

OFFICE OF THE HONORABLE MAYOR
KEVIN JENKINS



CITY OF OAKLAND

CITY HALL • ONE CITY HALL PLAZA • OAKLAND, CALIFORNIA 94612

Letter of Appointment

April 14, 2025

Dear President Pro Tempore Gallo and members of the City Council:

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

Oakland Public Safety Planning and Oversight Commission

Billy Dixon, to serve a 2-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2027.

Eric Karsseboom, to serve a 3-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2028.

Robert Nichelini, to serve a 1-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2026.

Julia Owens, to serve a 3-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2028.

Yoana Tchoukleva, to serve a 2-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2027.

Thank you for your assistance in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'K Jenkins', written in a cursive style.

Kevin Jenkins
Oakland Mayor

Profile

Yoana
First Name

Tchoukleva
Last Name

Pronouns

She/they

[Redacted]
Email Address

[Redacted]
Street Address

[Redacted]
Suite or Apt

Oakland
City

CA
State

[Redacted]
Postal Code

What City Council district do you live in?

District 3

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

Impact Justice
Employer

Senior Program Manager
Job Title

Which Boards would you like to apply for?

Public Safety Planning & Oversight Commission (Measure NN): Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

Dear City Leaders and Staff: Thank you for everything you are doing to keep our City functioning through budget cuts and transitions of leadership. Like you, I love Oakland. And when my community is suffering with the impacts of crime, homelessness and systemic harm, my instinct is to step up and do everything I can to serve. I am grateful for the opportunity to apply to become a commissioner on the new Oakland Public Safety Planning and Oversight Commission (OPSPOC). As the former Vice Chair of the Safety and Services Oversight Commission (SSOC) and an attorney with expertise in criminal justice, I believe I have the skills needed to ensure that the OPSPOC fulfills its critical mission. Serving on the SSOC for three years taught me a lot. It taught me how making a commission successful requires a lot more than just attending monthly meetings, reading staff reports and asking good questions at meetings. It requires developing a strategic plan for how the commission will effectuate the purpose of the enabling legislation, setting goals and tracking progress toward those goals monthly. It requires holding meetings in the community, not just in City Hall, to let the public know what the commission is doing and to solicit feedback. Transparency and accountability are key, especially right now when there is a fair amount of distrust of city processes. On the SSOC, Chair Omar Farmer and I fully transformed the way the commission functioned. We tracked progress, we held community meetings, and we proposed ordinances to City Council. We turned the SSOC from a more passive commission to the active citizen oversight body that it was intended to be. At the end of the life of the commission in December 2024, I wrote and shared with City Council a comprehensive memorandum that summarized our lessons learned from 10 years of the SSOC (available at <https://bit.ly/ssocmemo>). Some of those lessons involved best practices for all commissions, others were recommendations to City Council for ordinances that would fulfill the purpose of Measure Z, and others yet were suggestions for the new OPSPOC body. If I am selected to serve on the OPSPOC, I would approach the work with the following three guiding principles: (1) Practice Transparency and Community Engagement: Include community input into the development of the Four-Year Community Violence Reduction Plan. While the expertise of the commissioners is key, the work of the commission will not be seen as legitimate unless we are able to effectively solicit and include ideas from community members and organizations. (2) Measure and Demonstrate Success: Ensure that the Violence Reduction Plan includes timelines and benchmarks by which we can measure success or failure. Retain an independent evaluator to annually evaluate the implementation of the Community Violence Reduction Plan, with the key question being — are the activities and strategies outlined in the plan effective in meeting the goals of the measure, i.e. is what we are doing leading to improvements in public safety? (3) Make Timely Policy Recommendations: Provide City Council with policy recommendations, not just once per year, but as often as necessary to implement the Violence Prevention Plan. Ensure that all recommendations are based on reliable evidence and data. I am an attorney, policy analyst and restorative justice circle keeper, committed to making Oakland more just and more safe for all. Most of my work over the last fifteen years relates directly to the mission of the OPSPOC to improve community safety. I spent nearly three years working as Assistant District Attorney at the San Francisco District Attorney's Office, implementing effective consequences and accountability measures for individuals who had committed crime and harm. I worked to expand access to Restorative Justice (RJ) diversion because RJ processes have been shown to not only improve victim satisfaction but also reduce recidivism and improve public safety. I appeared in Drug Court, Community Justice Court and other collaborative courts in San Francisco. Previously, I worked at the ACLU, Equal Justice Society, and clerked in federal court. I also served on the Oakland Reimagine Public Safety Task Force where I co-authored three of the twelve recommendations that the City Council voted to prioritize in 2021. Currently, I teach Restorative Justice Diversion at UC Berkeley School of Law, lead a new reentry project at Impact Justice, serve as associate member of the Alameda County Democratic Central Committee, and support many efforts to build community power and wellbeing. I would be honored to continue serving my community as a Commissioner on the new OPSPOC. Please do not hesitate to reach out if you have additional questions. With gratitude, Yoana Tchoukleva

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Tchoukleva Resume SPOC March 2025 .docx](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

SUMMARY Attorney, restorative justice circle keeper and policy analyst dedicated to advancing a community-led vision for justice, healing and transformation. Taught an Introduction to Restorative Justice Diversion 1-unit course at Berkeley Law in Spring 2025. Currently serve as Senior Program Manager at Impact Justice; previously helped led the Restorative Justice Unit at the San Francisco District Attorney's Office. Bringing eight years of litigation experience, seven years of facilitation and informal teaching experience, five years of legislative advocacy experience in the areas of restorative justice, racial justice, criminal justice reform, education equity, post-conviction relief and international human rights law. EDUCATION University of California, Berkeley, School of Law Juris Doctor, International Law Certificate, May 2014 Honors and Awards • Certificate of Recognition for Commitment to Advancing Justice Through Public Interest Work • Post-Conviction Advocate Award of 2013-2014 • The Promise Award of 2013 by the Association for Dispute Resolution of Northern California • American Jurisprudence Award of 2013 for the International Human Rights Clinic Seminar • Paul & Daisy Soros Fellowship for New Americans of 2012 • Prosser Award (second highest grade) of 2012 in Constitutional Law Leadership Positions • Post-Conviction Advocacy Project: Founder (legal project that trains law students to represent lifers in parole hearings; dozens of people have been released on parole thanks to the project's ongoing work at Berkeley Law) • Boalt Hall Committee for Human Rights: Co-Chair and Founder of International Human Rights Workshop • Restorative Justice Committee: Chair; Certified Restorative Justice Practitioner at San Quentin State Prison • California Law Review: Notes & Comments Editor (published case note on CLR's online platform Circuit) • National Lawyers Guild: Law School Vice President of the Bay Area Chapter and Legal Observer The University of Chicago Bachelor of Arts, with Distinction, in International Studies, Minor in Human Rights, May 2010 LEADERSHIP POSITIONS, AWARDS AND PUBLICATIONS Leadership and Facilitation Positions • 2023-2025 Alameda County Democratic Central Committee: Legislation Committee Member • 2023-2025 AD 18 Elected Delegate to the California Democratic Party: Member of the People's Slate • 2022-2024 Oakland Public Safety and Services Violence Prevention Oversight Commission (SSOC): Vice-Chair • 2019-2024 YES! Jams: Re-Storying Justice Jam Facilitator • 2019-2024 The Embodiment Project: Chair of the Board of Directors • 2021-2022 Emerge California: Alumna • 2020-2022 New Leaders Council Oakland: Institute Advisor, Board Member and Facilitator of Workshops • 2020-2021 City of Oakland Reimagining Public Safety Task Force: Advisory Board Member • 2019-2020 Social Justice Collective: Teacher and Project Co-Designer with BOSS, Just Cities and Eastside Awards • Unsung Hero Award of 2016 for outstanding service to California's lifer population, UnCommon Law • Rights and Leadership Award of 2015, International Action Network for Gender Equity & Law Select Publications and Interviews • "The Framework of Restorative Justice: A Conversation with Yoana Tchoukleva", This is Actually Happening, 2025 • "Re-Imagining Oakland: Building the First Restorative City in the Country", LinkedIn & Medium, March 2018 • "Implicit Bias Bills Package Advances in the California Legislature", EJS News, September 2019 EXPERIENCE Impact Justice, Oakland, CA July 2024 - Present Senior Program Manager Lead the development of an innovative project aimed at reducing recidivism, unemployment and homelessness among people coming out state prison into San Francisco to 0%. Analyzing existing reentry infrastructure, studying applicable laws, developing a program model and theory of change, building relationships with reentry organizations, CDCR, parole and probation offices in order to build a comprehensive reentry ecosystem in the city. San Francisco District Attorney's Office, San Francisco, CA Sept. 2020 - Jan. 2024 Assistant District Attorney, Restorative Justice Unit Advanced the expansion of Restorative Justice ("RJ") diversion to felony offenses involving young adults and adults in cases where the harmed parties chose RJ resolution instead of traditional prosecution: wrote internal policies and procedures, evaluated eligibility and suitability, contacted victims, appeared in court, trained staff and partners on RJ diversion practices as part of a RJ Pilot Program. Set up the foundations of the Healing Justice Initiative, which included RJ diversion, life coaches, stipends, and building the community's capacity to hold RJ processes aimed at ending cycles of harm and crime.

