



MEMORANDUM

DATE: April 4, 2019
TO: Honorable Mayor and Councilmembers
FROM: Kathleen Franco Simmons, City Clerk
SUBJECT: Board and Commission Applicant Interviews:
Tuesday, April 9, 2019

This packet includes applications received from qualified applicants for the current board and commission vacancies. The application deadline was March 29, 2019. The deadline serves as a cutoff point to allow time to verify voter registration and schedule interviews.

Interviews are scheduled on Tuesday, April 9 at 5:00 p.m. in the West Conference Room. Dinner will be available at 4:30 p.m. in the Council Conference Room.

<u>Name</u>	<u>Board/Commission</u>
Victor Marsh	Personnel Board
Emily White	Personnel Board

Appointments are scheduled for the City Council meeting on April 23, 2019.

ATTACHMENTS

1. Applications

**City Council Special Meeting: Board and Commission Interviews
Agenda and Interview Schedule
Tuesday, April 9, 2019, 5 p.m.
West Conference Room**

Call to Order

Roll Call

Public Comments

Interview Schedule

<u>Time</u>	<u>Name</u>	<u>Board/Commission</u>
5 p.m.	Victor Marsh	Personnel Board
5:15 p.m.	Emily White	Personnel Board

Council Discussion

Adjournment



CITY OF SUNNYVALE BOARDS AND COMMISSIONS APPLICATION

The City supports its demographic diversity and encourages applicants from all groups to apply.

Office Use Only

Date Received: 3/27/19

Voter registration

Checked: 3/28/19

Please print or type answers to all questions. Write N/A if not applicable.

General eligibility requirements: A resident and registered voter in Sunnyvale. Other requirements may apply to specific boards and commissions. Please check with the Office of the City Clerk at (408) 730-7483, TDD (408) 730-7501 or visit our Web site at: boardsandcommissions.inSunnyvale.com

If you would like to apply for more than one vacancy, place a number next to the board or commission, in order of your preference, for which you would like to apply. Only applications for current openings will be considered at this time. Applications for future openings will be kept on file for one year. Qualified applicants will be notified for an interview with City Council. Appointments will be made at a regular meeting of City Council.

- ☐ Arts Commission
- ☐ Bicycle and Pedestrian Advisory Commission
- ☐ Board of Building Code Appeals
- ☐ Board of Library Trustees
- ☐ Heritage Preservation Commission
- ☒ Housing and Human Services Commission
- ☐ Parks and Recreation Commission
- ☒ Personnel Board
- ☐ Planning Commission
- ☐ Sustainability Commission

1st choice

If you are applying for the **Bicycle and Pedestrian Advisory Commission**, please identify the category for which you are applying. You may apply for both if qualified.

- ☐ Category One: Applicants must be bicyclists or pedestrians residing and registered to vote in Sunnyvale.
- ☐ Category Two: Applicants must have an interest in bicycle and/or pedestrian issues in the City and belong to one of the groups listed below. Sunnyvale residency is not required, but applicant must be a registered voter or legal resident. Please check as many that apply:
 - ☐ PTA/parent group member
 - ☐ Santa Clara Unified School District/Sunnyvale School District Administration
 - ☐ Neighborhood association member
 - ☐ Sunnyvale teacher or principal
 - ☐ Person interested in Sunnyvale park and recreational activities

If you are applying for the **Sustainability Commission**, please identify the category for which you are applying.

- ☐ Category One: Applicants shall be Sunnyvale registered voters.
- ☐ Category Two: Applicants shall include members of the Sunnyvale business community. Such members need not be Sunnyvale residents.

IMPORTANT NOTICES

Please note that all information provided on the form becomes a public record after it is officially filed.

Applicants appointed to the Planning Commission, Board of Building Code Appeals, Heritage Preservation Commission and Housing and Human Services Commission are required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700), which are also a public record. A copy of this form is available in the Office of the City Clerk or by visiting www.fppc.ca.gov.

