

**Boards and Commissions Application**

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**Profile**

Richard

First Name

Santos

Last Name

Email Address

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.

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

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Redistricting Advisory Commission: Submitted

**Are you a resident of San Jose?**

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☒ Yes ☐ No**Length of Residency**

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☒ 6 or more years

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

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☒ District 4

Street Address

Suite or Apt

San Jose

City

CA

State

95132

Postal Code

Primary Phone

Alternate Phone

Retired

Employer

N/A

Job Title

**Current Employer Address**

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**Current Employer of Spouse**

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N/A

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**Address of Current Employer of Spouse**

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[REDACTED]

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**Spouse's Job Title**

---

N/A

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

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I receive a pension from the San Jose Police/Fire Retirement Plan - Retired San Jose firefighter

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**Demographics (Optional)**

The demographic information you choose to provide is **VOLUNTARY** and **OPTIONAL**. This information will be kept separate from your application and will not be used for evaluating applications or making appointments. The City of San José will use this information to solely conduct research and compile statistical reports regarding the composition of its Board and Commission applicants.

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**Interests & Experiences**

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

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Public Administration BS College Degree from Farelston & Nova college Jan. 20, 2002 - California Community College Degree, Limited Service teaching credential, Jun 15, 1983 Santa Clara High School graduated June 1962

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

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Santa Clara Valley Water District Director 2001-2020. Chair (501C) the Alviso Santa Program for children since 1983

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**Languages Spoken**

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English

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**Special Awards or Recognitions Received**

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Berryessa Citizen Advisory Council Citizen of the year 2007- Numerous award from the San Jose Fire Dept - Award of Excellence (standing for equality) 1993, Santa Clara County Black Firefighters - 2007 Commendation from the City of San Jose for community.

**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. If you are applying for the Board of Fair Campaign and Political Practices, please indicate any familiarity or experience you may have with campaign laws.**

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In assisting making sure that all residents in District 4 have the very best representation and the boundary lines reflect the best interest of the residents.

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

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I have over 54 years of participating in Community and public service - I am a Army veteran, a 33 yr Firefighter and also serve as the retiree representative of the San Jose Police/Fire Retirement Board

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

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☒ Yes ☐ No

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

---

[REDACTED]

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

---

☒ Yes ☐ No

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

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☒ 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 of your financial interest beginning with the immediate twelve-month period prior to your appointment. Please review the scopr 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.**

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**Reference 1 Name**

David Cohen

**Reference 1 Address**

[REDACTED]

**Reference 1 Phone**

[REDACTED]

**Reference 2 Name**

Bob Gross

**Reference 2 Address**

[REDACTED]

**Reference 2 Phone**

[REDACTED]

---

**Supplemental Questions**

**If applicable, have you ever attended 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.**

I have served for over 20 yrs on the San Jose Police/Fire Retirement Board - I served for 38 yrs as the Chair of the Alviso Santa Program.

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

As an elected Director for over 20 yrs for the Santa Clara Valley Water District

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

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In representing the best interest of the City of San Jose and it's residents in making sure there is the very best information provided in making recommendations of City district boundaries.

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

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Minority representation, financial fairness, equality & size of areas

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**I would like to say . . .**

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I have the very best community and government experience to be selected and represent the best interest of the City of San Jose and the residents

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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.

---

☒ I Agree \*

Boards and Commissions Application

Profile

Michael Bertram  
First Name Last Name

[Redacted]  
Email Address

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Which Boards would you like to apply for?

Redistricting Advisory Commission: Submitted

Are you a resident of San Jose?

☒ Yes ☐ No

Length of Residency

☒ 6 or more years

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

☒ District 4

[Redacted] [Redacted]  
Street Address Suite or Apt

San Jose CA 95134  
City State Postal Code

[Redacted] [Redacted]  
Primary Phone Alternate Phone

Retired n/a  
Employer Job Title

Current Employer Address

[Redacted]

Current Employer of Spouse

Retired

# Redistricting Advisory Commission: Mandatory Application Supplemental Questionnaire

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

The City Council adopted the following eligibility criteria for members for the Redistricting Advisory Commission: <sup>1</sup> **Eliminate conflicts of interest:** Prohibit the appointment of an elected official's family members, employees, current or past campaign staffers, or current or past campaign consultants; current and past candidates and officeholders; registered city lobbyists; and major campaign donors (e.g. \$500+).

This questionnaire is intended to identify conflicts of interest in accordance with Council-established criteria. Please answer yes or no to each question. For the purposes of this questionnaire, City Council includes the Mayor and, depending on context, means the City Council as it will be comprised on January 12, 2021.

1) Have you ever served as or been a candidate for City Council? ☐ Yes ☐ No

2) Are you a family member of anyone on the City Council? ☐ Yes ☐ No

“Family member” includes:

- a. By blood: Parent, child, grandparent, grandchild, brother, sister, nieces, nephews, uncles, aunts, great grandchildren, or great grandparents.
- b. By marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, half sister, or half-brother.
- c. By law: Guardianship relationships and adoptive parent/child relationships.
- d. Domestic partner: Individuals registered with the human resources department and/or the state of California.

