commission may continue adjudicating the complaint, in addition to making a referral to an alternate entity.”

## Item 08 - In the Matter of Tovah Ackerman, Enforcement Chief (PEC #26-01)

RE: CASE NO. 26-01; IN THE MATTER OF TOVAH ACKERMAN, ENFORCEMENT CHIEF

P. 3

Mediation and Complaint Procedures § IV(A)(4), PEC staff does not open an investigation and submits PEC No. 26-01 to the Commission for approval of administrative closure with no further action.

### **RECOMMENDATION**

PEC staff has issued the required PEC Mediation and Complaint Procedures § IV(A)(4) referral response and informed the complainant of the right to pursue civil remedies. The referral is an administrative step and does not constitute a determination by the PEC on the merits of the allegations. **Consistent with PEC Mediation and Complaint Procedures § IV(A)(4)'s statement that, "In most instances, the Commission will close the complaint," PEC staff recommends that the Commission close PEC No. 26-01 with no action.**

# Item 09 - Case Closure Plan



Francis Upton IV, Chair  
Karun Tilak, Vice Chair  
Luke Apfeld  
Tanya Bayeva  
L. Lawrence Brandon  
Angi Fisher  
Ryan Micik

Suzanne Doran, Executive Director

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**TO:** Public Ethics Commission  
**FROM:** Tovah Ackerman, Enforcement Chief  
**DATE:** March 6, 2026  
**RE:** Recommendations for Closures under the 2025 Complaint Backlog Strategy for the March 18, 2026, PEC Meeting

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**This memorandum** presents abbreviated summaries of proposed case closures under the Complaint Backlog Strategy plan. Enforcement Staff carefully assessed each case according to a seven-point rubric and recommend the Commission approve closure.

## Background

At the May 21, 2025, Commission meeting, Enforcement Staff presented a case closure plan based on a seven-point rubric to address a severe, longstanding complaint backlog and restore a functioning program with a sustainable caseload. (See [Enforcement Report re: Complaint Backlog Strategy for the May 21, 2025, Regular Meeting](#)).

The seven-point rubric used for assessing these cases for closure includes:

- Severity of the alleged violation;
- Impact of a Commission decision;
- Timing of alleged misconduct;
- Availability of a meaningful remedy;
- Level of investigative resources needed to substantiate a violation;
- Probability of substantiating allegations; and
- Availability of enforcement resources.

Under the Commission's [Mediation and Complaint Procedures](#), Commission staff may recommend closure of a complaint if it falls within the Commission's jurisdiction but there is reason to support

## CLOSURE RECOMMENDATIONS UNDER 2025 COMPLAINT BACKLOG STRATEGY – MARCH 6, 2026

closure. Unlike dismissals after preliminary review, which are within Staff's discretion, the Commission must take formal action in order to close these complaints.

### Staff Recommendation

Based on case analysis under the rubric criteria, Staff recommend the following case(s) to the Commission for closure as part of the 2025 Complaint Backlog Strategy:

1. ***Proposed Closure with No Action: In the Matter of Asha Reed et al. (PEC # 22-20).*** In November 2022, PEC staff received a formal complaint alleging that on August 12, 2022 City Clerk's Office staff manually adjusted and/or re-applied an official filing timestamp for Mayor's race nomination materials in a manner that made certain materials appear received before the 5:00PM deadline despite alleged after-hours receipt, resulting in an inaccurate filing record. Reaching an enforceable determination establishing any violation within the PEC's enforcement jurisdiction occurred, at this stage, would require a resource-intensive, technically detailed reconstruction despite increased staleness risk given the passage of time. In addition, although unsubstantiated, City Clerk personnel stated in interviews with prior PEC staff that the timestamp machine was experiencing problems that day and that any manual adjustment/re-stamping was undertaken to address those problems. PEC staff believe continued enforcement efforts would not be an efficient use of resources.