1. Applicant Name:

White
Last

Emily
First

J
M.I

2. Current Residence

Street

City 1

State

Sunnyvale, CA 94087
Zip

E-mail Address:

3. Phone Number:

(Home)

(Work)

(Cell)

Applicant Name Emily White

4. How long have you been a resident of Sunnyvale? 2 years

5. Are you a currently-registered voter in Sunnyvale? Select

When was the last time you voted?
Month November Year 2018

6. Are you currently serving or have you served on a City of Sunnyvale board or commission? Select NO

If yes, which one? _____

Term currently serving _____

Term previously served _____

7. What motivated you to apply for this board or commission? If you are applying for more than one, please reference the specific board or commission in your response(s).

I deeply care about Affordable housing in Silicon Valley and until Feb 2016, I was a renter since 1980. I think the living costs for people like me (professionals who are not working in high tech) are impossible to sustain. The homeless problem is growing and the situation for older adults who do not own homes is tragic. Instead of just complaining I decided to join an organization a commission involved in changing things.

8. What skills or attributes can you bring to this board or commission? If you are applying for more than one, please reference the specific board or commission in your response(s).

My skills include professional training + ~~Education~~ education in community development + organizing. I ~~have~~ am also skilled in the field of Geriatric Social ~~work~~ WORK and understand the needs of older adults.

9. The primary role of a board or commission member is to provide advice to City Council on policy issues that are within the scope of that board or commission. With this in mind, what steps would you take to effectively exercise this specific board or commission role? If you are applying for more than one, please reference the specific board or commission in your response(s).

I am applying for the Housing + H Services Commission or Personnel Board (my 2nd choice). I initially need to do my homework + learn about what each Board has

Applicant Name Emily White

10. Education: List college degrees and majors, and any relevant training or experience that demonstrates your ability to effectively serve on this board or commission. If you are applying for more than one, please reference the specific board or commission in your response(s). - ~~Housing Commission~~

- Master's Degree (NYU) in Social Welfare Administration • Community organizing
- N.I.M.H Fellowship in Community Mental HEALTH
- Advanced certifications in : - Social Work Leadership in Health Care
 - Gerontology
 - Mediation
- Former Founder • CEO of funded Tech Startup (8 years) with 6 patents in using online Social Networks to facilitate life issues

11. Briefly describe your current or last occupation.

Currently - ^{Advisory} Bd member Elder Care Alliance (Erasing Boundaries Research Institute)
Consultant / Advisor : www.Karen.Care
Private Practice: Geriatric Care Manager @ Care Manager on Demand
Emily White, LMSW, CMC

12. Have you attended a City Council, board or commission meeting? If so, please describe what you learned and what improvements you would suggest the City consider.

Yes - I have attended several Council meetings.
I learned that Sunnyside is very different than Mountain View - which is where I ~~resided~~ previously lived and became involved in local community rental issues in 2014.

13. Describe your involvement in community activities, volunteer and civic organizations.

Prior to my parents being ill I was on the State CA HATE CRIMES Task Force - Also, I have mainly been involved in organizations relating to care for older adults (Alzheimer's etc).

For the past 10 years I have been a caregiver of my parents and I worked while doing this and have not had much extra time. My mom recently passed away.

Applicant Name Emily White

14. The City has a Code of Ethics and Conduct for Elected and Appointed Officials and an attendance policy that appointed members are required to follow. Do you have any concerns in these two areas? If so, please describe. (You may obtain a copy of these policies on the City Web site or from the Office of the City Clerk (408) 730-7595, TDD (408) 730-7501.)

NONE

15. If an unplanned vacancy arises on the board(s) or commission(s) you are interested in, would you be willing to accept a temporary appointment for the remainder of the unexpired term or until a recruitment is held and Council officially fills the vacancy? ☒ Yes ☐ No

Please Note: Pursuant to the Americans with Disabilities Act (ADA), the City of Sunnyvale will make reasonable efforts to accommodate persons with qualified disabilities during the boards and commission interview process. Should you require special accommodations, please contact the Office of the City Clerk at (408) 730-7595 at least five days in advance of your scheduled interview.

I certify under penalty of perjury that all statements I have made on this application are true and correct. I hereby authorize the City of Sunnyvale to investigate the accuracy of this information from any person or organization, and I release the City of Sunnyvale and all persons and organizations from all claims and liabilities arising from such investigation or the supplying of information for such investigation. I acknowledge that any false statement or misrepresentation on this application or supplementary materials will be cause for refusal of appointment or immediate dismissal at any time during the period of my appointment.