Yoana F Tchoukleva

Covered Drug Court, Community Justice Court, Mental Health Diversion, Behavioral Health Court, and other Collaborative Courts, when needed. Led staff and community workshops on the effectiveness of RJ diversion in improving victim satisfaction, preventing recidivism and improving public safety. Worked initially as a volunteer attorney for one year, assisting Demarris Evans in setting up the Restorative Justice Unit, managing cases, and facilitating the San Francisco RJ Collaborative. Equal Justice Society, Oakland, CA Jan. 2019 - July 2020 Judge Constance Baker Motley Civil Rights Fellow Wrote two bills that were signed into law— AB 241 and AB 242—making implicit bias training a requirement for all judges, attorneys and healthcare professionals in California. Served as co-counsel in Sanders, et al., vs. Kern High School District. Spearheaded a project to create a progressive pipeline to the federal judiciary; prepared Eva Paterson's testimony to Congress on the rise of white nationalism; supported EJS' efforts to address systemic racial bias; and drafted EJS' position statement on defunding the police and investing in communities of color. Restorative Justice for Oakland Youth, Oakland, CA Jan. 2018 - May 2018 Restorative Justice Fellow Held RJ harm and community-building circles in schools, juvenile hall and neighborhood meetings. Wrote a white paper identifying the legal and policy changes that need to take place for Oakland to become the first restorative city in the country. Chambers of Judge Thelton E. Henderson, Northern District of California, San Francisco, CA Aug. 2016 - Aug. 2017 Judicial Law Clerk Reviewed pleadings and motions, researched legal issues, wrote orders of the Court, filed orders and otherwise managed the majority of cases in Judge Henderson's civil rights and criminal case dockets. Prepared the Judge for trials, hearings, speeches, and case management conferences. American Civil Liberties Union (ACLU) of Northern California, San Francisco, CA Sept. 2014 - March 2016 Litigation Fellow Created a legal project whose goal was to ensure that every individual serving life without parole for a crime committed as a child has access to counsel and an opportunity to seek resentencing. Brought the issue to the ACLU, drafted habeas petition, filed in the California Supreme Court, and secured resentencing for our client. Assisted the ACLU with litigation on medical marijuana, voting rights post-Realignment, and indigent defense in Fresno. Supported the Criminal Justice and Drug Policy team in streamlining implementation of Prop 47, researching legislation and creating a strategic plan for police practice reform. Alameda County Public Defender - Oakland Branch Office, Oakland, CA Spring 2014 Law Clerk Conducted intake interviews of out-of-custody clients. Drafted a number of motions, including two Pitchess motions, a motion to withdraw a plea, and a supplemental Pitchess motion in challenging assault on police officer charges. Argued a Serna motion that was granted and led to dismissal of client's charges. Prepared to argue two motions to suppress. Federal Public Defender - Northern District of California, San Francisco, CA Fall 2013 Law Clerk Managed the petty offense calendar, directly assisting defendants charged with violations on federal property. Drafted motions to dismiss. Conducted legal research and writing on a variety of issues, including suspicionless probation searches, illegal re-entry after removal, and ineffective assistance of counsel. Helped attorneys prepare for trial. United Nations High Commissioner for Refugees (UNHCR), Kuala Lumpur, Malaysia Summer 2013 Case Manager, Children At Risk Unit Interviewed unaccompanied and separated refugee children, implemented relocations in cases of abuse, wrote in-depth reports and recommendations for resettlement, monitored compliance with the Convention on the Rights of the Child. International Human Rights Law Clinic, Berkeley, CA Spring 2013 Law Clinic Student Performed legal research and analysis of international, regional and domestic law pertaining to conflict-related sexual violence against men. Presented at a conference in Uganda and published a cutting-edge report, available at <http://goo.gl/sVHWKY>. SKILLS AND INTERESTS Skills: Legal research and writing, restorative justice diversion, international law, policy analysis, legislative advocacy, restorative justice circle keeping, community organizing, article writing, project management, leadership development. Interests: Violence prevention, ancestral wisdom, nonduality, dance, capoeira, learning to live in right relationship with ourselves, all living beings and the Earth herself.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

Yoana E. Tchoukleva, Esq.

SUMMARY

Attorney, restorative justice circle keeper and policy analyst dedicated to advancing a community-led vision for justice, healing and transformation. Taught an Introduction to Restorative Justice Diversion 1-unit course at Berkeley Law in Spring 2025. Currently serve as Senior Program Manager at Impact Justice; previously helped led the Restorative Justice Unit at the San Francisco District Attorney's Office. Bringing eight years of litigation experience, seven years of facilitation and informal teaching experience, five years of legislative advocacy experience in the areas of restorative justice, racial justice, criminal justice reform, education equity, post-conviction relief and international human rights law.

EDUCATION

University of California, Berkeley, School of Law

Juris Doctor, International Law Certificate, May 2014

Honors and Awards

- Certificate of Recognition for Commitment to Advancing Justice Through Public Interest Work
- Post-Conviction Advocate Award of 2013-2014
- The Promise Award of 2013 by the Association for Dispute Resolution of Northern California
- American Jurisprudence Award of 2013 for the International Human Rights Clinic Seminar
- Paul & Daisy Soros Fellowship for New Americans of 2012
- Prosser Award (second highest grade) of 2012 in Constitutional Law

Leadership Positions

- Post-Conviction Advocacy Project: Founder (legal project that trains law students to represent lifers in parole hearings; dozens of people have been released on parole thanks to the project's ongoing work at Berkeley Law)
- Boalt Hall Committee for Human Rights: Co-Chair and Founder of International Human Rights Workshop
- Restorative Justice Committee: Chair; Certified Restorative Justice Practitioner at San Quentin State Prison
- California Law Review: Notes & Comments Editor (published case note on CLR's online platform Circuit)
- National Lawyers Guild: Law School Vice President of the Bay Area Chapter and Legal Observer

The University of Chicago

Bachelor of Arts, *with Distinction*, in International Studies, Minor in Human Rights, May 2010

LEADERSHIP POSITIONS, AWARDS AND PUBLICATIONS

Leadership and Facilitation Positions

- 2023-2025 Alameda County Democratic Central Committee: Legislation Committee Member
- 2023-2025 AD 18 Elected Delegate to the California Democratic Party: Member of the People's Slate
- 2022-2024 Oakland Public Safety and Services Violence Prevention Oversight Commission (SSOC): Vice-Chair
- 2019-2024 YES! Jams: Re-Storying Justice Jam Facilitator
- 2019-2024 The Embodiment Project: Chair of the Board of Directors
- 2021-2022 Emerge California: Alumna

- 2020-2022 New Leaders Council Oakland: Institute Advisor, Board Member and Facilitator of Workshops
- 2020-2021 City of Oakland Reimagining Public Safety Task Force: Advisory Board Member
- 2019-2020 Social Justice Collective: Teacher and Project Co-Designer with BOSS, Just Cities and Eastside

Awards

- Unsung Hero Award of 2016 for outstanding service to California’s lifer population, UnCommon Law
- Rights and Leadership Award of 2015, International Action Network for Gender Equity & Law

Select Publications and Interviews

- “The Framework of Restorative Justice: A Conversation with Yoana Tchoukleva”, *This is Actually Happening*, 2025
- “Re-Imagining Oakland: Building the First Restorative City in the Country”, *LinkedIn & Medium*, March 2018
- “Implicit Bias Bills Package Advances in the California Legislature”, *EJS News*, September 2019

EXPERIENCE

Impact Justice, Oakland, CA
2024 - Present

July

Senior Program Manager

Lead the development of an innovative project aimed at reducing recidivism, unemployment and homelessness among people coming out state prison into San Francisco to 0%. Analyzing existing reentry infrastructure, studying applicable laws, developing a program model and theory of change, building relationships with reentry organizations, CDCR, parole and probation offices in order to build a comprehensive reentry ecosystem in the city.