**Accordingly, PEC staff recommends that the Commission close PEC Case No. 22-20 with no further action.**

2. ***Proposed Closure with No Action: In the Matter of Unknown (PEC # 24-01).*** In February 2024, PEC staff initiated a proactive investigation against an unknown person or persons who were involved in Oakland's 2023 police chief hiring process and who leaked confidential information, including the names of the shortlisted candidates. Preliminary review investigation was performed by prior PEC staff, who were unable to find evidence tying the disclosure to a specific City official, employee, commissioner. Given the age of the event, the investigative burden of reconstructing access and communications, and the low likelihood of meeting the ordinance's elements without a respondent, continued enforcement is unlikely to produce a meaningful, enforceable sanction and would require diverting limited resources.

**Accordingly, PEC staff recommends that the Commission close PEC Case No. 24-01 with no further action.**

# Item 10 - Enforcement Program



Francis Upton IV, Chair  
Karun Tilak, Vice Chair  
Luke Apfeld  
Tanya Bayeva  
L. Lawrence Brandon  
Angi Fisher  
Ryan Micik

Suzanne Doran, Executive Director

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**TO:** Public Ethics Commission  
**FROM:** Tovah Ackerman, Enforcement Chief  
**DATE:** March 6, 2026  
**RE:** Enforcement Report for the March 18, 2026, Regular PEC Meeting

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**Since the** last Enforcement Program update submitted to the Commission on January 9, 2026, Commission staff received one formal (sworn) complaint. This brings the total Enforcement caseload to 37 open complaints and 69 active cases.

## Fine Collection

At the January 2026 Regular Meeting of the Public Ethics Commission, the Commission requested an update on fine collections efforts in 2025.

***In the Matters of Schaaf et. al (PEC #s 19-01.01, 20-41.01, 22-09.01).*** At the October 9, 2024 Special Meeting of the Public Ethics Commission, a motion passed to impose substantial penalties against Libby Schaaf, Doug Linney, Ernest Brown, Jonathan Bair, the Oakland Police Officers Association, The Oakland Fund, Committee for an Affordable East Bay, and Oaklanders for Responsible Leadership. The approved settlement identified fine amounts each individual respondent would be required to pay. Over the past year, PEC staff have collected these fines from all named respondents and the Oakland Police Officer’s Association. Below is a table of all counts. All named parties have paid the amount agreed to in the settlement agreement.

22-09.01			
Count	Violation(s)	Respondent(s)	Penalty (Fine Imposed)
1	Failure to Disclose Controlling Candidate on Campaign Forms	Libby Schaaf; Oaklanders For Responsible Leadership; Doug Linney	\$5,000
2	Failure to Disclose Controlling Candidate on Mass Mailer	Libby Schaaf; Oaklanders For Responsible Leadership; Doug Linney	\$10,000
3	Failure to Properly Report Intermediary Contributions	Libby Schaaf; Oaklanders For Responsible Leadership	\$5,000
4	Receiving Contributions in an Amount Over the Legal Limit	Oaklanders for Responsible Leadership	\$80,518
5	Receiving Contributions in an Amount Over the Legal Limit	Libby Schaaf; Doug Linney	\$5,000
<b>22-09.01 TOTAL</b>			<b>\$105,518</b>

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# Item 10 - Enforcement Program