Your application is not complete until it is signed and submitted to the Office of the City Clerk. Applicants are also requested, on a voluntary basis, to complete the Supplemental Background Information document at the end of the application.

Signature of Applicant

Emily White

Date

3/24/19

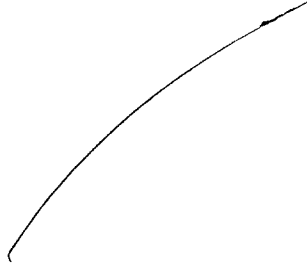
Please return to: Office of the City Clerk, 603 All America Way, P.O. Box 3707, Sunnyvale, CA 94088-3707

SUPPLEMENTAL QUESTIONNAIRE

Note: Please respond only to questions that pertain to your selected board(s) or commission(s).

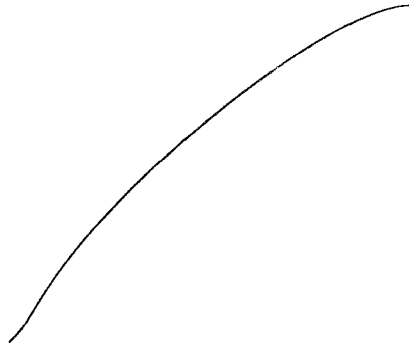
Arts Commission

1. In what ways could the City strengthen art programs in the community?



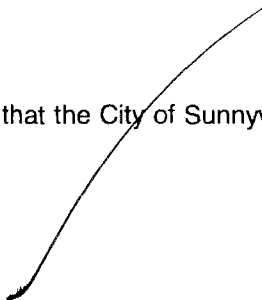
Bicycle and Pedestrian Advisory Commission

2. Like many cities in Santa Clara County, Sunnyvale is faced with problems stemming from traffic congestion and air pollution. Suggest ways the City can improve facilities for bicyclists and improve bicycling education and safety programs for motorists, cyclists and pedestrians?



Board of Building Code Appeals

3. What do you think can be done to assure that the City of Sunnyvale building development standards are consistently applied?



Applicant Name Emily White

Board of Library Trustees

4. Community demographics and technology are constantly changing. What do you think are the principal issues the Sunnyvale Public Library may be addressing over the next few years?

Heritage Preservation Commission

5. What historical features or structures in our community do you think are at risk? What course can the City take to preserve them?

6. What factors would influence your recommendation to preserve a particular building or site?

Housing and Human Services Commission

7. Evaluate the quality and adequacy of the housing programs that serve the Sunnyvale community.

I do not feel that at this time
I know enough to evaluate them adequately.
As I mentioned, I moved to Sunnyvale in
Feb 2016 and until Dec 2018 was a caregiver
for my mom who passed away in Nov (the 28th).
I also worked and renovated a manufactured home
and had little time to get involved in citywide
anything.

8. Evaluate the quality and availability of the human services programs that serve the Sunnyvale community.

I think the Senior Center is an impt. place.
I know some SW staff and this is all I
know about services in Sunnyvale at this time.

Park and Recreation Commission

9. Community demographics are constantly changing. What do you think are the principal issues this Commission may be addressing over the next few years?

Personnel Board

Additional eligibility requirements for Personnel Board - Please check Yes or No for each question:					
	YES	NO		YES	NO
I hold public office or employment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	I have a spouse, household member, or designated relative (parent, step-parent, grandparent, child, sister, brother, niece, nephew, uncle, or aunt of the individual or of the individual's spouse), employed by the City of Sunnyvale in a position which has the right to have a disciplinary matter heard before the Personnel Board.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I am a candidate for another public office or position	<input type="checkbox"/>	<input checked="" type="checkbox"/>			
I am a former City employee	<input type="checkbox"/>	<input checked="" type="checkbox"/>			

10. Please describe your experience and responsibilities in the administration of employee discipline.

In my past I was a Director of Affirmative Action at Lockheed (1980's). I also was an interim manager of Employee Relations - Director of Human Resource in several Tech. companies in the 90's. I was a mgmt Consultant for 10 years teaching Executive Management Courses to many companies, organizations and nonprofits throughout CA and was appointed to be Governor Wilson's HATE Crimes Task Force. I designed Diversity Training for CA

11. Please describe your experience and responsibilities in the administration of employee grievances

Throughout my earlier career I have been involved in many aspects of Employee grievances, Sexual harassment (I taught this also) and job discrimination. I was a mgr, an expert Consultant AND I am probably currently experiencing Age Discrimination - so I have been on all sides of the table

Law Enforcement Community (P.O.S.T.) in the 90's.

