

City of Oakland
Public Ethics Commission



ANNUAL REPORT
2019

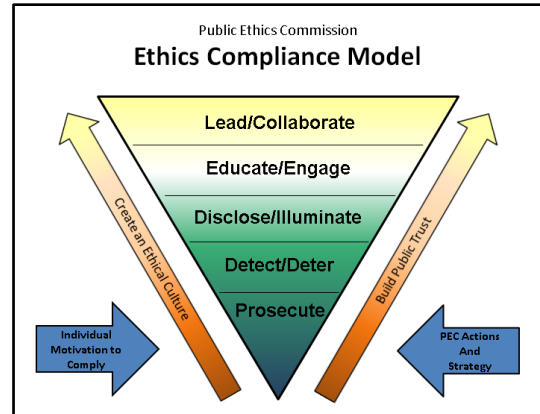
Public Ethics Commission
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ATTACHMENT 2

SOLIDIFYING STRENGTH

The Public Ethics Commission is in its strongest position ever in its fifth year since the voters adopted Measure CC to augment the Commission’s authority, staffing, and independence. With over 60 cases resolved, ethics rules and education programs now institutionalized, electronic filing and visual display of campaign finance data available online, and constant policy improvement on ethics matters in City government, the Public Ethics Commission has worked hard to establish its strength and authority envisioned by Oaklanders.



Enforcement outcomes are at an all-time high, with 60 case resolutions in 2019 setting a new record, and enforcement tools ranging from warning letters to streamlined fines for minor violations to a full hearing process for final resolution on a highly contested matter. The Commission now has solid enforcement strength to uphold the laws under its jurisdiction and impose penalties where allowable under these laws, many of which have been strengthened in recent years.

One law that has not yet been bolstered is the Oakland Sunshine Ordinance, which provides stricter open meetings and public records laws than California statutes. The Commission has oversight authority, but not the authority to impose penalties, for Sunshine law violations. Nevertheless, in 2019 the Commission proactively audited City boards for compliance with state and local online agenda posting requirements and found only 19 of 31 boards in compliance in early Spring. PEC staff worked directly with board staff to overcome barriers, obtaining 100% compliance by all City boards by Fall 2019.

Further, the Commission’s enforcement team saw an uptick in requests by members of the public for assistance with their requests for City records from other departments. The PEC offers mediation to help requesters obtain public records from City departments. In 2019, the PEC completed a record 19 mediations, facilitating access to City records for many members of the public. This marked increase in Sunshine matters in 2019 inspired Commission interest in reviewing the City’s performance responding to public records requests, a project on the horizon in 2020.

In addition to strong enforcement, Commission staff continued to educate and advise on ethics issues and took on a leadership role in the state after sharing the PEC’s City Ticket Distribution report with the California Fair Political Practices Commission, which subsequently adopted new rules regarding the use of City tickets by officials for events such as those at the Oakland Coliseum and Oracle Arena.

Another important effort: staff focused on modernizing PEC filing systems, including creation of an e-filing process for Form 803 Behested Payments (charitable contributions by individuals at the behest/request of an elected official) as well as initial development of an entirely new e-filing system for lobbyist registration and reporting, to launch in 2020, with the ultimate goal of integrating all ethics-related data into a comprehensive ethics data portal to facilitate filing and public access.

In the year ahead, the Commission will continue to expand these innovations, effectively enforce PEC laws, and collaborate with City leadership on ethics policy and implementation in City government. This report summarizes the Commission’s accomplishments in 2019.

PEC MISSION AND ACTIVITIES

The Public Ethics Commission was created in 1996 to ensure fairness, openness, honesty and integrity in City government. The PEC’s work is governed by local ordinances in three main areas: campaign finance, transparency, and ethics. The Commission’s authority and ability to do its work is guided by the provisions outlined in the City Charter, as amended in 2014, as well as in each relevant ordinance, listed as follows:



- Oakland Campaign Reform Act
- Sunshine Ordinance
- Limited Public Financing Act
- Lobbyist Registration Act
- False Endorsement in Campaign Literature Act
- Government Ethics Act
- Conflict of Interest Code

TRANSFORMATION IN 2014

The legislative changes made in 2014 were designed to equip the Commission with more authority, independence, and resources to ensure compliance with ethics, transparency, and campaign finance laws.

Oakland City Charter:
Measure CC was adopted by Oakland voters on November 4, 2014, to amend the Oakland City Charter to augment the authority, independence, and staffing of the Public Ethics Commission. The new provisions became effective on January 1, 2015, and the new staff positions were budgeted in July 2015.

Government Ethics Act:
In December 2014, City Council approved the PEC’s proposed Oakland Government Ethics Act, to consolidate government ethics rules into one local ordinance and to enhance education and enforcement of those rules in and around City Hall.

The Commission’s activities, and the six-person staffing structure provided by the 2014 City Charter changes, are organized per the following ethics compliance framework to ensure a strong, effective, and fair ethics commission:

Lead/Collaborate – Lead by example and facilitate City policy, management, and technological changes to further the Commission’s mission.

Educate/Engage – Provide education, advice, technical assistance, and formal legal opinions to promote awareness and understanding of the City’s campaign finance, ethics, and transparency laws.

Disclose/Illuminate – Facilitate accurate, effective, and accessible disclosure of government integrity data, such as campaign finance reporting, conflicts of interest/gifts reports, and lobbyist activities, all of which help the public and PEC staff monitor filings, view information, and detect inconsistencies or noncompliance.

Detect/Deter – Conduct investigations and audits to monitor compliance with the laws within the Commission’s jurisdiction.

