

OFFICE OF THE MAYOR

CITY OF OAKLAND



2006 DEC -7 AM 9:55

1 FRANK H. OGAWA PLAZA • 3RD FLOOR • OAKLAND, CALIFORNIA 94612

Office of the Mayor
Jerry Brown
Mayor

(510) 238-3141
FAX: (510) 238-4731
TDD: (510) 839-6451

Letter of Nomination

December 19, 2006

The Honorable City Council
One City Hall Plaza, Second Floor
Oakland, CA 94612

Dear Councilmembers:

Upon nomination of the Mayor, the following person is hereby appointed as a member of the following Board or Commission:

City Planning Commission

Paul Garrison, Mayoral appointment serving the term beginning 5/5/2004 and ending 5/5/2007, filling the seat vacated by Nicole Franklin.

If you have any questions or concerns, please feel free to contact me.

Respectfully,

JERRY BROWN
Mayor

A handwritten signature in black ink, appearing to be "Jerry Brown", written over the printed name and title.

PAUL EUGENE GARRISON

OAKLAND, CALIFORNIA 94610

EXPERIENCE**WELLS FARGO & COMPANY**

WALNUT CREEK, CA

2005 –

Vice President & Manager, Compliance, Merchant Payment Solutions

Senior management position responsible for building a compliance function for newly restructured online and retail card merchant payment processing business. Currently manages a 3-person team with anticipated growth and is responsible for developing, implementing and overseeing the MPS Compliance Program. Regularly consults with Executive Vice President and Senior Vice Presidents concerning the appropriate identification and mitigation of risk. Creates policies and procedures to ensure that the business products and services meet all applicable laws, regulations and corporate compliance standards. Monitors delivery and progress of compliance training for the business. Ensures coordination and communication with corporate compliance function, law department and internal audit and federal regulators, the Office of the Comptroller of the Currency. Manages and coordinates audits and provides oversight of business plans designed to address audit exceptions.

2001-2005

Vice President and Manager, Corporate Employee Relations

Senior management position responsible for managing 20 team members in 4 departments in multiple states within Corporate Human Resources involving regulatory and compliance matters. Primary departmental responsibilities include employment policy development and interpretation for implementation enterprise-wide, grievance resolution, equal employment opportunity and affirmative action, background screening and vendor management and community support programs. Acts as strategic partner with senior executives and line human resources managers to ensure that business practices and objectives are aligned with employment policies, laws and regulations and that there is uniform and even-handed implementation of company employment policies in order to mitigate business risk in order to protect company assets and to ensure Wells Fargo continues to be regarded as employer of choice.

1999-2001

Vice President and Senior Counsel

Managed employment litigation to ensure that outside counsel achieved cost-effective results, including class action litigation. Counsels all levels of management concerning employment matters such as discrimination, wrongful termination, sexual harassment, wage and hour issues, labor

relations and OSHA compliance. Represents company in court and in federal and state administrative hearings. Represented Bank in alternative dispute resolution. Prepares various employment-related contracts and agreements. Conducts management and employee training regarding employment-related matters. Serves as Editor of Legal Briefs newsletter for Bank managers. Provides counsel for Benefits attorneys, where appropriate.

- 1997-1999 **Vice President and Counsel**
 Advised and counseled human resources managers concerning mitigation of legal risk in the implementation of company employment policies. Participated on Wells Fargo/Norwest merger transition team to review and revise employment policies to ensure that best practices were adopted. Managed outside counsel to ensure that satisfactory results in both state and federal court. Represented the bank in alternative dispute resolution and in administrative hearings.
- 1995-1997 **Associate Counsel**
 Advised and counseled human resources managers regarding concerning mitigation of legal risk in the implementation of company employment policies. Reviewed and revised company policy. Conducted training concerning harassment and discrimination.
- 1993-1994 **STEINHART & FALCONER** **SAN FRANCISCO, CA**
Associate Attorney
 Represented firm clients in state and federal court and in alternative dispute resolution proceedings. Advised and counseled firm clients concerning litigation avoidance and adoption of best practices. Conducted research regarding both employment and labor issues. Advised and counseled firm clients and conducted employment law training sessions. Prepared and responded to discovery requests and drafted pre-trial motions.
- 1991-1993 **LITTLER, MENDELSON** **SAN FRANCISCO, CA**
Associate Attorney
 Researched various issues of employment and labor law. Prepared discovery requests and drafted pre-trial motions. Participated in mediation and arbitration.
- 1986-1988 **MACY'S NORTHEAST** **NEW YORK, NY**
Employment Manager
 Recruited sales associates and support staff for 600-employee Kings Plaza store. Conducted performance appraisals and management training.
- 1986-1987 **Training Manager**
 Conducted sales and service training programs for management and sales associates in Herald Square Store. Promoted to Employment Manager.