San Francisco District Attorney’s Office, San Francisco, CA
Sept. 2020 - Jan. 2024

Assistant District Attorney, Restorative Justice Unit

Advanced the expansion of Restorative Justice (“RJ”) diversion to felony offenses involving young adults and adults in cases where the harmed parties chose RJ resolution instead of traditional prosecution: wrote internal policies and procedures, evaluated eligibility and suitability, contacted victims, appeared in court, trained staff and partners on RJ diversion practices as part of a RJ Pilot Program. Set up the foundations of the Healing Justice Initiative, which included RJ diversion, life coaches, stipends, and building the community’s capacity to hold RJ processes aimed at ending cycles of harm and crime. Covered Drug Court, Community Justice Court, Mental Health Diversion, Behavioral Health Court, and other Collaborative Courts, when needed. Led staff and community workshops on the effectiveness of RJ diversion in improving victim satisfaction, preventing recidivism and improving public safety. Worked initially as a volunteer attorney for one year, assisting Demarris Evans in setting up the Restorative Justice Unit, managing cases, and facilitating the San Francisco RJ Collaborative.

Equal Justice Society, Oakland, CA
2019 - July 2020

Jan.

Judge Constance Baker Motley Civil Rights Fellow

Wrote two bills that were signed into law—AB 241 and AB 242—making implicit bias training a requirement for all judges, attorneys and healthcare professionals in California. Served as co-counsel in *Sanders, et al., vs. Kern High School District*. Spearheaded a project to create a

progressive pipeline to the federal judiciary; prepared Eva Paterson's testimony to Congress on the rise of white nationalism; supported EJS' efforts to address systemic racial bias; and drafted EJS' position statement on defunding the police and investing in communities of color.

Restorative Justice for Oakland Youth, Oakland, CA

Jan. 2018 - May 2018

Restorative Justice Fellow

Held RJ harm and community-building circles in schools, juvenile hall and neighborhood meetings. Wrote a white paper identifying the legal and policy changes that need to take place for Oakland to become the first restorative city in the country.

Chambers of Judge Thelton E. Henderson, Northern District of California, San Francisco, CA Aug. 2016 - Aug. 2017

Judicial Law Clerk

Reviewed pleadings and motions, researched legal issues, wrote orders of the Court, filed orders and otherwise managed the majority of cases in Judge Henderson's civil rights and criminal case dockets. Prepared the Judge for trials, hearings, speeches, and case management conferences.

American Civil Liberties Union (ACLU) of Northern California, San Francisco, CA Sept. 2014 - March 2016 *Litigation Fellow*

Created a legal project whose goal was to ensure that every individual serving life without parole for a crime committed as a child has access to counsel and an opportunity to seek resentencing. Brought the issue to the ACLU, drafted habeas petition, filed in the California Supreme Court, and secured resentencing for our client. Assisted the ACLU with litigation on medical marijuana, voting rights post-Realignment, and indigent defense in Fresno. Supported the Criminal Justice and Drug Policy team in streamlining implementation of Prop 47, researching legislation and creating a strategic plan for police practice reform.

Alameda County Public Defender - Oakland Branch Office, Oakland, CA
Spring 2014

Law Clerk

Conducted intake interviews of out-of-custody clients. Drafted a number of motions, including two *Pitchess* motions, a motion to withdraw a plea, and a supplemental *Pitchess* motion in challenging assault on police officer charges. Argued a *Serna* motion that was granted and led to dismissal of client's charges. Prepared to argue two motions to suppress.

Federal Public Defender - Northern District of California, San Francisco, CA
Fall 2013

Law Clerk

Managed the petty offense calendar, directly assisting defendants charged with violations on federal property. Drafted motions to dismiss. Conducted legal research and writing on a variety of issues, including suspicionless probation searches, illegal re-entry after removal, and ineffective assistance of counsel. Helped attorneys prepare for trial.

United Nations High Commissioner for Refugees (UNHCR), Kuala Lumpur, Malaysia
Summer 2013

Case Manager, Children At Risk Unit

Interviewed unaccompanied and separated refugee children, implemented relocations in cases of abuse, wrote in-depth reports and recommendations for resettlement, monitored compliance with the Convention on the Rights of the Child.

International Human Rights Law Clinic, Berkeley, CA
Spring 2013

Law Clinic Student

Performed legal research and analysis of international, regional and domestic law pertaining to conflict-related sexual violence against men. Presented at a conference in Uganda and published a cutting-edge report, available at <http://goo.gl/sVHWKY>.

SKILLS AND INTERESTS

Skills: Legal research and writing, restorative justice diversion, international law, policy analysis, legislative advocacy, restorative justice circle keeping, community organizing, article writing, project management, leadership development.

Interests: Violence prevention, ancestral wisdom, nonduality, dance, capoeira, learning to live in right relationship with ourselves, all living beings and the Earth herself.

Profile

Eric

First Name

Karsseboom

Last Name

Pronouns

[Redacted]

Email Address

[Redacted]

Street Address

Suite or Apt

Oakland

City

CA

State

[Redacted]

Postal Code

What City Council district do you live in?

District 3

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

San Francisco District
Attorney's Office

Employer

Investigator

Job Title

Which Boards would you like to apply for?

Public Safety Planning & Oversight Commission (Measure NN): Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I have 31 years of law enforcement and 5 years of executive protection training and experience. I have been employed by 5 law enforcement agencies: 1. Fremont Police Department-Reserve Police Officer-1 year 2. Oakland Housing Authority Police Department-Police Officer-1 year a) Assignments 1) Patrol 2) Drug Elimination Unit 3. Oakland Police Department-21 years a) Assignments 1) Patrol Division 2) Crime Prevention Unit 3) Vice Narcotics Unit 4) Juvenile Intake Unit 5) Special Victims Unit 6) Target Enforcement Task Force 7) Canine Unit (as a narcotic detection canine handler) 8) Drug Enforcement Administration Task Force 9) Gang/Gun Investigation Task Force 10) Gang Unit 11) Special Investigation Unit b) Collateral Duties 1) Court testimony expert a. Narcotics and controlled substances b. Criminal street gangs 2) POST certified instructor a. Basic police academy i. Search warrant ii. Critical incidents b. Advanced officer school i. Search warrant c. Department i. Search warrant and informant management course 3) Subject matter expert i. Search warrants ii. Informant management iii. Narcotics and controlled substances I drafted the OPD policies regarding the above subjects. c) Experience 1) Wiretaps I have been involved in 15 state and federal wiretap investigations. I was the affiant and case agent in four state wiretap investigations and a co case agent in a federal wiretap investigation. 2) Investigations I have been involved in several thousands of investigations, ranging from petty theft to homicides. 3) Felony arrests I was involved in over 2,000 felony arrests. 4) Operations I have been involved in over 1,000 operations including surveillance, arrest and search warrant operations. 4. Alameda County District Attorney's Office-6 years a) Assignments 1) General trial staff 2) Gang unit 3) Auto fraud b) Collateral duties 1) Court testimony expert-Narcotics and controlled substances 1) Pardon and rehab 2) Homicide duty 3) Officer Involved shooting team 4) Backgrounds 5) Search warrant training 6) Wellness and peer support team member c) Experience 1) Assigned to over 50 felony trials 2) Assigned to several hundred preliminary hearings 5. San Francisco District Attorney's Office-2 years I am assigned to the Special Prosecution Unit

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[25_Karsseboom_Eric_Resume-City_of_Oakland.pdf](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Executive Protection Law Enforcement Profile: Executive Protection Manager and Police Officer with more than 31 years of experience in law enforcement, U.S. military, executive protection and security management. Manager with a proven track record of achieving results by working autonomously and as part of a team. Skilled at creating significant improvements in organizational processes, and quality while reducing costs, lowering turnover, and maintaining a positive work environment. Dynamic leader, analytical thinker, and decision-maker. Multi-Lingual: English, Spanish, French. Areas of proficiency Executive Protection Physical Security Policy & Program Development Operation Planning Organized Retail Theft Process Improvements Crisis/Disaster Planning Investigations Risk Assessments Project Management Emergency Response Personnel Recruitment