Prosecute – Enforce violations of the laws within the Commission’s jurisdiction through administrative or civil remedies.

LEAD AND COLLABORATE

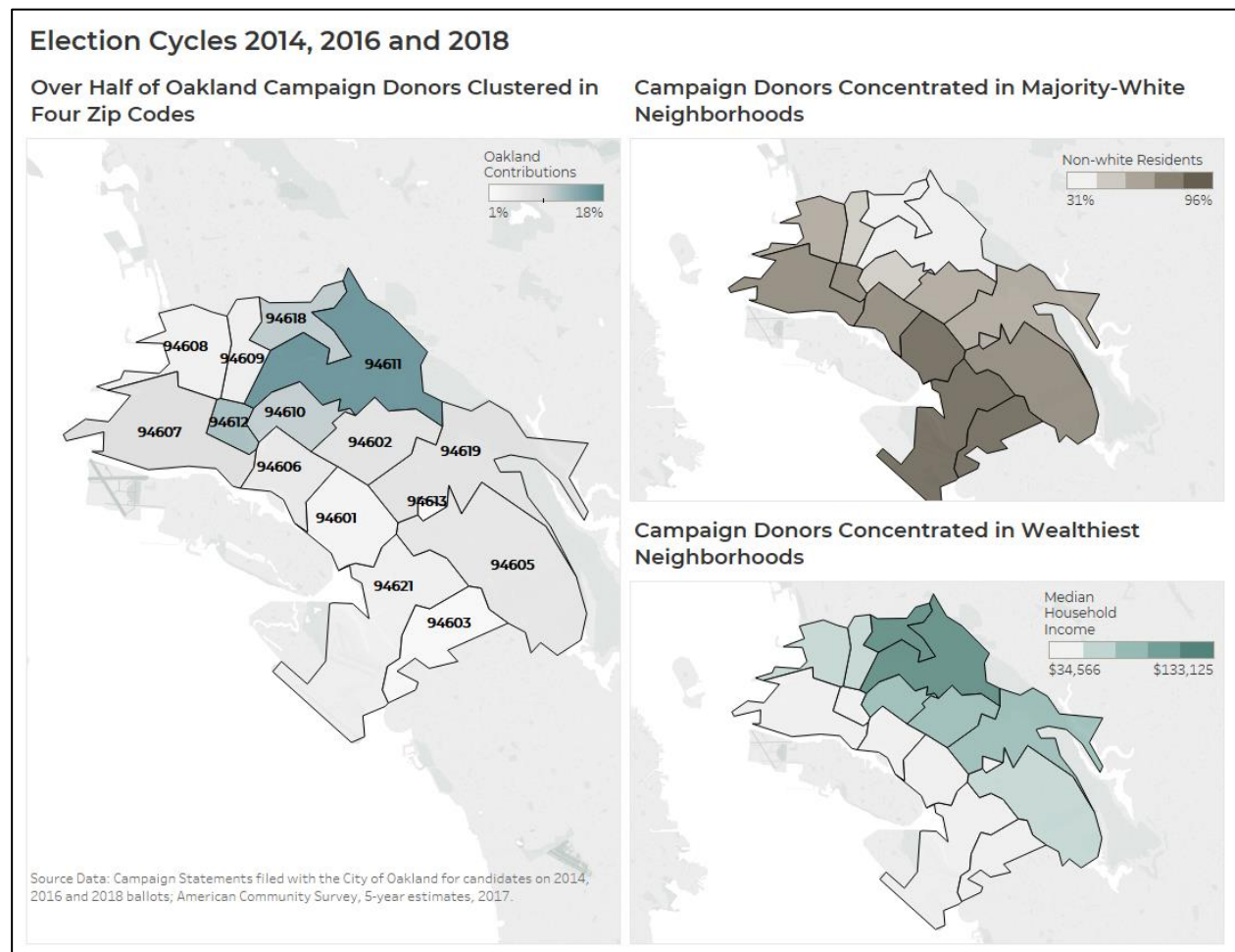
The Commission leads by example and employs collaborative approaches to facilitate changes in City laws, policies, systems, and technology to ensure fairness, openness, integrity, and innovation.

CITY TICKET DISTRIBUTION RULE CHANGES

Following the Commission’s 2017 review of the distribution and use of City tickets to Oakland Coliseum and Oracle Arena events, PEC staff presented the issue to the California Fair Political Practices Commission, the PEC’s counterpart at the state level, at the FPPC’s meeting in Oakland in January 2019. In May 2019, the FPPC addressed concerns raised by the PEC regarding the number of tickets being used by public officials and made rule changes to tighten restrictions. Now, under state law, high-level public officials are prohibited from disproportionately using tickets, and, if the use is for the inspection of facilities, the officials must provide a written report of findings and recommendations.

EXPANDING EQUITY AND PARTICIPATION IN THE CAMPAIGN PROCESS

The Commission continued to partner with the Bay Area Political Equality Collaborative to conduct community outreach about Oakland’s current public financing system in order to redesign local campaign and public financing laws to give all communities an equal opportunity to participate in and influence our local democracy. Campaign finance data shows clear disparities among racial, socio-economic, and geographic populations participating in the campaign process in recent years, as shown in the graph below. The Commission will continue to research and do outreach on this issue in 2020.

