

**Boards and Commissions Application**

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**Profile**

Please note, applications are continuously accepted to the City of San Jose Boards and Commissions. The Board or Commission you select may or may not indicate there is a vacancy. Your application will remain on file for one year from the date of submission. During the year, your application may be considered for unanticipated vacancies.

Thomas

First Name

Cochran

Last Name

Email Address

Street Address

Suite or Apt

San Jose

City

CA

State

95112

Postal Code

**Are you a resident of San Jose?**☒ Yes ☐ No

**What district do you live in? To verify, please click here: <https://eservices.sccgov.org/rov/?tab=dt> \***

☒ District 3

Primary Phone

Alternate Phone

**Length of Residency**☒ 6 or more years**Which Boards would you like to apply for?**

Civil Service Commission: Submitted

Question applies to multiple boards

**If appointed, would you be able to show proof of updated COVID-19 vaccination (inclusive of booster)?**

☒ Yes ☐ No

Bank of the West

Employer

Financial Advisor

Job Title

Thomas Cochran

**Current Employer Address**

[Redacted]

**Current Employer of Spouse**

N/A

**Address of Current Employer of Spouse**

[Redacted]

**Spouse's Job Title**

N/A

**If you or your spouse is retired and receiving a pension, please state source of pension.**

N/A

[Redacted]

**Interests & Experiences**

**High School, College, Professional, Vocational, or Other Schools Attended. Please include Major or Field of Study, Dates Attended, Degree and Date of Degree.**

BS Economics SJSU 1984

**List any position or office held in any governmental agency, civic, or charitable organization including the dates.**

8 years salary setting commission San Jose

## Languages Spoken

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English

## Special Awards or Recognitions Received

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**Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.**

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Remain active in the community

**Please state any other information which you feel would be useful in reviewing your application**

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**Do you own property in the City of San José?**

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☒ Yes ☐ No

**If yes, please list the addresses here.**

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[REDACTED]

**Do you rent property in the City of San José?**

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☐ Yes ☒ No

**If yes, is it a month-to-month lease?**

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☐ Yes ☒ No

Question applies to multiple boards

**Are you currently experiencing homelessness or have you experienced it in the past?**

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☐ Yes ☒ No

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**State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interest in real property, personal finances or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain financial interest beginning with the immediate twelve-month period prior to your appointment. Please review the scope of your board/commission in Municipal Code Chapter 2.08. Based on your best judgment, does this Board or Commission make decisions that may affect sources of income, interests in real property, personal finances or investments of you or your spouse?**

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☐ Yes ☒ No

If yes, please explain. Please identify any organizations, associations, corporations, or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold in these entities.

Question applies to multiple boards

If appointed, you will be required to fill out a disclosure statement, which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment and annually on or before April 1 of each year thereafter. Please confirm that you have read Fair Political Practices Commission (FPPC) Form 700 Reference Pamphlet and agree to file required FPPC Form 700 Statements of Economic Interest, as required by current City Council Conflict of Interest resolution.

☒ Yes ☐ No

Question applies to multiple boards

Have you ever been required to file a Statement of Economic Interest (Form 700) and failed to do so?

☐ Yes ☒ No

Question applies to multiple boards

If yes, please explain in complete detail.

Question applies to multiple boards

Please confirm that you have reviewed and agree to comply with the San Jose Municipal Code Chapter 12.08 (Prohibition of Gifts), City of San Jose Ethics Policy (City Policy Manual 1.2.1), and City of San Jose Gift Policy (City Policy Manual 1.2.2).

☒ Yes ☐ No

Reference 1 Name

Steve Preminger

Reference 1 Address

Reference 1 Email address

Reference 1 Phone

Reference 2 Name

Minnie Recinos

Thomas Cochran

## Reference 2 Address

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## Reference 2 Email address

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## Reference 2 Phone

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## Supplemental Questions

Question applies to Board of Fair Campaign and Political Practices,Civil Service Commission,Planning Commission

**Are you a registered voter in the City of San Jose? (Please note, your voter registration will be independently verified)**

☒ Yes ☐ No

Question applies to Civil Service Commission,Board of Fair Campaign and Political Practices,Planning Commission

**Please provide the name and residential address under which you are registered to vote. If it is the same as listed above, please note see above.**

See above

Question applies to Appeals Hearing Board,Civil Service Commission

**Are you an attorney licensed to practice law in the State of California? If you are, please provide your California State Bar Association Number:**

No

Question applies to Civil Service Commission

**If you are applying to the Attorney-at-Law position on the Civil Service Commission, please indicate how long you have been licensed to practice law in the State of California. Note, you must have been licensed at least five years to be considered eligible for the position. If this question does not apply to you, select 'n/a'.**

☒ n/a

**If applicable, have you ever attended or watched a meeting of the Commission(s) to which you are applying?**

☒ Yes ☐ No

**Would you be available to attend meetings at the scheduled time?**

☒ Yes ☐ No

**Please describe your experience in serving on a Commission or Board.**

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City of San Jose salary setting commission. Chair of salary setting commission. Civil service commission 2022.