## ENFORCEMENT REPORT – MARCH 6, 2026

20-41.01			
Count	Violation(s)	Respondent(s)	Penalty (Fine Imposed)
1	Failure to Disclose Controlling Candidate Relationship on Campaign Forms	Libby Schaaf; Committee for an Affordable East Bay; Ernest Brown; Jonathan Bair	\$5,000
2	Receiving Contributions Over the Legal Limit	Committee for an Affordable East Bay	\$87,450
3	Contractor Contribution Prohibition	Committee for an Affordable East Bay	\$50,000
4	Contractor Contribution Prohibition	Committee for an Affordable East Bay	\$5,000
5	Receiving Contributions in an Amount Over the Legal Limit (Monetary Contributions); Contractor Contribution Prohibition	Libby Schaaf; Ernest Brown; Jonathan Bair	\$5,000
6	Making a Contribution over the Legal Limit (Poll Results)	Oakland Police Officers' Association	\$18,930
7	Failure to File a Major Donor Statement	Oakland Police Officers' Association	\$5,000
8	Receiving a Contribution in an Amount Over the Legal Limit (Poll Results) & Failure to Report Receiving a Contribution	Committee for an Affordable East Bay	\$38,760
9	Making a Contribution in an Amount Over the Legal Limit (TV Ad) & Failure to Report Making a Contribution	Committee for an Affordable East Bay	\$45,000
10	Receiving Contributions in an Amount Over the Legal Limit (Poll Results); Failure to Report Receiving a Contribution	Libby Schaaf	\$3,500*
<b>20-41.01 TOTAL</b>			<b>\$263,640</b>
19-01.01			
Count	Violation(s)	Respondent(s)	Penalty (Fine Imposed)
1	Failure to Disclose Controlling Candidate Relationship on Campaign Forms	Libby Schaaf; The Oakland Fund	\$4,500*
2	Contractor Contribution Prohibition	Libby Schaaf; The Oakland Fund	\$5,000*
<b>19-01.01 TOTAL</b>			<b>\$9,500</b>

\* No Contest/Without Admitting Liability

PEC staff has collected all required fines from all named individuals, and the Police Officers' Association, as shown below.

Respondent(s)	Fine Paid
Libby Schaaf	\$31,333
Doug Linney	\$5,000
Ernest Brown	\$3,300
Jonathan Bair	\$3,300
Oakland Police Officer's Association	\$23,930
<b>TOTAL</b>	<b>\$66,863</b>

ENFORCEMENT REPORT – MARCH 6, 2026

On the advice of counsel, PEC staff determined the fines against The Oakland Fund, The Committee for an Affordable East Bay, and Oaklanders for Responsible Leadership are not collectible. These organizations terminated and disbanded before the fines were assessed, leaving no one from whom to collect fines. In total, that leaves \$311,795 in fines uncollected and uncollectable.

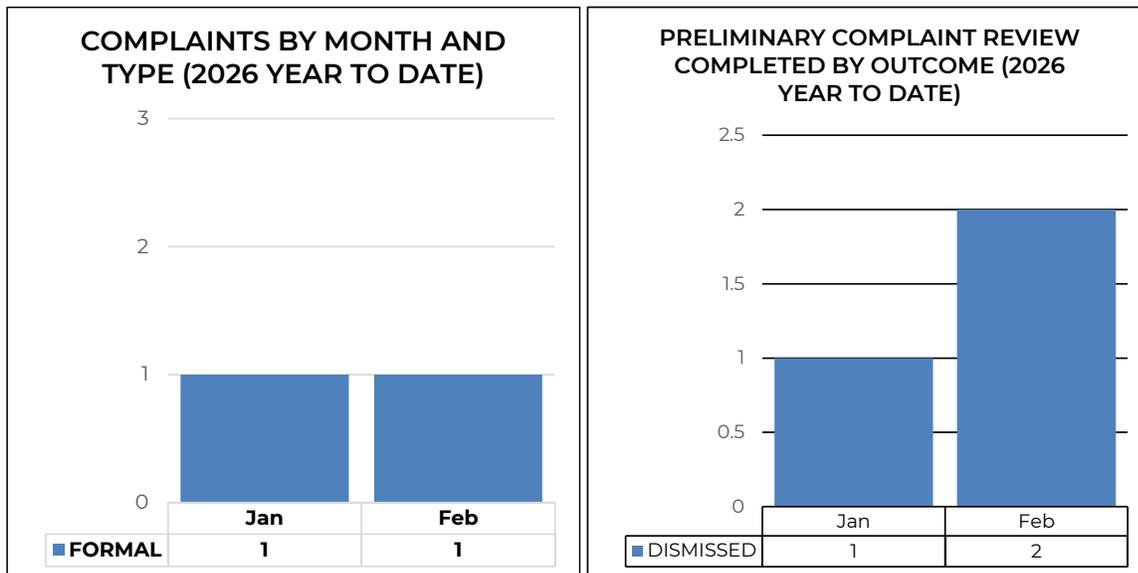
***In the Matter of Dabney (PEC # 23-28).*** At the March 19, 2025 Regular Meeting of the Public Ethics Commission, a motion passed to impose a penalty of \$1,750.00 against Mr. Michael Dabney with a deadline to pay by July 17, 2025. To date PEC staff has not received payment or correspondence from Mr. Dabney regarding payment despite staff calling, sending emails, and sending certified mail (that was signed upon receipt). As the established deadline has passed and staff have been unable to reach Mr. Dabney, this fine is in the process of being sent to collections.