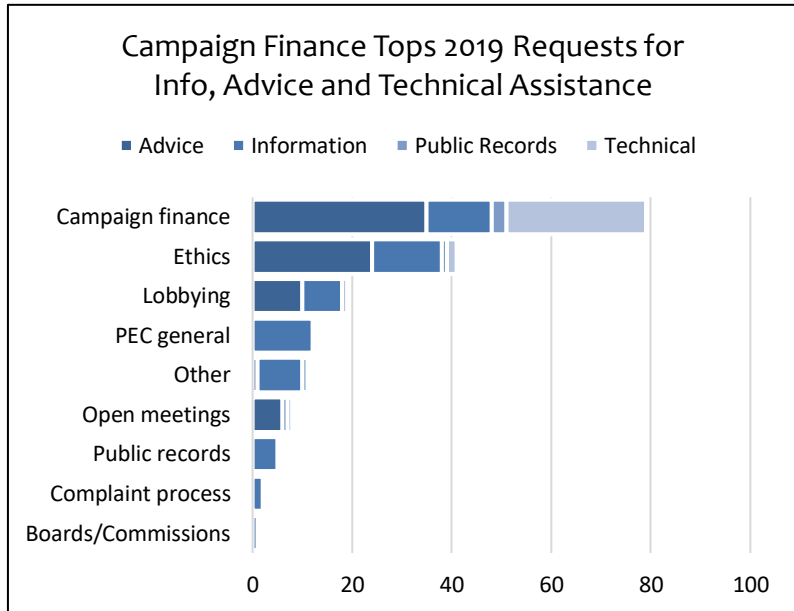


EDUCATE AND ENGAGE

Prevention activities consist of education, outreach, and online information to facilitate compliance with government integrity laws. The Commission educates and advises candidates for local elective office, elected officials, appointed officials, City staff, lobbyists, people doing business with Oakland, City residents, businesses, and organizations.

ADVICE AND ASSISTANCE

In 2019, Commission staff responded to 178 requests for information, advice or assistance regarding campaign finance, ethics, or lobbyist registration issues. That's fewer than the record 408 requests in 2018 (an election year, and the first election in which the Commission was the filing officer for campaign statements), 236 requests in 2017, 88 requests in 2016, and a mere 14 requests back in 2013 when the Commission first began tracking these requests.

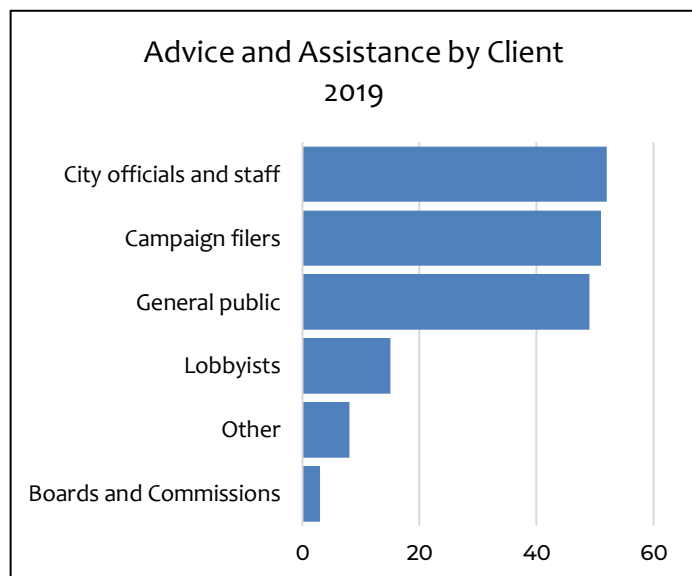


Campaign finance questions again topped all other issues among requests for advice and assistance, mostly from treasurers, candidates, and law firms seeking to comply with campaign finance laws. Other questions come from City staff and officials, lobbyists, and members of the public regarding misuse of public resources, gift restrictions, conflicts of interests, and lobbying rules, to name a few.

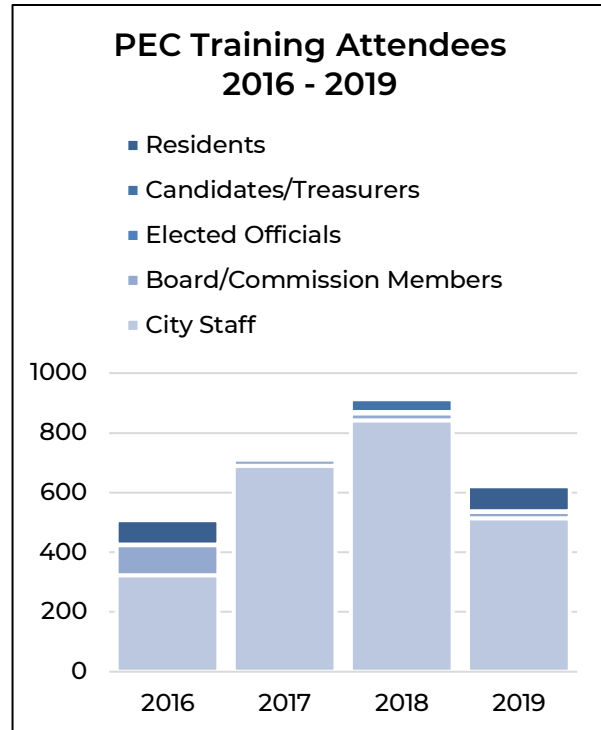
ETHICS TRAINING

Commission staff provided ethics training through various avenues to reach the following target audiences:

- Newly elected officials during the first 90 days of taking office (State-required AB 1234 training and Oakland Government Ethics Act training);
- New employees participating in monthly new employee orientation sessions provided by the City, for a total of 12 presentations and 320 new employees in 2019;
- Temporary summer employees hired by the Oakland Parks, Recreation, and Youth Development Department, for a total of 50 in 2019;



