## MARSHA C. PETERSON



**EXPERTISE**: Litigating Labor, Employment and Contract matters. Advising Corporate Board of Directors; Serving in leadership capacity on non-profit boards and Commissions; Directing Professional Staff; Advising Executive Management; Managing Budgets; Developing Strategic Plans.

## PROFESSIONAL (LEGAL) EXPERIENCE

Consulting Attorney: 6114 LaSalle Ave, Suite 522, Oakland, CA 94611. Self-Employed. June 2014 - Present

Provide expert advice and assistance in complex employment litigation matters, create discovery documents and plans, and prepare responsive briefs and memoranda on contract basis.

Labor Advisor to Executive Director: Port of Oakland, 530 Water Street, Oakland, CA, 94604. February 2011 – June 2014

Developed and managed implementation of overall labor policy and strategy, including program planning, fiscal management, administration, organization and operation. Ensured management labor teams' efforts were focused on engaging, improving and encouraging meaningful labor relations and that negotiated labor agreements contained sustainable benefits and pay structures reflecting Port's operational needs and objectives. Devised alternate strategies and forums for resolving disputes. Created "White Paper" for innovative change in labor relations and strategy.

Deputy Port Attorney: Port of Oakland, 530 Water Street, Oakland, CA, 94604. April 1999 – January 2010

Served as a top level advisor to the Board of Port Commissioners, Executive Director and senior management officials on wide variety of complex and general matters in the areas of labor and employment; worked with all facets of Port's operations in identifying, researching and resolving legal issues at the lowest level; selected and managed outside counsel on broad array of litigation efforts including jury trials; managed legal budget and spend on outside counsel; personally handled and represented Port in binding arbitration and unfair labor practice charges; drafted legal briefs and advice memoranda, consulted with senior managers on practical solutions to legal needs associated with their business operations and personnel issues. Received Commendation from Administrative Committee of the Board of Port Commissioners for outstanding results in labor arbitrations.

General Counsel: Fleet Industrial Supply Center, Naval Supply Center, Oakland, CA. March 1990 – September 1998

As Chief Civilian Legal Counsel, supervised staff of attorneys and support personnel; reviewed and approved business and commercial law matters covering all areas of development and administration of supply and facilities contracts and contract claims; advised Installation Commander and defended the facility in litigation on civilian personnel law, contract disputes, Equal Employment Opportunity, land use, environmental compliance, standards of conduct and ethics; developed and managed legal budget; hired attorneys and created yearly professional development plans. Awarded two Civilian Meritorious Service Awards (highest award to Civilians in Dept. of Defense)

Deputy Staff Judge Advocate: Oakland Army Base, Oakland, CA, 1987 – 1990
Provided legal advice to Commanding General and Management Staff on issues of exceptional difficulty involving labor and employment law, procurement, transportation, fraud and public and private labor union relations. Managed legal staff in absence of Staff Judge Advocate.

**Trial Attorney**: Trial Attorney, Civil Division, Commercial Litigation Branch Department of Justice, Washington, D.C., 1978 – July 1983 (Attorney General's Honors Program).

Personally litigated over forty reported favorable federal commercial and personnel cases; determined strategy and tactics, prepared pleadings and briefs, presented oral arguments, and conducted settlement negotiations, discovery and trial presentations.

#### **VOLUNTEER EXPERIENCE**

**The Links, Incorporated**: 1200 Massachusetts Ave, NW, Washington, DC. June 2014 – July 2018.

As National Protocol, Chair, and member of Executive Council, was responsible for overall adherence to protocol practices of this national service organization consisting of over 16,000 professional women of color in 300 chapters located in 41 states, the District of Columbia, the Commonwealth of the Bahamas and Great Britain. Revised protocol processes and practices. Developed protocol webinars and workshops. Additionally, have served in numerous leadership positions in local Oakland Bay Area Chapter, The Links, Incorporated, since May 1996.

Friends of Faith: 418 30<sup>th</sup> Street – Suite B, Oakland, CA. January 2013 – December 2018 Actively implemented mission to provide information and critical financial support to organizations helping low-income, underinsured women undergoing breast cancer treatment. Responsibilities included oversight and implementation of all elements of annual fundraiser; corporate donor expansion and maintenance, sponsorship development, site permits, branding, vendors budget/expenses/projected revenues, registration, community outreach, signature merchandise sales, volunteers, entertainment, website, raffle ticket sales, and ad/sponsor book. Reviewed grant applications and recommend awards.

Member and Committee Chair, Alameda County Superior Court, Civil Grand Jury. June 2014 – June 2016.

As arm of Alameda County Superior Court, worked with 18 citizens to investigate local government to ensure that public agencies work in the best interest of the public.

Oakland Parks and Recreation Advisory Commission (PRAC): 250 Frank H. Ogawa Plaza, Suite 3330, Oakland, CA. December 2011- December 2016. Researched, formulated and advised City Manager and City Council on matters affecting

the operations of the Office of Parks and Recreation and their facilities, functions, exhibits and duties; heard, advised and provided input on activities taking place in parks and recreation sites.

### **EDUCATION**

Juris Doctorate - Georgetown University Law Center, Washington, D.C.

Bachelor of Arts - English Literature - University of California, Berkeley, California.

- Dean's List; Member, University of California Berkeley Honor Students' Association.
- Exchange Student, University of Nairobi, Kenya.