PROFESSIONAL ACHIEVEMENTS & RESPONSIBILITIES Investigator San Francisco County District Attorney's Office | San Francisco County, CA 2023 to Present Investigator assigned to the Special Prosecution Unit. Key Points: Member of the Officer Involved Shooting (OIS) Team. Subject matter expert (SME) in search warrants, court orders, arrest warrants. Subject matter expert (SME) in narcotics and controlled substances. Involved in over one hundred investigations in preparation for criminal proceedings. Involved in surveillance, search, and arrest warrant operations. Executive Protection Manager Effective Measures | Los Gatos, CA 2022 to Present One of three Managers of a highly successful executive protection team assigned to the personal safety of one client and the client's immediate family members. Key Points: Conducted risk assessments of sites and made recommendations resulting in new physical security, safety, and procedural improvements to address evolving threat environments while maintaining organizational needs. Played a

Eric Karsseboom

significant role as a contributor to new standard operating procedures, policies, and training manual. □ Managed recruitment of executive protection personnel. □ Subject Matter Expert (SME) on tactical operations, executive protection, and criminal law. Inspector II Alameda County District Attorney's Office | Alameda County, CA 2017 to 2023 Assignments include the Trial Staff, the Gang Unit, and the Special Investigation Unit. Key Points: □ Member of the Officer Involved Shooting (OIS) Team. □ Member of the District Attorney's Wellness and Peer Support Program. □ Subject matter expert (SME) in search warrants, court orders, arrest warrants. □ Subject matter expert (SME) in narcotics and controlled substances. □ Involved in over 1,000 investigations in preparation for criminal proceedings. □ Involved in several state wiretaps investigations in preparation for criminal proceedings. □ Involved in surveillance, undercover, search and arrest warrant operations. □ Background investigator. Police Officer Oakland Police Department | Oakland, CA 1996 to 2017 Assignments include the Patrol Division, the Crime Prevention Unit, the Vice Narcotics Unit, the Juvenile Intake Unit, the Special Victims Unit, the Target Enforcement Task Force, the Canine Unit, the Drug Enforcement Administration Task Force, the Gang/Gun Investigation Task Force, the Gang Unit, and the Special Investigation Unit. Key Points: □ Subject matter expert (SME) in search warrants, court orders, wiretaps, and informant management. □ Subject matter expert (SME) for narcotics and controlled substances. □ Subject matter expert (SME) in criminal street gangs. □ Researched, wrote, and maintained policies for writing and serving search warrants, informant management and handling narcotics/controlled substances. □ Primary instructor for the Department's Search Warrant and Informant Management Course. □ Participated in thousands of investigations including murders, assault with deadly weapons, sexual assaults, robberies, firearm, narcotics, and controlled substances. □ Case agent in the Department's largest heroin seizure, the Department's largest assault rifle seizure, and one of the Department's largest cocaine and currency seizures. □ Involved in fifteen State and Federal wiretap investigations. □ Affiant in four State wiretap investigations in the County of Alameda; the wiretaps were part of gang and/or murder investigations. Additional Executive Protection Positions Held Executive Protection Agent | Nickel Group Holding Company, Los Gatos, CA 2022-2024 Executive Protection Agent | Concentric, San Francisco, CA 2021-Present Executive Protection Agent | Dynasec Protection, Mill Valley, CA 2020-Present Executive Protection Agent | Allied Universal Executive Protection, Bellevue, WA 2022-2023 Executive Protection Agent | Execushield, San Francisco, CA 2020-2022 Executive Protection Agent | Creative Security Co., San Jose, CA 2019-2022 Additional California Law Enforcement Positions Held Police Officer | Oakland Housing Police Department, Oakland, CA 1994 - 1996 Reserve Police Officer | Fremont Police Department, Fremont, CA 1993 - 1994 Military United States Marine Corps- Reserves-Honorable Discharge Sergeant (E-5) 1988 - 1994 United States Marine Corps- Active Duty-Honorable Discharge Corporal (E-4) 1983 - 1987 ACADEMIC ACHIEVEMENTS, CERTIFICATIONS & PROFESSIONAL DEVELOPMENT Education: □ Master of Public Administration, University of San Francisco, San Francisco, CA 2003 □ Bachelor of Science in Criminal Justice, California State University, Hayward, CA 1995 Law Enforcement Training: □ Over 4,000 hours of law enforcement training □ Basic Police Academy, Oakland Police Department, Oakland, CA 1996 □ Police Reserve Academy, Fremont Police Department, Fremont, CA 1992 Law Enforcement Certificates: □ Wiretap Certificate, California Attorney General's Office 2019 □ Advanced Certificate, Police Officer and Standard and Training (POST), CA 2002 □ Intermediate Certificate, Police Officer and Standard and Training (POST), CA 2002 □ Basic Certificate, Police Officer and Standard and Training (POST), CA 1996 □ Modules A & B, Police Officer and Standard and Training (POST), CA 1993 Law Enforcement Awards: One Blue Star Medal, one Medal of Merit, two Unit Citations, one Chief's Certificate of Commendation, three Captain's Certificates of Commendation, one City of Oakland Council Commendation, one Letter of Recognition, three Certificates of Appreciation, eleven Letters of Appreciation, one Officer of the Year Award, four Officer of the Year Nominations, one Good Conduct Award, one Good Driving Award, one Good Attendance Award, one Perfect Attendance Award, and one Top Gun Award. Medical Certificates: □ Basic Life Support Certificate, American Safety & Health Institute, CA 2021 □ Basic First Aid Certificate, American Safety & Health Institute, CA 2021 Bureau of Security and Investigative Services (BISIS) □ Guard card 2022 □ Exposed Firearm permit 2022 Executive Protection Training: □ Executive Protection Operative Course, CRI, Las Vegas, NV 2019 PROFESSIONAL AFFILIATIONS, COMMUNITY CONTRIBUTIONS & STEWARDSHIP Member, American Society for Industrial Security (ASIS) International 2024

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *



ERIC KARSSEBOOM

Oakland, CA

Executive Protection ❖ Law Enforcement

Profile: Executive Protection Manager and Police Officer with more than 31 years of experience in law enforcement, U.S. military, executive protection and security management. Manager with a proven track record of achieving results by working autonomously and as part of a team. Skilled at creating significant improvements in organizational processes, and quality while reducing costs, lowering turnover, and maintaining a positive work environment. Dynamic leader, analytical thinker, and decision-maker. Multi-Lingual: English, Spanish, French.

Areas of proficiency

- Executive Protection
- Physical Security
- Policy & Program Development
- Operation Planning
- Organized Retail Theft
- Process Improvements
- Crisis/Disaster Planning
- Investigations
- Risk Assessments
- Project Management
- Emergency Response
- Personnel Recruitment

PROFESSIONAL ACHIEVEMENTS & RESPONSIBILITIES

Investigator

San Francisco County District Attorney's Office | San Francisco County, CA **2023 to Present**

Investigator assigned to the Special Prosecution Unit.

Key Points:

- Member of the Officer Involved Shooting (OIS) Team.
- Subject matter expert (SME) in search warrants, court orders, arrest warrants.
- Subject matter expert (SME) in narcotics and controlled substances.
- Involved in over one hundred investigations in preparation for criminal proceedings.
- Involved in surveillance, search, and arrest warrant operations.

Executive Protection Manager

Effective Measures | Los Gatos, CA

2022 to Present

One of three Managers of a highly successful executive protection team assigned to the personal safety of one client and the client's immediate family members.

Key Points:

- Conducted risk assessments of sites and made recommendations resulting in new physical security, safety, and procedural improvements to address evolving threat environments while maintaining organizational needs.
- Played a significant role as a contributor to new standard operating procedures, policies, and training manual.
- Managed recruitment of executive protection personnel.
- Subject Matter Expert (SME) on tactical operations, executive protection, and criminal law.

Inspector II

Alameda County District Attorney's Office | Alameda County, CA

2017 to 2023

Assignments include the Trial Staff, the Gang Unit, and the Special Investigation Unit.

