

**APPLICATIONS SUBMITTED FOR  
APPOINTMENT TO THE VACANT DISTRICT  
ATTORNEY POSITION**

**Miiko L. Anderson**



## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information See attached (1-11)

1. Applicant Name:

Milko Lashon Anderson

All Other Names Used in Past:

Milko Lashon Coleman

2. Residential Address:

attached

3. Email Address:

attached

Phone Number:

4. Work Address:

attached

5. Work Phone:

attached

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you.

attached

7. Are you a registered voter in Alameda County?

For how long?

attached

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

No. I am a former resident. See attached

8. Do you presently reside in Alameda County?

For how long?

No. See attached

9. Are you admitted to practice in the Supreme Court of the State of California?

Yes. See attached

10. Please set forth your educational history (beginning with high school):

Institution

Dates

Degree Awarded, if any

a. See attached

b.

c.

d.

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? No. See attached

\*If yes, have you received a pardon for that crime? N/A

**B. Professional/Work History (past 10 years)**

1. Employer Position Dates Employed

a. See attached

b.

c.

d.

2. Who is your current employer? See attached

If appointed, do you intend to continue your current employment? No

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.) No. See attached

If yes, please explain.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization Role Dates

a. See attached

b.

c.

d.

e.

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

a. see attached

b.

c.

d.

3. Have you held public office (elected or appointed)?

No. I have not.

Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

No. I have not.

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

See attached

2. What would be your three highest priorities or areas of interest as District Attorney?

see attached

3. Why is serving as District Attorney important to you?

see attached



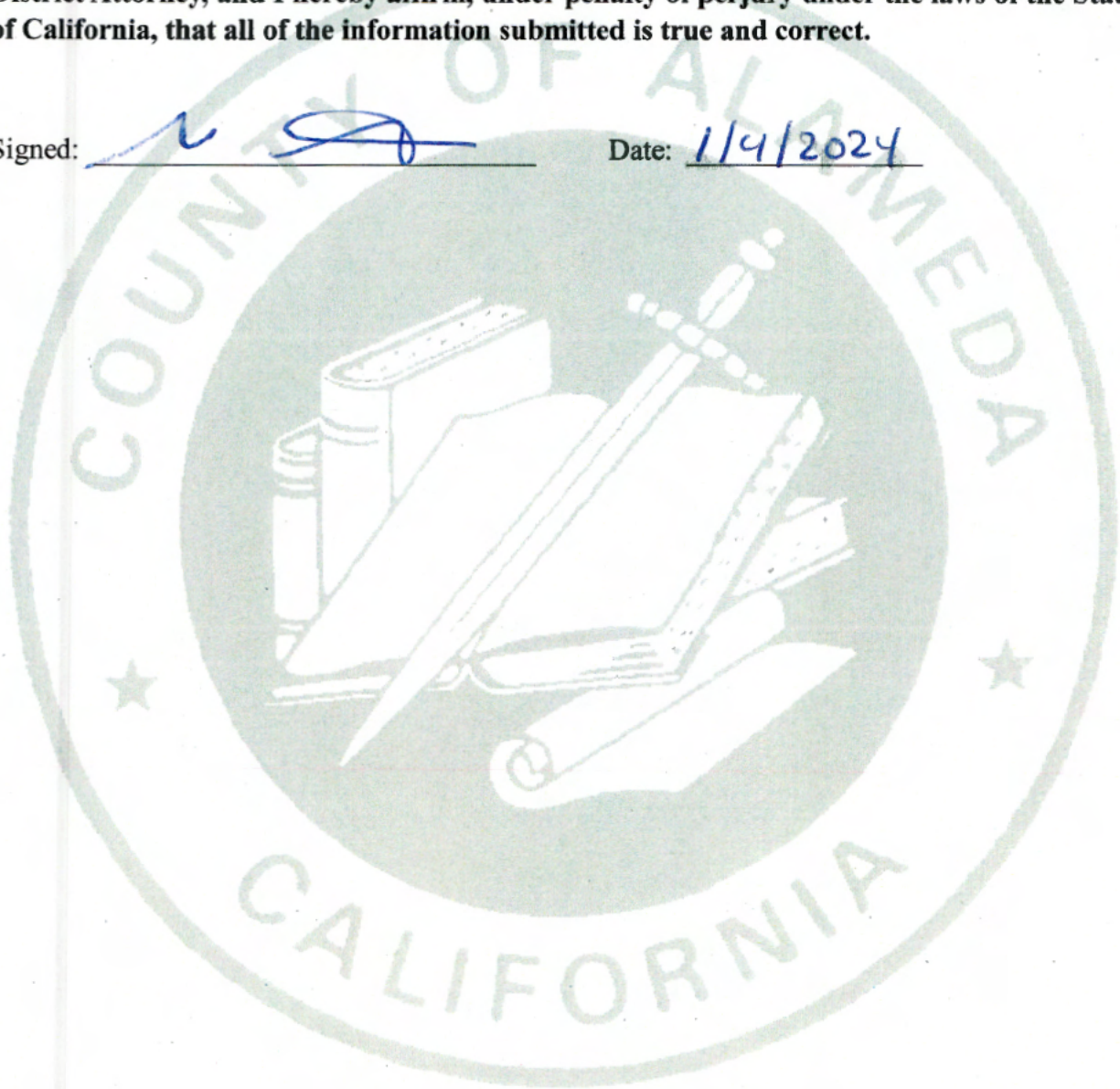
**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

1/4/2024



Attachment A: General information

1. Applicant Name: Miiko Lashon Anderson a) Previous Name: Miiko Lashon Coleman
2. Residential Address: Clovis, CA 93611
3. Email Address: a) Phone Number:
4. Work Address: a) Working remotely from: b)  
Office headquarters:
5. Work Phone Number:
6. The best way to contact me is by phone at or email as provided above.
7. I am not currently a registered voter in Alameda County. I certify that I will meet this requirement prior to appointment.
8. I no longer live in Alameda County. I am a former resident with an intent to immediately relocate to Alameda County prior to my appointment.
9. I am admitted to practice law by the Supreme Court of the State of California. My state bar number is 248655.
10. Educational History: a) Concordia High School, Oakland, CA High School Diploma, June 1988 b) Laney College, Oakland, CA Associate of Language Arts, June 2000 c) Holy Names College, Oakland, CA Bachelor's degree candidate, no degree received d) John F. Kennedy School of Law, Pleasant Hill, CA Juris Doctor, December 2005
11. I have never been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion of theft of public money, or conspiracy to commit any of those crimes.

Attachment B: Professional Work History (Past 10 years)

1. Employer: AEquitas 1000 Vermont Avenue NW, Suite 1010 Washington, DC 20005 a)  
Position: Attorney Advisor b) Duration: August 2023-Present

Previous Employer: Fresno County District Attorney's Office a) Position: Senior  
Deputy District Attorney b) Duration: May 2007 to July 2023

2. AEquitas is my current employer. AEquitas is a nonprofit organization comprised of former prosecuting attorneys with a mission to improve the quality of justice in sexual violence, intimate partner violence, stalking, and human trafficking cases by developing, evaluating and refining prosecution practices that increase victim safety and offender accountability. a) I do not intend to continue employment if appointed.

Please see attached resume for addition employment information



Attachment C: Community Involvement

1. Organizations

- a. **Breaking the Chains**, Vice President, April 2016 to present.
- b. I serve as Vice President of Breaking the Chains (BTC), a survivor-led nonprofit organization supporting human trafficking survivors, where I oversee fiscal operations and personnel management alongside our distinguished leadership team. Our board has included Chiefs of Police, an elected DA, banking and media executives, and mental health professionals, bringing diverse expertise to guide our comprehensive approach to survivor support and community engagement.
- c. As Vice President, I provide strategic leadership at BTC, working with our board to advance comprehensive support services for survivors. I focus on organizational development and implement initiatives that enhance our impact, while ensuring our wraparound services - from housing and therapy to education and legal advocacy - effectively promote healing and self-sufficiency for both adult and minor survivors.
- d. Establish and oversee organizational guidelines that foster an inclusive and trauma-informed work environment, ensuring staff perspectives, particularly those with lived experience, are integral to decision-making processes. Collaborate with leadership team to develop and implement comprehensive workplace wellness strategies and protocols that minimize secondary trauma exposure for staff working directly with human trafficking survivors. Create and enforce organizational policies that strengthen emotional well-being, maintain healthy professional boundaries, and embed a culture of empathy throughout all levels of operations
- e. Financial responsibilities include overseeing and maintaining the financial budgets for the organization, including management and compliance of federal and state grants. This includes ensuring the organization is compliant with state and federal guidelines as a nonprofit organization, implementing proper grant reporting and monitoring procedures, maintaining accurate documentation for grant expenditures, allocating funds for each department, and ensuring the overall financial stability of the organization through effective stewardship of both grant and operational funding. Successfully managed organizational growth from an annual budget of \$56,000 to \$1.2 million through strategic financial planning, diversification of funding streams, and implementation of scalable financial management systems to support expanded operations.

- f. **Black Lawyers Association of Central California**, Founding President, February 2023 to present.
- g. As Founding President of the Black Lawyers Association of Central California, I lead an organization that promotes diversity and inclusion in the legal profession. We partner with affinity bar associations to implement educational programs that create pathways to legal careers for our diverse community, with active participation from practicing attorneys and members of the judiciary.
- h. **Central Valley Unity Bar Association**, Founding Board Member, February 2023 to present.
- i. The Central Valley Unity Bar (CVUB) is a partnership of diverse legal organizations, including Women's Lawyers, La Raza, PrideLaw, South Asian, and Asian Pacific American bar associations. This coalition promotes diversity in the legal profession and judiciary through outreach, education, mentorship, and endorsement of judicial candidates committed to access to justice.
- j. As a board member, I work alongside multiple bar associations to promote diversity, equity, and inclusion in the legal profession throughout the Central Valley. Through close collaboration with these organizations, I help strengthen their programs and advance our shared vision of building a more representative and equitable legal community.
- k. **Kendra's Cause**, Secretary August 2024 to present.
- l. I serve as Secretary of Kendra's Cause (KC), a nonprofit organization established in memory of a 20-year-old victim of gun violence, Kendra McIntyre, daughter of friend and CEO of breaking the Chains. Kendra's Cause takes a proactive approach to preventing violence through strategic partnerships with law enforcement and government agencies. Our mission focuses on education and awareness and outreach, in efforts to prevent violent crime.
- m. As Secretary, I manage organizational documentation and governance while advancing KC's mission of violence prevention and survivor support through community outreach and strategic partnerships.



*(To preserve victim privacy and confidentiality, case details have been carefully limited.)*

## 2. Relevant Community Issues/Activities

### a. Community Issue: Offender Reform at Victims' Expense.

While addressing root causes of crime and utilizing alternative courts to reduce recidivism are essential to justice reform, these efforts must never override victim rights or public safety. My experience prosecuting complex multi-defendant gang cases and violent crimes revealed how prioritizing offender rehabilitation without adequate victim safeguards can endanger survivors and undermine justice. Through my work as a prosecutor and engagement with survivor-led organizations, I have seen firsthand how victim-centered prosecution advances Marcy's Law protections by placing survivor needs at the forefront.

I have prioritized victim-centered prosecution by:

- I. Leading trauma-informed practices through partnerships with victim advocates. this includes securing criminal protective orders limiting document sharing, conducting in-chambers hearings for privacy, and implementing integrated family support services.
- II. Implementing cross-training initiatives between prosecutors and advocacy organizations to enhance trauma-informed prosecution strategies. I have trained law enforcement officers and allied professionals across 200 organizations in 25 states and 4 countries.
- III. Building networks with cultural organizations and victim advocacy groups to create comprehensive survivor support throughout the judicial process. As result, I have gained an in-depth understanding of diverse victim needs and cultural considerations.
- IV. Collaborating with survivor-led organizations to develop trauma-informed protocols that better serve victims while maintaining case integrity.

I was awarded the 2023 Suzanne McDaniel, US Congressional Award, named after a pioneering victim advocate who transformed the field of victim services.

As the first prosecutor to receive this honor, I was recognized for driving national-level change for crime victims through advocacy and public awareness.

- b. Community Issue: Violent crime prosecutions resulting in case dismissals or reduced plea agreements due to witness unavailability.