Planning Commission:

12. Sunnyvale has limited vacant land for new development. This could increase pressure for redevelopment of existing developed areas. How can planning respond to this situation?

We need to be educated on all aspects before responding. I personally need more info to respond intelligently to this.

13. Planning Commissioners are often asked to consider social, economic and environmental issues when reviewing proposals. How does one achieve a balanced community?

By really considering all social, economic + environmental issues and responding to each area based on comprehensive research + information from all parties in each area. I believe social + economic are not always considered with fairness, but I could be incorrect.

Sustainability Commission:

14. Sustainability is a new and emerging issue in many communities. What do you think are the primary sustainability policy issues this commission will be addressing over the next few years?

I do not know enough at this time to respond adequately.

15. Sustainability Commissioners will need to consider social, economic and environmental issues when addressing sustainability policy issues. How does one achieve a balanced community?



CITY OF SUNNYVALE BOARDS AND COMMISSIONS APPLICATION

*The City supports its demographic diversity and encourages
applicants from all groups to apply.*

Office Use Only	
Date Received:	8/2/18
Voter registration Checked:	8/2/18 <i>ms</i>

Please print or type answers to all questions. Write N/A if not applicable.

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- ☐ Board of Library Trustees
- ☐ Heritage Preservation Commission
- ☐ Housing and Human Services Commission
- ☐ Parks and Recreation Commission
- ☒ Personnel Board
- ☐ Planning Commission
- ☐ Sustainability Commission

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 - ☐ Neighborhood association member
 - ☐ Sunnyvale teacher or principal
 - ☐ Person interested in Sunnyvale park and recreational activities

If you are applying for the **Sustainability Commission**, please identify the category for which you are applying.

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1. Applicant Name:	MARSH II	VICTOR	L
	Last	First	M.I
2. Current Residence	SUNNYVALE	CA	94087
	Street	City	State
			Zip
E-mail Address:			
3. Phone Number:	(Home) _____	(Work) _____	(Cell) _____

4. How long have you been a resident of Sunnyvale? 1.5 years5. Are you a currently-registered voter in Sunnyvale? Yes When was the last time you voted?
Month June Year 20186. Are you currently serving or have you served on a City of Sunnyvale board or commission? NoIf yes, which one? _____ Term currently serving _____
_____ Term previously served _____

7. What motivated you to apply for this board or commission? If you are applying for more than one, please reference the specific board or commission in your response(s).

I have a deep interest in human resource practices and in rigorous academic study of HR. I am studying for a PhD in management (expected 2020, dissertation phase) and the focus of my work is workforce and labor issues in high-growth firms. In practice, I have managed federal government personnel across cultures on 3 continents as a U.S. diplomat (U.S. Foreign Service, 2007-2015) in Europe, the Caribbean, and Asia. I hold an MPA from Princeton and am an expert in EEO legal history, EEO political history, and the data of the U.S. Equal Employment & Opportunity Commission, social psychology, and the diversity management.

8. What skills or attributes can you bring to this board or commission? If you are applying for more than one, please reference the specific board or commission in your response(s).

As a former diplomat, I work well with new acquaintances and colleagues in challenging work contexts. I have experience helping large committees to forge consensus at the United Nations, inside the U.S. federal government, and in bilateral negotiations abroad. After years overseas in public service, I want to continue to serve in here at home. I bring a deep intellectual interest in personnel management and cross-cultural management in the workplace.

9. The primary role of a board or commission member is to provide advice to City Council on policy issues that are within the scope of that board or commission. With this in mind, what steps would you take to effectively exercise this specific board or commission role? If you are applying for more than one, please reference the specific board or commission in your response(s).