Key Points:

- Member of the Officer Involved Shooting (OIS) Team.
- Member of the District Attorney's Wellness and Peer Support Program.
- Subject matter expert (SME) in search warrants, court orders, arrest warrants.
- Subject matter expert (SME) in narcotics and controlled substances.
- Involved in over 1,000 investigations in preparation for criminal proceedings.
- Involved in several state wiretaps investigations in preparation for criminal proceedings.
- Involved in surveillance, undercover, search and arrest warrant operations.
- Background investigator.

Police Officer

Oakland Police Department | Oakland, CA

1996 to 2017

Assignments include the Patrol Division, the Crime Prevention Unit, the Vice Narcotics Unit, the Juvenile Intake Unit, the Special Victims Unit, the Target Enforcement Task Force, the Canine Unit, the Drug Enforcement Administration Task Force, the Gang/Gun Investigation Task Force, the Gang Unit, and the Special Investigation Unit.

Key Points:

- Subject matter expert (SME) in search warrants, court orders, wiretaps, and informant management.
- Subject matter expert (SME) for narcotics and controlled substances.
- Subject matter expert (SME) in criminal street gangs.
- Researched, wrote, and maintained policies for writing and serving search warrants, informant management and handling narcotics/controlled substances.
- Primary instructor for the Department's Search Warrant and Informant Management Course.
- Participated in thousands of investigations including murders, assault with deadly weapons, sexual assaults, robberies, firearm, narcotics, and controlled substances.
- Case agent in the Department's largest heroin seizure, the Department's largest assault rifle seizure, and one of the Department's largest cocaine and currency seizures.
- Involved in fifteen State and Federal wiretap investigations.
- Affiant in four State wiretap investigations in the County of Alameda; the wiretaps were part of gang and/or murder investigations.

Additional Executive Protection Positions Held

Executive Protection Agent Nickel Group Holding Company, Los Gatos, CA	2022-2024
Executive Protection Agent Concentric, San Francisco, CA	2021-Present
Executive Protection Agent Dynasec Protection, Mill Valley, CA	2020-Present
Executive Protection Agent Allied Universal Executive Protection, Bellevue, WA	2022-2023
Executive Protection Agent Execushield, San Francisco, CA	2020-2022
Executive Protection Agent Creative Security Co., San Jose, CA	2019-2022

Additional California Law Enforcement Positions Held

Police Officer Oakland Housing Police Department, Oakland, CA	1994 - 1996
Reserve Police Officer Fremont Police Department, Fremont, CA	1993 - 1994

Military

United States Marine Corps- Reserves-Honorable Discharge Sergeant (E-5)	1988 - 1994
United States Marine Corps- Active Duty-Honorable Discharge Corporal (E-4)	1983 - 1987

ACADEMIC ACHIEVEMENTS, CERTIFICATIONS & PROFESSIONAL DEVELOPMENT**Education:**

- Master of Public Administration, University of San Francisco, San Francisco, CA 2003
- Bachelor of Science in Criminal Justice, California State University, Hayward, CA 1995

Law Enforcement Training:

- Over 4,000 hours of law enforcement training
- Basic Police Academy, Oakland Police Department, Oakland, CA 1996
- Police Reserve Academy, Fremont Police Department, Fremont, CA 1992

Law Enforcement Certificates:

- Wiretap Certificate, California Attorney General's Office 2019
- Advanced Certificate, Police Officer and Standard and Training (POST), CA 2002
- Intermediate Certificate, Police Officer and Standard and Training (POST), CA 2002
- Basic Certificate, Police Officer and Standard and Training (POST), CA 1996
- Modules A & B, Police Officer and Standard and Training (POST), CA 1993

Law Enforcement Awards:

One Blue Star Medal, one Medal of Merit, two Unit Citations, one Chief's Certificate of Commendation, three Captain's Certificates of Commendation, one City of Oakland Council Commendation, one Letter of Recognition, three Certificates of Appreciation, eleven Letters of Appreciation, one Officer of the Year Award, four Officer of the Year Nominations, one Good Conduct Award, one Good Driving Award, one Good Attendance Award, one Perfect Attendance Award, and one Top Gun Award.

Medical Certificates:

- Basic Life Support Certificate, American Safety & Health Institute, CA 2021
- Basic First Aid Certificate, American Safety & Health Institute, CA 2021

Bureau of Security and Investigative Services (BISIS)

- Guard card 2022
- Exposed Firearm permit 2022

Executive Protection Training:

- Executive Protection Operative Course, CRI, Las Vegas, NV 2019

PROFESSIONAL AFFILIATIONS, COMMUNITY CONTRIBUTIONS & STEWARDSHIP

Member, American Society for Industrial Security (ASIS) International 2024

Profile

Julia
First Name

Owens
Last Name

Pronouns

she/her

[Redacted]
Email Address

[Redacted]
Street Address

[Redacted]
Suite or Apt

Oakland
City

CA
State

[Redacted]
Postal Code

What City Council district do you live in?

District 3

[Redacted]
Primary Phone

[Redacted]
Alternate Phone

RDA Consulting
Employer

Consultant
Job Title

Which Boards would you like to apply for?

Public Safety Planning & Oversight Commission (Measure NN): Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

With over ten years of experience in direct care, strategic planning, and program evaluation, I have developed a strong foundation to serve the Oakland community. It is with great enthusiasm that I submit my application for the Public Safety Planning & Oversight Commission. As you will see from my curriculum vitae, my career has been guided by a single underlying principle—to be of service to others. Whether I was working as an EMT in Oakland or as the Criminal Justice Liaison for a forensic assertive community treatment team in the Bronx, I found my community facing roles to be immensely satisfying. But like many direct care providers, I grew frustrated with the systemic problems that hindered both my clients' progress and the growth of the community. This pushed me to pursue roles where I could have a broader impact on the community through research and thoughtful policy development. I feel it is both my responsibility and distinct privilege to bring my expertise to roles where I can effect positive change for the city that been my home. In my current role as a Consultant, I work closely with numerous communities and organizations throughout the state of California at the city, county, and state-wide level. My specialty is strategic planning and program evaluation. In addition to drafting the Community Health Improvement Plan for Butte County, the Homeless Strategic Plan for the City of Davis, and the Mental Health Strategic Plan for the Berkeley Unified School District, I work closely with numerous county behavioral health departments. I am currently working with the Santa Cruz County Behavioral Health Department to provide technical assistance and program evaluation of the implementation of the Crisis Now or "no wrong door" approach to behavioral health services. In order to inform our yearly evaluation and recommendations to improve service, my team and I seek input from community safety leaders such as county fire departments, police departments, emergency medical service providers, mobile crisis teams, as well as behavioral health consumers and community stakeholders. These projects have provided me with valuable experience with community engagement through informational events, focus groups, survey design, and key informant interviews. I believe strongly that strategic plans are best informed by a diverse set of stakeholders who can provide a variety of perspectives on how to address a challenge. My previous work developing curriculum, providing crisis de-escalation trainings, and my academic pursuits have allowed me to immerse myself in evidence-base best practices across a variety of industries and settings. Additionally, I have applied my expertise in numerous community advisory boards. During my time on the Mobile Assistance Community Responders of Oakland (MACRO) community advisory board, I gained valuable insight in to the day-to-day operations of the program by actively forming collaborative relationships with both the MACRO Responders and other members of the advisory board. In partnership with Omar Farmer, I have advocated for MACRO to receive additional support and oversight at SSOC meetings and directly to members of City Council. After reviewing responsibilities of the OPSPOC, I believe that I can best serve my community by committing myself to supporting the development of a safe and vibrant community for all Oakland residents. Thank you for your time and consideration, Julia Owens

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[Owens_CV_2025.docx](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

Julia Owens

CONSULTANT

Objective

To contribute meaningfully to the Public Safety Planning & Oversight Commission (OPSPOC), I aim to utilize my experience as a direct care provider for vulnerable communities, and my expertise in strategic planning and evaluation to foster a safe and vibrant community for all Oakland residents.