As a specialized prosecutor handling human trafficking cases, I encountered a particularly challenging prosecution involving a violent trafficker with a history of targeting society's most vulnerable victims. The victim was no exception - she was a minor with cognitive impairments that made her especially susceptible to exploitation.

The case presented a significant challenge: due to severe trauma, the victim was unable to testify at trial. Traditionally, this circumstance could have forced either a dismissal or an inadequate plea deal. However, drawing from my experience prosecuting domestic violence and gang-related crimes, I was well-versed in handling cases where witnesses and victims were unable to testify due to intimidation or trauma.

The solution lay in evidence-based prosecution - a strategy that shifts the burden of successful prosecution from the victim to the legal professionals. This approach required these key elements:

- i) Comprehensive initial and follow-up investigation(s)
- ii) Thorough command of the evidence code and relevant case law
- iii) Strong collaborative partnerships across agencies
- iv) A commitment to justice for survivors of violence

Through this strategic approach, we secured a conviction without requiring the victim's testimony, proving that "victim-driven" cases can succeed while protecting vulnerable victims from further trauma.

The message became clear: victim unavailability would no longer guarantee offenders' escape from accountability.

The success of this 'no victim, no problem' approach led to opportunities to enhance investigation practices nationwide. I developed and delivered training programs for law enforcement and prosecutors, focusing on comprehensive evidence collection and case building without victim testimony.

This methodology was featured at major national forums including the National Institute on the Prosecution of Domestic Violence, Conference on Crimes Against Women and internationally through Attorney General Alliance.

Most importantly, I was able to conduct direct training sessions with law enforcement agencies across the country, and I helped other jurisdictions implement similar evidence-based prosecution strategies.



c. Community Issue: Prosecutor's Offices in Transition: Supporting Staff Well-being While Managing Limited Resources.

The strain on Alameda County prosecutor's office manifests in a complex cycle that affects both its dedicated staff and ripples through our entire community. Having served as a prosecutor, I've personally experienced how the daily exposure to trauma - from child abuse to violent crimes - while managing overwhelming caseloads impacts our well-being. This burden of secondary trauma, combined with resource limitations and leadership transitions, has historically led to a pattern where experienced attorneys and support staff leave, taking years of invaluable expertise with them.

New prosecutors then face complex cases without adequate mentoring in an environment where even basic protocols may be in flux. When cases can't receive the attention, they deserve due to this combination of turnover, trauma, and transition, community trust inevitably suffers.

Through my subsequent work as an attorney advisor consulting with prosecutor offices nationwide, I've studied approaches that effectively support and uplift staff during both stable and turbulent times. This research led to the development of key concepts like "The Illusion of Off Duty," "The Empathy Tightrope," and comprehensive prosecutor wellness frameworks that have helped other offices better support their teams through various challenges.

I was deeply honored to share these insights in a TEDx Talk. My talk grew from a deeply personal place - navigating my own family's trauma while working with victims of serious crimes. As a prosecutor handling society's most challenging cases, I witnessed firsthand how secondary trauma affects those dedicated to public service.

Through my work with prosecutors, law enforcement officers and victim's advocates nationwide, I discovered a critical gap in how organizations support their people. Many well-intentioned workplace wellness programs failed to recognize that trauma doesn't exist in silos - it permeates every aspect of our lives. I have explored how agencies can better protect their teams by embracing a comprehensive approach to resilience - one that acknowledges we bring our whole selves to work, especially during periods of institutional change.

This integrated framework considers the physical, emotional, and professional dimensions that shape our capacity to serve others sustainably. By understanding how secondary trauma manifests across these domains, organizations can create environments where public servants thrive rather than merely survive.

**d. Community Issue: Assessing Culpability**

As a prosecutor, my charging decisions have always been guided by a thorough analysis of each case's specific facts and circumstances. I understand that effective prosecution requires carefully weighing both the defendant's conduct and its broader impacts when assessing culpability.

My approach to charging decisions involves comprehensive evaluation of:

- I. The complete scope of criminal conduct
- II. The impact on victims
- III. Broader community safety concerns
- IV. Evidence of escalating behavior patterns
- V. Prior intervention effectiveness
- VI. Risk assessment factors

This detailed assessment often reveals complexities that might be missed by a cursory review. For instance, what initially appears as an isolated incident may indicate a pattern requiring more substantial intervention. Understanding these nuances is crucial for making appropriate charging decisions.

e. Community Issue: The necessity of collaboration

Effective public safety and justice require genuine collaboration at every level - from leadership to field operations - with the community having an essential seat at the table. Through the authority of my office, I demonstrated this commitment by creating and leading the Fresno County Human Trafficking Task Force, which brought together federal, state, and local agencies alongside community-based organizations, medical professionals, and social services. This comprehensive partnership approach builds trust and understanding while providing valuable insights that enhance our collective impact.

As a consultant for the International Association of Chiefs of Police, I facilitated leadership workshops bringing together police chiefs and elected District Attorneys to strengthen these vital relationships. Additionally, my work with various task forces nationwide has demonstrated how multi-disciplinary collaboration enhances effectiveness across jurisdictions.

To foster ongoing dialogue and learning, I host monthly online conversations designed for multi-disciplinary teams to share insights and best practices. Particularly significant is our collaboration with survivors in developing policies and procedures - their lived experience and perspective are invaluable in shaping approaches that truly serve community needs.



Attachment D: Statement of Interest

1. My distinct qualifications and experience to serve as District Attorney

As a Senior Prosecutor with a 16-year tenure and State Bar Certified Criminal Law Specialist, I've dedicated my career to pursuing justice while protecting victims' rights. From my earliest days as an intern at the San Francisco DA's office, I've demonstrated unwavering commitment to both justice and community safety.

My record speaks through my results: a 92% felony jury trial conviction rate across 2,500 vertical prosecutions, including a 100% jury trial conviction rate on violent felony cases proceeding without victim testimony. These successes came through innovative strategies that prioritize justice while protecting vulnerable victims - work that earned me the distinction of being the only prosecutor awarded the U.S. Congressional Crime Victims' Rights Award, named for victim rights pioneer Suzanne McDaniel.

My leadership experience is exemplified by founding and directing Fresno County's first Human Trafficking Unit, where I built and led a multi-agency taskforce that conducted over 200 complex investigations, including California's first farm labor trafficking case. As Vice President of a major victim services nonprofit, I supported growth from \$56K to \$1.2M annual budget while expanding essential services for human trafficking victims.

Recruited as an Attorney Advisor for my expertise, I now train prosecution offices nationwide in effective prosecution strategies.

I understand the urgent need to restore public trust in our justice system. I will bring the same passionate commitment and proven prosecution strategies that have defined my career to the Alameda County District Attorney's Office, rebuilding trust through a dedication to justice, victims' rights, and community safety.

## 2. My three highest priorities

As District Attorney of Alameda County, my highest priority will be rebuilding public trust through effective prosecution and protecting victims' rights throughout the judicial process. The office will conduct a thorough review of open cases and charging guidelines, incorporating meaningful victim input at every stage. Prosecutors will receive comprehensive training in culpability assessment, trauma-informed prosecution techniques, and victim-centered approaches to ensure they are well-equipped to handle complex cases with sensitivity and skill.

While gathering relevant data, the office will simultaneously implement practical improvements to serve our community. My administration will develop comprehensive strategies to address both violent and property crimes that create fear and instability in neighborhoods. This requires coordinated efforts with law enforcement agencies across jurisdictions to create a unified approach to prevention, intervention, and prosecution that maximizes collective impact.

My second priority is strengthening accountability and transparency through measurable results. The office will implement robust systems to track case progression, prevent procedural oversights, and monitor key performance indicators. Regular public reporting of these metrics will demonstrate a commitment to transparency and continuous improvement.

My third priority focuses on building meaningful community partnerships. Through active collaboration with law enforcement agencies and community organizations, the criminal justice system will become more responsive and effective. Regular engagement with crime-impacted residents will directly inform policies and approaches. Sharing transparent performance data and maintaining open communication channels ensures accountability to Alameda County's high standards, working toward a safer, more just community for all residents.

3. Why serving as District Attorney is important to me

Serving as Alameda County's District Attorney represents an opportunity to create meaningful change in our justice system. This comes from a deeply personal connection to this community that spans three generations. My mother was born here, as was I, and my children. This role is particularly important to me because I understand both sides: as a prosecutor who has worked to deliver justice, and as a mother whose child was a victim of a violent crime. This dual perspective has shown me how critical it is to have leadership that truly understands its impact on victims and their families.

Growing up in Oakland under the guidance of my grandmother, Lucille Garrett – who served as chair of the West Oakland District Council and president of the Slim Jenkins board – I learned that effective leadership requires both strength and compassion. The resilience and wisdom I gained from these experiences have allowed me to make meaningful impacts in prosecutors' offices across the country. Now, I seek to bring these lessons back to serve the very community that helped shape me.

My commitment is absolute: I will focus solely on rebuilding trust and ensuring public safety during this transformative period, bringing both my professional expertise and personal understanding to serve our community effectively.

I seek this appointment as an opportunity to serve our community with a comprehensive understanding of justice.



# MIIKO ANDERSON

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## **EXECUTIVE SUMMARY**

2023 Suzanne McDaniel Congressional Award recipient, recognized by U.S. Congress for amplifying crime victims' voices through innovative prosecution strategies that deliver justice while protecting survivor dignity.

Certified Criminal Law Specialist and senior prosecutor with 15+ years protecting vulnerable victims through successful prosecution of complex violent crimes. Recognized authority on gender-based violence prosecution, leading cases across Violent Crime Unit, Multi-Agency Gang Enforcement Consortium, Human Trafficking Unit, and Sexual Assault Unit, achieving 92% conviction rate

Pro bono Vice President of \$1M+ non-profit organization, leading fiscal management, policy development, and survivor-centered programs while expanding services to 150+ trafficking survivors annually

## **EXPERIENCE**

**AEQUITAS RESOURCE**  
*Attorney Advisor*

8/2023 -Present

### ***Strategic Training & Technical Assistance***

- Equipping 1500+ prosecutors nationwide with battle-tested strategies for prosecuting complex violent crimes, providing tactical guidance on gang violence, witness intimidation, domestic violence, human trafficking and sexual assault cases annually
- Leading implementation of enhanced lethality risk assessment protocols across prosecution offices, strengthening victim protection measures and improving identification of violent offenders
- Strengthening organizational resilience by equipping over 500+ prosecutors and allied professionals with burnout prevention strategies
- Designing and delivering three-day workshops in collaboration with the International Association of Chiefs of Police to strengthen partnerships across justice agencies, fostering mutual understanding and trust among stakeholders

### ***Program Development & Innovation***

- Coordinating the implementation of a prosecution lead centralized investigative hub providing expert forensic support and case coordination to resource-limited smaller police agencies, revolutionizing regional investigative capabilities resulting in increased successful prosecutions, enhanced cross-jurisdictional collaboration, and strengthened multi-agency partnerships

### ***Technology Implementation & Leadership***

- Partnering with International Association of Chiefs of Police to build sustainable victim-centered units through enhanced staffing and burnout prevention programs
- Guiding executive prosecutors in implementing advanced digital analysis tools including BriefCam analytics and OSCAR 360 to enhance violent crime solvability in the face of reluctant or intimidated witnesses and victims

# MIIKO ANDERSON

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## FRESNO COUNTY DISTRICT ATTORNEY'S OFFICE

5/2007 to 7/2023

*Retired Senior Deputy District Attorney*

*Certificate of Distinguished Service, 2012*

*Certified Legal Specialization in Criminal Law, State Bar of California*

*Formal recognition from Board of Supervisors upon retirement*

### ***Trial & Prosecution Achievement***

- First-chaired 60+ jury trials with 92% felony conviction rate
- Achieved 100% conviction rate in complex violent crime cases, including forcible rape, armed carjacking, domestic violence with great bodily injury, and human trafficking of a minor with force. With reluctant/unavailable victims through advanced prosecution strategies
- Led 2,500+ vertical prosecutions of complex felony cases from charging through disposition
- Strengthened public safety through data-driven prosecution strategies, conducting comprehensive case evaluations that integrated victim input, offense patterns, and sentencing enhancements to ensure charges accurately captured the full scope of criminal conduct