If appointed to the Personnel Board, I will take the following three steps to ensure that I am an asset to this commission. First, I will read my briefs to ensure that I am prepared for each engagement that involves the career of a fellow citizen. Second, I will distill my understandings of the case facts into 2-page memorandum (that was the maximum page limit for even complex issues in memoranda to the U.S. Secretary of State). Third, I will make recommendations to City Council using well-hewn logic and City statutes - the logic exposed to rigorous evaluation by Personnel Board colleagues.

I am experienced in the work of advice-giving-by-committee. The first step is to forge consensus at least on the facts as understood and found credible by the Board. The next step is to convey these understandings, with tractable recommendations, to busy public officials. Luckily, I have done just this for the past 10 years to audiences such as the Chief of Staff of the U.S. Department of State, the U.S. Haiti Special Coordinator, the U.S. Ambassador to Cyprus, the U.S. Consul-General to Hong Kong, and a Secretary of State.

10. Education: List college degrees and majors, and any relevant training or experience that demonstrates your ability to effectively serve on this board or commission. If you are applying for more than one, please reference the specific board or commission in your response(s).

2016 - Present: PhD Student, University of Colorado Boulder - Management & Human Resources

2005 - 2007: MPA, Princeton University - Public & International Affairs

2001 - 2005: BA, Stanford University - International Relations (Economics minor)

11. Briefly describe your current or last occupation.

I am currently a PhD student in management (dissertation phase). Most recently, I was a U.S. diplomat (Foreign Service Officer) from 2007-2015 with assignments to China, Haiti, Cyprus, and the headquarters team for the U.S. Secretary of State.

12. Have you attended a City Council, board or commission meeting? If so, please describe what you learned and what improvements you would suggest the City consider.

I have attended PTA meetings.

13. Describe your involvement in community activities, volunteer and civic organizations.

Member, PTA, Ellis Elementary School

Applicant Name MARSH

14. The City has a Code of Ethics and Conduct for Elected and Appointed Officials and an attendance policy that appointed members are required to follow. Do you have any concerns in these two areas? If so, please describe. (You may obtain a copy of these policies on the City Web site or from the Office of the City Clerk (408) 730-7595, TDD (408) 730-7501.)

No concerns.

15. If an unplanned vacancy arises on the board(s) or commission(s) you are interested in, would you be willing to accept a temporary appointment for the remainder of the unexpired term or until a recruitment is held and Council officially fills the vacancy? ☒ Yes ☐ No

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I certify under penalty of perjury that all statements I have made on this application are true and correct. I hereby authorize the City of Sunnyvale to investigate the accuracy of this information from any person or organization, and I release the City of Sunnyvale and all persons and organizations from all claims and liabilities arising from such investigation or the supplying of information for such investigation. I acknowledge that any false statement or misrepresentation on this application or supplementary materials will be cause for refusal of appointment or immediate dismissal at any time during the period of my appointment.

Your application is not complete until it is signed and submitted to the Office of the City Clerk. Applicants are also requested, on a voluntary basis, to complete the Supplemental Background Information document at the end of the application.

Signature of Applicant



Date 08/01/2018

Please return to: Office of the City Clerk, 603 All America Way, P.O. Box 3707, Sunnyvale, CA 94088-3707

Personnel Board

Additional eligibility requirements for Personnel Board - Please check Yes or No for each question:					
	YES	NO		YES	NO
I hold public office or employment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	I have a spouse, household member, or designated relative (parent, step-parent, grandparent, child, sister, brother, niece, nephew, uncle, or aunt of the individual or of the individual's spouse), employed by the City of Sunnyvale in a position which has the right to have a disciplinary matter heard before the Personnel Board.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I am a candidate for another public office or position	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>
I am a former City employee	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input checked="" type="checkbox"/>

10. Please describe your experience and responsibilities in the administration of employee discipline.

From 2013-2015 as a manager in the federal government (a U.S. embassy department), I led a team of 8 full-time federal employees. My responsibilities included the documentation of performance, the conducting of counseling sessions with all employees to manage performance, and the creation of one performance improvement plan to deal with performance issues.

11. Please describe your experience and responsibilities in the administration of employee grievances.

As a PhD student in HR, I study such agreements, including the opinion survey relationships between employee job commitment and employer grievance procedures.