3) Are you an employee for anyone on the City Council? ☐ Yes ☐ No

4) Are you currently or have you ever been paid to work on a campaign for or been a campaign consultant for anyone on the City Council? ☐ Yes ☐ No

5) Are you a registered City lobbyist? ☐ Yes ☐ No

6) Have you contributed \$500 or more to the campaign committee of anyone on the City Council? ☐ Yes ☐ No

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<sup>1</sup> See October 27, 2020 San Jose City Council Meeting Minutes, Item 3.5, page 11, available at <https://sanjose.legistar.com/MeetingDetail.aspx?ID=790222&GUID=F2978693-B80B-43FD-AAF7-62DA2496E3A9&Options=info|&Search=>.



# Redistricting Advisory Commission: Mandatory Application Supplemental Questionnaire

I hereby certify that the above statements are true and correct. I understand this information may be subject to verification by authorized officials.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

### Address of Current Employer of Spouse

### Spouse's Job Title

n/a

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

We are both receiving pensions from Lockheed Martin

## Demographics (Optional)

The demographic information you choose to provide is **VOLUNTARY** and **OPTIONAL**. This information will be kept separate from your application and will not be used for evaluating applications or making appointments. The City of San José will use this information to solely conduct research and compile statistical reports regarding the composition of its Board and Commission applicants.

## 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.

Bachelors in Computer Science from Santa Clara University 1979-1983 (degree 6/83) Masters in Computer Science from Purdue 1983-1984 (degree 12/84)

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

City sanctioned North San Jose Task Force 2007 Vice President River Oaks Neighborhood Association 2007-Present

### Languages Spoken

English

### Special Awards or Recognitions Received

The Elizabeth Anabo BRICC Award 2014 and 2014 2013 District 4 Heroes

**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. If you are applying for the Board of Fair Campaign and Political Practices, please indicate any familiarity or experience you may have with campaign laws.**

I would like to contribute to my community by offering my time to review redistricting options and making educated and fair recommendations.

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

I have a long history of community involvement, have had a good relationship with multiple people and departments within the city government, and have been a productive contributor to city efforts in the past. As a recent retiree, I have available time to offer.

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

☒ Yes ☐ No

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

[REDACTED]

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

☐ Yes ☒ No

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

☐ 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 of your 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.**

**Reference 1 Name**

Jean Marlowe

**Reference 1 Address**

[REDACTED]

**Reference 1 Phone**

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**Reference 2 Name**

David Reynolds

**Reference 2 Address**

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**Reference 2 Phone**

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**Supplemental Questions**

**If applicable, have you ever attended 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.**

None, though I was on the City run North San Jose Task Force. Participation included regular evening meetings over an extended period of time, evaluating presentations on a variety of topics, providing opinions reflecting the needs of my community, leading to a city approved North San Jose Neighborhoods plan and North San Jose Design Guidelines.

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

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

To make recommendations for city redistricting based on changes within the community population.

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

Population growth Common community interests/needs Natural geographic boundaries

**I would like to say . . .**

I have past experience working with the city on behalf of my community. I have the time and desire to support this effort.

(Optional) Please upload a resume.

**Retirement Board Questions Only**

**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.

---

☒ I Agree \*

**Boards and Commissions Application**

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**Profile**

Eric

First Name

England

Last Name

Email Address

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

---

Redistricting Advisory Commission: Submitted

**Are you a resident of San Jose?**

---

☒ Yes ☐ No**Length of Residency**

---

☒ 6 or more years

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

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☒ District 4

Street Address

Suite or Apt

San Jose

City

CA

State

95132

Postal Code

Primary Phone

Alternate Phone

Independent Contractor

Employer

Currently Ghost Writing a Math Text

Job Title

**Current Employer Address**

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**Current Employer of Spouse**

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Milpitas Christian School

Redistricting Advisory Commission:  
Mandatory Application Supplemental Questionnaire

Name: Eric T. England

The City Council adopted the following eligibility criteria for members for the Redistricting Advisory Commission: <sup>1</sup> **Eliminate conflicts of interest:** Prohibit the appointment of an elected official's family members, employees, current or past campaign staffers, or current or past campaign consultants; current and past candidates and officeholders; registered city lobbyists; and major campaign donors (e.g. \$500+).

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1) Have you ever served as or been a candidate for City Council? ☐ Yes ☒ No

2) Are you a family member of anyone on the City Council? ☐ Yes ☒ No

"Family member" includes:

- a. By blood: Parent, child, grandparent, grandchild, brother, sister, nieces, nephews, uncles, aunts, great grandchildren, or great grandparents.
- b. By marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, half sister, or half-brother.
- c. By law: Guardianship relationships and adoptive parent/child relationships.
- d. Domestic partner: Individuals registered with the human resources department and/or the state of California.