### PROFESSIONAL MEMBERSHIPS and CERTIFICATIONS

Member of the California Bar, admitted to practice before the Supreme Court for the State of California; the United States District Court for Northern District of California; the United States Court of Appeals for the Federal Circuit; the United States Court of Federal Claims; Communication & Conflict Resolution, California State University East Bay; Crucial Conversations Training; Nonprofit Management Certificate, California State University East Bay (Pending).

# **Police Commission**



## **Application for Position of Commissioner**

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

|               |                | Applican | t Information |       |       |                   |
|---------------|----------------|----------|---------------|-------|-------|-------------------|
| Full Name:    | Peterson       | Marsha   |               | C.    | Date: | 01-04-2021        |
|               | Last           | First    |               | M.I.  |       |                   |
| Home Address: |                |          |               |       |       |                   |
|               | Street Address |          |               |       |       | Apartment/Unit #  |
|               | Oakland        |          |               | GA    |       | <del>-01511</del> |
|               | City           |          |               | State |       | ZIP Code          |
|               |                |          |               |       |       | <del></del>       |
| Phone:        |                |          | Email         |       |       |                   |
|               |                | o 1 .    | 10 .          |       |       |                   |

## Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

- Please describe any life work and significant community volunteer experiences that prepare you
  to contribute to the work of the Commission.
- 2. Please describe your contacts or experiences with the Oakland Police Department.
- 3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

| Application Consideration   | IS   |
|---|--|
| Check all that apply:   |  |
| I would like to be considered as a Selection Panel appointee?   | YES NO   |
| I would like to be considered as a Mayoral Appointee?   | ✓ YES  NO  |
|   |  |
| References  |  |
| Please list three professional or personal references who are fam<br>and qualifications, and who can answer questions about your abi  |  |
| Full Name: (see attached)   | Relationship:  |
| E-Mail  | Phone:   |
| Full Name: (see attached)   | Relationship:  |
| E-Mail  | Phone:   |
| Full Name: (see attached)   | Relationship:  |
| E-Mail  | Phone:   |
| Voluntary Self-Identification Ques  | stionnaire   |
| <ol> <li>With which race and/or ethnicity do you identify? (Check all to White</li> <li>Black or African American</li> <li>Latino</li> <li>Native Hawaiian or other Pacific Islander</li> <li>Asian</li> <li>American Indian or Alaskan Native</li> <li>Other:</li> <li>I do not wish to Self-Identify</li> <li>What is your gender?</li> </ol> | hat apply.)  |
| Female I do not wish to se  | elf-identify   |
| <ol> <li>You are considered to have a disability if you have a physical<br/>condition that substantially limits a major life activity, or if you<br/>or medical conditions.</li> </ol>  | l or mental impairment or medical have a history of such an impairment |
| Please check one of the boxes below:  Yes, I have a disability (or previously had a disability)  No, I do not have a disability  I do not wish to answer  |  |

## Disclaimer and Signature

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature:

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

| Mail <i>or</i> Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm) | Selection Panel for Police Commission<br>c/o City Administrator's Office<br>1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor<br>Oakland, CA 94612 |
|---|--|
| E-mail  | Address: CityAdministratorsOffice@oaklandca.gov<br>Subject: Police Commission Application  |

Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

My resume reflects a long legal career and a robust history of volunteer service both locally and nationally.

I am an Oakland, California native, educated in the far corners of West Oakland - Willow Manor Elementary, Lowell Junior High School and Oakland Technical High School. I attended UC Berkeley where I was on the Dean's list and the honor roll. I spent my junior year abroad studying African literature and political thought at the University of Nairobi, Kenya, and I traveled throughout East and West Africa. I earned a law degree from Georgetown University Law Center, Washington, D.C., and started my distinguished legal career in the honors program of the U.S. Justice Department, Civil Division, Commercial Litigation Branch, Washington, D.C. I retired from the active practice of law in 2014, as the Labor and Employment Advisor to the Executive Director and Board of the Port of Oakland. Since what proved to be my "semi-retirement", I have worked in the private legal sector on a contract-consulting basis as a plaintiff's counsel. In that regard, I gained a unique perspective. My legal career was concentrated in labor and employment, which makes me ready and able to traverse the intricacies and nuances of labor union contracts, past practices and employment rights.

I have volunteered in various capacities, including service on the Alameda County Civil Grand Jury and Oakland Parks and Recreation Commissioner. I am a member of The Oakland Bay Area Chapter, The Links, Incorporated, currently concentrating on introducing global citizenship and foreign affairs virtually to students in Oakland, California, during the pandemic.

Please describe your contacts or experiences with the Oakland Police Department.

I have not had any personal contacts or experiences with the Oakland Police Department.

Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

- a. as a police officer,
  - Robert Thomas Oliver (brother; former Oakland Police officer)
  - Mildred Jones Oliver (sister-in-law; former Oakland Police officer)
- b. as a criminal prosecutor or defense attorney, (N/A)
- with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. (N/A)

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Robert Warren
 Alameda County Assistant District Attorney

(510) 272 6320

Professional Reference

2. Honorable Winifred Y. Smith Judge, Alameda County Superior Court

(510) 334 7695

Professional/Personal Reference

3. Sheelah Hogg President, Oakland Bay Area Chapter, The Links, Incorporated

(510) 511 2001

Non-Profit/Personal Reference