1982-1986 **HUMAN RESOURCES MANAGEMENT INTERNSHIPS**
 Interned with Cornell University, Dow Jones & Company, Inc., and
 Memphis Light, Gas & Water Division.

EDUCATION

1988-1991 **VANDERBILT UNIVERSITY SCHOOL OF LAW** NASHVILLE, TN
 Earned Jurisdoctorate degree. Honors included Douglas Bell Memorial
 Prize and Johnson & Gibbs Appellate Advocacy Competition Finalist.
 Elected President of Black Law Students' Association. Appointed
 Chairman of Contemporary Legal Issues Lecture Series. Elected Member
 of Honor Council.

1989 **INSTITUTE OF COMPARATIVE LAW** OXFORD, ENGLAND
 Earned certificate in comparative employment law at Oxford University.

1982-1986 **CORNELL UNIVERSITY** ITHACA, NY
 Earned Bachelor of Science degree in Industrial and Labor Relations
 (I&LR). Scholarships included Daniel P. Alpern, Lewis DeLucia and
 Louis B. Hollander. Luce Fellowship National Finalist.

Licenses Certified Mediator, Federal Mediation and Conciliation Service, Member
 of State Bar of California; United States District Court for the Northern
 District of California; and United States Court of Appeals for the Ninth
 Circuit.

Professional Associations

1991-Pres. American Bar Association; National Bar Association; California
 Association of Black Lawyers, General Counsel, 1991- present; State Bar
 of California, Employment Section; Charles Houston Bar Association,
 General Counsel 1996 - 1998; and Wiley Manuel Law Foundation, Board
 of Directors 1995-1996.

Presentations

"Are English-Only Policies a 'No-Go'?", National Industry Liaison
 Group, August 2002; "How To Select and Retain Top Employees,"
 Institute of Business Law, November 1996; "Conducting Workplace
 Investigations," National Employment Lawyers' Council Conference
 Panelist, May 1996; "Can Considering Race Make Equality A Virtual
 Reality?" School of Industrial and Labor Relations, Cornell University,
 October 1995; "Developing Effective Hiring and Retention Efforts in A
 Politically Correct Culture," Institute of Business Law, October 1995;
 "Effectively Responding to State and Federal Agency Inquiries,
 Investigations, Audits, and Inspections", Council on Education in
 Management Personnel Update 1999.

**Civic
Activities**

Thurgood Marshall Scholarship Fund, Leadership Institute, Career Opportunities in Financial Services Industry, panelist 2003, moderator, 2004
Oakland Arts Commission, Commissioner, appointed by Mayor Jerry Brown, 2000
Oakland Public Ethics Commission, Vice Chair, appointed under Mayor Elihu Harris, 1997
Oakland City Management Academy, 1998
Oakland East Bay Symphony, Board Director 1997-present, President Haddon Hill Neighborhood Association, Founder and President, 1996-present
Alpha Phi Alpha Fraternity, Omicron Theta Lambda Chapter, President 1996 – 1998
Charles A. Tindley Academy of Music, Board of Directors 1994-1996
Back On Track, Board Director 1997-1999
Alamo Square Neighborhood Association, Board of Governors 1993-1995
Harvard Push for Success mentorship program 1992
Third Baptist Church, Trustee 2001

Awards

2002 Wells Fargo Volunteer Service Award
1997 Wells Fargo Volunteer Service Award

DRAFT

RESOLUTION No. _____ C.M.S.

**RESOLUTION APPOINTING PAUL GARRISON AS A MEMBER OF
THE CITY PLANNING COMMISSION**

WHEREAS, Ordinance No. 192 C.M.S. creates the City Planning Commission, whose members are nominated by the Mayor and approved by the City Council; and

WHEREAS, Ordinance No. 11776 C.M.S. specifies that members of the City Planning Commission are to serve three year terms, which are to be staggered so that some appointments will expire every year, and appointments to fill a term of office are only to be for the remainder of that term; now, therefore, be it

RESOLVED, that by the nomination of the Mayor, the following individual is hereby appointed to the term set forth below:

Paul Garrison, to complete the term beginning May 5, 2004 and ending May 5, 2007, filling the position formerly held by Nicole Franklin.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES- BRUNNER, KERNIGHAN, NADEL, QUAN, BROOKS, REID, CHANG,
AND PRESIDENT DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

ATTEST:

LATONDA SIMMONS
City Clerk and Clerk of the Council
of the City of Oakland, California