3) Are you an employee for anyone on the City Council? ☐ Yes ☒ No

4) Are you currently or have you ever been paid to work on a campaign for or been a campaign consultant for anyone on the City Council? ☐ Yes ☒ No

5) Are you a registered City lobbyist? ☐ Yes ☒ No

6) Have you contributed \$500 or more to the campaign committee of anyone on the City Council? ☐ Yes ☒ No

<sup>1</sup> See October 27, 2020 San Jose City Council Meeting Minutes, Item 3.5, page 11, available at <https://sanjose.legistar.com/MeetingDetail.aspx?ID=790222&GUID=F2978693-B80B-43FD-AAF7-62DA2496E3A9&Options=Info|&Search=>.

Redistricting Advisory Commission:  
Mandatory Application Supplemental Questionnaire

I hereby certify that the above statements are true and correct. I understand this information may be subject to verification by authorized officials.

Signature: \_\_\_\_\_

Date: 12/18/20

Print Name: Eric T. England



### Address of Current Employer of Spouse

### Spouse's Job Title

Substitute Teacher and Teacher's Aide

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

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### Demographics (Optional)

The demographic information you choose to provide is **VOLUNTARY** and **OPTIONAL**. This information will be kept separate from your application and will not be used for evaluating applications or making appointments. The City of San José will use this information to solely conduct research and compile statistical reports regarding the composition of its Board and Commission applicants.

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### 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.**

Went to school at Milpitas Christian School, Laneview Elementary School, De Vargas Elementary School, Joaquin Miller Jr. High, Bellarmine College Preparatory, Lynbrook High School. Graduated UC Berkeley 2003 with a degree in Political Science. Was awarded a teaching credential by National Hispanic University, but it has since expired. I have been a substitute teacher for East Side Union High School District, a volunteer at Sylvandale Middle School, and a teacher at Andrew Hill High School.

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

In high school and college I worked for FFPIR during my summers (1998, 2001-2002). One of my summer jobs in high school was working for Assembly Democrats Voter Registration for the Rebecca Cohn campaign headquartered at the Labor Union hall (199). I have volunteered as a Sunday School teacher at my current church, and also I have volunteered for SAM Camp for most of the summers over the past 8 years. This last election season I did some volunteering for Azadeh Weber for Saratoga Elementary School Board.

### Languages Spoken

Reasonable, but not fluent Spanish

### Special Awards or Recognitions Received

**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. If you are applying for the Board of Fair Campaign and Political Practices, please indicate any familiarity or experience you may have with campaign laws.**

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I am a registered Libertarian and don't have a partisan leaning towards Republicans or Democrats, so I feel I could be relatively unbiased in my consideration of community interests. In addition, I have lived and worked in various neighborhoods all around San Jose, so I would have reduced familiarity biases compared to someone whose experiences are restricted to their very particular locale.

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

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I am half Chinese and half White, with an understanding of seeking economic opportunity, being a refugee seeking refuge from persecution, and a desire to find freedom to worship baked into my DNA. I have spent my career in education, focusing on trying to make things better for our future generations. I've found that the immigrant character of so much of San Jose has been a source of great strength and energy, and increasingly drives San Jose's global significance.

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

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☒ Yes ☐ No

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

---

[REDACTED]

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

---

☐ Yes ☒ No

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

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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 of your financial interest beginning with the immediate twelve-month period prior to your appointment. Please review the scopr 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.**

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**Reference 1 Name**

Victor Conyers

---

**Reference 1 Address**

[REDACTED]

---

**Reference 1 Phone**

[REDACTED]

---

**Reference 2 Name**

Brish Miller

---

**Reference 2 Address**

[REDACTED]

---

**Reference 2 Phone**

[REDACTED]

---

**Supplemental Questions**

If applicable, have you ever attended 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.

N/A

**Considering your experience and activities in business, labor, professional, social, 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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Attention to detail, numeracy, some familiarity with various communities within San Jose from the standpoint of an educator, political junkie with some familiarity with case history regarding districting.

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

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Draw districts with roughly equal population in accordance with prior Supreme Court rulings based upon incoming 2020 census data. Ensure that the drawing of these districts does not unfairly disenfranchise any significant minority group within San Jose. Avoid giving structural advantage to any particular group beyond what is appropriate to their population size to the best of the Commission's determination.

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

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1. As best as possible, despite the constraints of the position, try to avoid being labeled as a promoter of identity politics. 2. As schools are a major driver of community unity, avoid breaking up school zones with the newly proposed district zones as much as possible. 3. Ensure we are working with data that is granular enough to not consider Asians as a monolithic bloc but rather recognizes that the interests of Vietnamese communities do not necessarily align with the interests of the Indo-Pak communities do not necessarily align with the interests of Chinese communities. Likewise, try to have data granular enough to avoid treating Hispanics as a monolithic bloc where appropriate.