- City staff supervisors (80 in total) received a more specialized, higher-level ethics training at the City’s Supervisor Academy, which covers City policies and procedures, internal City systems, and leadership skills relating to day-to day-supervision. This forum allowed PEC staff to dive into discussions of ethical issues, scenarios and skills-based training to deal with ethical dilemmas;
- Board and Commission Members and staff received introductory ethics trainings, for a total of four boards and 82 board members and staff;
- City staff supporting boards and commissions received a comprehensive training on Ethics and Sunshine (open meetings and public records) laws, for a total of about 20 staff liaisons in 2019;
- City employees took the PEC’s one-hour online Ethics Training for Form 700 Filers, available in the City’s learning management system, Target Solutions, for a total of 93 in 2019.



While the creation, launch, and City Administrator support of the Commission’s online ethics training for Form 700 filers in 2018 was an accomplishment, as well as a reason for the surge in training attendees in 2018, ensuring actual delivery of the ethics training to all Form 700 filers remains a priority into 2019 and beyond.

OUTREACH AND PUBLICATIONS

The Commission made substantial revisions to two comprehensive guides that are intended to assist the regulated community in complying with local laws: the Government Ethics Act Guide and the Board and Commission Members Handbook. PEC staff also published two issues of its *Public Trust* newsletter highlighting the Commission’s activities to keep the Commission’s regulated community and the general public informed about the Commission’s work. The PEC newsletter was distributed to 1,517 email subscribers, and shared widely via social media and the Commission’s website, with hard-copies in the PEC office and circulated during community outreach.



Commissioners and staff participated in a variety of in-person community and speaking events, including Oakland’s Open Data Day, League of Women Voters Speaker Series, OpenOakland Day of Service, Art & Soul 2019 (shown left with Commissioner Jerett Yan, Commission Chair James Jackson, and Enforcement Chief Kellie Johnson), Community Roundtable with the City Auditor, and campaign finance education workshops in partnership with the Bay Area Political Equality Collaborative.

DISCLOSE AND ILLUMINATE

The Commission's Disclosure Program aims to help candidates submit required data and ensure Oaklanders can easily access campaign finance and ethics-related data and information that is accurate, user-friendly, and understandable so that the public and the PEC may monitor filings, view information, and detect inconsistencies or noncompliance. This program utilizes a collaborative transparency approach, which reaches beyond the traditional minimum of providing copies of filings. The Commission proactively shares data in user-centered formats, invites participation and feedback, and facilitates shared discussion around community needs.

AUDITING ACCESS TO PUBLIC MEETINGS

In 2019, PEC staff initiated a proactive review to assess whether all City board and commission websites comply with meeting notice publication according to the Oakland Sunshine Ordinance and California Brown Act. Initially, PEC staff found that only 19 of the City's 31 boards were conforming with online agenda posting requirements. PEC staff worked closely with each board liaison to educate, troubleshoot, and coordinate full compliance by all 31 boards. As of November 2019, all of the City's boards were posting meeting agendas on the City's website in compliance with open meetings laws. PEC staff further provided recommendations to the City Administrator's Office and the Mayor's Office regarding the barriers to compliance and the support board liaisons need to fulfill their duties.

ILLUMINATING ETHICS DATA

The Commission collects, reviews, and provides public access to ethics-related data. As part of this responsibility, Commission staff also has worked in recent years to move to electronic filing systems to make the process easier for those who must submit the data and to put the information into a format that can be searched and displayed in easy-to-use data visuals made available for public viewing. These ethics-related data categories include the following:

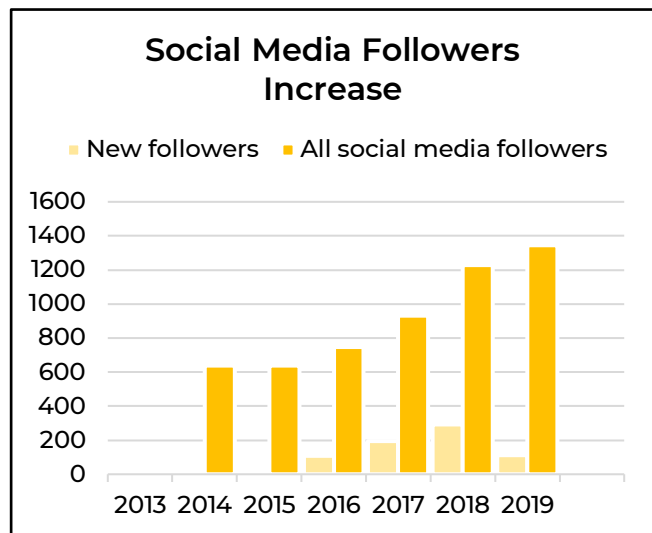
- **Campaign Finance data** includes candidate and ballot-measure campaign committee information, including contributions to and expenditures made by the committee during the election cycle. Oakland had 73 active political committees as of December 2019: 41 candidate and officeholder committees, 19 general purpose committees, 8 primarily-formed ballot measure committees, 4 independent expenditure committees, and 1 primarily-formed candidate committee. There were two reporting deadlines in 2019, a non-election year; PEC staff managed the filing process, provided technical assistance to committees, and processed and reviewed roughly 200 campaign-related filings over the course of the year.
- **Lobbying activity reports** identify who is lobbying City officials and for what purpose. In 2019, the PEC received 72 lobbyist registrations and 11 terminations, ending the year with 61 registered lobbyists disclosing over \$1,546,959 in compensation received for the purpose of influencing Oakland officials. PEC staff provides targeted outreach and assistance to lobbyists to ensure compliance with registration and reporting requirements and ensures public access to lobbyist filings by uploading the information online. Staff processed 200 quarterly lobbyist activity reports in 2019. Further, staff initiated a project to create an e-filing system for submission and public access to data regarding lobbyist registration and activities to be launched in Spring 2020.