### ***Complex Case Leadership***

- Prioritized public safety through successful prosecution of violent crimes including gang-enhanced attempted murder, aggravated mayhem, human trafficking of minors, witness intimidation, armed assaults, robbery, rape, kidnapping, elder abuse, weapons violations, felony DUI, child abuse and terroristic threats
- Founded and directed the jurisdiction's first Human Trafficking Unit, successfully leading over 200 complex investigations and securing 80+ prosecutions across multiple jurisdictions - including California's first farm labor trafficking case - while building and managing a multi-agency task force of federal, state, local, and NGO partners
- Developed and implemented cross-partner information sharing framework, streamlining collaborative investigations and improving case coordination

### ***Victim-Centered Prosecution***

- Implemented comprehensive safety strategies including, identifying, preventing and responding to witness intimidation to ensure victim safety and case integrity
- Integrated survivor voices to develop and sustain victim-centered, trauma-informed practices
- Prepared strategic pretrial motions and briefings ensuring proper evidentiary rulings, jury instructions, and sentencing factors
- Provided trial and effective prosecution strategies to prosecutors within and outside the office
- Advanced justice for survivors of drug and alcohol-facilitated sexual assault through evidence-based prosecution strategies, collaborating with toxicologists, sexual assault nurse examiners, and medical professionals to build comprehensive cases
- Championed victims' rights under Marcy's Law, ensuring comprehensive communication and meaningful victim participation throughout the criminal justice process while incorporating their input into key prosecutorial decisions

## **EXECUTIVE & VICTIM ADVOCACY LEADERSHIP**



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## **BREAKING THE CHAINS**

4/2016-present

*Vice President, Board of Directors, Executive Committee*

### ***Executive Leadership & Policy Direction***

- Direct \$1.2M organization's strategic vision, policy development, and operational decisions
- Led strategic expansion of region's first comprehensive human trafficking survivor program, scaling from a single campus to multiple locations featuring survivor-led services including: 24/7 emergency shelter, long-term housing support, intensive case management, therapeutic services, life skills development, education and job training, legal advocacy, and emergency financial assistance - establishing the Central Valley's only specialized safe house for trafficking survivors
- Foster culture of excellence through comprehensive staff development and wellness initiatives

### ***Financial & Operational Management***

- Transform \$400K operation into \$1.2M enterprise through strategic grant writing and donor development
- Oversee budget allocation, financial compliance, and sustainability planning
- Expand survivor support capacity by over 200%, reaching 765 unique survivors in 2024
- Direct safe house and transitional housing operations across multiple facilities
- Managed budget enabling over 987 emergency financial assistance disbursements

### ***Multi-Agency Collaboration & Partnership Development***

- Establish and maintain strategic partnerships with law enforcement, social services, and community organizations
- Create collaboration model recognized by Western States Information Network for exceptional survivor support
- Build comprehensive service network integrating emergency response, mental health services, legal advocacy, and housing assistance
- Foster relationships between frontline staff and law enforcement to enhance victim services

### ***Survivor-Centered Program Innovation***

- Champion trauma-informed, survivor-led program development and implementation
- Deliver wraparound support services, resulting in 278 crisis housing placements, 545 protection plans, 40 permanent housing placements, 717 educational and skill development, 617 group therapy sessions, in 2024
- Lead initiatives promoting sustainable, high-quality care delivery
- Maintained comprehensive case assessment system processing 299 evaluations in 2024

## **TEACHING AND EXPERIENCE**

*South Bay Regional Public Safety Training Consortium*

9/2020

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## *POST Certified Course Instructor contract*

- Develop and deliver specialized human trafficking investigation curriculum to 200+ law enforcement officers, including victim-centered approaches and witness protection strategies
- Transform investigative documentation by training officers to capture critical evidence and behavioral indicators while protecting victim privacy
- Guide officers in mastering court preparation and testimony, strengthening prosecution outcomes

## *San Joaquin College of Law*

### *Adjunct Professor*

2019-2021

- Created and taught comprehensive upper-division course on Human Trafficking Law and Policy
- Developed practice-based curriculum incorporating current case studies and prosecution strategies

## **AWARDS & DISTINCTIONS**

### *National Recognition*

Suzanne McDaniel Congressional Award,

- U.S. Congress Crime Survivors and Justice Caucus 2023
- Honored for innovative prosecution strategies amplifying crime victims' voices

TEDx Talk 2024

- Presented strategies for supporting professionals working with trauma survivors

### *Professional Excellence*

- Outstanding Public Safety Contributions, 2023, Fresno County Board of Supervisors
- Certified Legal Specialist in Criminal Law, 2018, State Bar of California
- Courageous Prosecutor of the Year, 2017, Fresno County District Attorney's Office
- Promoted to Senior Prosecutor 2017, Fresno County District Attorney's Office
- Certificate of Distinction, 2012, Fresno County District Attorney's Office

### *Leadership & Service*

Outstanding Business and Professional Woman of the Year, Gamma Nu SF Chapter 2023

Freedom Fighter's Award, Breaking the Chains 2018

## **PROFESSIONAL MEMBERSHIPS & LEADERSHIP**

### *Bar Membership & Legal Specialization*

- California State Bar, Member #248655 2007-Present

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- Certified Criminal Law Specialist 2018

## ***Legal Leadership & Diversity***

- Black Lawyers Association of Central California 2022-Present Founding President, leading initiatives promoting diversity in legal profession
- Central Valley Unity Bar 2021-Present Founding Member, coalition of diverse bar associations advancing equity in legal profession

## ***Community Leadership***

- Tree Fresno 2023-Present Board Member at Large, advancing green space initiatives in underserved communities
- Kendra's Cause 2024-Present Secretary, leading violence prevention through education and outreach
- Hugh Goodwin Scholarship Fund 2022-Present Member at Large, supporting educational advancement for underrepresented law students

## **EDUCATION**

### **John F. Kennedy University School of Law**

Juris Doctorate, 2005

- Academic Excellence: Ranked in top 15% of class –
- Dean's List 2002-2004
- Witkin's Award: Professional Responsibility and Business Organizations
- Leadership: Academic Advisor, Black Law Students'

### **Laney College**

Associate of Arts Degree, Language Arts, 2001

- Foundation for advanced legal writing and advocacy skills

**Annie K. Esposito**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)

(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: Annie K. Esposito All Other Names Used in Past: Annie Kimo Han Saadi
2. Residential Address: , Livermore, CA 94551
3. Email Address: Phone Number:
4. Work Address:
5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you. Cell phone or email
7. \*Are you a registered voter in Alameda County? Yes For how long? 24+ years

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

Yes, I have voted in each primary and general elections for the past ten years.

8. Do you presently reside in Alameda County? Yes For how long? 24 years and 9 months
9. \*Are you admitted to practice in the Supreme Court of the State of California? Yes

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
a. Washington High School (Fremont)	Aug. 1980-Dec. 1982	GED
b. Diablo Valley College	Aug. 1989-May 1991	
c. University of California at Berkeley	Sept. 1991 - May 1993	BA in Political Science
d. Golden Gate University School of Law	Sept. 1995-May 1999	Juris Doctor



11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? NO

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

- | 1. Employer                                       | Position                                | Dates Employed |
|---|---|----------------|
| a. Contra Costa County District Attorney's Office | Assistant District Attorney             | 5/2023-Present |
| b. Alameda County District Attorney's Office      | Senior Assistant District Attorney      | 1/23-4/23      |
| c. Alameda County District Attorney's office      | Chief Assistant District Attorney       | 7/21-12/22     |
| d. Alameda County DA's Office                     | Assistant District Attorney & Deputy DA | 12/1999-6/2021 |

2. Who is your current employer? Contra Costa County District Attorney's Office

If appointed, do you intend to continue your current employment? NO

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

- | Organization                             | Role                      | Dates |
|--|---------------------------|-------|
| a. Asian American Prosecutor's Assoc.    | Cofounder & President     |       |
| b. API Judiciary Coalition               | Principal Alliance Member |       |
| c. Asian Advisory Committee on Crime     | Advisor and member        |       |
| d. Asian Youth Services Committee        | Advisor                   |       |
| e. Reimagine Juvenile Justice Task Force | Principal Member          |       |



2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

a. PLEASE SEE ATTACHED

b.

c.

d.

3. Have you held public office (elected or appointed)? NO

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected. NO

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

PLEASE SEE ATTACHED

2. What would be your three highest priorities or areas of interest as District Attorney?

PLEASE SEE ATTACHED

3. Why is serving as District Attorney important to you? PLEASE SEE ATTACHED

**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed:

Rune K. Espinoza

Date:

12/31/24



## **ANNIE ESPOSITO: COMMUNITY INVOLVEMENT**

### **2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.**

a. Between 2014 and 2016, I led efforts to audit all police departments and Sheriff's department in Alameda County to determine the backlog of untested sexual assault forensic kits. My efforts led to 1,900 untested kits being tested for DNA profiles, and the results were entered into CODIS. I was also instrumental for the Alameda County District Attorney's Office's leading efforts to advocate for nearly \$210 million for law enforcement agencies across the United States to test those kits.

b. From 2014 to 2022, I was the Coordinator for the Tri-Valley Chapter of the Alameda County District Attorney's Office Justice Academy (DAJA). DAJA was a six-month learning and working experience for high school student ages 16 and up who were interested in pursuing the study of law, justice, social justice, and the courts. The program was launched in 2012, and enlisted students from the Dublin, Pleasanton, Livermore, Alameda, Albany, Berkeley, Castrol Valley, Emeryville, Hayward, Oakland, Piedmont, San Leandro, San Lorenzo and Fremont school districts.

DAJA students met twice monthly to participate in highly engaging and thought-provoking seminars led by legal experts in the field. Over the summer, DAJA participants were placed in a paid internship with a local government agency, non-profit organization, the office of an elected official, or a private law office. At the conclusion of the program, the participants presented an oral argument on a topic they encountered in the seminar series.

In addition to conducting interviews of hundreds of candidates and participating in the selection process, I mentored dozens of DAJA students throughout the years, even after they've graduated high school and were attending college. I also helped organize the line-up of speakers for the seminars, prospected and secured internship "employers," and provided assistance to the students as they prepared the oral presentations.

c. From 2020-2023, I led the anti-Asian hate crimes efforts for the Asian American Prosecutors Association (AAPA). My efforts placed AAPA at the forefront with community outreach, as I worked tirelessly to educate the public on what constituted hate crimes and prevention mechanisms and encouraged reporting of such incidents. I also worked in conjunction with the Alameda County DA's Office, persuading former DA Nancy O'Malley to form a Hate Crimes committee which I led. We established a hate crime hotline and worked closely with local officials to inform the public about the hotline, including posting ads in buses and on storefronts. Given the current political

environment, it is likely that the Asian American community will continue to face racial hostilities, and I am prepared to work with victim's groups, law enforcement, justice partners, legislative leaders, and the community to ensure that justice is served.

d. From 2009-2022, I was a prominent and active member of the Speaker's Bureau for the Alameda County DA's Office, in which I volunteered to coach for the mock trial team at Granada High School in Livermore, trained patrol officers and detectives at various Law Enforcement Agencies on legislative updates and homicide case preparation, taught several sessions at the Sheriff's Academy, and taught criminal justice at Community Academies sponsored by Livermore, Pleasanton and Dublin police departments.

e. As founder and president of AAPA, I collaborated with the Asian Youth Services Committee (AYSC) and created workshops for high school students to improve their oratory skills. These workshops included mock trials, oratory exercises, and improv sessions.

## **ANNIE ESPOSITO: STATEMENT OF INTEREST**

### **1. WHAT QUALIFICATIONS AND EXPERIENCE DISTINCTLY QUALIFY YOU TO SERVE AS DISTRICT ATTORNEY?**

I am uniquely qualified to serve as Alameda County District Attorney because I have the comprehensive prosecutorial experience as a successful trial lawyer and have held leadership roles in all levels of management at the Alameda County District Attorney's office. Furthermore, I have served or am currently serving as a member of the Executive management team under three different District Attorneys: Former DA Nancy O'Malley, former DA Pamela Price, and the Honorable Diana Becton.

As Chief Assistant District Attorney under former DA O'Malley, I oversaw the entire operation of the office, including risk assessment, criminal prosecution and personnel. I helped prepare and complete the Office's annual budget report, including identifying revenue sources and shortfalls, and assisted with grant compliance and allocation. I collaborated with department heads or their designees, county counsel, members of the county administrator's office on personnel, budgetary and other administrative matters. In so doing, I became well-versed on county rules and protocol, labor laws, and Human Resource issues. As branch head, I improved workload and court coverage and established processes for cases to be filed efficiently and timely and resolved in an appropriate manner. Under former DA Price, I reorganized and created new policies for the collaborative court diversion program and mental health unit. Under DA Becton, in addition to overseeing the Interpersonal Violence Division, I head the Public Integrity Review Committee, created the Office's first Filing Unit, established a Brady protocol and policy, and am instrumental in the operations and personnel management of the DA's office.

