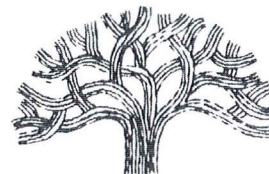


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CITY OF OAKLAND



CITY HALL • 1 FRANK H. OGAWA PLAZA, 3rd FLOOR • OAKLAND, CALIFORNIA 94612

Office of the Mayor
Honorable Libby Schaaf
Mayor

(510) 238-3141
Fax (510) 238-4731

Letter of Appointment

April 19, 2016

The Honorable City Council
One Frank H. Ogawa Plaza, Second Floor
Oakland, CA 94612

Dear President Gibson McElhaney and members of the City Council:

Pursuant to City Charter Section 601, the Mayor has appointed the following person as a member of the following board or commission, subject to City Council confirmation:

CITIZENS' POLICE REVIEW BOARD

Colette McPherson, Mayoral appointment for a two-year term beginning February 16, 2016 and ending February 15, 2018, to fill the seat previously held by Almaz Yihdego.

Thank you for your assistance in this matter.

Sincerely,

Libby Schaaf
Mayor

A handwritten signature in blue ink, appearing to read "Libby Schaaf".

HUMAN RESOURCES MANAGER
SENIOR HUMAN RESOURCES GENERALIST/RECRUITER

Highly talented and skilled Senior Human Resources Professional with 15+ years experience in recruitment, employee relations, performance management, compensation, and benefits administration. Proven ability to create winning HR initiatives and partner with key stakeholders to promote employee development and company growth. Expertise developing recruiting initiatives to attract high quality talent, monitoring employee relations issues and implementing conflict resolution strategies, and administering HR policies ensuring alignment with company objectives. Track record for successfully collaborating with cross-functional teams to improve employee effectiveness. Polished presentation and training skills and strong program development abilities. Top-performer, respected leader, and valued contributor to management teams.

Employee Relations & Retention ♦ Full Life Cycle Recruiting ♦ Workforce Planning ♦ Interviewing
Immigration ♦ Employment Law ♦ Compensation ♦ Performance Management ♦ Negotiations ♦
Training
Benefits Administration ♦ Program Development ♦ Risk Management ♦ Leadership & Team
Building

My background demonstrates a solution-driven attitude with the ability to drive forward human resources agendas. I have consistently provided superior guidance to managers and employees involved in employee relations conflicts and have worked closely with outside legal counsel when necessary. I am a committed professional able to multi-task numerous responsibilities including recruiting, training, compensation and benefits administration, and facilities management. I have created human resources policies and programs which have directly contributed to the success of the organization. I have been regarded as an extremely valuable member of strategic planning teams and have consistently demonstrated an ability to surpass expectations. Let me briefly highlight my talents and strengths, which are proven characteristics of my professional performance:

- ♦ Recognized for identifying opportunities to improve processes and procedures by streamlining efficiencies and lowering overhead costs.
- ♦ Proven success creating and implementing strategic recruiting initiatives which have improved the quality and talent new hires and reduced recruiting expenses.
- ♦ Highly skilled HR administrator with ability to manage and execute several functions simultaneously and ensure company compliance with employment laws and regulations.
- ♦ Recognized as a confident, articulate, respected, and highly motivated leader and team player.

My strengths lie in my ability to positively contribute to large and small-scale human resources operations within a specialty area or generalist capacity. I am regarded as a valued team member with a track record that demonstrates self-motivation, creativity, and initiative to exceed goals

Sincerely yours,
Colette C. McPherson

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Approved as to Form and Legality


Office of the City Attorney

OAKLAND CITY COUNCIL

Resolution No. _____ C.M.S.

RESOLUTION CONFIRMING THE MAYOR'S APPOINTMENT OF COLETTE MCPHERSON TO THE CITIZEN'S POLICE REVIEW BOARD

WHEREAS, Section 601 of the City Charter provides that members of City boards and commissions shall be appointed by the Mayor subject to confirmation by the affirmative vote of five members of the City Council; and

WHEREAS, Ordinance No. 12454 C.M.S., adopted November 12, 2002 (repealing Ordinance Nos. 11905 and 12102 C.M.S.) created the Oakland Citizen's Police Review Board to investigate and review certain complaints regarding conduct of Oakland police officers and park rangers, thereafter deliver timely advisory reports to the City Administrator regarding the facts of and recommended disposition of these complaints, as well as disciplinary recommendations if appropriate and additionally it may recommend policy changes to the Public Safety Committee regarding matters within its jurisdiction; and

WHEREAS, the Citizen's Police Review Board consists of nine members and three alternative members serving two-year staggered terms with no more than two consecutive terms; and

WHEREAS, the Honorable Mayor Libby Schaaf has appointed Colette McPherson to serve a two-year term on the Citizen's Police Review Board subject to confirmation by the City Council; now therefore be it

RESOLVED, that pursuant to City Charter section 601, the City Council hereby confirms the Mayor's appointment of:

Colette McPherson, to serve a two-year term on the Citizen's Police Review Board beginning February 16, 2016 and ending February 15, 2018, filling the seat previously held by Almaz Yihdego.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID AND PRESIDENT GIBSON-MCELHANEY

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____
LATONDA SIMMONS
City Clerk and Clerk of the Council of the
City of Oakland, California