- **Behested Payments data (Form 803)** shows who is donating to a nonprofit organization at the request or solicitation of an elected official. Elected officials who solicit such payments are required to file a Form 803 to report these payments if they amount to \$5,000 or more. Since assuming this duty in 2017, the PEC has received roughly 80 filings that disclose over \$25 million in payments made at the behest of Oakland elected officials. In 2019, Commission staff completed a prototype e-filing process for filing Form 803 reports and allowing online public access and searchability for launch in Spring 2020.
- **Form 700 Statements of Economic Interests** are filed with the City Clerk’s office but are of high interest to the PEC in ensuring compliance with ethics laws that require reporting of personal financial information by City officials, including high-level City employees. Commission staff checks for elected official compliance with filing deadlines and provides education and advice regarding Form 700 filing.

The Commission decided at its 2019 retreat to move forward with a project to create a comprehensive ethics data portal in partnership with the City’s Information Technology Department (ITD). The goal of this project is to create a seamless online filing and public access portal for all ethics-related data in a form that can be searched across multiple data-sets to maximize transparency and compliance with all government ethics laws. Commission staff initiated this work with ITD in 2019 and will continue the project into 2020.

ONLINE ENGAGEMENT AND OUTREACH

In 2019, Commission staff continued highlighting specific PEC policy areas, activities or client-groups via social media and saw a positive increase in followers and engagement with PEC-content. Social media posts generated over 500,000 impressions (views of PEC content) and more than 1,000 user engagements (likes, shares or retweets, clicks on links, and new followers). PEC social media followers continued to grow, with 115 new followers joining in 2019 for a total of 1,344 by the end of the year.



PEC staff and Commissioners partnered with the City of Oakland’s telecommunications team (KTOP) to create the first video in KTOP’s new series: Inside City Hall. The video is a 30-minute interview-style



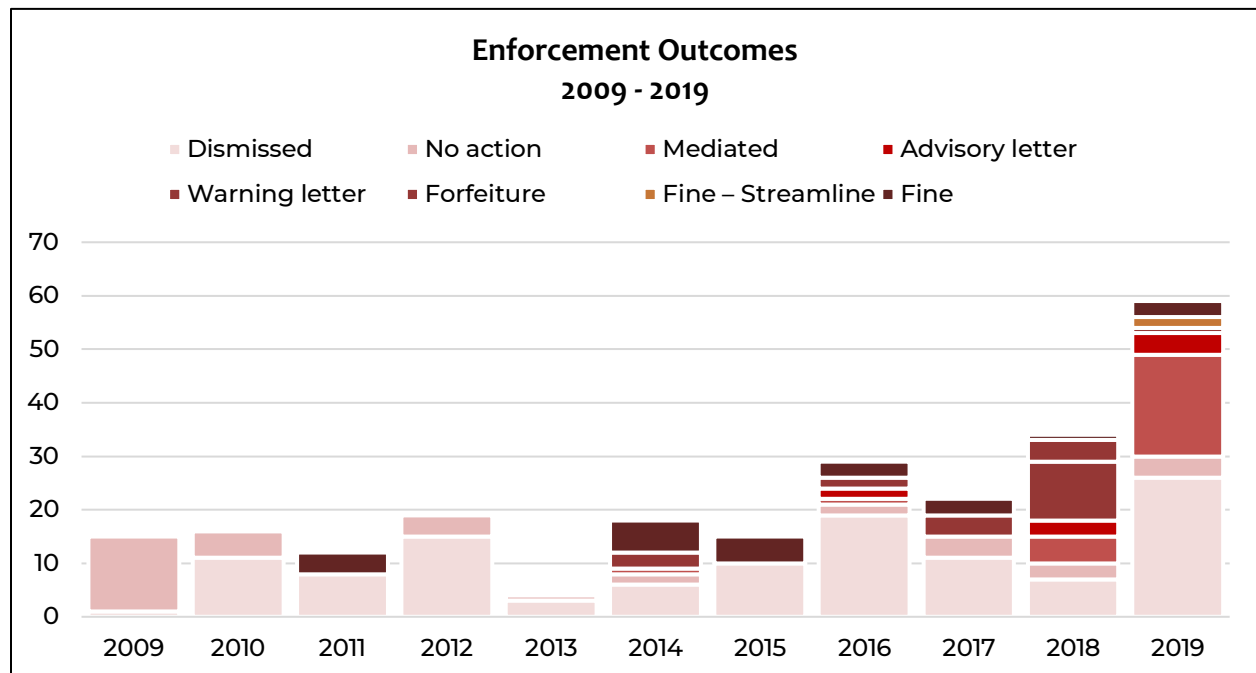
overview of the Public Ethics Commission’s role and work, starring Commissioners Smith, Jackson, and Maxson Velásquez, along with PEC Education Analyst Jelani Killings and hosted by Public Information Officer Autumn King of the City Administrator’s office. The segment provides an in-depth look at the Commission’s work to build an ethical culture in Oakland City government. The video is available online and airs periodically on Government Channel 10.