### **2. WHAT WOULD BE YOUR THREE HIGHEST PRIORITIES OR AREAS OF INTEREST AS DISTRICT ATTORNEY**

As the District Attorney is the top law enforcement official for Alameda County, his or her fundamental obligation and primary responsibility is to enforce the laws justly, equitably and without bias or political ideology. The pursuit of justice must be paramount and balanced with compassion that does not compromise public safety. Therefore, any extant policies that hinder

the constitutional and ethical obligations of the District Attorney or do not enhance public safety will be rescinded.

We must also build and restore the trust with the community, which means that the District Attorney must foster an environment that allows the people of Alameda County to feel seen and heard. Proper and adequate services and resources must be provided to victims of crime, and concerns of community and business leaders must be heard and acknowledged. As District Attorney, I commit to listening to the residents of Alameda County and working diligently to protect their rights and prioritize public safety.

Comprehensive examination of and risk assessment in fundamental areas of operation must be conducted. A forensic accountant is necessary to identify any appropriation issues and revenue shortfalls, particularly as the deadline for the budget report for the fiscal year approaches. Working groups comprised of leaders from the attorney, clerical and victim advocate staff to identify and address staffing issues will be convened. These working groups will be critical in training, recruitment and personnel management. Finally, I will establish essential infrastructure to comply with legal mandates, such as Race Blind Charging and Prop. 36.

### **3. WHY IS SERVING AS DISTRICT ATTORNEY IMPORTANT TO YOU?**

I would like to restore the honor, distinction, and integrity that historically define the Alameda County District Attorney's Office. The first time that I said "Annie Saadi (Esposito) for the People" in 1999 was one of the proudest moments of my life. Pursuing justice "for the People" indelibly aligns with my core beliefs: hard work, integrity, accountability, compassion, humility and gratitude. These core beliefs have guided me in life and in my career, and I am forever grateful to the Office for allowing me to promote those values and fulfill my ethical, moral, and constitutional obligations in every case that I prosecuted and handled. Doing my part to help the Office as District Attorney is consistent with how my personal background shapes who I am and who I want to be as a leader.

I am a first-generation Chinese American who is the eldest of five children and the first to attend college, which was not a given as I dropped out of high school after my sophomore year to work full-time to support the family when my father lost his job in the early 1980s and when my mother became ill with schizophrenia. Nonetheless, I refused to surrender to my

circumstances as I have always found strength to find the good in any situation. I believe that the hardships I've overcome have allowed me to be more compassionate to those who work for and with me and allow me to better serve the community as a prosecutor.

## **PROFESSIONAL EXPERIENCE**

### **Contra Costa County District Attorney's Office**

#### **Assistant District Attorney**

**May 2023 – Present**

Oversee Interpersonal Violence Division, which includes sexual assault, domestic violence, and elder abuse units, and Juvenile Division; Executive management functions including personnel management, budget planning and grant allocation and policy making; Head of Public Integrity Review, Brady and Training committees.

### **Alameda County District Attorney's Office**

**December 1999 – April 2023**

#### **Senior Assistant District Attorney**

**January 2023 – April 2023**

Head of interpersonal violence unit; oversaw collaborative courts programs and mental health unit; charged felony and misdemeanor cases; vertical prosecution of murder and human trafficking cases.

#### **Chief Assistant District Attorney**

**July 2021 – December 2022**

Oversaw administrative and criminal prosecution operations of the office, including charging, trials, personnel and court coverage, workload reassignments, officer involved shootings, training, Human Resource issues, and labor relations. Participate in budget review and planning; develop policies; grant allocation and compliance; draft letters to Board of Supervisors; attend departmental and community-based organization meetings on behalf of the District Attorney; conduct investigations of workplace complaints and allegations of violations of county and office policies; conduct interviews and participate vetting process of potential new hires; participate in disciplinary decision-making process. Collaborate with executive leadership for strategic planning.

#### **Assistant District Attorney**

**July 2017 – June 2021**

Managed office operations of branch at East County Hall of Justice in Dublin which was the second largest branch in the Office; Direct supervision of over 30 attorneys, including the felony trial and preliminary hearings teams, calendar and charging deputy district attorneys; attend weekly leadership meetings for strategic planning and policy development. Conduct regular trainings at various law enforcement agencies on new laws and policies.

#### **Deputy District Attorney**

**December 1999 – June 2017**

Managed operations at satellite branch in Pleasanton; Charged thousands and prosecuted hundreds of serious and violent felonies, including murder, attempted murder, sexual assault, child molestation, robbery, carjacking, domestic violence. Tried and obtain guilty verdicts on multiple special circumstance murder cases, with several cases involving multiple defendants. Headed Cold Case unit, including vertical prosecution of homicides and sexual assault cases from arraignment to preliminary hearings to trials, and collaborated with various agency groups and crimes labs to develop policy and protocol to eliminate the backlog of untested SART kits.



**EDUCATION*****Golden Gate University School of Law***

Juris Doctorate, May 1999

Law Review

***University of California, Berkeley***

Bachelor of Arts, Political Science, 1993

Regent's Scholar

**PROFESSIONAL ACTIVITIES**

Admitted to California Bar 1999, American Bar Association – Member

California District Attorney Association – Member

Association of Prosecuting Attorneys – Member

Asian American Prosecutors Association – Cofounder and President

**Simona Farrise Best**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: **SIMONA FARRISE BEST, ESQ, J.D., LL.M** All Other Names Used in Past: **SIMONA FARRISE  
SIMONA HUNT  
SIMONA MORGAN**
2. Residential Address: **CONFIDENTIAL PER CAL. VEHICLE CODE SECTION 1808.4(7) (BERKELEY, CA 94705)**
3. Email Address: Phone Number:
4. Work Address:
5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you.

7. \*Are you a registered voter in Alameda County? **YES** For how long? **FIRST REGISTERED IN ALAMEDA COUNTY IN 1998**

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.  
**DUE TO BUSINESS NEEDS & FAMILY ISSUES INVOLVING MEDICAL NEEDS & CARE, APPLICANT HAS RESIDED IN VARIOUS CALIFORNIA COUNTIES OTHER THAN ALAMEDA IN THE PAST 35 YEARS**

8. Do you presently reside in Alameda County? **YES** For how long? **25 YEARS**

9. \*Are you admitted to practice in the Supreme Court of the State of California?  
**YES. SINCE 1994 (30 YEARS)**

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
a. HILLCREST HIGH SCHOOL ILLINOIS.	1979-1983	H.S. DIPLOMA
b. DEPAUL UNIVERSITY, CHICAGO, IL	1985-1990	B.S. ACCOUNTING & BUSINESS
c. GOLDEN GATE UNIV. SCHOOL OF LAW, SAN FRANCISCO, CA	1990-1993.	J.D. - JURIS DOCTORATE
d. UNIV. OF CAL., BERKELEY LAW	2004-2005	LL.M - MASTER OF LAWS

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? NO. NEVER.

\*If yes, have you received a pardon for that crime? N/A

**B. Professional/Work History (past 10 years)**

- | 1. Employer   | Position   | Dates Employed       |
|---|--|----------------------|
| a. ALAMEDA COUNTY DISTRICT ATTORNEY                   | PROSECUTOR - CHIEF CONSUMER & ENVIRONMENTAL PROTECTION | JANUARY 2023-PRESENT |
| b. FARRISE FIRM, P.C.                                 | PROSECUTOR - TRIAL ATTORNEY, BUSINESS OWNER            | JANUARY 2008-2023    |
| c. KAZAN, MCCLAIN, ABRAMS, FERNANDEZ, LYONS & FARRISE | PROSECUTOR, TRIAL ATTORNEY, CO-MANAGING PARTNER        | 1994-DEC. 2007       |
| 2. Who is your current employer?                      | ALAMEDA COUNTY DISTRICT ATTORNEY                       |                      |

If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain. YES. I INTEND TO CONTINUE AT ALAMEDA COUNTY DISTRICT ATTORNEY

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

- | Organization                          | Role                      | Dates     |
|---------------------------------------|---------------------------|-----------|
| a. EQUAL RIGHTS ADVOCATES SF          | BOARD MEMBER              | 2012-2016 |
| b. ALAMEDA CONTRA COSTA TRIAL LAWYER. | BOARD MEMBER              |           |
| c. CONSUMER ATTORNEYS OF CALIFORNIA   | BOARD MEMBER              |           |
| d. GOLDEN GATE UNIV . SCHOOL OF LAW   | DEAN'S TRUSTEE BOARD      |           |
| e. PARK DAY SCHOOL, OAKLAND, CA       | BOARD MEMBER, BOARD CHAIR |           |
| f. AMERICAN ASSN FOR JUSTICE.         | BOARD MEMBER              | 2014-     |

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

- a. BOARD MEMBER, CONSUMER ATTORNEYS OF CALIFORNIA - LOBBY ACTIVITIES TO PASS LAWS THAT PROTECT ALL CALIFORNIA INCLUDING EQUAL PAY ACT,
- b. EQUAL RIGHTS ADVOCATES - LOBBY/MARCH FOR ANTI-DISCRIMINATION PROTECTION, BAN MANDATORY FORCED ARBITRATION BAN, RATIFICATION OF EQUAL RIGHTS AMENDMENT, ETC.
- c. SUPPORTED VARIOUS LOCAL ORGANIZATIONS THAT DELIVER PROGRAMS TO WOMEN AND YOUTH INCL. OAKLAND YOUTH CHORUS, OAKLAND INTERFAITH GOSPEL CHOIR, MOSAIC PROJECT, RUBY'S PLACE, FAMILY VIOLENCE LAW CENTER, ALAMEDA COUNTY FOOD BANK, LEND A HAND FOUNDATION, LIVING JAZZ, EQUAL RIGHTS ADVOCATES, THE IMPACT FUND, ETC.

3. Have you held public office (elected or appointed)?

NO. NEVER.

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

YES, CALIFORNIA STATE ASSEMBLY (AD62),  
2014, NOT ELECTED

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

SEE ATTACHMENT

2. What would be your three highest priorities or areas of interest as District Attorney?

SEE ATTACHMENT

3. Why is serving as District Attorney important to you? SEE ATTACHMENT



Please note: This application, including all attachments, will be made available to the public in its entirety.

By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.

Signed: \_\_\_\_\_

*Simona Farris Best*  
Simona Farris Best

Date: \_\_\_\_\_

January 3, 2025



**DISTRICT ATTORNEY APPLICANT: SIMONA FARRISE BEST, ESQ, J.D., LL.M**

**D. STATEMENT OF INTEREST - ATTACHMENT**

**QUESTION 1: DISTINCT QUALIFICATIONS & EXPERIENCE?**

I am an experienced prosecutor and leader. I have been selected as a Northern California SuperLawyer™ and recognized in *San Francisco Magazine* therefore for 20 years from 2004-2024. I have also been named a Southern California SuperLawyer™ for years. (www.superlawyers.com). *U.S. News & World Reports* named me as among the America's top prosecuting attorneys. National Black Lawyers named me as one of the Top 100 black lawyers in the nation.

I am a career prosecutor who has always stood up for the rights of vulnerable communities & injured persons and families against powerful wrongdoers. I have won epic and legal battles for many clients against huge companies in the pharmaceutical, insurance, steel, auto, and other industries recovering more than \$250 million for clients. I have mentored many lawyers. See links below for more information.

<https://www.youtube.com/watch?v=4EzVm8t7fHI>

<https://www.lawyerdb.org/lawyer/simona-farrise-los>

<https://www.youtube.com/watch?v=n44UHDnonkk>

I am extremely proud of my 30+ year legal career, civic achievements and community involvement fighting for justice and equality. I am an experienced business leader of multi-million-dollar businesses and a very large legal organization. I would be honored to serve alameda county citizens and the people of the State of California as their da and put my substantial experience, skill and knowledge to work tackling the huge issues we face.