## Open Complaints and Cases

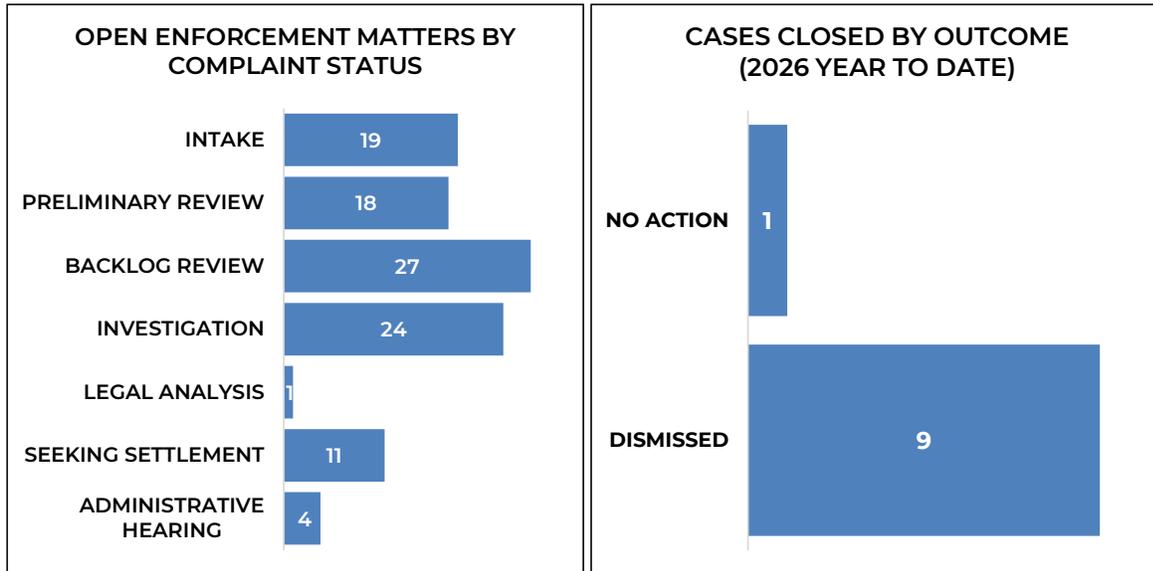
The charts below summarize preliminary review of complaints completed by year and outcome, all open enforcement matters by complaint status, active cases by alleged violation, and open v. closed complaints by year initiated.

An overview of the complaint process as well as the Commission’s full Complaint Procedures and Penalty Guidelines can be found on our [Enforcement Program](#) webpage.

A searchable table of closed complaints can be found on our [Enforcement Actions](#) webpage.