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**I would like to say . . .**

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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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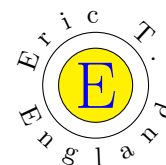
☒ I Agree \*

## Personal Information:

Eric Thomas England

San Jose, CA 95132

Cell:



## Skills summary:

I have years of experience teaching middle school math all the way up to Calculus AB, as well as some science, technology, SAT, and ACT. I am a good researcher and a quick study, and have proven that when called upon to teach classes in subjects outside my realm of expertise. I use LaTeX for document generation, equation editing, data summary displays, and creating technical diagrams. I have experience using Word, Excel, Powerpoint, and Publisher in a professional capacity. I enjoy critical thinking and developing critical thought and have done so as a volunteer teacher of chess and technical drawing. I am comfortable with spontaneous and prepared public speaking.

## Previous employment:

11/20-12/20	Ghostwriter for Education Media Sourcing
08/18-09/19	Brightfox Education ELA Content Writing and Editing Consultant
08/18-11/18	PISA Assessment Administrator
12/16-03/17, 10/17-03/18, 10/18-03/19	NAEP Assessment Coordinator
09/16-current	Flex Prep ACT and SAT Tutor
04/16-09/16	Shmoop Calculus AB consultant
06/16-07/16	Summer School Writing Teacher, MCS Inc., Milpitas
04/15-06/16	Think Tank Learning, San Ramon
08/15-01/16, 08/18-current	edupath.org and TutorX consultant
08/14-03/15	Soquel HS, Soquel
08/13-04/14	Woodland Christian School, Woodland
01/13-07/13	Pajaro Valley High School, Watsonville
02/12-12/12	Think Tank Learning, Fremont and Pleasanton; FAME, Fremont
08/11-12/11	Gateway High School, Bay Point
09/10-06/11	Revolution Prep and freelance tutoring, San Jose and Milpitas
01/08-06/09	Andrew Hill HS and ESUHSD summer school, San Jose
10/05-12/07	ESUHSD substitute and summer school, San Jose
10/04-08/05	BAYAC AmeriCorps with Franklin McKinley, San Jose
Summers 2001-2003	CALPIRG canvasser, Berkeley
Summer 1999	California Assembly Democrats Voter Registration, San Jose

## Volunteer Work:

Summers 2008-2012, 2014-2019	SAM Camp
09/15-07/2019	Lifegate Church

## Eduation:

B.A., Political Science	UC Berkeley
Single Subject Teaching Credential, Mathematics	National Hispanic University

**Boards and Commissions Application**

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**Profile**

Kaitlyn

First Name

Tran

Last Name

Email Address

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

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Redistricting Advisory Commission: Submitted

**Are you a resident of San Jose?**

---

☒ Yes ☐ No**Length of Residency**

---

☒ 6 or more years

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

---

☒ District 4

Street Address

Suite or Apt

San Jose

City

CA

State

95131

Postal Code

Primary Phone

Alternate Phone

N/A

Employer

N/A

Job Title

**Current Employer Address**

---

**Current Employer of Spouse**

---

N/A

# Redistricting Advisory Commission: Mandatory Application Supplemental Questionnaire

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

The City Council adopted the following eligibility criteria for members for the Redistricting Advisory Commission: <sup>1</sup> **Eliminate conflicts of interest:** Prohibit the appointment of an elected official's family members, employees, current or past campaign staffers, or current or past campaign consultants; current and past candidates and officeholders; registered city lobbyists; and major campaign donors (e.g. \$500+).

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1) Have you ever served as or been a candidate for City Council? ☐ Yes ☐ No

2) Are you a family member of anyone on the City Council? ☐ Yes ☐ No

“Family member” includes:

- a. By blood: Parent, child, grandparent, grandchild, brother, sister, nieces, nephews, uncles, aunts, great grandchildren, or great grandparents.
- b. By marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, half sister, or half-brother.
- c. By law: Guardianship relationships and adoptive parent/child relationships.
- d. Domestic partner: Individuals registered with the human resources department and/or the state of California.

3) Are you an employee for anyone on the City Council? ☐ Yes ☐ No

4) Are you currently or have you ever been paid to work on a campaign for or been a campaign consultant for anyone on the City Council? ☐ Yes ☐ No

5) Are you a registered City lobbyist? ☐ Yes ☐ No

6) Have you contributed \$500 or more to the campaign committee of anyone on the City Council? ☐ Yes ☐ No

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<sup>1</sup> See October 27, 2020 San Jose City Council Meeting Minutes, Item 3.5, page 11, available at <https://sanjose.legistar.com/MeetingDetail.aspx?ID=790222&GUID=F2978693-B80B-43FD-AAF7-62DA2496E3A9&Options=info|&Search=>.



## Redistricting Advisory Commission: Mandatory Application Supplemental Questionnaire

I hereby certify that the above statements are true and correct. I understand this information may be subject to verification by authorized officials.

Signature:

  
| *J* |

Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

### Address of Current Employer of Spouse

### Spouse's Job Title

N/A

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

Not Applicable

---

## Demographics (Optional)

The demographic information you choose to provide is **VOLUNTARY** and **OPTIONAL**. This information will be kept separate from your application and will not be used for evaluating applications or making appointments. The City of San José will use this information to solely conduct research and compile statistical reports regarding the composition of its Board and Commission applicants.