**QUESTION 2: TOP THREE PRIORITIES?**

- 1) Fiscal responsibility & organizational leadership
- 2) Violence prevention & accountability
- 3) Human Trafficking (sex, labor, & child exploitation)

**QUESTION 3: WHY IS SERVING AS DA IMPORTANT?**

I believe safety & protection of life and property is a fundamental right for everyone in the community including those serving in law enforcement.

**Amilcar C. Ford**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: Amilcar Cabral Ford All Other Names Used in Past: Butch Ford

2. Residential Address: San Leandro, CA 94577

3. Email Address: Phone Number:

4. Work Address:

5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you. Personal phone is best

7. \*Are you a registered voter in Alameda County? Yes For how long? Approx. 33 years

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

I voted in nine (9) general or primary elections since January 2015. According to the registrar, I did not vote in the March 2020 primary. Although I cannot recall why, I was engaged at the time as the sole prosecutor in a murder trial (the murder of Nia Wilson).

8. Do you presently reside in Alameda County? For how long?  
Yes Approx. 33 years

9. \*Are you admitted to practice in the Supreme Court of the State of California?

Yes -- State Bar Number 204113 (admitted in December 1999)

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
a. Carson (CA) High School	1988-1991	High school diploma
b. University of California, Berkeley	1991-1995	Bachelor of Arts
c. Loyola Law School	1996-1999	Juris Doctorate (JD)
d.		

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? No

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

- | 1. Employer                                  | Position  | Dates Employed          |
|--|---|-------------------------|
| a. Alameda County District Attorney's Office | Deputy/Assistant District Attorney                                | January 2000 - May 2023 |
| b. San Francisco District Attorney's Office  | Assistant District Attorney/ Managing Assistant District Attorney | May 2023 - present      |
| c.   |   |                         |
| d.   |   |                         |

2. Who is your current employer? San Francisco District Attorney

If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain.

No

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

- | Organization                         | Role   | Dates     |
|--------------------------------------|--|-----------|
| a. Alameda County Prosecutors' Assn. | President/Board Member                       | 2019-2023 |
| b. Golden Gate Law School            | Adjunct professor (mock trial)               | 2015-2023 |
| c. Oakland Police Department         | Assist with Police Academy P.O.S.T. Training | 2015-2019 |
| d.                                   |  |           |
| e.                                   |  |           |



2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

- a. Racial Justice Act and Jury Selection Committees (2021-2022): At the request of the DA O'Malley, I lead committees responsible for training attorneys on compliance with the RJA and new laws designed to eliminate racial bias in jury selection.
- b. Alameda County Prosecutors' Association: I served as ACPA's first president and was involved in negotiating its first MOU with the County.
- c. Golden Gate Law School: I trained hundreds of law students in trial practice (civil and criminal) and continued to provide mentorship after graduation.
- d. NBA Security Advisor: For past 10 years, I have conducted an annual presentation for players on the Golden State Warriors regarding personal safety, security, and compliance with local laws.

3. Have you held public office (elected or appointed)?

I have never held elective office. I have been appointed to serve as a deputy or assistant district attorney in both the Alameda County and San Francisco District Attorneys' Office.

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

No

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

2. What would be your three highest priorities or areas of interest as District Attorney?

3. Why is serving as District Attorney important to you?

**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

Date: 1/3/25



**Question #1: What qualifications and experience distinctly qualify you to serve as District Attorney?**

I have worked for nearly a quarter century as a prosecutor, mentor, and leader in the Alameda County District Attorney's office. That experience, combined with the relationships I forged here, make me ideally suited to guide the office through this critically important transition. As a proven leader in the Office, I have held numerous positions, including as the supervisor of misdemeanor, preliminary hearing, and felony trial teams, as well as helping guide the Office through COVID. I also played an essential role in forming the Alameda County Prosecutors' Association and was proud to serve as its first President.

Even following my recent departure from the Office, members continue to call upon me for advice related to trial strategy, criminal procedure, and other prosecutorial issues. My commitment to the law enforcement community more broadly is reflected in the relationships I've developed outside the Office, including with local law enforcement agencies who trust my prosecutorial judgment.

Above all, my career reflects an abiding concern for the rights of victims, an issue of noted significance today. While working on thousands of serious and violent cases -- including over thirty murder trials -- I have spoken with countless victims and their families. With each of them, I did my best to display compassion, honesty, and professionalism. I have held some of them as they cried tears of sadness at the loss of a family member and tears of joy when we achieved justice in their case.

**Question #2: What would be your three highest priorities or areas of interest as District Attorney?**

Safety. Competency. Trust.

The next District Attorney must restore confidence in the Office's dedication to public safety. This commitment should be reflected in the following steps, among others: rescinding arbitrary charging directives and returning discretion to experienced prosecutors; reengaging with victims to ensure their voices are heard and refocusing the victim advocacy program on the rights and needs of victims; and fostering a positive working relationship with local police agencies.

The next District Attorney must also ensure competency within the Office. This commitment should be reflected in the following steps: immediately naming an executive team with substantial prosecutorial experience; placing a renewed emphasis on training and mentorship; recruiting and developing well qualified attorneys; developing a productive relationship with the Alameda County Prosecutors' Association; promoting experienced prosecutors to managerial positions; and commissioning a forensic audit to ensure that the Office is on solid financial footing.

Finally, the next District Attorney must reestablish and enhance community trust. This should be accomplished by, among other things: continuing to strive towards the goal of fair administration of justice and the elimination of inequities; engaging with victim advocacy groups; attending local community events and town halls; and ensuring transparency, particularly during the transition period.

Above all, the next District Attorney must be accountable to their client: the People of the State of California and the citizens of Alameda County. The People deserve a District Attorney dedicated to their service and committed to doing the right thing in every case without fear or favor.

**Question #3: Why is serving as District Attorney important to you?**

Alameda County is my home. My family's history here spans six generations. I chose to live here. I chose to raise my daughters here. I proudly served for 23 years as a deputy district attorney here.

It was with a heavy heart that I watched over the past two years as the District Attorney's office lost sight of its most important mission: keeping people safe. Friends, family, and citizens have been afraid to take neighborhood walks. Victims of crime felt abandoned. The fundamental principles of public safety and the fair administration of justice – the two principles championed by Earl Warren – were neglected.

Serving as District Attorney is important because I want to return to those bedrock principles. For years, while working as a deputy district attorney here, I had the best job in the criminal justice system. I had a job that required me to do what was right. Doing "right" meant ensuring victims were heard, while defendants were treated fairly. It meant coming up with creative solutions in the appropriate cases. It meant always putting the well-being of the community ahead of personal advantage.

In the face of both personal and professional sacrifices, I never lost focus on these principles or my home. Serving as District Attorney will allow me to give back to a community that has given so much to me. It will allow me to ensure that others growing up in this community think about it as fondly as I did—and still do.



## Supporters of Amilcar (Butch) Ford

### *Community Leaders*

- Brooke Jenkins, District Attorney of San Francisco\*
- National Asian Pacific Islander Prosecutors Association
- Nadia Bueno, Executive Director of CALICO\*
- Michael Carroll, Chief of Police, San Jose State University Police Department\*
- Craig Chew, Chief of Inspectors (Ret.), Alameda County District Attorney's Office\*
- Erlene Demarcus, Principal at the Demarcus Group\*
- Brenda Harbin-Forte, Judge (Ret.) of Alameda County Superior Court\*
- Bonnie Jenezon, Supervising Clerk (Ret.), Alameda County District Attorney's Office\*
- Tony Jones, Assistant Chief of Police (Ret.), Oakland Police Department\*
- Ersie Joyner, Captain of Police (Ret.), Oakland Police Department\*
- Mark Koller, Chief of Police (Ret.), Hayward Police Department\*
- Neil Layton, Council Member, City of San Carlos (former Alameda County Dep. District Attorney)\*
- Towanda Lee, Executive Assistant (Ret.) to the Alameda County District Attorney\*
- David Lim, former City Councilmember and Mayor of City of San Mateo\*
- Andrea Moreland, Chief of Inspectors, San Francisco District Attorney's Office\*
- Michael Rains, Esq., Rains, Lucia, Stern, St. Phalle and Silver, PC\*
- Jeff Tudor, Chief of Police (Ret.), San Leandro Police Department\*
- Edward Vieira-Ducey, past president of Alameda County Prosecutors' Assn.\*
- Maria Zuniga, former Executive Director, Victim-Witness Advocates, Alameda County D.A.'s Office\*

### *Former or Retired Deputy/Assistant District Attorneys in Alameda County\**

- |                         |                    |
|-------------------------|--------------------|
| • Angela Backers        | • Matthew Beltramo |
| • Danielle Hilton       | • Warren Ko        |
| • Mellisa Krum (Dooher) | • Erin Loback      |
| • Kenneth Mifsud        | • Jill Nerone      |
| • Micheal O'Connor      | • Stacie Pettigrew |
| • David Stein           | • Jeff Rubin       |
| • Nancy Tung            | • Rebecca Warren   |
| • Charly Weissenbach    | • John Ullom       |

### *Criminal Defense Attorneys*

- Todd Bequette, Esq.
- Darryl Billups, Esq.
- George Borges, Esq.
- Robert Byers, Esq.
- Michael Cardoza, Esq. (TV Legal Analyst)
- Paul Demeester, Esq.
- Louis Goodman, Esq. (Host of "Love Thy Lawyer" Podcast)
- Damone Hale, Esq.
- Cheryl Rich, Esq.
- Jason Ross, Esq.

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\* Titles and affiliations are provided for identification purposes only.

**Venus D. Johnson**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)

(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: Venus D. Johnson All Other Names Used in Past:
2. Residential Address: Hayward, CA 94541
3. Email Address: Phone Number:
4. Work Address:
5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you.

7. \*Are you a registered voter in Alameda County? yes For how long? 22 years

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

For five years, 2014-2018 I resided in Sacramento County. I voted in every general election during that time.

8. Do you presently reside in Alameda County? yes For how long? Born to 2014, then from 2019 - present day.

9. \*Are you admitted to practice in the Supreme Court of the State of California? yes

10. Please set forth your educational history, (beginning with high school):

Institution

Dates

Degree Awarded, if any

- a. Holy Names High School 1993-1997 - HS Diploma
- b. Loyola Marymount University 1997-2001 - BA
- c. The University of Oxford, Queens College - 2000 - Summer - N/A
- d. NOP, McGeorge School of Law - 2002-2005 - JD

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? **No**

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

- | 1. Employer        | Position   | Dates Employed   |
|--------------------|--|------------------|
| a. California DOJ  | Chief Deputy Attorney General                        | 8/2001 - Current |
| b. Contra Costa DA | Chief Assistant + Assistant DA                       | 2013 - 2021      |
| c. City of Oakland | Director of Public Safety                            | 2017 - 2018      |
| d. California DOJ  | Associate Attorney General + Deputy Attorney General | 2014 - 2017      |

2. Who is your current employer? **California Department of Justice**

If appointed, do you intend to continue your current employment? **No**

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain.

**C. Community Involvement** *Please see Addendum A*

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization	Role	Dates
a.		
b.		
c.		
d.		
e.		

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

a.

b.

c.

d.

