

CITY OF OAKLAND
PUBLIC ETHICS COMMISSION

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



Suzanne Doran, Acting Executive Director

Public Ethics Commission

Commissioner Vacancy Announcement

July 2025

Apply for a Seat on the Public Ethics Commission

The City of Oakland Public Ethics Commission (PEC) is now accepting applications to fill two seats on the Commission's seven-member volunteer citizen board. Both terms are for three years and would begin on January 22, 2026, and expire on January 21, 2029.

Application deadline: September, 19 2025.

Please note: All applicants must attest in their application that they have attended (observed in-person or via Zoom) at least one PEC meeting. To attend a PEC meeting for this application process please check the upcoming meetings on our [webpage](#) and contact ethicscommission@oaklandca.gov.

Background

The Public Ethics Commission is a seven-member board of volunteers dedicated to the City Charter goal of ensuring **fairness, openness, honesty, and integrity** in City government. Guided by duties and authority set out by City ordinance, the Commission works to achieve its goals through a three-pronged approach that focuses on prevention, enforcement, and collaboration. Specifically, the following local laws are the foundation of the Commission's responsibilities in three general areas – campaign finance, ethics, and transparency:

- Oakland Government Ethics Act
- Oakland Campaign Reform Act
- Conflict of Interest Code
- Sunshine Ordinance
- Oakland's Fair Elections Act (Democracy Dollars)
- Lobbyist Registration Act
- Oakland's False Endorsement in Campaign Literature Act

Commissioner Requirements

A Commission member must be an Oakland resident and registered to vote in Oakland. Four Commissioners are appointed by the full Commission on a rotating schedule. Three Commissioners are appointed respectively by the Mayor, City Attorney, and City Auditor. All applicants must attend a PEC meeting (observed in-person or via Zoom) prior to their appointment. For upcoming meetings, visit www.oaklandca.gov/pec.

Commissioners serve a three-year term and are expected to participate in monthly meetings and occasional subcommittee meetings to provide guidance to staff in the conduct of the Commission's business, make final decisions on enforcement matters, and serve as a neutral judge in cases that require an administrative hearing. Commissioners typically volunteer five to ten hours per month.

Commissioners receive no compensation and may serve no more than two consecutive three-year terms.

During their tenure a Commissioner may not:

- Be a City employee or City contractor while on the Commission and for a period of one year after their service ends.
- Be employed by or receive gifts/compensation from City or OUSD elected officials while on the Commission.
- Be a registered City lobbyist, or be required to register as a City lobbyist, or be employed by or receive gifts/compensation from a registered City lobbyist while on the Commission and for a period of one year after their service ends.
- Run for Elected Office in a jurisdiction that intersects with the geographic boundaries of Oakland while on the Commission.
- Endorse, support, oppose, contribute to, or volunteer or work on behalf of any candidate or ballot measure in a City or OUSD election while on the Commission (except as specified).
- Serve as an officer or employee of a political party while on the Commission.

Desired Skills and Abilities

Commissioners should represent a variety of backgrounds and professions so that the Commission, as a whole, provides a well-rounded perspective on Oakland City government, law, community-building and engagement, leadership, program administration, enforcement, and policies related to campaign finance, ethics and transparency. Specifically, a Commissioner should be able to do the following:

- Read, analyze, and understand written information and make decisions based on the information;
- Listen to public input, assess community needs, and make decisions about how to best accomplish the Commission's goals;
- Understand the context in which the Commission operates within City government and the broader community;
- Communicate orally during a public, televised meeting;
- Collaborate effectively with other Commissioners, the public, City officials, and staff;
- Interpret rules, laws and policies and objectively apply a rule to a particular set of facts;
- Identify personal conflicts of interest or other factors that could lead to actual or perceived improper influence;
- Serve with fairness, openness, honesty, and integrity;
- Complete a Form 700 – Statement of Economic Interests annually, disclosing information such as one's financial interests in investments, property, income, and gifts;
- Adhere to all Commission-related laws and policies, including but not limited to the Oakland City Charter, Oakland Government Ethics Act, Oakland Sunshine Ordinance, Commission Complaint Procedures, and Commission Operations Policies (by-laws).

Selection Process

New Commissioner appointments occur every year and are generally announced in the Fall. To apply for a vacancy, attend an upcoming Commission [meeting](#) in person or via Zoom and submit an application using the link below.

Apply online: [PEC Commissioner Application](#)

Following the application deadline, a subcommittee of Commissioners will review applications and conduct oral interviews of applicants. The top candidates will be forwarded for an interview and selection by the full Commission at the Commission's public meeting.

For more information

For more about the Public Ethics Commission, visit us online at www.oaklandca.gov/pec. We also suggest you attend a City Council meeting in person or watch one on local television (Channel 10). For more information about the Commission or this position, contact us at ethicscommission@oaklandca.gov or (510) 238-3593.