ENFORCEMENT

The Commission conducts investigations, holds public hearings, issues subpoenas, and imposes fines and penalties as provided for by ordinance. City ordinances give the Commission the authority to impose penalties for violations of ethics laws, campaign finance laws, and lobbyist registration requirements. The Commission also can mediate or recommend “cure and correction” for violations of public records and open meetings laws, respectively.

STRONG ENFORCEMENT PROGRAM SETS NEW RECORD

By the end of 2019, the Commission **resolved a record number of 60 cases, imposed \$16,500 in fines (penalties) and effected \$2,400 in forfeitures** (money wrongfully obtained and subsequently forfeited to the City General Fund), a record-setting year for the number of enforcement cases closed. Caseload completion in 2019 almost tripled since 2017, and almost doubled since 2018, and it again reflects a strong enforcement program that utilizes a broad range of enforcement tools, including forfeiture of contributions, fines, warning letters, advisory letters, and in rare cases, administrative hearings.



The 60 cases the Commission closed in 2019 were resolved as follows:

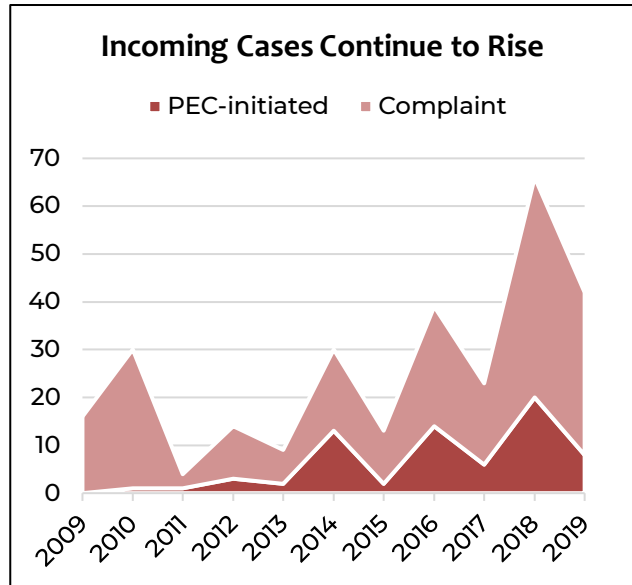
- Five fines, \$14,100
- One forfeiture, \$2,400
- One warning letter
- Four advisory letters
- 19 mediations completed (Public Records Requests)
- 30 complaints dismissed for lack of PEC jurisdiction, insufficient evidence that suggests any violation, or no violation following an investigation.

INCOMING CASES CONTINUE TO INCREASE IN NUMBER

The number of incoming cases continued to rise in 2019, compared to past non-election years, with Commission staff **receiving or initiating a total of 42 allegations** of potential violations in 2019. This compares to 66 in 2018 (an election year), 23 in 2017, 39 in 2016, 13 in 2015, 30 in 2014, nine in 2013, 14 in 2012, and four in 2011.

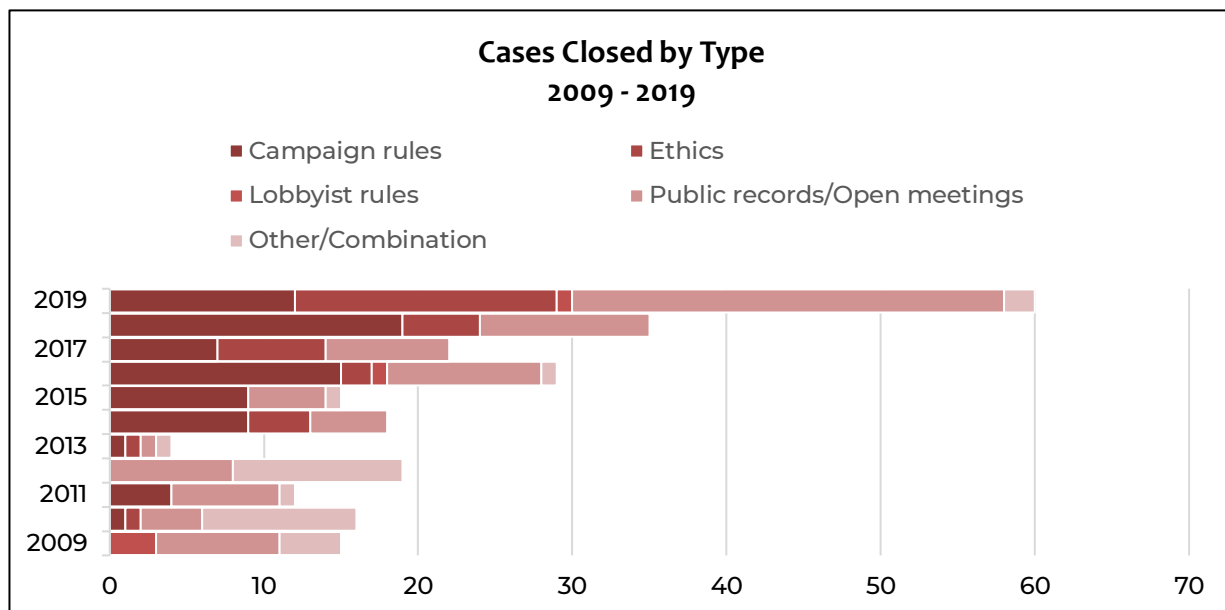
The total number of allegations reviewed or initiated in 2019 breaks down as follows: Commission staff **received 34 formal complaints submitted by members of the public** alleging violations of campaign finance, conflicts of interest, open meetings, public records, and other ethics-related laws; PEC staff **opened 8 cases proactively** based on hearing or reading of suspicious activities, receiving anonymous tips, or obtaining information from third parties.