3. Have you held public office (elected or appointed)?

NO

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

NO

**D. Statement of Interest**

Please see Addendum A

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

2. What would be your three highest priorities or areas of interest as District Attorney?

3. Why is serving as District Attorney important to you?



**Please note: This application, including all attachments, will be made available to the public in its entirety.**

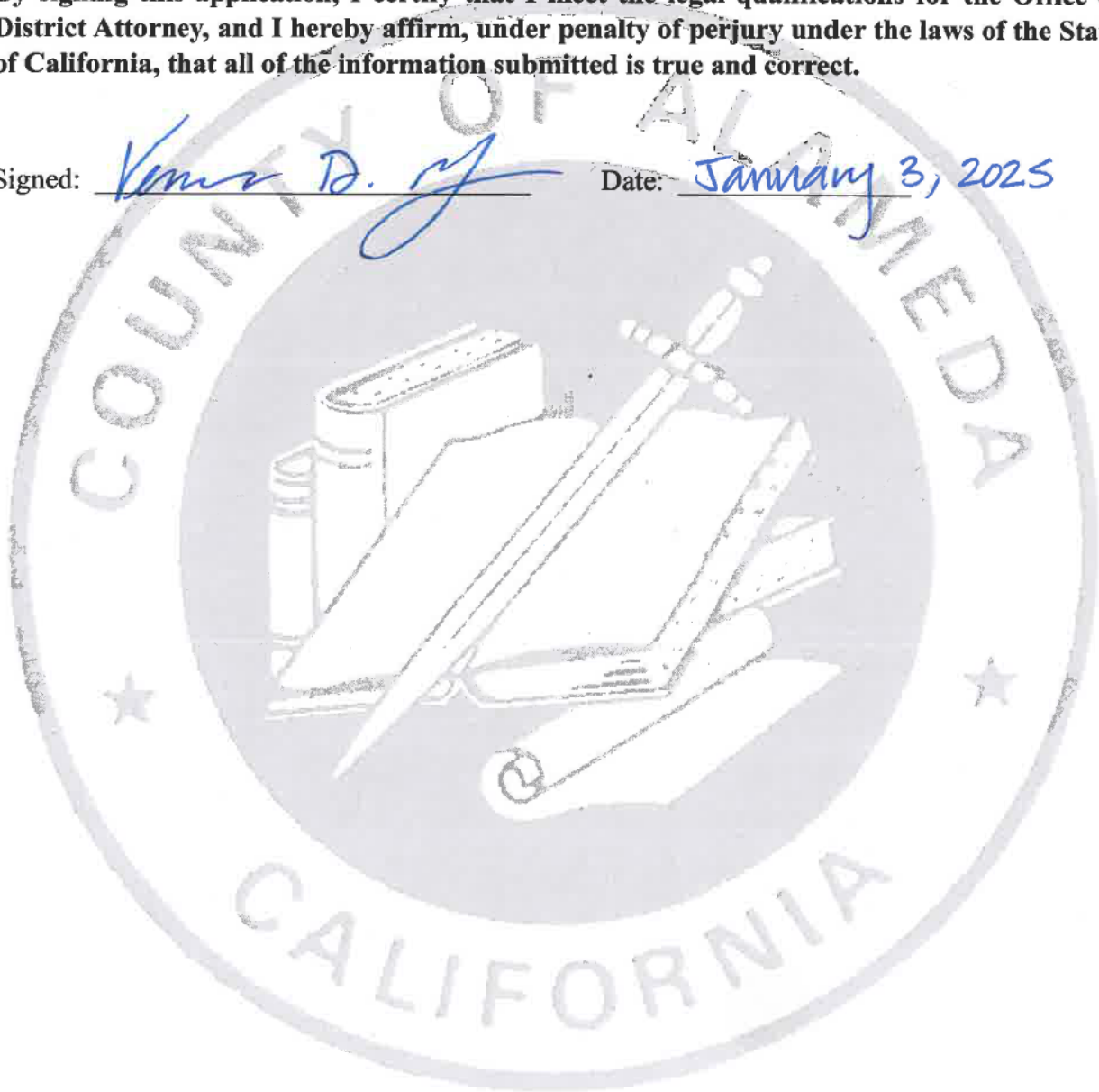
**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

*Vernon D. [Signature]*

Date: \_\_\_\_\_

*January 3, 2025*



## ADDENDUM A

### **C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.
  - a. Stanford-Harvard Project on Technology and Policing – Advisory Board Member – 2017-2018
  - b. The State Bar of California Commission on Access to Justice – Commissioner – 2013-2018
  - c. City of Oakland, Budget Advisory Committee – Commissioner – 2013-2014
  - d. Holy Names High School – Board of Directors – 2012-2016
  - e. Charles Houston Bar Association – Immediate Past President, President, Vice-President, and Community Service Chair – 2007-2014
2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.
  - a. Community Park Renovation - Holly Mini Park (Holly Street, Oakland). In 2017, as the Director of Public Safety for the City of Oakland, I spearheaded the charge to expand access to safe outdoor spaces as part of the city's violence prevention strategy. Holly Mini was desperately in need of repairs and improvements. Under my leadership, the park was selected as the first park to be renovated by the Mayor's Safety Impact Table. The renovation was completed in 2019 as a result of community and public-private partnerships.
  - b. Immigration – As the Director of Public Safety for the City of Oakland, I led the effort to update and implement the immigration policy for the Oakland Police Department to comply with state law. Under District Attorney Diana Becton, I led the drafting and implementation of the office's first immigration policy and coordinated an office-wide training led by external criminal and immigration law experts.
  - c. Principled Policing – Procedural Justice and Implicit Bias Training: A Stanford SPARQ and California Department of Justice White Paper on the Principled Policing Training Evaluation. In November of 2015, the California Department of Justice offered California law enforcement executives a course titled Principled Policing. The course was the first of its kind in the nation. Over 50 law enforcement executives from 28 departments across California participated in the training. The Department developed the training in partnership with Stanford SPARQ, the Oakland and Stockton Police Departments, and the community organization California Partnership for Safe Communities. I co-led the development of the course and contributed to the white paper which was

published electronically in June of 2016. The paper can be found on both the California Department of Justice and the Stanford SPARQ website.

- d. On June 24, 2017, I volunteered at the Oakland Family Festival offering pro bono legal assistance to returning citizens seeking to reduce or expunge old criminal convictions. The event was sponsored by the office of Alameda County Public Defender Brendon Woods, Alameda County Supervisor Nate Miley, Californians for Safety and Justice, and the Justice Reinvestment Coalition.
- e. In 2018 and 2019, I co-facilitated a Know Your rights presentation for Alameda and Contra Costa County middle and high school students. The presentations were focused on educating students and parents on lawful and positive interactions with law enforcement. The invitation to present was extended by the Alameda Contra Costa Chapter of The Links, Incorporated.

#### **D. Statement of Interest**

1. With nearly 20 years of law enforcement experience at the local and state level, including in executive roles, it is clear I am uniquely qualified to serve as the next District Attorney of Alameda County.

I proudly began my career as a prosecutor in Alameda County. During my eight years of service, I tried over 20 misdemeanor and felony jury trials and was assigned to several speciality teams (Child Sexual Assault, Strike Team, Officer Involved Shooting Team, and the DNA Cold Case Unit).

Now, as Chief Deputy Attorney General at the California Department of Justice, I manage a \$1.3 billion budget and oversee all legal, law enforcement, general operations, and personnel matters for over 5,000 employees, and serve as a senior advisor Attorney General Bonta. Serving in two district attorney's offices, Alameda and Contra Costa, and twice at Cal DOJ under then-Attorney General Kamala D. Harris and now under Bonta, I understand public safety from a local, regional, and statewide perspective.

I also have experience assisting with the transition of two prosecution administrations – DA Becton and AG Bonta. Under both administrations I was involved in the strategic planning, budget management, and recruitment and retention of executive, leadership, and attorney positions. Additionally, I have experience creating and supervising legal units, and developing and implementing policies and protocols.

Lastly, I have advised and fundraised for successful local and statewide campaigns, specifically for Vice President Harris, AG Bonta, and DA Becton. I appreciate the nuance and diligence required for an elected position.

2. First, I will select an executive team that shares my passion and vision for the office, hire a forensic accountant to assess the fiscal health of the office, evaluate current leadership and staffing assignments, address recruitment and retention of former and new attorneys, and reinvigorate the law clerk program. I will meet with each attorney in the office to discuss their professional goals, in addition to setting up regular meetings with the DA Association. Additionally, I will evaluate and issue new charging and case resolution policies where appropriate, evaluate the office's case management system, and develop a data analytics project focused on crime trends. Also, I will evaluate staffing for the Inspectors Division, and ensure the Victim Witness Division and Family Justice Center have the appropriate resources to meet the needs of victims.

Second, my office will develop stronger partnerships with Alameda County law enforcement to address the specific regional and county-wide public safety needs, while leveraging state and regional law enforcement partnerships. Additionally, my office will build stronger relationships with the communities we serve through intentional community engagement, assigned liaisons, and listening sessions.

Third, we will develop policies and programs grounded in quantitative and qualitative data to address crime trends, develop solutions, and address recidivism and reform. It is imperative that policy decisions are well-informed, developed in collaboration with my executive team, and made with input from law enforcement partners and community stakeholders. Holding offenders accountable and making our system more just are not mutually exclusive.

3. Justice. My life's work for the past nearly 20 years has been centered on justice. Justice for the most vulnerable in our communities. Justice for the voiceless. Justice for the mothers and fathers who have lost a child to violence. Justice for our children who are forced to live in communities plagued by gun violence. Justice for those who have been disproportionately impacted by our legal system. Justice for those who are returning home after paying their debt to society but are faced with countless barriers to housing, employment, and education. Justice can take on different meanings for different people, but at the end of the day, we are collectively responsible for creating a just society.

My north star has always been justice. In every decision I make, my responsibility is to ensure justice is carried out. I found my calling long ago to carry out this work as a prosecutor, and now as the next District Attorney of Alameda County. I have pursued justice holding offenders accountable, developing statewide trainings and partnering with law enforcement to create safer communities, leading the work to proactively clear hundreds of old marijuana convictions before automatic clearance was state law, and ensuring every person who comes into contact with the criminal justice system is



treated fairly. Alameda County deserves this type of justice and my life's work has led me to take the next step to serve the community that raised me, my home, Alameda County.

**PROFESSIONAL EXPERIENCE**

**Chief Deputy Attorney General, California Attorney General Rob Bonta**

**August 2021 – Current**

*California Department of Justice*

- Provides administrative direction and policy guidance to the legal, law enforcement, operational, and personnel divisions within the Department. Plans, organizes, manages, evaluates, and directs the work of the Department. The Chief Deputy also serves as a consultant and advisor to the Attorney General on litigation and implementation of Department policy, program requirements, and activities.
- Oversees the Special Assistants to the Attorney General, Executive programs, and the following divisions: Division of Operations, California Justice Information Services Division, Division of Law Enforcement, Division of Civil Law, Division of Criminal Law, Public Rights Division, and Divisions of MediCal Fraud and Elder Abuse.
- Provides recommendations on policy implementation and on departmental issues concerning the Department's programs, e.g., budget, fiscal, legislative, personnel, labor relations, equal employment opportunity, administrative, program evaluation efforts, and internal control audits.
- Directs the preparation of the Department's \$1.3 billion budget and its presentation to the Legislature and ensures its proper implementation.
- Represents the Attorney General at hearings, meetings, conferences, and legislative functions.

**Chief Assistant District Attorney, District Attorney Diana Becton**

**2019 – July 2021**

*Contra Costa County District Attorney's Office*

- Under the direction of District Attorney Diana Becton, managed the overall administration of the office. Oversaw the general operation of all units within the office and served as the District Attorney in her absence. Directly involved in the management of budget and personnel decisions.
- Oversaw criminal justice policy for the office which included, but was not limited to, cultivating public-private partnerships with non-partisan and criminal justice organizations, implementing programs focused on diversion as an alternative to incarceration, and writing internal policies related to immigration, officer involved shootings, and charging practices. Responsible for analyzing state legislation and ballot propositions for potential support or opposition.
- Responsible for creating and supervising the office's first Conviction Integrity Unit and Human Trafficking Unit. Direct supervisor of the Juvenile Unit, Special Operations Unit, and co-leader of the Officer Involved Shooting Investigative Team.
- Represented District Attorney Becton in the community and as a member of several county committees focused on law enforcement, criminal justice reform, and reducing racial disparities in the criminal justice system.

**Assistant District Attorney, District Attorney Diana Becton**

**2018 – 2019**

*Contra Costa County District Attorney's Office*

- A member of the District Attorney Becton's executive team and responsible for directly supervising the following units: Family Violence Unit, Community Violence Reduction Unit, Juvenile Unit, Human Trafficking Unit, Conviction Integrity Unit, and the Homicide Unit. Also worked on refreshing the office's internal process for our Officer Involved Shooting Investigative Team.
- Overseaw all criminal justice policy for the office which included, but was not limited to, cultivating public-private partnerships with non-partisan and criminal justice organizations, implementing programs focused on diversion as an alternative to incarceration, and writing internal policies related to immigration, officer involved shootings, and charging practices. Responsible for analyzing state legislation and ballot propositions for potential support or opposition.
- Represented District Attorney Becton in the community and as a member of several county committees focused on law enforcement, criminal justice reform, and reducing racial disparities in the criminal justice system.