Education

Class of 2019	Teachers College, Columbia University MA Clinical Psychology, <i>summa cum laude</i> <i>Thesis: Reducing the Negative Impact of Bias in the Police Force: How Using the Implicit Association Test Can Create Safer and More Effective Community Policing</i>
Class of 2015	University of Puget Sound BA Psychology & International Relations
Class of 2011	Bishop O'Dowd High School

Community Service

2022-Current	Mental Health Representative BART Transit Security Advisory Committee
2022-2024	Advisory Board Member Mobile Assistance Community Responders of Oakland (MACRO)
2020-2022	Advisory Board Member Calaveras County Mental Health Advisory Board

Professional Experience

- 2024-Current **Consultant, RDA Consulting**
Oakland, California
- Conducted and led the development of evaluation reports, strategic plans, grant applications, and/or needs assessments that are responsive to clients' needs and goals and presents recommendations that help them shift from research to action
 - Conducted and led quantitative and qualitative data collection and analysis including drafting and managing analytic plans; finalizing data collection tools; spearheading survey design, focus group engagement, key informant interviewing; and performing descriptive and inferential analyses
- 2023-2024 **Owner, Pax et Bellum Consulting**
Oakland, California
- Developed a comprehensive training curriculum for direct care providers and first responders on behavioral health crisis management and a variety of other mental health related topics. Please see the Curriculum Developed section of this CV to see full course details.
 - Provided a custom trainings to the BART Progressive Policing and Community Engagement Bureau, Oakland Legal Aid, and San Francisco Pre-Trial Diversion Project
- 2022-2024 **Training & Outreach Coordinator, Mental Health Association of San Francisco**
San Francisco, California
- Provided de-escalation and stigma reduction training for professionals who serve system-impacted & at-risk individuals for the Post-Incarceration Peer Support (PIPS) program
 - Assisted with the management of peer support services and developing a client data management system
- 2021-2022 **Staff Research Associate, Risk & Resilience Research Lab at UC Berkeley**
Berkeley, California
- Conducted clinical interviews with staff and patients on forensic psychiatric units at Napa State Hospital. Maintained, analyzed, and summarized key data findings on violence reduction strategies
 - Developed a comprehensive training program focused on trauma informed care, verbal de-escalation, and creating a sustainable therapeutic treatment environment for NSH staff

- 2019-2020 **Criminal Justice Liaison, Forensic Assertive Community Treatment Team at The Bridge**
New York, New York
- Provided mental healthcare, advocacy, and re-entry services for dually-diagnosed, system involved transitional age youth and adults. Advocated for alternatives to incarceration for clients in court
 - Coordinated with client's attorneys, probation/parole officers, forensic social workers, and Dept. of Corrections staff to develop community supervision treatment plans and defense strategies
- 2018-2019 **Crisis Counselor, The Trevor Project**
New York, New York
- Counseled and de-escalated youth and LGBTQ+ individuals in crisis. Coordinated with emergency personnel as necessary to intervene with high-risk callers
- 2016-2017 **Mental Health Specialist, John George Psychiatric Emergency Room**
San Leandro, California
- Maintained a therapeutic environment by attending to patient needs and de-escalating individuals experiencing a mental health crisis
- 2015-2017 **Emergency Medical Technician, Paramedics Plus**
Alameda County, California
- Administered emergency treatment to patients in life-threatening medical situations, conducted on-scene patient assessments to evaluate injuries and vital signs, and communicate with families and patients to identify treatments based on medical history
 - Provide EMS to diverse patient populations and communicate with empathy and compassion to calm patients during medical and/or psychiatric emergencies
- 2014-2015 **Emergency Medical Technician, Rural Metro Ambulance**
Pierce County, Washington
- Provided emergency treatment to patients in life-threatening medical situations on Advanced Life Support and Basic Life Support ambulances
 - Provided interfacility transportation for critical care patients
- 2013-2014 **Volunteer EMT, The Neighborhood Clinic**
Tacoma, Washington
- Conducted initial examinations of patients, including medical histories and vital signs
 - Assisted providers with examinations and procedures

Curriculum Developed

Training Course

Learning Objectives

Mental Health Crisis De-escalation

- Understand how stigma and various societal barriers negatively impact the lives of those who live with acute mental health challenges
- Recognize crisis, distress, and our responses to chronic and acute stressors
- Identify strategies to maintain scene safety and the appropriate verbal de-escalation approach based on the nature of the crisis

Psychoeducation

- Develop a working understanding of the symptom presentations and needs of those with acute mental health challenges
- Identify the appropriate engagement and de-escalation strategy based on various behavioral presentations
- Differentiate between the needs of those with personality disorders vs mood disorders
- Identify the challenges, consequences, and benefits of adhering to a medication regimen

LGBTQ+ Foundations

- Understand the challenges and triumphs of the LGTBTQ civil rights movement, as well as the threats to civil liberties that exist today
- Develop a working understanding of the barriers to care that exist in medical, educational, and social settings
- Develop a culturally competent understanding of LGBTQ identities and relationships.
- Strengthen rapport building and de-escalation skills through practice scenarios.

Domestic Violence Foundations

- Develop a nuanced understanding of the factors that contribute to domestic violence, the warning signs of abuse in a relationship, and the barriers to leaving an unsafe environment.
- Understand how growing up in the context of domestic violence impacts childhood development and adult mental health
- Identify appropriate resources and the most effective manner to offer support to those in unsafe situations

Suicide Risk Assessment, De-escalation, Safety Planning

- Develop a broad understanding of depression, self-harm, and suicidality
- Identify appropriate harm reduction strategies
- Confidently utilize an accessible suicide risk assessment to determine appropriate care for an individual in crisis
- Reduce the use of involuntary commitments while

De-escalation & Risk Mitigation with Psychosis/Non-Consensus Reality

maintaining safety for all parties

- Consider how discrimination and stigma impede proper medical and/or psychiatric care
- Develop a nuanced understanding of the symptom presentations for delusions, hallucinations, and psychosis
- Apply rapport building and de-escalation skills to acute crisis situations with individuals experiencing delusions and/or hallucinations

Trauma Informed Search, Restraint & Transport Practices

- Understand the principles of trauma informed care and apply them to work with clients
- Internalize values that minimize the risk of harm to the client
- Demonstrate mastery over trauma informed search & restraint practices through scenario-based, hands-on training

Sustainable Self-Care & Post-Crisis Debriefing

- Identify the signs of burnout, compassion fatigue, and crisis behavior for oneself and coworkers
- Build the skills necessary to manage conflict and intervene with a coworker in crisis in a respectful and supportive manner
- Develop a self-care plan to maintain a sustainable work/life balance and identify individual support systems for care after a crisis intervention

References

Omar Farmer	Chairman, BART Transit Security Advisory Committee Former Chairman, Oakland Public Safety and Services Oversight Commission (SSOC) Email: ofarmer@hotmail.com
Armando Sandoval	Program Manager, BART Progressive Policing & Community Engagement Bureau (Retired) Member, BART Transit Security Advisory Committee Email: animocomunidad@gmail.com
Amalia Freedman	CEO, RDA Consulting Email: afreedman@rdaconsulting.com
Alison Farringer	Senior Consultant, RDA Consulting Email: afarringer@rdaconsulting.com

Profile

Robert
First Name

Nichelini
Last Name

Pronouns

[REDACTED]
Email Address

[REDACTED]
Street Address

Suite or Apt

Oakland
City

CA
State

[REDACTED]
Postal Code

What City Council district do you live in?

District 1

[REDACTED]
Primary Phone

[REDACTED]
Alternate Phone

Solano County Sheriff's
Office
Employer

Lieutenant - Attorney
Job Title

Which Boards would you like to apply for?