## ENFORCEMENT REPORT – MARCH 6, 2026



The following complaints have been dismissed:

- In the Matter of City Council of the City of Oakland et al. (PEC # 23-09).*** On January 13, 2023, the PEC received a formal complaint alleging that the Oakland City Council held meetings in June and July 2022 regarding the purchase of two properties: OCCUR at 360 14th Street, Oakland, and Wings of Love Marathon Church at 7007 MacArthur Blvd, Oakland, and that no notice was provided to affected church members or surrounding residents. PEC staff dismissed this complaint for lack of jurisdiction and insufficient evidence of City Council action.
- In the Matter of David Collins (PEC # 23-34).*** On October 9, 2023, the PEC opened a proactive complaint alleging that respondent David Collins had filed a formal complaint (PEC # 23-13) with the PEC which included potentially false or misleading statements. Given the age of the conduct, the likely need for a document intensive reconstruction to prove knowledge and materiality, and the low severity of the allegation considering the dismissal of the underlying case, PEC staff dismissed this complaint.
- In the Matter of Bradley Johnson et al. (PEC # 25-35).*** On December 15, 2025, the PEC received a formal complaint submission alleging that Bradley Johnson, Deborah Edgerly, and Nicole Welch “are not acting in the best interest of the City” in connection with proposed plans to transfer select parking-related operations from the Oakland Department of Transportation (“OakDOT”) to the Finance Department. PEC staff dismissed this complaint as outside of PEC jurisdiction.

# Item 11 - Executive Director Report



Francis Upton IV, Chair  
Karun Tilak, Vice Chair  
Luke Apfeld  
Tanya Bayeva  
L. Lawrence Brandon  
Angi Fisher  
Ryan Micik

Suzanne Doran, Executive Director

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**TO:** Public Ethics Commission  
**FROM:** Suzanne Doran, Executive Director  
**DATE:** March 5, 2026  
**RE:** Executive Director's Report for the March 18, 2026, Regular PEC Meeting

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**This memorandum** provides an overview of some of the Public Ethics Commission's (PEC or Commission) significant activities not included in other program reports, including staffing, budget, and policy initiatives since the last Commission meeting, as well as a table of major 2026 Commission projects and initiatives.

## Commissioner Recruitment and Onboarding

Welcome to our newest Commissioners, Luke Apfeld and Angi Fisher, appointed by the Commission at its January meeting! Orientation sessions for the Commission's new members are scheduled for the week of March 9th.

## Commission Meetings

**Hybrid Meeting Participation.** At its December 2025 Special Meeting, the Commission discussed providing a regular teleconferencing option via Zoom for PEC meetings under AB 2449 rules to provide increased access to participation for both Commissioners and members of the public. During the months of January and February staff revised the Commission's agenda text and Meetings webpage content with instructions for remote participation and trained assigned staff to manage remote public participation in preparation for the March regular meeting.

**Strategic Planning Retreat.** Historically, the Commission has held a special meeting every one to two years to convene for a "retreat" to conduct team development, assess Commission accomplishments and current context, participate in strategic visioning, and identify key opportunities and priorities for the next two to three years. The format for the retreat is typically less formal than a regular Commission meeting, while still adhering to public meeting rules. The last time the Commission held a planning retreat was in 2023. Staff anticipates scheduling a special meeting between April and late May, schedules permitting, for this year's retreat.

## Budget

The City of Oakland began its Midcycle budget process for Fiscal Year 2026-2027 in February. Based on recent reports from the Department of Finance, the City again needs to close a significant budget deficit in the upcoming fiscal year, which may mean reductions similar to those the PEC faced in FY 2024-2025. During this process, Commission staff provide budget information and department priorities in response to requests from the City Administrator. The Midcycle Budget process concludes when proposals are adopted by City Council in May or June. Information on the City of Oakland budget, including department-specific data is available to the public on the [City of Oakland website](#).

## Staffing

Applicant testing and candidate interviews are underway for the PEC's three remaining position vacancies, which are each vital to the Commission's non-enforcement education, compliance, and public financing programs. This is the first time the Commission has conducted full recruitments for non-enforcement positions in over ten years, and the process requires significant staff time to develop appropriate tests, assess applicants, and conduct interviews.