**Director of Public Safety, Mayor Libby Schaaf**  
*City of Oakland*

**2017 – 2018**

- A member of the Mayor's executive team. Advised the Mayor concerning the design and focus of policies that impacted public safety and coordinated with agencies and department heads to ensure successful implementation.
- Chaired meetings in partnership with department heads from the city and county, community-based organizations, community leaders, and local elected officials to address the holistic public safety needs of city residents.
- Worked in partnership with the City Administrator to set-up the City of Oakland's first civilian led police commission. Part of this process included analyzing and reviewing local ordinances, vetting over 140 candidates for appointment, and advising the Mayor on her four inaugural commission appointees.
- Co-led the Oakland Police Department's working group responsible for creating curriculum and teaching the second phase of the department's procedural justice training to all sworn and professional staff.
- Attended federal court hearings and internal meetings, with and on behalf of the Mayor, related to the Oakland Police Department's federal negotiated settlement agreement.
- Led the effort to update and implement the immigration policy for the Oakland Police Department to comply with state law. Worked in partnership with the Oakland City Attorney's Office to create a policy on the use of social media for all Oakland Police Department employees.
- Worked with the California Partnership for Safe Communities, the Oakland Police Department, and city and community leaders to support Ceasefire, the city's primary crime reduction strategy.

**Associate Attorney General, California Attorney General Kamala D. Harris**  
*California Department of Justice*

**2015 – 2017**

- Oversaw the Attorney General's executive team and the senior staff member charged with ensuring the Attorney General's directives were carried out within the executive team and throughout the California Department of Justice. Directly involved in the management of budget and personnel decisions department wide.
- Served as a senior legal and policy advisor to the Attorney General. Advisory areas included, but not limited to, civil, criminal, consumer protection, e-crimes, and environmental law. Specialized expertise in the area of criminal law and criminal prosecution.
- Led the Attorney General's Cyber Exploitation Task Force; a public-private partnership comprised of over 50 technology companies, law enforcement leaders, attorneys, and victim advocacy groups. Oversaw all aspects of the development and launch of the first nationwide online cyber exploitation resource hub for tech companies, law enforcement agencies, and victims. Oversaw the development of a legal guide to assist law enforcement with investigating cyber exploitation cases. Garnered support for the passage of two bills in the state legislature aimed at combatting cyber exploitation.
- Co-led of the Attorney General's 21<sup>st</sup> Century Policing Group which was comprised of police chiefs and sheriffs throughout the state. The group was charged with reforming policing practices in California.
- Co-led the effort to create and institutionalize the Attorney General's curriculum for the nation's first Principled Policing: Procedural Justice & Implicit Bias training course for law enforcement statewide. Led the effort to successfully secure five million dollars in funding from the state legislature to institutionalize the training statewide.
- Co-led the team responsible for advising the Attorney General on the human trafficking investigation and criminal prosecution of the executives of the online advertising website Backpage.com.
- Provided legal and policy guidance to the Attorney General on her criminal justice data initiative, *OpenJustice*. The first data initiative in the country created to restore trust in the criminal justice system through sharing annual statewide law enforcement data on arrests, in custody deaths, and officers who suffer harm in the line of duty.
- Provided legal and policy guidance to the Attorney General on her two main re-entry initiatives; Back on Track LA (a comprehensive re-entry initiative in partnership with the Los Angeles County Sheriff's Department, the Los Angeles County Probation Department, and several county and city partners) and the California Department of Justice Division of Recidivism, Reduction, and Re-Entry, which focused on developing a statewide model for measuring recidivism.
- Assisted with the development and issuance of a model memorandum of understanding to combat campus sexual assault on private and public campuses and universities. The working group included the University of California Office of the President and two county district attorneys.

**Deputy Attorney General /Legislative Advocate, California Attorney General Kamala D. Harris      2014 – 2015**  
*California Department of Justice*

- Criminal law and law enforcement subject matter expert within the Attorney General's Office of Legislative Affairs. Represented the California Department of Justice before the California State Legislature.
- Duties included reviewing state and federal legislation for potential policy and fiscal impact on the department, assigning specific bills to internal department experts for analysis, assisting in the development of the Attorney General's sponsored bill package, advising and assisting state legislative staff and committee consultants on the technical and policy implications of legislation, and advising and consulting with the Attorney General's executive team.
- Additional responsibilities included meeting with elected legislative officials and their staff, testifying before legislative committees, and formulating written analysis of state and federal legislation for circulation within and outside of the Attorney General's Office.
- Led the effort within the department to secure \$9.4 million in funding from the state legislature for the California Department of Justice's Special Operations Unit and the California Highway Patrol. These unique and essential teams partner together, using the latest technology and advanced investigative techniques, to assist local law enforcement with investigating organized crime throughout the state.
- Successfully shepherded through the legislature Assembly Bill 2141-District Attorney Referral Outcome Report, authored by California State Assemblymember Rob Bonta. The law requires local district attorneys to provide a report to school officials on the outcomes of a truancy related referral. The goal is to help school officials determine which outcomes are most effective for children and guarantees baseline information sharing between referring agencies and prosecutors.

**Deputy District Attorney, District Attorney Nancy O'Malley**  
*Alameda County District Attorney's Office*

**2006 – 2014**

- Member of the DNA Cold Case Unit; a two-person vertical unit responsible for investigating and prosecuting unsolved homicide and sexual assault cases, from arraignment to jury trial, with the use of modern DNA technology. The unit worked with local law enforcement agencies throughout the county to reduce and eliminate the backlog of untested sexual assault kits.
- Member of the Strike Team; a two-person unit tasked with giving special attention to Oakland's most violent and repeat offenders. Cases were handled from arraignment through the felony preliminary hearing.
- Member of the Sexual Assault Unit; a four-person vertical unit tasked with handling the county's most serious and sensitive child sexual assault cases from arraignment through jury trial. This assignment involved using an immense amount of discretion and care in dealing with vulnerable victims of crime and their families.
- As a member of the general felony trial team; prosecuted cases ranging from special circumstance murder to robbery, rape, firearm possession, domestic violence, assault, and residential burglary.
- Tried misdemeanor cases ranging from child abuse to domestic violence, driving under the influence, stalking, forgery, and possession of stolen property.
- Conducted preliminary hearings ranging from murder to rape, robbery, drug offenses, gang related offenses, and firearm possession.
- Member of the office's Legislative Committee and Officer Involved Shooting Team.

**EDUCATION**

**University of the Pacific, McGeorge School of Law**  
Juris Doctor - With Distinction  
Class Rank: Top 20%

**Sacramento, CA**

**May 2005**

Honors:      Dean's Honor List – 2002-2005  
                 Traynor Honor Society  
                 National Member of The Order of Barristers  
                 American Board of Trial Advocates/McGeorge School of Law Student Trial Lawyer of the Year  
                 McGeorge School of Law Outstanding Student Achievement Award  
                 McGeorge School of Law Outstanding Student Achievement in Trial Advocacy

Activities: Appellate Advocacy Honors Board  
 Academic Support Program, Skills Support Team Member  
 Member of Mock Trial Team – 2003-2005  
 Winner of Ben Frantz First Year Mock Trial Competition/Scholarship – 2003

**Loyola Marymount University** **Los Angeles, CA** **May 2001**

Bachelor of Arts, Political Science Major/Philosophy Minor

Honors: African American Student Association Leadership Award – 2000-2001  
 Scholarship recipient, Oxford Scholars Program – Summer 1999

Activities: Resident Advisor – 1999-2001  
 Founding Member/President of Tau Delta Chapter, Delta Sigma Theta Sorority, Inc. – 2001  
 Political Science Association, Member and Vice President – 1997-2001

**The University of Oxford, Queens College** **Oxford, UK** **Summer 1999**

Courses: Political Comparison of U.S. and British Government  
 Plays and Politics of Shakespeare

## **INVOLVEMENT**

**McGeorge School of Law Advocacy Board of Advisors – Board Member** **2021**

- The board is comprised of friends and alumni for the purpose of providing guidance and support for the faculty, administration, and students with regard to educational programs and professional development in the areas of advocacy and dispute resolution.

**Stanford-Harvard Project on Technology and Policing – Advisory Board Member** **2017 - 2018**

- The Stanford-Harvard Project on Technology and Policing (PTP) was created to fill the gaps in police technology policy. The collaborative effort between Stanford Law School's Criminal Justice Center, Harvard Law School's Criminal Justice Policy Program, and Berkman Klein Center for Internet & Society brings together law enforcement, state and local officials, lawyers, activists, technologists, community groups, and academics to identify issues with technology and policing and to generate policy guidance for law enforcement agencies and communities.

**The State Bar of California Commission on Access to Justice – Commissioner** **2013 – 2018**

- The 26-member commission of lawyers and judges, as well as academic, business, labor and community leaders, was established to explore ways to improve access to civil justice for Californians living on low and moderate incomes. Appointed by then California State Attorney General Kamala D. Harris.

**City of Oakland, Budget Advisory Committee – Commissioner** **2013 – 2014**

- The 15-member committee advises the City Council on expenditures, revenues, and financial policies. Appointed by then Oakland Mayor Jean Quan.

**Truman National Security Project – Political Partner** **2013**

- A highly selective leadership development program based in Washington, DC. Truman Partners training ensures that advocates, public leaders, and consultants can work with security constituencies and communicate effectively on security issues.

**Emerge California – Graduate** **2013**

- A cohort-based seven-month political leadership training program for Democratic women.

**Holy Names High School – Board of Directors** **2012 – 2016**

- Holy Names High School is a small Catholic college preparatory school for young women located in Oakland, California.



**Charles Houston Bar Association – Board of Directors**

**2007 – 2014**

- The Charles Houston Bar Association represents the interests of African American attorneys, judges and law students throughout Northern California. Previous offices held include: Immediate Past President, President, Vice-President, and Community Service Chair.

**California Association of Black Lawyers, Judicial Committee – Board Member**

**2012 – 2013**

- The California Association of Black Lawyers represents African American attorneys, judges, law professors, and law students throughout the State. Previously co-chaired of the Judicial Evaluation Committee and served as the Northern Regional Representative.

**HONORS**

**Kamala Harris Woman of Excellence Award – Charles Houston Bar Association**

**2020**

**Emerging Civic Leaders “40 under 40” – Empowerment Congress**

**2016**

**Award of Distinction – Asian American Prosecutors Association**

**2015**

**2014 Hot List Honoree – Lawyers of Color**

**2014**

**Named by *The Recorder* as one of California’s 50 Fast Track Lawyers**

**2012**

**Nations Best Advocates, 40 Lawyers Under 40 – National Bar Association**

**2010**

**Rising Star Award – Minority Bar Coalition**

**2009**

*Licensure: California State Bar Number 240094*



**Endorsement Letter Venus D. Johnson for Alameda County District Attorney  
California Attorney General Rob Bonta**

I, California Attorney General Rob Bonta, wholeheartedly and enthusiastically recommend Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

I had the pleasure to meet Ms. Johnson when she volunteered on my first campaign for the California State Assembly. At the time she was working as a Deputy District Attorney in the Alameda County DA's office and from our earliest encounters, it was evident to me that Ms. Johnson was guided by an internal compass that points straight toward justice. Our paths crossed occasionally after that until, years later, Ms. Johnson and I had the opportunity to work together on a piece of legislation I authored as an Assemblymember and then-Attorney General Kamala Harris, Ms. Johnson's then-boss, sponsored. During that time, I saw firsthand Ms. Johnson's unparalleled ability to deftly understand complex challenges and find solutions through collaboration.

Which is why, when I was appointed California Attorney General in 2021, one of my first actions was to call Ms. Johnson and ask if she might be interested in serving as Chief Deputy Attorney General at the California Department of Justice (DOJ). Between our working relationship and Ms. Johnson's experience having served as a Deputy District Attorney, an Associate Attorney General, Director of Public Safety for the City of Oakland, and Chief Assistant District Attorney for Contra Costa County DA Diana Becton, she shot straight to the top of a short list of candidates I was considering. A couple of conversations later, the job was hers. Looking back, I can confidently say it remains one of my best decisions to date.

As Chief Deputy Attorney General, Ms. Johnson is my right hand. She oversees multiple divisions, including our Legal Affairs, Law Enforcement, Operations, and Policy teams, and manages a budget of \$1.3 billion. Her leadership experience at both the state and county level has given her an exceptional ability to navigate complex legal, law enforcement, and administrative issues while ensuring transparency, accountability, and trust for the public and our employees.