---

## 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.

I am currently a senior, class of 2021, at Piedmont Hills High School and I am dual enrolled at Mission College as a political science major.

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

I have been serving as the San Jose District 4 Youth Commissioner since 2018. I have also part of Interact, a charitable organization, since 2018. I am currently the President of the Interact chapter at my high school but I am also the Area 6 Director, serving on a district level which includes clubs in Alameda, Santa Clara, and Santa Cruz county. I have been an intern with the Santa Clara County Democratic Party since November 2020.

### Languages Spoken

English, Vietnamese

### Special Awards or Recognitions Received

I received the San Jose City Council Commendation for the District 4 Youth Advisory Council in 2019 when I was the chair of the District 4 Youth Advisory Council.

**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. If you are applying for the Board of Fair Campaign and Political Practices, please indicate any familiarity or experience you may have with campaign laws.**

---

I want to become a member of the Redistricting Advisory Commission because redistricting is essential to receiving proper representation and maintaining communities. Each of the districts must be proportional so that everyone's votes are weighted equally because the principle of "one person, one vote" is a cornerstone of democracy. The interests of the people in each district must align as well because people from different parts of the city may value different things or see different issues in their community. When communities that share values also share a council member, their interests will be better represented. One of the requirements for the Redistricting Advisory Commission is to hold at least three public hearings in various areas of the city in order to get input from as many people in the city as possible as part of our due diligence. I aim to go beyond this and to not only invite neighborhood associations, school districts, and individuals to give their input but I want the commission to actively seek their input throughout the 120 days we are active by attending their meetings and presenting our plans to gain their support. Another objective I have is to have more than three public hearings. During the last redistricting, the Redistricting Advisory Commission had 10 public hearings in each district and although we will have to conduct meetings virtually, I believe it is still important to have many hearings because time may still be an issue with getting attendance and having more meetings would increase the likelihood that people would be able to attend.

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

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N/A

**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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**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

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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 of your financial interest beginning with the immediate twelve-month period prior to your appointment. Please review the scopr 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

Reference 1 Name

Brandon Huynh

Reference 1 Address

[Redacted]

Reference 1 Phone

[Redacted]

Reference 2 Name

Betty Ramirez

Reference 2 Address

[Redacted]

Reference 2 Phone

[Redacted]

Supplemental Questions

**If applicable, have you ever attended 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.**

I have been serving on the San Jose Youth Commission since 2018 and it has taught me immensely about public service, especially on the importance of having both proper representation and members of the community who were active participants in government. The Youth Commission gives youth a voice in the city but I cannot accurately represent all of the youth in District 4 based only on my experiences which is why I rely on the members of my youth advisory council, which includes 20 youth from my district, and those who present to the Youth Commission at our meetings. Having a commission devoted to youth and also having youth in the city participate are equally important. As a youth commissioner, my responsibilities include attending monthly Youth Commission meetings where we conduct official business and hear from constituents. We also have monthly town hall meetings where we invite youth to learn more on city issues and hear from city employees. I also lead a youth advisory council of high school students from District 4. The council hosts events such as A.I.M, our annual youth guidance event, and litter pickups. I host at least two meetings a month for the youth advisory council where we have discussions on city issues like housing and healthcare to educate members and gather their input.

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

Two skills that I have that I can contribute to the Redistricting Advisory Commission is community engagement and policy research. As I have mentioned earlier in my application, I highly value community input and I have prior experience as a youth commissioner creating town hall meetings and recording input from the District 4 Youth Advisory Council. This will help me ensure that the Redistricting Advisory Commission is engaging the community to get a holistic look at all of the districts of San Jose. I was also a student fellow on the Yes on Prop 16 campaign, one of my responsibilities was to present information about the campaign to organizations to gather volunteers. One of my goals is to reach out to neighborhood associations and other organizations to ensure that we actively seek their feedback even if they are not able to come to our public hearings. As for policy research, I was a policy research volunteer on Alex Lee's campaign for state assembly and have written numerous policy briefs which will help me when considering many pieces of information to create a recommendation on redistricting.

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

The purpose of the commission is to create a recommendation on how the 10 districts of San Jose should be redistricted based on the 2020 census data. The commission will have 120 days to host at least three public hearings, review feedback from the community from the hearings and letter, and submit their recommendation to the City Council. The districts must be close in population size and consider natural boundaries, geography, continuity, and community interests. The commission also works with the office of the city manager, city attorney, city clerk, and the planning, building, and code enforcement department.

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

---

The Redistricting Advisory Commission is only meant to address the issue of redistricting in San Jose. One issue within redistricting that should be addressed is population growth. Since 2010, the population of San Jose has grown by about 50,000 and the data from the last census shows that there has been a trend of faster population growth in districts 2, 4, and 8. The population growth in these districts should be analyzed alongside the new census data when redistricting.

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**I would like to say . . .**

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Thank you for considering my application. Although I am a high school student, I am very passionate about having a representative government and have been active in the community. I am well versed on the topic of redistricting and have read the recommendation from 2011. Local government is the biggest part in deciding how the community will look in 10 or 20 years which is why I understand how important every city council election and commission is.