In addition to filling the permanent positions, the PEC gained authorization for a limited duration appointment for a third investigator to support the Enforcement Program until recruitment can begin for the permanent investigator position budgeted to start in July 2026. We are happy to welcome Ben Mahrer to the Enforcement Division! Ben has seven years of experience in education and workforce research, where he has conducted sensitive interviews, collected and analyzed qualitative and quantitative data, and supported public accountability through research, evaluation, and investigation. He has a bachelor's degree in philosophy from UC Berkeley with a specialty in Ethics and an MPA from the University of Washington. Most recently, Mr. Mahrer worked at Social Policy Research Associates and was tasked as a subcontractor for the Department of Labor. In this role, he investigated potential compliance issues with labor grant recipients in politically sensitive environments. We are excited to have someone with Mr. Mahrer's experience and expertise onboard and look forward to incorporating him as part of the Enforcement team.

## PEC Legislation

Current activities related to implementation and administration of laws in the Commission's jurisdiction include:

**Democracy Dollars Program.** Following up on the Commission discussion of the Democracy Dollars outreach strategy at the January meeting, Staff arranged to continue partnering with non-profit Local Policy Lab (LPL) in 2026 on projects to advance readiness for a Democracy Dollars rollout in 2028. Project activities include continued efforts to build relationships and solicit input from community stakeholders and developing a suite of easy to understand outreach materials to increase awareness of the Democracy Dollars program, how it works, and why it matters for Oakland.

# Item 11 - Executive Director Report

EXECUTIVE DIRECTOR'S REPORT – MARCH 5, 2026

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## Major 2026 Projects or Initiatives

The chart below provides a high-level overview of PEC projects and initiatives that are either statutory requirements or obligatory core services that require substantial staff time in 2026:

Quarter	Month	Commission Items	Major Staff Activities
1	January	<ul style="list-style-type: none"> <li>✓ Elect Chair and Vice Chair</li> <li>✓ PEC-appointments to fill vacant seats</li> <li>✓ Democracy Dollars Outreach Strategy Report presented</li> </ul>	<ul style="list-style-type: none"> <li>• New Commissioner onboarding</li> <li>• Commission Chair and Vice Chair Orientation</li> <li>• Recruitment and onboarding to fill staff vacancies</li> <li>• City Council salary adjustment process</li> <li>• Implement hybrid meetings</li> <li>• Draft 2023, 2024, and 2025 Annual reports/Strategic Planning Retreat planning</li> <li>• Prepare updates to OCRA and LPF guides and training materials for 2026 elections</li> <li>• Preparations for administrative hearings</li> <li>• Select case management software</li> <li>• Mid-cycle budget adjustment process initiated</li> <li>• Plan Commission retreat agenda and reschedule special meeting</li> </ul>
	February	No meeting scheduled	
	March	<ul style="list-style-type: none"> <li>• Adopt City Council Salary Adjustment (Charter Sec. 202)</li> <li>• City Attorney and City Auditor Salary Adjustment process discussion</li> </ul>	
2	April	TBD – Commission strategic planning retreat <ul style="list-style-type: none"> <li>• 2023 - 2025 Annual Reports published</li> </ul>	<ul style="list-style-type: none"> <li>• City Attorney and City Auditor salary adjustment process</li> <li>• Mid-cycle budget adjustment process</li> <li>• Staff Performance Reviews</li> <li>• Conduct Administrative Hearings</li> <li>• Form 700 compliance activities</li> <li>• Potential special election-related education, compliance, and enforcement activities</li> <li>• Partner with ITD to update local disclosure forms and automate data processing</li> <li>• Partner with OpenOakland volunteers to update the OpenDisclosure website for the 2026 elections</li> <li>• Determine technical requirements for Democracy Dollars ID-verification and signature verification process</li> </ul>
	May	<ul style="list-style-type: none"> <li>• Adopt City Attorney and City Auditor Salaries (Charter Sec. 401(1); 403(1))</li> <li>• 2026 OCRA Guide published</li> <li>• 2026 Limited Public Financing Guide published</li> </ul>	
	June	No meeting scheduled	
3	July		<ul style="list-style-type: none"> <li>• Initiate Democracy Dollars software development process with vendor MapLight</li> <li>• Administer Limited Public Financing Program</li> <li>• Election-related education, compliance, and enforcement activities</li> <li>• Recruit and onboard 3<sup>rd</sup> investigator</li> <li>• Office suite renovations</li> </ul>
	August	<ul style="list-style-type: none"> <li>• TBD Special Meeting – Adopt Limited Public Financing fund distribution</li> </ul>	
	September	<ul style="list-style-type: none"> <li>• Presentation/demo of PEC disclosure tools</li> <li>• Announce Commissioner application process</li> </ul>	
4	October	No meeting scheduled	<ul style="list-style-type: none"> <li>• Administer Limited Public Financing Program</li> <li>• Election-related education, compliance, and enforcement activities</li> <li>• Recruit and onboard 4<sup>th</sup> ethics analyst</li> <li>• Recruitment to fill PEC-appointed Commission seat/Coordinate with City Attorney Commissioner appointment</li> </ul>
	November	<ul style="list-style-type: none"> <li>• Adopt 2027 meeting schedule</li> </ul>	
	December	No meeting scheduled	