Proactive cases show that the Commission aggressively looks into possible violations without waiting for a complaint to be submitted. Recent trends show that proactive cases have constituted roughly 30 percent of all cases opened in the past 6 years, compared with an average of .04 percent throughout the 1997-2013 timeframe.



ENFORCEMENT PRIORITIES

The Commission prioritizes enforcement activities based on the following considerations to determine priority level: 1) the extent of Commission authority to issue penalties; 2) the impact of a Commission decision; 3) public interest, timing, and relevancy; and 4) Commission resources.



ADMINISTRATION

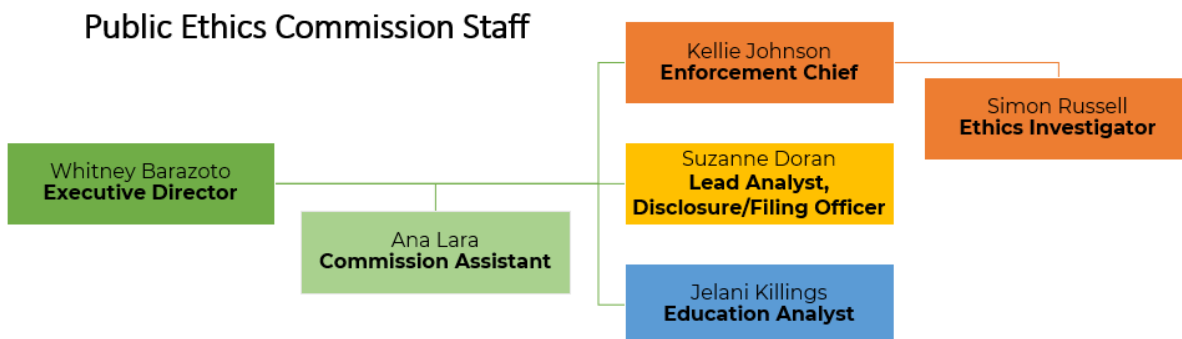
CORE VALUES

At its retreat in April 2019, the Commission participated in an inclusive leadership workshop that included discussion of how to cultivate an inclusive process and environment for Commissioners, staff, and individuals who interact with the Commission. Following that work, the Commission adopted the following core values to strive to embody in communications with each other and community:

1. **Collaborative Community** – Hear every voice and work together to solve problems
2. **Joint Accountability** – Be honest, responsible, and respectful of each other
3. **Open Mindset** – Listen carefully to fully understand the issue or person
4. **Inclusive Design** – Invite and consider all views in making difficult decisions
5. **Proactive Transparency** – Voluntarily share information and reasons for decisions

STAFFING

Commission staff are responsible for the Commission’s day-to-day operations, including investigations and enforcement casework, education and advice, data collection and illumination activities, and law and policy projects. Staff continue to participate in ongoing professional development, including opportunities through the Council of Government Ethics Laws, U.C. Berkeley, Alameda County Law Library, International Association for Public Participation, the City of Oakland, and Code for America.



BUDGET

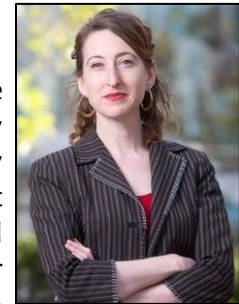
The adopted budget for the Commission was \$1,160,831 for Fiscal Year 2019-20 and \$1,300,237 for Fiscal Year 2020-21. The latter includes a one-time augmentation of \$100,000 for election-related services that was added for Fiscal Year 2020-21 in response to the Commission’s request for an additional two positions for investigative and policy functions that cannot be addressed within current staffing capacity.

2019 COMMISSIONERS

Jodie Smith, Chair

Commission Appointee 6/22/2017 - 1/21/2020

Jodie Smith is an attorney with Moscone Emblidge & Otis LLP in San Francisco. She specializes in resolving civil disputes, especially public law issues. She was a fellow in the California Attorney General's Civil Law Division, a clerk in the Oakland City Attorney's Office, and an extern for the Honorable Joseph C. Spero, U.S. District Court, Northern District of California. Prior to practicing law, Jodie worked in and around state government as the Public Policy Director for Texans Care for Children, an analyst in the Texas House of Representatives, a public servant in two agencies, and an adjunct instructor in Government at Austin Community College.



Ms. Smith graduated from Texas Christian University in political science and continued on to the Harvard Kennedy School of Government for a Master of Public Policy degree. She later moved to California, where she obtained her law degree from U.C. Hastings College of the Law. Ms. Smith chairs the Civic & Judicial Appointments Committee of the Queen's Bench Bar Association and represents young people in school expulsion matters with Legal Services for Children.

James E.T. Jackson, Vice-Chair

Commission Appointee 1/22/2018 - 1/21/2021

With more than 25 years in healthcare administration, James Jackson is the Chief Operating Officer of Seton Medical Center & Seton Coastside, part of the Verity Healthcare System. Prior to this role, he served as Chief Administrative Officer of San Leandro & Alameda Hospitals, as well as the Administrator of Fairmont Hospital, both part of the Alameda Health System. Previously, Mr. Jackson was a Support Services Assistant Administrator with Kaiser Foundation Hospitals in the Diablo Service Area and the Chief Operating Officer of Saint Francis Memorial Hospital in San Francisco, California. Prior to joining Saint Francis, he held several positions at Children's Hospital and Research Center in Oakland, California, where he ultimately served as the Vice President of Ancillary and Support Services. His career in healthcare administration began with his service in the United States Navy at the Naval Hospital in Oakland, California.