**Considering your experience and activities in business, labor, School, professional, social, Commissions, Boards, or other organizations, indicate the experience, training, knowledge and/or skills which qualify you for appointment to the selected commission(s).**

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30 plus years Vice President bank of the West.

**What is your understanding of the purpose of the Commission?**

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Listen both sides of employer/employee disputes

**Please list three issues facing the City that you feel the Commission should address.**

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Covid/work issues. Employee/City of San Jose disputes. Identify issues/policies which are problematic regarding retaining city employees.

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Question applies to Civil Service Commission

**Council Policy prohibits former or current City employees to serve on the Civil Service Commission. Have you previously been employed by the City of San Jose?**

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☐ Yes ☒ No

Question applies to multiple boards

**Do you meet the requirements for appointment to this commission?**

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☒ Yes ☐ No

Anything else you would like us to know?

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(Optional) Please upload a resume.

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## Retirement Board Questions Only

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## Verification

By checking the box below, you agree with the following statement.

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I agree that all of the information contained in my responses to the questions on this application are true and accurate to the best of my knowledge. I further agree that, by checking the box below and submitting this application, online or otherwise, I am affixing my digital signature to this form as of the date submitted.

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☒ I Agree \*

**Boards and Commissions Application**

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**Profile**

Please note, applications are continuously accepted to the City of San Jose Boards and Commissions. The Board or Commission you select may or may not indicate there is a vacancy. Your application will remain on file for one year from the date of submission. During the year, your application may be considered for unanticipated vacancies.

Sharon

First Name

Hightower

Last Name

Email Address

Street Address

Suite or Apt

San Jose

City

CA

State

95123

Postal Code

**Are you a resident of San Jose?**☒ Yes ☐ No

**What district do you live in? To verify, please click here: <https://eservices.sccgov.org/rov/?tab=dt> \***

☒ District 10

Primary Phone

Alternate Phone

**Length of Residency**☒ 6 or more years**Which Boards would you like to apply for?**

Civil Service Commission: Appointed

Question applies to multiple boards

**If appointed, would you be able to show proof of updated COVID-19 vaccination (inclusive of booster)?**

☒ Yes ☐ No

Ericksen Arbuthnot

Employer

Senior partner

Job Title

**Current Employer Address**

[Redacted]

**Current Employer of Spouse**

n/a

**Address of Current Employer of Spouse**

[Redacted]

**Spouse's Job Title**

n/a

**If you or your spouse is retired and receiving a pension, please state source of pension.**

[Redacted]

**Interests & Experiences**

**High School, College, Professional, Vocational, or Other Schools Attended. Please include Major or Field of Study, Dates Attended, Degree and Date of Degree.**

University of Hawaii, Certificate in Dental Hygiene, 1964 St. Mary's College, BA in Health Services Administration, 1983 Lincoln University Law School, JD, 1987

**List any position or office held in any governmental agency, civic, or charitable organization including the dates.**

Served on City of San Jose Civil Service Commission as member, vice chairman, hearing officer 1995-2008; returned to Commission as member, vice chairman, hearing officer 2016-2018; resappointed in 2018, served as Commission chairperson, hearing officer :2021-2022 Service as Temporary Judge for the Santa Clara County Superior Court for more than 20 years.

**Languages Spoken**

English

**Special Awards or Recognitions Received**

Salsman Award from Santa Clara County Bar Association, 2013 Top Women in Law, 2014

**Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.**

I enjoyed my service with the Civil Service Commission in the past. If selected as a member in 2018; I would work toward making sure that the policies and procedures for the employees are updated, continue to provide assurance to the employees of the City that there is a venue where they can present issues or concerns, and that there is a fair, equitable and confidential arena for any disputed employee discipline

**Please state any other information which you feel would be useful in reviewing your application**

The focus of my practice of more than 30 years includes dealing with employment issues, both administratively and civilly. I have served as a Temporary judge for traffic and small claims court. I am still actively practicing law and plan to continue. I have served the courts as a neutral and have handled mediations for parties.

**Do you own property in the City of San José?**

☒ Yes ☐ No

**If yes, please list the addresses here.**

**Do you rent property in the City of San José?**

☐ Yes ☒ No

**If yes, is it a month-to-month lease?**

☐ Yes ☒ No

Question applies to multiple boards

**Are you currently experiencing homelessness or have you experienced it in the past?**

☐ Yes ☒ No

State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interest in real property, personal finances or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain financial interest beginning with the immediate twelve-month period prior to your appointment. Please review the scope of your board/commission in Municipal Code Chapter 2.08. Based on your best judgment, does this Board or Commission make decisions that may affect sources of income, interests in real property, personal finances or investments of you or your spouse?