# Item 11 - Executive Director Report

EXECUTIVE DIRECTOR'S REPORT – MARCH 5, 2026

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Attachment: Disclosure and Engagement Program Report

# Item 11 - Executive Director Report



Francis Upton IV, Chair  
Karun Tilak, Vice Chair  
Luke Apfeld  
Tanya Bayeva  
L. Lawrence Brandon  
Angi Fisher  
Ryan Micik

Suzanne Doran, Executive Director

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**TO:** Public Ethics Commission  
**FROM:** Jelani Killings, Senior Analyst, Disclosure and Engagement  
**DATE:** March 4, 2026  
**RE:** Disclosure and Engagement Report for the March 18, 2026 Regular PEC Meeting

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**This memorandum** provides a summary of major accomplishments in the Public Ethics Commission's (PEC or Commission) Disclosure and Engagement program activities since the last regular meeting. Commission Staff disclosure activities focus on improving online tools for public access to local campaign finance and other disclosure data, enhancing compliance with disclosure rules, and data analysis. Engagement activities include training and resources provided to the regulated community, as well as general outreach to Oakland residents to raise awareness of the Commission's role and services.

## Compliance with Disclosure Requirements

Commission Staff conducts filing officer duties as required by state and local law and aims to help candidates, lobbyists and City officials submit required disclosure reports and ensure residents can easily access campaign finance, lobbyist, and ethics-related data and information.

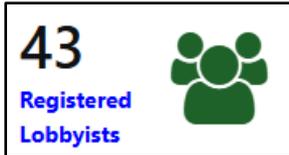
**Campaign Finance Disclosure** – A general election is scheduled this year, on November 3, 2026. Eight Oakland offices are up for election: Mayor; City Auditor; Councilmembers for Districts 2, 4 and 6; and School Board Directors for Districts 2, 4 and 6. Twelve candidates have now declared their intention to run, and 6 have registered campaign committees.

In an election year, there are four major filing deadlines for campaign statements, two semi-annual statements and two pre-election statements. The first 2026 deadline was January 31, and all registered committees must submit semi-annual campaign statements for the period from July 1 through December 31, 2025. Commission staff completed facial review of all filed statements. Staff contacted non-filers to gain compliance, and late fees and enforcement referrals will be issued as necessary.

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Campaign statements are available to view and download at the Commission’s [Public Portal for Campaign Finance Disclosure](#).

**Lobbyist Registration Program** – The Oakland Lobbyist Registration Act (LRA) requires any person that qualifies as a lobbyist to register annually with the Commission before conducting any lobbying activity and submit quarterly activity reports.