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(Optional) Please upload a resume.

---

**Retirement Board Questions Only**

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**Verification**

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

---

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.

---

☒ I Agree \*

# Kaitlyn Tran

## EXPERIENCE

### **San Jose Youth Commission — District 4 Youth Commissioner**

June 2018 - Present

- Chairing the District 4 Youth Advisory Council which includes 20 general members and overseeing all projects
  - Past and Current Projects: AIM a youth guidance event with over 100 attendees, local litter pick-ups, infographics summarizing City Council meetings
- Wrote a policy recommendation for the San Jose City Council on youth issues specifically civic engagement and voter education

### **Piedmont Hills Interact Club/Interact District 5170 — President, Area 6 Director**

May 2018 - Present

#### **President**

April 2020-Present

- Managing 15 officers and leads 200 general members
  - Delegating work to officers in order to create bonding events and service activities
- Leads weekly officer meetings
- Works as a liaison between East Evergreen Rotary Club and Piedmont Hills Interact

#### **Area 6 Director**

June 2020-Present

- Oversees Interact Clubs at 6 high schools and 4 middle schools
  - Representing these schools on Interact 5170 District Council; creating officer trainings such as New Presidents Meeting
- Conducts monthly Area meetings and weekly President Meetings

### **Alex Lee for State Assembly — Policy Research Volunteer**

June 2020 - Present

- Researching policy options regarding digital inclusivity and education
- Assisting in other campaign outreach such as letter writing

### **Yes on Prop 16 — Student Fellow**

August 2020 - Present

- Spearheaded the organization of high school volunteers in Santa Clara County
- Programmed a rally in San Jose for Prop 16 with over 50 attendees
- Engaged with voters to educate them on Prop 16

[m](#)

## SKILLS

Technologically Proficient--Microsoft 365 and Google Suite

Event Planning

Policy Research

Volunteer Coordination

## AWARDS

San Jose District 4 Youth Advisory Council City Council Commendation

## EDUCATION

### **Piedmont Hills High School — Graduation date: 2021**

August 2017 - May 2021

**De Anza College** —Dual Enrollment through Asian Pacific American Leadership Institute

(ICS-22)- Contemporary Asian American Communities

June - August 2020

**Mission College** —Dual Enrollment

(ECN 001A) - The Principles of Macroeconomics  
(ECN 006) - The Global Economy  
(POL 004) - International Relations

June 2019 - Present



**Boards and Commissions Application**

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**Profile**

Sebastian

First Name

Prooth

Last Name

Email Address

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.

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

---

Redistricting Advisory Commission: Submitted

**Are you a resident of San Jose?**

---

☒ Yes ☐ No**Length of Residency**

---

☒ 3-5 years

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

☒ District 4

Street Address

Suite or Apt

San Jose

City

CA

State

95134

Postal Code

Primary Phone

Alternate Phone

Flex

Employer

Manager, Brand Protection and Security

Job Title

**Current Employer Address**

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**Current Employer of Spouse**

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Facebook

# Redistricting Advisory Commission: Mandatory Application Supplemental Questionnaire

Name: Sebastian Prooth

The City Council adopted the following eligibility criteria for members for the Redistricting Advisory Commission: <sup>1</sup> **Eliminate conflicts of interest:** Prohibit the appointment of an elected official's family members, employees, current or past campaign staffers, or current or past campaign consultants; current and past candidates and officeholders; registered city lobbyists; and major campaign donors (e.g. \$500+).

This questionnaire is intended to identify conflicts of interest in accordance with Council-established criteria. Please answer yes or no to each question. For the purposes of this questionnaire, City Council includes the Mayor and, depending on context, means the City Council as it will be comprised on January 12, 2021.

1) Have you ever served as or been a candidate for City Council? ☐ Yes ☒ No

2) Are you a family member of anyone on the City Council? ☐ Yes ☒ No

"Family member" includes:

- a. By blood: Parent, child, grandparent, grandchild, brother, sister, nieces, nephews, uncles, aunts, great grandchildren, or great grandparents.
- b. By marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, half sister, or half-brother.
- c. By law: Guardianship relationships and adoptive parent/child relationships.
- d. Domestic partner: Individuals registered with the human resources department and/or the state of California.

3) Are you an employee for anyone on the City Council? ☐ Yes ☒ No

4) Are you currently or have you ever been paid to work on a campaign for or been a campaign consultant for anyone on the City Council? ☐ Yes ☒ No

5) Are you a registered City lobbyist? ☐ Yes ☒ No

6) Have you contributed \$500 or more to the campaign committee of anyone on the City Council? ☐ Yes ☒ No

<sup>1</sup> See October 27, 2020 San Jose City Council Meeting Minutes, Item 3.5, page 11, available at <https://sanjose.legistar.com/MeetingDetail.aspx?ID=790222&GUID=F2978693-B80B-43FD-AAF7-62DA2496E3A9&Options=info|&Search=>.