☐ Yes ☒ No

If yes, please explain. Please identify any organizations, associations, corporations, or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold in these entities.

n/a

Question applies to multiple boards

If appointed, you will be required to fill out a disclosure statement, which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment and annually on or before April 1 of each year thereafter. Please confirm that you have read Fair Political Practices Commission (FPPC) Form 700 Reference Pamphlet and agree to file required FPPC Form 700 Statements of Economic Interest, as required by current City Council Conflict of Interest resolution.

☒ Yes ☐ No

Question applies to multiple boards

Have you ever been required to file a Statement of Economic Interest (Form 700) and failed to do so?

☐ Yes ☒ No

Question applies to multiple boards

If yes, please explain in complete detail.

Question applies to multiple boards

Please confirm that you have reviewed and agree to comply with the San Jose Municipal Code Chapter 12.08 (Prohibition of Gifts), City of San Jose Ethics Policy (City Policy Manual 1.2.1), and City of San Jose Gift Policy (City Policy Manual 1.2.2).

☒ Yes ☐ No

Reference 1 Name

Laura malkofsky

Reference 1 Address

[Redacted Address]

Reference 1 Email address

[REDACTED]

Reference 1 Phone

[REDACTED]

Reference 2 Name

Craig Needham, Esq.

Reference 2 Address

[REDACTED]

Reference 2 Email address

unknown

Reference 2 Phone

[REDACTED]

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Supplemental Questions

Question applies to Board of Fair Campaign and Political Practices,Civil Service Commission,Planning Commission

**Are you a registered voter in the City of San Jose? (Please note, your voter registration will be independently verified)**

☒ Yes ☐ No

Question applies to Civil Service Commission,Board of Fair Campaign and Political Practices,Planning Commission

**Please provide the name and residential address under which you are registered to vote. If it is the same as listed above, please note see above.**

756 Azure Avenue

Question applies to Appeals Hearing Board,Civil Service Commission

**Are you an attorney licensed to practice law in the State of California? If you are, please provide your California State Bar Association Number:**

129874

Question applies to Civil Service Commission

**If you are applying to the Attorney-at-Law position on the Civil Service Commission, please indicate how long you have been licensed to practice law in the State of California. Note, you must have been licensed at least five years to be considered eligible for the position. If this question does not apply to you, select 'n/a'.**

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☒ 5+ years

**If applicable, have you ever attended or watched a meeting of the Commission(s) to which you are applying?**

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☐ Yes ☐ No

**Would you be available to attend meetings at the scheduled time?**

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☐ Yes ☐ No

**Please describe your experience in serving on a Commission or Board.**

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I served as a member, vice-chairman, and hearing officer for the San Jose Civil Service Commission from 1995 to 2008; 2016-2018, 2018-2022.: I served and continue to serve the Santa Clara County Bar Association as panel arbitrator for the Fee Arbitration Committee.

**Considering your experience and activities in business, labor, School, professional, social, Commissions, Boards, or other organizations, indicate the experience, training, knowledge and/or skills which qualify you for appointment to the selected commission(s).**

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Past service on the Civil Service Commission (19 years at various times) Practice as an attorney for more than 35 years.

**What is your understanding of the purpose of the Commission?**

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To provide a venue for the employees of the City of San Jose to voice and address their issues. The commission is also to provide an independent, fair, equitable, and confidential venue for disputes arising from discipline. In addition, the Commission is to appoint members for the City Salary Setting Commission.

**Please list three issues facing the City that you feel the Commission should address.**

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Openness by City officials in making decisions affecting the employees of the City. Continue to assure that the employees have a venue where they can bring concerns or issues without fear of retribution. Making sure that the disciplinary process is fair and equitable and based on facts.

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Question applies to Civil Service Commission

**Council Policy prohibits former or current City employees to serve on the Civil Service Commission. Have you previously been employed by the City of San Jose?**

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☐ Yes ☒ No

Question applies to multiple boards

**Do you meet the requirements for appointment to this commission?**

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☒ Yes ☐ No

**Anything else you would like us to know?**

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(Optional) Please upload a resume.

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**Retirement Board Questions Only**

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**Verification**

By checking the box below, you agree with the following statement.

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I agree that all of the information contained in my responses to the questions on this application are true and accurate to the best of my knowledge. I further agree that, by checking the box below and submitting this application, online or otherwise, I am affixing my digital signature to this form as of the date submitted.

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☒ I Agree \*