Mr. Jackson has served his community as a Big Brother, was the Chair of the African American Outreach program for the local American Diabetes Association chapter, and was named Volunteer of the Year. He served as the Chair of the Blind Babies Foundation, is a director with the San Leandro Chamber of Commerce, and serves on the Alameda Chamber of Commerce as well. A Bay Area native, Mr. Jackson holds a Master's Degree in Public Health from the University of California in Berkeley and a Bachelor's Degree in Economics from Morehouse College in Atlanta, Georgia. He lives in Oakland with his wife and two children.

Jill M. Butler**City Attorney Appointee 11/13/2018 - 1/21/2021**

Jill Butler is a Manager of System wide Human Resources at the University of California (UC) Office of the President. In this role, she manages a system-wide compliance policy that ensures Senior Management executives' outside activities do not pose a reputational risk nor Conflict of Interest or Commitment to the University. She is responsible for enforcing the policy and educating Senior Management executives, UC Regents and Human Resources staff at the University's ten campuses and medical centers.



Ms. Butler has over 10 years of public policy and legal experience having held Counsel and Legislative Affairs positions in the United States Congress, Social Security Administration and the American Federation of State, County and Municipal Employees (AFSCME). She graduated from U.C. Berkeley with a B.A. in Political Science, and she earned her J.D. from Seattle University School of Law.

Lisa Crowfoot**Mayoral Appointee 1/22/2017 - 1/21/2020**

Lisa Crowfoot is an attorney who has practiced law and been engaged in California for almost two decades. She currently enjoys doing legal work for an international solar and storage company that is a leading innovator in the space. Previously, she was a partner at a national law firm where her litigation practice focused on representing and counseling design professionals, builders and developers. In that practice, Ms. Crowfoot gained experience regarding the various rules, regulations and limits that apply to both public servants and those seeking to do business with public entities. She also gained an appreciation for the importance of transparency and openness in governance. She joined the Public Ethics Committee with the hope of strengthening Oakland by helping to ensure fairness, openness, honesty and integrity in government.



Ms. Crowfoot obtained her B.A. degree in English Literature from the University of Colorado, Boulder and her J.D. degree from Whittier Law School. She is an active volunteer who is dedicated to supporting her community. She and her husband enjoy raising their daughter near beautiful Lake Merritt.

Gail Kong**Commission Appointee 1/22/2017 - 1/21/2020**

Gail Kong is a retired nonprofit and government executive. Most recently she was founding President of the Asian Pacific Fund, a community foundation serving the San Francisco Bay Area dedicated to increasing philanthropy among Asians. As President she was responsible for raising more than \$28 million, primarily from Asian donors and designing and executing grants, education, and cultural programs. Prior to her return to the West Coast in 1990, Ms. Kong was Executive Director of the City Volunteer Corps, a demonstration program that was the precursor to AmeriCorps, and head of the New York City foster care and child protective services agency. She also held executive staff positions in the New York City Human Resources Administration. She has served on several nonprofit boards including Asian Americans Advancing Justice and the Diversity in Health Training Institute.



A graduate of Stanford University with graduate studies at Hunter College School of Social Work and the Harvard Kennedy School of Government, Ms. Kong was born and raised in Gilroy, California and is a third-generation Chinese American. She has lived in Oakland for 21 years.

Nayeli Maxson Velázquez**Commission Appointee 1/22/2019 - 1/21/2022**

Maxson Velázquez is the Chief Executive Officer of the Alliance for Community Development, an Oakland-based not-for-profit dedicated to economically empowering local residents, increasing access to capital for underrepresented entrepreneurs and small business owners across the Bay Area.



Prior to joining the Alliance, Ms. Maxson Velázquez worked on political campaigns in California and Nevada, and worked for elected officials at the federal, state and local levels. She has completed the Coro Center for Civic Leadership's Public Affairs Fellowship and the Woodhull Institute for Ethical Leadership program. Ms. Maxson Velázquez formerly served on the Community Development Block Grant Board for Oakland's Central District and currently serves on the Board of Directors for Resilient Wellness (a local organization focused on providing holistic, trauma-informed care through innovative healthcare models) and on the Advisory Board for Oakland Grown (a membership organization of Oakland small businesses and organizations who support them).

Ms. Maxson Velázquez holds a Juris Doctor in Government Law and Social Justice from UC Hastings College of the Law, a Bachelors Degree in Psychology from UC Santa Cruz, a Certificate of French Fluency from Universite de la Sorbonne, and a Certificate of Intermediate Spanish from Ixchel Spanish School.

Jerett Yan**City Auditor Appointee 1/22/2019 - 1/21/2022**

Jerett Yan is an attorney with Hanson Bridgett LLP in San Francisco where he provides litigation and advisory services to public entities. In that capacity, he currently serves as a deputy city attorney to the City of Millbrae and an investigator for the San Jose Board of Fair Campaign and Political Practices, where he advises on matter relating to public ethics, transparency, elections, and campaign practices. He also has particular expertise in public works contracting, public ethics, and civil rights compliance.



Mr. Yan has previously served as an attorney adviser to the US Environmental Protection Agency's Office of Civil Rights, where he investigated claims of discrimination in environmental permitting practices, a law clerk with the Superior Court of California, County of Los Angeles, and an Americorp VISTA in Chicago as a tenant organizer with the Metropolitan Tenants Organization.

Mr. Yan holds degrees from UC Berkeley School of Law and Northwestern University.



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