# Redistricting Advisory Commission: Mandatory Application Supplemental Questionnaire

I hereby certify that the above statements are true and correct. I understand this information may be subject to verification by authorized officials.

Signature: 

Date: 12-28-20

Print Name: Sebastian Prooth

### Address of Current Employer of Spouse

[REDACTED]

### Spouse's Job Title

Executive Assistant

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

N/A

## Demographics (Optional)

The demographic information you choose to provide is **VOLUNTARY** and **OPTIONAL**. This information will be kept separate from your application and will not be used for evaluating applications or making appointments. The City of San José will use this information to solely conduct research and compile statistical reports regarding the composition of its Board and Commission applicants.

## 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.

I am security leadership professional here in the Bay Area. I am currently the Head of Brand Protection and Security for Flex in California. Flex is one of the world's largest contract manufacturing companies. My responsibilities include the physical, systems and intellectual property security for the campus, the nearby San Jose based high-rise and Fremont based subsidiary. I hold an APP (currently qualifying for CPP) qualification in security management from ASIS the globally recognized security certification organization. I studied Information Tech and Media while living abroad. I graduated from my UK based classes in 2003. My family is multi-cultural as my parents moved to the United States in 1980 from the UK. I have lived in Indiana, South Dakota, Iowa, Arizona and California and traveled all around our country. My brother and I and first generation Americans I consider myself to be a patriotic, pro-law enforcement and pro-military. That being said many of my ideas lean more left.

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

None.

### Languages Spoken

English, Some Spanish

### Special Awards or Recognitions Received

**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. If you are applying for the Board of Fair Campaign and Political Practices, please indicate any familiarity or experience you may have with campaign laws.**

---

I am extremely interested in local government and I hold an interest in running for public office in the future. Not only would I like to have an effect on the re-districting and any other local governmental issues but I would like to be recognized in our community as someone who would like to have a voice and use that voice to effect good change for all of us.

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

---

My professional and personal history is varied. I have worked in Customer Service, TV Production and most recently in Security leadership. I hold certifications and licenses and bring a wealth of knowledge and experience to the table. I am familiar with local, state, national and global issues.

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

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☐ 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

---

**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 of your financial interest beginning with the immediate twelve-month period prior to your appointment. Please review the scopr 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.**

---

I do not believe this board will influence our income or status.

---

**Reference 1 Name**

---

Robert Pope

**Reference 1 Address**

---

[REDACTED]

**Reference 1 Phone**

---

[REDACTED]

**Reference 2 Name**

---

Stephen Lee

**Reference 2 Address**

---

[REDACTED]

**Reference 2 Phone**

---

[REDACTED]

---

**Supplemental Questions**

If applicable, have you ever attended 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.

---

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

---

My varied background and continued interest in the issues of our time. I am a leader - not a follower and am often looked to by my employees, co-workers, family and friends as someone with valuable advice and experience.

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

---

The purpose as I understand it is discuss and decide upon the district lines within the San Jose city limits. This will allow for the proper allocation of governmental resources to a specific area based on census data, population, demographics, etc.

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

---

**I would like to say . . .**

---

I would be honored to be considered for this and any other commission that the city feels my skills, experience and professional background would be most suited.

---

(Optional) Please upload a resume.

---

**Retirement Board Questions Only**

---

## Verification

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

---

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.

---

☒ I Agree \*



# SEBASTIAN C. PROOTH, APP

San Jose, CA 95134 | [REDACTED] | [REDACTED] | [www.linkedin.com/in/sebastianprooth](http://www.linkedin.com/in/sebastianprooth)

## HEAD of PHYSICAL SECURITY & BRAND PROTECTION

Effective Program Management Through Strategic Process Improvement & Thoughtful Leadership

- **Tactical, mission focused team leader and Program Manager** with 10+ years of experience in business operational and physical security leadership roles with global security experience gained at the #2 ranking manufacturer in the world.
- **Proven success in dynamic, global environments** requiring high integrity, critical thinking, and sound judgment; well-versed in standards related to report writing, risk management, evidence, privacy, fraud, and intellectual property protection.
- **Comfortable in high-stress situations** and able to manage workplace unrest, disasters, investigations, and diversity.
- **Experience in program management roles** requiring the physical protection of executives and VIPs; able to compartmentalize highly-sensitive information and situations with discretion, confidentiality, and professionalism.
- **Track record of transforming security operations** by championing balanced change, right-sizing staff, upgrading equipment, writing standard operating procedures (SOP's), and gaining the trust and respect of team members and personnel.
- **Certified Personal Security Detail (PSD) and Worldwide Protection Services (WPS)** – Executive Protection
- **Certified Associate Protection Professional (APP)** by ASIS International.