Registration renewals were due January 31. January 31 was also the deadline for quarterly lobbyist activity reports covering the period from October 1 through December 31, 2025. All activity reports are filed, and all

2026 registration renewals received.

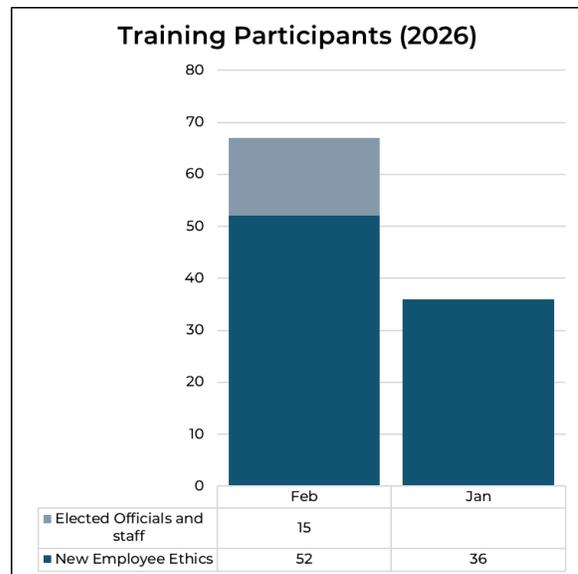
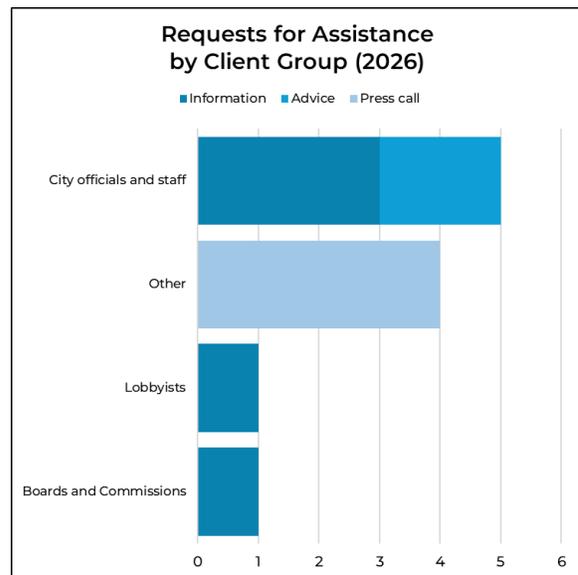
An up-to-date list of registered lobbyists and lobbyist activity reports with links to view and download individual reports is available at the Public Ethics Commission’s [Lobbyist Dashboard and Data](#) webpage.

## Advice and Engagement

**Advice and Technical Assistance** – Between January 2026 and February 2026, Commission Staff responded to 16 requests for information, advice, or assistance regarding campaign finance, ethics, Sunshine law, or lobbyist issues.

**PEC Advisories** – Commission Staff issues regular advisories to ensure that stakeholders subject to the laws under the PEC’s jurisdiction are aware of local rules. In January 2026, Commission Staff issued an advisory regarding the recent City Council amendments to the Oakland Campaign Reform Act related to increased contribution limits for officeholder accounts.

**Ethics Training** – In addition to the PEC’s online ethics trainings, Commission Staff regularly provide live trainings for City employees through the City’s New Employee Orientation (NEO), Supervisory Academy, and upon request. In February, Commission staff provided a training for the Mayor’s office focusing on campaign finance rules for



# Item 11 - Executive Director Report

officeholders and behested payment disclosure. The table at right summarizes trainings conducted in January 2026 and February 2026.

**Social Media** – Social media content in the months of January and February highlighted PEC meetings and welcoming our new Commissioners.

## Mediation Program

Pursuant to the Oakland Sunshine Ordinance, the Commission conducts mediation of public records requests made by members of the public to City departments for records within the department’s control. Four new mediations were opened since the last meeting, for a total of 14 open mediation cases this year.