Public Safety Planning & Oversight Commission (Measure NN): Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I am a lifelong Oakland resident. I retired as an Oakland Police Department Deputy Chief in 1995. I was Chief of the Vallejo Police Department from 1995 to 2012. I have been employed by the Solano County Sheriff's Office as an attorney and Supervisor of the Internal Affairs Unit since 2014. Between 2012 and 2014, I was a consultant for an after-action report regarding the 2012 Aurora, CO Theater Massacre. I have been a member of the California State Bar for 25 years. I am a member of the Oakland Police and Fire Retirement Board. My son Michael is a former Oakland Police Officer, and my son Matthew is the current Oakland Deputy Fire Chief.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

Resume_Sep_2024.doc
Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Robert Nichelini

ROBERT W. NICHELINI

SUMMARY OF BACKGROUND Professional history: • Advanced education – BA, MPA, JD. • Municipal government experience -- Police Chief, Fire Chief and City Manager. • U.S. Air Force active duty and reserve military leader. • Licensed attorney. • Public safety consultant – Aurora, Colorado theater massacre. • Expertise in law enforcement policy development and professional standards. Acquired a strong administrative foundation involving independent decision-making, budget preparation and management, planning, resource allocation, legal research and analysis, labor relations, disaster preparedness and problem-oriented policing. EDUCATION Doctor of Jurisprudence (With Great Distinction), Oakland College of Law, Oakland, California, 1997 Master of Public Administration, John F. Kennedy University, Orinda, California, 1974 Bachelor of Arts, San Francisco State University, San Francisco, California, 1966 LICENSE Attorney and Counselor at Law – Admitted to all California Courts, the United States District Courts for the Northern and Eastern Districts of California, the Ninth U.S. Circuit Court of Appeals, the United States Court of Appeals for the Armed Forces and the United States Supreme Court. California State Bar Number 195482. EXPERIENCE LEGAL AND POLICY ADVISOR, Solano County Sheriff's Office, Fairfield, California, November 2014 to Present. □ Manage the Internal Affairs Unit and provide ongoing policy development and legal advice for the Solano County Sheriff. LAW OFFICES OF ROBERT W. NICHELINI, Vallejo, California, July 2012 to November 2014. □ Solo law practice focusing on public safety officer defense, labor negotiations and retirement system disputes. □ Lead law enforcement representative for evaluation of police, fire and medical emergency response to the 2012 Aurora, Colorado Theater Massacre. CHIEF OF POLICE, Vallejo, California Police Department, January 1995 to July 2012. • Led the members of the Vallejo Police Department in providing high-quality law enforcement services for a diverse city of 120,000. • Implemented "Total Quality Policing" – focused on decentralization, empowerment, and customer orientation. • Developed and implemented community policing programs designed to improve the quality of life in Vallejo, including specialized traffic enforcement, mounted patrol, business liaison, police cadets, senior advocacy, and "beat health." • Additional duty as Fire Chief from April 1998 through September 1999 – Managed the activities of 100 firefighters assigned to seven engine companies, one truck company, fire administration, and fire prevention. • Received special recognition from the City Council and the Medal of Merit from the City Manager for reducing crime, significantly improving labor relations, and effectively managing both the Police and Fire Departments. • Member FBI Joint Terrorism Task Force Executive Committee. Top secret security clearance. • Member State of California 9-1-1 Advisory Board. OAKLAND POLICE DEPARTMENT, Oakland, California, October 1971 to January 1995. Deputy Chief of Police (June 1987 – January 1995) Commander, Bureau of Services (1/94 – 1/95). Directed all Police Department support activities including planning and fiscal, training, records and identification, communications and jail operations. Supervised a 355-person staff that included both sworn officers and non-sworn professionals. • Managed a \$110 million budget. • Administered regional public safety activities. • Responsible for Department-wide labor relations and contract negotiations. • Department representative for Oakland Sharing the Vision – The Oakland Strategic Plan Commander, Bureau of Field Operations (6/87 – 1/94). Commanded all uniformed police activities within the City of Oakland, including patrol, traffic, air support, airport security, special operations, and crime prevention. • Provided leadership for 550 members and employees. • Member of the City's Community Policing Task Force. Developed and implemented problem-oriented and community-based policing programs. • Senior field commander during the Loma Prieta Earthquake and Oakland Firestorm disasters. Captain (August 1983 – June 1987) Patrol Division Commander (9/84 – 6/87). Responsible for the delivery of field police services including patrol, canine and evidence collection programs. Supervised two lieutenants, seven sergeants, 125 police officers and nine non-sworn employees. Commander, Office of Chief of Police (8/83 – 9/84). Directed the Department's internal affairs, intelligence, inspection, and crime analysis units. • Special experience in labor relations. • Represented the Department before the City Council and various community organizations. Lieutenant (November 1980 – August 1983) Planning Division Commander (11/80 – 8/83). Responsible for management and supervision of the Department's research and development, information services, budgeting, accounting, and emergency services planning activities. • Advised the Chief of Police regarding fiscal and policy matters affecting Department-wide operations. • Directed Police Department computer operations and management information systems. Sergeant (July 1975 – November 1980) Administrative Assistant to the Chief of Police (3/77 – 11/80). Served in a liaison capacity to City Council Members, the City Manager's staff, local, state and federal criminal justice agencies, community organizations, citizens, and the news media. • Continuous problem-solving and independent decision-making regarding subordinate

Robert Nichelini

command matters. • Monitored procedures, equipment utilization, and personnel to assure compliance with Department directives. Communications Division Supervisor and Administrative Sergeant (7/75 - 3/77). • Coordinated implementation of the City's 9-1-1 emergency calling and dispatch system. Police Officer (October 1971 - July 1975) Research and Development Officer (10/74 - 7/75). Handled research and planning for Police Department activities. Made recommendations regarding procedures, regulations, resource allocation, consolidation and regionalization of police services. Patrol and Field Training Officer (10/71 - 1/74). Valedictorian - 65th Recruit School. MILITARY United States Air Force Reserve (October 1971 - July 1996) • Retired at the rank of Colonel. • Office of Special Investigations Regional Commander. • Top secret security clearance. United States Air Force (September 1966 - October 1971) • Achieved the rank of Captain. • Experienced in all aspects of military law enforcement, including criminal investigations, personnel management, and administration CERTIFICATION • California Commission on Peace Officer Standards and Training Advanced, Supervisory, Management, and Executive Certificates • Instructor Credential in Police Science - The California Community Colleges • Member, California Police Chiefs Peer Advisory Team AFFILIATIONS • Life Member, California Peace Officers' Association • Life Member, International Association of Chiefs of Police • Member, California Police Chiefs' Association • Member, Alameda and Solano County Bar Associations PERSONAL Married to Mary Ann for 53 years. Father of Michael, a Vallejo Police Department Lieutenant, and Matthew, Oakland Fire Department Deputy Chief.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

RESUME OF

ROBERT W. NICHELINI



SUMMARY OF BACKGROUND

Professional history:

- Advanced education – BA, MPA, JD.
- Municipal government experience -- Police Chief, Fire Chief and City Manager.
- U.S. Air Force active duty and reserve military leader.
- Licensed attorney.
- Public safety consultant – Aurora, Colorado theater massacre.
- Expertise in law enforcement policy development and professional standards.

Acquired a strong administrative foundation involving independent decision-making, budget preparation and management, planning, resource allocation, legal research and analysis, labor relations, disaster preparedness and problem-oriented policing.

EDUCATION

Doctor of Jurisprudence (With Great Distinction), Oakland College of Law, Oakland, California, 1997

Master of Public Administration, John F. Kennedy University, Orinda, California, 1974

Bachelor of Arts, San Francisco State University, San Francisco, California, 1966

LICENSE

Attorney and Counselor at Law - Admitted to all California Courts, the United States District Courts for the Northern and Eastern Districts of California, the Ninth U.S. Circuit Court of Appeals, the United States Court of Appeals for the Armed Forces and the United States Supreme Court. California State Bar Number 195482.

EXPERIENCE

LEGAL AND POLICY ADVISOR, Solano County Sheriff's Office, Fairfield, California, November 2014 to Present.

- Manage the Internal Affairs Unit and provide ongoing policy development and legal advice for the Solano County Sheriff.

LAW OFFICES OF ROBERT W. NICHELINI, Vallejo, California, July 2012 to November 2014.

- Solo law practice focusing on public safety officer defense, labor negotiations and retirement system disputes.
- Lead law enforcement representative for evaluation of police, fire and medical emergency response to the 2012 Aurora, Colorado Theater Massacre.

CHIEF OF POLICE, Vallejo, California Police Department, January 1995 to July 2012.

- Led the members of the Vallejo Police Department in providing high-quality law enforcement services for a diverse city of 120,000.
- Implemented "Total Quality Policing" - focused on decentralization, empowerment, and customer orientation.
- Developed and implemented community policing programs designed to improve the quality of life in Vallejo, including specialized traffic enforcement, mounted patrol, business liaison, police cadets, senior advocacy, and "beat health."
- Additional duty as Fire Chief from April 1998 through September 1999 - Managed the activities of 100 firefighters assigned to seven engine companies, one truck company, fire administration, and fire prevention.
- Received special recognition from the City Council and the Medal of Merit from the City Manager for reducing crime, significantly improving labor relations, and effectively managing both the Police and Fire Departments.
- Member FBI Joint Terrorism Task Force Executive Committee. Top secret security clearance.
- Member State of California 9-1-1 Advisory Board.

OAKLAND POLICE DEPARTMENT, Oakland, California, October 1971 to January 1995.