### CORE COMPETENCIES

Physical Security Operations  
Corporate Investigations  
Crisis Management  
Executive Protection  
Supply Chain Security  
Security Systems Design

Risk Assessments  
Loss Prevention  
Leadership and Mentoring  
Global Program Management  
Vendor Relationship Management  
Budget Management

Customer Experience  
Process Improvement  
Analytical Problem Solving  
Business Agility  
Cross Functional Team Collaboration  
Technically Proficient

### CAREER PROGRESSION

**Flex**, Milpitas, California

2019 to Present

*Manager, Brand Protection and Security, West Coast, Americas Region*

- Recruited from Allied Universal to manage the physical security of all west coast Flex and its subsidiary locations.
- Head of 90-person organization including managers, supervisors, leads, admins and guards.
- Trusted advisor to the Executive Leadership Team.
- Conduct complex and detailed investigations against non-compliance, employee conduct, loss prevention and other HR purposes.
- Own contract security and integration vendor relationship - including contract negotiation, renewals and large-scale joint projects.
- Oversee the 24HR Security Operations Center and all operations there-in. Center provides emergency communication for Flex nationwide.
- Lead Crisis Management Team (CMT) implementing controls and protocols to promote business continuity. Innovating policies and procedures in the fight against COVID-19.
- Hold budgetary responsibility for ~\$10M annually. Manage large CAPEX projects.
- Ran \$1M project to upgrade security systems infrastructure; updating all access control, CCTV, and technologies.
- Conduct regular risk assessments involving every building, customer, and perceived weakness.
- Spearheading security program for large, ITAR classified government projects. Serve as security SME for a \$400M project across the enterprise organization.
- Oversee security for largest and most prestigious projects; highly confidential, complex, metal free security programs.
- Nominated as Executive Sponsor for all emerging security technologies region wide including facial recognition, thermal scanning, sensors and robotics
- Planned and executed security for a Presidential visit to Flex. Traveled to Texas as part of the boots on the ground operational preparation and leadership team at request of senior management. Trusted with managing security for the event.

**Account Manager, Flex (January 2019 to November 2019) (4000HPW)**

- Recruited to restore San Jose location of national account; managed strategic vision and tactical mission of entire physical security team including returning account to solvency and profit, hiring and retraining management team, re-staffing guards, spearheading development of new policy, processes, training and procedures.
- Increased GP of the account by over \$250K annually resulting in a \$3per hour raise for guards.
- Transformed key account's GP from -75% to +15% by right-sizing staff and reducing non-billable overtime.
- Reduced non-billable overtime from 12% to 1.79% resulting in additional revenue for Allied Universal.
- Collected outstanding invoices dating back more than 1-year netting \$250k in recoveries.
- Second account transformed into flagship example of Allied Universal.

**Account Manager, Silicon Valley Bank (April 2018 to January 2019) (2500HPW)**

- Managed daily operations of Security personnel across seven geographically dispersed locations including the global HQ.
- Recruited to increase professionalism across the guard staff and global security operations center while improving overall vendor and client relationship.
- Achieved immediate GP growth, from 4% to 10.3%; reduced non-billable overtime to 3%.
- Improved morale and professionalism throughout the security organization by updating standard operating procedures and implementing "on the spot" reward system for positive reinforcement.
- Provided quarterly financial / KPI updates to client and restored their confidence in Allied Universal.

**Silicon Valley Security and Patrol, San Jose, CA****Operations Manager - (January 2016 to April 2017) (7000HPW)**

- Managed stationary guard force, recruiting, and scheduling of personnel serving 65 accounts and generating \$8M in annual revenue.
- Identified and built program to drug test candidates at hire and throughout their employment.
- Recognized and resolved multiple internal problems including non-competitive bill rates, low guard morale and performance
- Rebuilt internal culture and implemented employee appreciation program.
- Took on the mission of client retention. Succeeded in preserving millions in business.

**OTHER SECURITY / CONTRACTOR PROFESSIONAL EXPERIENCE****Confidential, U.S.**

2015 to 2018

**Select Engagements:**

- Residential Executive Protection for prominent Silicon Valley CEO.
- Freelance executive and personal protection for high profile clients.
- Armed Security Site-Lead in low income, high crime neighborhood of San Jose.
- Security Site-Supervisor for world renowned tech company special operations team.

**ADDITIONAL EXPERIENCE**

Assistant Store Manager | FedEx Office, Los Angeles CA, 2014 to 2015

Associate Producer / Researcher | Freelance Television Professional, Los Angeles, CA, 2012 to 2014

Sales Agent / Customer Service Associate | ColorFX Commercial Printing, Los Angeles, CA, 2010 to 2012

Customer Service Associate | Color Images Copy and Print, Burbank, CA, 2009 to 2010

Customer Service Associate | Business with Pleasure Copy and Print, Scotts Valley, CA, 2007 to 2009

**EDUCATION****Trojan Securities International***PSD Certification: Executive Protection, 2017***Leeds College of Technology***National Diploma: Information Technology and Media Studies, 2006***LICENSES & CERTIFICATIONS & MEMBERSHIPS**

CA Guard Card | CA Exposed Firearm Permit | Pepper / OC Spray Certificate | Florida Concealed Weapons Permit | NRA Weapons Certified (Handgun, Rifle, & Shotgun) | Job Placement Chairman, ASIS San Francisco Chapter, 2019/2020 |