Deputy Chief of Police (June 1987 - January 1995)

Commander, Bureau of Services (1/94 - 1/95). Directed all Police Department support activities including planning and fiscal, training, records and identification, communications and jail operations. Supervised a 355-person staff that included both sworn officers and non-sworn professionals.

- Managed a \$110 million budget.
- Administered regional public safety activities.
- Responsible for Department-wide labor relations and contract negotiations.
- Department representative for Oakland Sharing the Vision - The Oakland Strategic Plan

Commander, Bureau of Field Operations (6/87 - 1/94). Commanded all uniformed police activities within the City of Oakland, including patrol, traffic, air support, airport security, special operations, and crime prevention.

- Provided leadership for 550 members and employees.

- Member of the City's Community Policing Task Force. Developed and implemented problem-oriented and community-based policing programs.
- Senior field commander during the Loma Prieta Earthquake and Oakland Firestorm disasters.

Captain (August 1983 - June 1987)

Patrol Division Commander (9/84 - 6/87). Responsible for the delivery of field police services including patrol, canine and evidence collection programs. Supervised two lieutenants, seven sergeants, 125 police officers and nine non-sworn employees.

Commander, Office of Chief of Police (8/83 - 9/84). Directed the Department's internal affairs, intelligence, inspection, and crime analysis units.

- Special experience in labor relations.
- Represented the Department before the City Council and various community organizations.

Lieutenant (November 1980 - August 1983)

Planning Division Commander (11/80 - 8/83). Responsible for management and supervision of the Department's research and development, information services, budgeting, accounting, and emergency services planning activities.

- Advised the Chief of Police regarding fiscal and policy matters affecting Department-wide operations.
- Directed Police Department computer operations and management information systems.

Sergeant (July 1975 - November 1980)

Administrative Assistant to the Chief of Police (3/77 - 11/80). Served in a liaison capacity to City Council Members, the City Manager's staff, local, state and federal criminal justice agencies, community organizations, citizens, and the news media.

- Continuous problem-solving and independent decision-making regarding subordinate command matters.
- Monitored procedures, equipment utilization, and personnel to assure compliance with Department directives.

Communications Division Supervisor and Administrative Sergeant (7/75 - 3/77).

- Coordinated implementation of the City's 9-1-1 emergency calling and dispatch system.

Police Officer (October 1971 - July 1975)

Research and Development Officer (10/74 - 7/75). Handled research and planning for Police Department activities. Made recommendations regarding

procedures, regulations, resource allocation, consolidation and regionalization of police services.

Patrol and Field Training Officer (10/71 - 1/74). Valedictorian - 65th Recruit School.

MILITARY

United States Air Force Reserve (October 1971 - July 1996)

- Retired at the rank of Colonel.
- Office of Special Investigations Regional Commander.
- Top secret security clearance.

United States Air Force (September 1966 - October 1971)

- Achieved the rank of Captain.
- Experienced in all aspects of military law enforcement, including criminal investigations, personnel management, and administration

CERTIFICATION

- California Commission on Peace Officer Standards and Training Advanced, Supervisory, Management, and Executive Certificates
- Instructor Credential in Police Science - The California Community Colleges
- Member, California Police Chiefs Peer Advisory Team

AFFILIATIONS

- Life Member, California Peace Officers' Association
- Life Member, International Association of Chiefs of Police
- Member, California Police Chiefs' Association
- Member, Alameda and Solano County Bar Associations

PERSONAL

Married to Mary Ann for 53 years. Father of Michael, a Vallejo Police Department Lieutenant, and Matthew, Oakland Fire Department Deputy Chief.

Profile

Billy

First Name

Dixon

Last Name

Pronouns

[Redacted]

Email Address

[Redacted]

Street Address

Suite or Apt

Oakland

City

CA

State

[Redacted]

Postal Code

What City Council district do you live in?

District 7

[Redacted]

Primary Phone

[Redacted]

Alternate Phone

Retired

Employer

Job Title

Which Boards would you like to apply for?

Public Safety Planning & Oversight Commission (Measure NN): Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

It's born and raised in Oakland. I attended and graduated from the McClymonds High School. I served 4 years in the U.S. Navy and was honorably discharged as a Interior Communication Electrician Petty Officer Third Class. I retired after 28 1/2 years from the Santa Clara County Sheriff's Office as a Correctional Officer. i am currently the Senior Pastor of At Thy Word Christian Center Church Of God In Christ. I was a borax member for Oakland Community Organization (Now Faith in Action). I been working with ceasefire since 2012 and was part of organizing the Night and Day walks. I also have been the community partner along side OPD at the ceasefire call-ins. I have been on several custom notification in working with ceasefire. As a Deputy Correctional Jail Training Officer have helped to write policy involving working with in custody mental health patients. I was the Classification Officer in charge of interviewing and placing people that were in custody into programs to give them a better opportunity when they returned home. I'm currently the Superintendent of The San Francisco Bay Area District. I have the responsibility to help Pastors from 4 other church to meet their goals and objects. I was the Youth President of California Northwest Jurisdiction. California Northwest Jurisdiction is from Weed to Bakersfield California and consisted of 85 churches. I was in charge of organizing and training youth leaders and young people. I started programs and held conventions consisting of hundred of young people. I also held appointed position in our national church, Church of God In Christ is 5 millions strong in over countries. My participation would bring a pair eyes would look for the question would this work in Oakland.

Billy G Dixon

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[BDixonJR_Bio.pages](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *



CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

RESOLUTION NO. _____ C.M.S.

INTRODUCED BY MAYOR KEVIN JENKINS

RESOLUTION CONFIRMING THE MAYOR'S APPOINTMENT OF BILLY DIXON, ERIC KARSSEBOOM, ROBERT NICHELINI, JULIA OWENS, AND YOANA TCHOUKLEVA AS MEMBERS OF THE OAKLAND PUBLIC SAFETY PLANNING AND OVERSIGHT COMMISSION

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, on November 5, 2024, Oakland voters adopted the Oakland Community Violence Reduction and Emergency Response Act of 2024 (Measure NN) which mandated the creation of the Oakland Public Safety Planning and Oversight Commission to replace the Public Safety and Services Violence Prevention Oversight Commission; and

WHEREAS, Measure NN specified that the Oakland Public Safety Planning and Oversight Commission shall consist of five (5) members; at least one (1) member shall have lived experience with service-eligible populations, and one (1) member shall have professional law enforcement experience, preferably at a command officer level, and/or academic expertise in law enforcement; and

WHEREAS, on March 18, 2025, the City Council adopted Ordinance No. 13838 C.M.S. to implement this requirement of Measure NN, establishing the Oakland Public Safety Planning and Oversight Commission, providing for the appointment of its members, and defining the duties and functions of the Commission; and

WHEREAS, Ordinance No. 13838 C.M.S., provides that Commission members shall be appointed to overlapping terms of three (3) years beginning on March 1st of each year and ending on February 28th three years later. The Ordinance further provides that two (2) initial members will serve a three-year initial term, two (2) initial members will serve a two-year initial term, and one (1) initial member will serve a one-year initial term, to assure that terms overlap; and

WHEREAS, The Honorable Mayor Kevin Jenkins has appointed Billy Dixon, Eric Karsseboom, Robert Nichelini, Julia Owens, and Yoana Tchoukleva to serve on the Oakland

Public Safety Planning and Oversight Commission subject to confirmation of the City Council; now, therefore, be it

RESOLVED: That the City Council hereby confirms the Mayor’s appointment of the following individuals to the Oakland Public Safety Planning and Oversight Commission as set forth below:

Billy Dixon, to serve a 2-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2027;

Eric Karsseboom, to serve a 3-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2028;

Robert Nichelini, to serve a 1-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2026;

Julia Owens, to serve a 3-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2028;

Yoana Tchoukleva, to serve a 2-year term on the Oakland Public Safety Planning and Oversight Commission beginning on April 15, 2025 and ending on February 28, 2027.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROWN, FIFE, HOUSTON, KAPLAN, RAMACHANDRAN, UNGER, AND
PRESIDENT PRO TEMPORE GALLO

NOES –

ABSENT – COUNCIL PRESIDENT JENKINS (serving as Mayor pursuant to Charter Section 303)

ABSTENTION –

ATTEST: _____

ASHA REED
City Clerk and Clerk of the Council of the
City of Oakland, California

3413034/LL