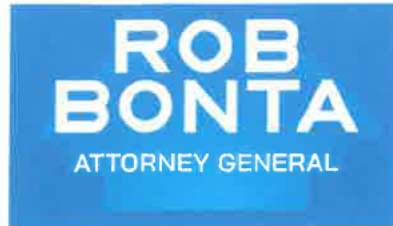
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**ROB BONTA FOR CALIFORNIA ATTORNEY GENERAL**

P.O. BOX 6495, ALAMEDA, CA 94501

INFO@ROBBONTA.COM • WWW.ROBBONTA.COM • @ROBBONTA

PAID FOR BY ROB BONTA FOR CA ATTORNEY GENERAL 2026



Together, we have established the DOJ's Post-Conviction Justice Unit; Racial Justice Bureau; Office of Gun Violence Prevention; Housing Justice Team; and Office of Community Awareness, Response, and Engagement. We have protected public safety, overseeing the seizure of more than 13 million fentanyl pills and over 370 fentanyl-related arrests since 2022, making more than 1,700 arrests in 2024 alone, and successfully taking down organized retail crime rings across the state. We have gone after big corporate polluters, held big pharma accountable for the opioid epidemic, prevented big tobacco from hooking a new generation on vaping and flavored tobacco products, protected seniors being abused and exploited by their care providers, and provided support and resources to survivors of human trafficking.

During her tenure at DOJ, Ms. Johnson has demonstrated her ability to attract, retain, and lead talented attorneys who are passionate about serving the public and are committed to upholding the highest standards of justice. Throughout the Department, Ms. Johnson is respected as a skilled manager who is capable of conceiving strategic solutions to multi-faceted problems, overseeing large teams, and fostering partnership among diverse stakeholders. In a Department facing an ever-changing landscape of challenges, Ms. Johnson has been a constant guiding force—a lighthouse standing tall regardless of the surrounding water conditions.

While one glance at Ms. Johnson's resume spanning nearly two decades of experience in legal, law enforcement, and criminal justice leadership is all you need to know that she has the skills and experience necessary to serve as a fair, effective, and community-focused DA; my emphatic endorsement stems from something that is much harder to see on paper: her character.

Ms. Johnson is a dedicated public servant who time and time again has shown up for her community and state; and has always prioritized the public interest, public safety, and the pursuit of justice. Leading DOJ demands late nights, early mornings, and working weekends. Fortunately, every single day, Ms. Johnson has been by my side, my steadfast partner, ready and able to take on whatever the day may bring. She is dependable, trustworthy, level-headed, tenacious, and committed to ensuring equity, safety, and justice for all Californians. Ms. Johnson's unfailingly strong, just, and compassionate character has made her an excellent Chief Deputy Attorney General and I have no doubt will make her an exemplary District Attorney.

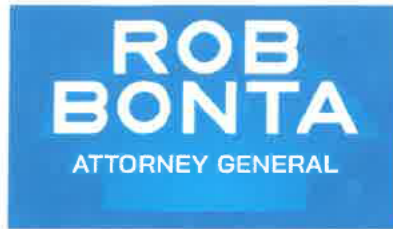
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**ROB BONTA FOR CALIFORNIA ATTORNEY GENERAL**

P.O. BOX 6495, ALAMEDA, CA 94501

[INFO@ROBBONTA.COM](mailto:INFO@ROBBONTA.COM) • [WWW.ROBBONTA.COM](http://WWW.ROBBONTA.COM) • [@ROBBONTA](https://twitter.com/ROBBONTA)

PAID FOR BY ROB BONTA FOR CA ATTORNEY GENERAL 2026



From days spent shadowing her father, a correctional officer with the Oakland Police Department, as a young girl to her more than 20-year career in public service, Ms. Johnson has demonstrated an enduring devotion to her community and a call to serve it with great pride. With a proven track record and a clear vision for building a DA's office where the people working within it share a common commitment to ensuring that justice is served, victims have a voice, communities are safe, and that the people feel seen and heard, I am confident Ms. Johnson is the best, most qualified candidate to lead the Office of the District Attorney of Alameda County into a new era—one that prioritizes safety, transparency, accountability, and collaboration.

Sincerely,

A handwritten signature in blue ink that reads "Rob Bonta". The signature is fluid and cursive, with the first name "Rob" and last name "Bonta" clearly distinguishable.

Rob Bonta,  
California Attorney General

---

**ROB BONTA FOR CALIFORNIA ATTORNEY GENERAL**

P.O. BOX 6495, ALAMEDA, CA 94501

INFO@ROBBONTA.COM • WWW.ROBBONTA.COM • @ROBBONTA

PAID FOR BY ROB BONTA FOR CA ATTORNEY GENERAL 2026



2500 Steiner Street #8  
San Francisco, CA 94115  
info@smartjusticeca.org

January 1, 2025

Alameda County Board of Supervisors  
County Administration Building  
1221 Oak Street  
Oakland, California 94612

**Re: Endorsement - Alameda County District Attorney Appointment**

To the Alameda County Board of Supervisors,

It is with great enthusiasm that I endorse **Ms. Venus D. Johnson** for the position of Alameda County District Attorney. Ms. Johnson is truly the complete package: She has a deep love for and commitment to Alameda County; she has unparalleled leadership and management experience; and she has an uncanny ability to build bridges between disparate opinions, ideologies and interests. That last quality – bridge building – is perhaps the most valuable, particularly for the incoming Alameda County District Attorney.

At Smart Justice California, we work closely with state and local policymakers to enact meaningful, forward-thinking criminal justice policies that promote safety, fairness and healthy communities. We work hand-in-hand with broad coalitions at both the state and local levels to foster common sense criminal justice reform through policymaker education, the electoral process, and stakeholder engagement. In my capacity as Founder and Director, I have worked closely with Ms. Johnson during her time as Chief Assistant at the Contra Costa District Attorney's Office and in her current role as Chief Deputy with the California Department of Justice. I have witnessed firsthand Ms. Johnson's skill at navigating complex issues, like capital punishment and the implementation of consequential and controversial new laws. At every step, Ms. Johnson approaches these issues with deep listening, ingenuity, and an unwavering commitment to justice.

What has most impressed me about Ms. Johnson is her gift for finding a consensus path through some of the most complicated problems and conflicts. She listens to the stakeholders, takes time to synthesize and brainstorm, and then dispenses sound analysis and guidance, all culminating in a path forward. Ms. Johnson is guided by her values yet never blinded by them. She is a practical and creative problem solver,

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Tim Silard  
Liz Simons





2500 Steiner Street #8  
San Francisco, CA 94115  
[info@smartjusticeca.org](mailto:info@smartjusticeca.org)

always prioritizing the people whose lives are most affected by her work. That is true leadership.

Ms. Johnson's deep roots in Alameda County translate into a nuanced understanding of the community's various needs and concerns. Raised in Oakland, she learned early the importance of public service from her father, an Oakland Police Department correctional officer. Today, she carries forward that legacy with a steadfast commitment to safety, reform, and equity.

Throughout her career, Ms. Johnson has proven again and again her ability to inspire trust, bridge divides, and deliver meaningful change. Her track record as a leader and advocate for justice, combined with her collaborative spirit, makes her the ideal choice to lead the District Attorney's Office. I am confident that her vision and dedication will benefit Alameda County and its residents for years to come.

Respectfully,

A handwritten signature in black ink that reads "Anne Irwin".

Anne Irwin  
Founder & Director  
[anne@smartjusticeca.org](mailto:anne@smartjusticeca.org)  
415-515-4965

## ADVISORY BOARD

Anne Irwin, Director  
Scott Budnick  
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Tia Orr  
Patty Quillin  
Tim Silard  
Liz Simons

# REGINA G. JACKSON

January 2, 2024

To Whom it May Concern,

I am writing to express my enthusiastic support for Venus Johnson as the next District Attorney for Alameda County. Having had the privilege of knowing Venus for approximately 20 years, I can attest to her exceptional qualifications, her unwavering commitment to public service, and her profound understanding of the community she serves.

Venus's career is a testament to her dedication and expertise. I vividly remember her recounting her first murder trial, a double homicide where one of the victims was killed in front of the East Oakland Youth Development Center (EOYDC). Her resolve and professionalism in such a pivotal moment set the tone for a career marked by excellence and compassion. Venus has held numerous key roles that have honed her skills and prepared her to take on the responsibilities of District Attorney with unparalleled competence. As the Associate Attorney General (de facto Chief of Staff) to Kamala Harris, the current Vice President of the United States, during Ms. Harris's tenure as Attorney General of California, Venus's leadership and insight were instrumental in shaping effective statewide policies and strategies.

Venus's public service extends beyond her legal expertise. As Director of Public Safety for Mayor Libby Schaaf, she and I worked together to establish Oakland's first Police Commission—an initiative I am proud to have been a part of as one of the seven original commissioners. This collaboration stands out as one of the top ten experiences of my life, a testament to Venus's ability to inspire and lead transformative change.

Most recently, Venus serves as the Chief Deputy Attorney General for Attorney General Rob Bonta, further solidifying her reputation as a trusted and capable leader in the legal field. Her responsibilities have encompassed the full spectrum of Alameda County District Attorney duties, including investigations, prosecutions, and civil actions involving consumer protection, worker's rights, real estate, and environmental matters. Venus has consistently demonstrated the expertise, judgment, and dedication required to excel in these areas.

One of Venus's most remarkable qualities is her superpower: emotional intelligence. Her keen intuition and unparalleled ability to understand the needs of her clients and the community make her a true standout. She combines this emotional intelligence with a talent for resource identification, allowing her to craft innovative solutions to complex challenges. Her compassion and commitment have left a lasting impact on me and countless others who have had the privilege to work alongside her.

As a daughter of Oakland, Venus possesses an intimate understanding of the complex and multifaceted landscape of Alameda County. She is uniquely positioned to navigate and lead with integrity, empathy, and effectiveness. There is no other candidate I would be willing to put my name behind for this critical role.

I wholeheartedly and enthusiastically support Venus Johnson as the next District Attorney for Alameda County. Her skills, vision, and dedication are exactly what the community needs, and I am confident she will serve with distinction.

If you have any questions or require additional information, please don't hesitate to contact me at [reginagjackson@gmail.com](mailto:reginagjackson@gmail.com) or my cell at (510) 912 1377.

Respectfully,

Regina G Jackson  
President and CEO  
RGJ Management Group

January 1, 2025

Clerk, Board of Supervisors  
1221 Oak Street, Suite 536  
Oakland, CA 94612

TO: Alameda County Board of Supervisors

**Re: Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

My name is Kenton Rainey and I am a former Chief of Police (Retired) of the San Francisco Bay Area Rapid Transit District Police Department and offer my enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County. I have over 40 years of law enforcement experience and served as Chief of Police for three different agencies. I certainly understand the importance of having a District Attorney that is fair and balanced when it comes to making good ethical prosecutorial decisions for a complex and diverse community like Alameda County.

With her nearly 20 years of experience in legal, law enforcement, and criminal justice leadership, Ms. Johnson is uniquely positioned to serve as a collaborative, effective, and community-focused leader for the Alameda County District Attorney's Office. Her deep ties to Alameda County, her commitment to public safety, and her extensive management experience across multiple levels of government make her the ideal candidate to lead this office into the future. Ms. Johnson was born and raised in Oakland, and her roots in this community are both personal and professional. Her mother emigrated to the United States in the mid-1970s and made Oakland her home. Ms. Johnson's father was born and raised in West Oakland who worked as a public servant for the Oakland Police Department as a Correctional Officer.

Ms. Johnson began her legal career in the Alameda County District Attorney's office, where she served as a Deputy District Attorney for eight years. She served her community with pride and gained a more intimate and deeper understanding of the challenges facing Alameda County. Ms. Johnson then went on to serve in the executive office of Attorney General Kamala D. Harris as Associate Attorney General where she oversaw AG Harris' executive team and served as a senior legal and policy advisor in a number of areas, including civil, criminal, consumer protection, e-crimes, and environmental law.

With statewide leadership experience under her belt, Ms. Johnson later returned to serve the East Bay. Her role as Director of Public Safety for the City of Oakland under Mayor Libby Schaaf further solidified her ability to work across governmental agencies and with

local communities to address safety and crime prevention issues, building trust through transparency and accountability. As Chief Assistant District Attorney for Contra Costa County DA Diana Becton, Ms. Johnson created the office's first Conviction Integrity Unit and Human Trafficking Unit, and played an integral role in the management of the DA's office and its budget.

In her current role as Chief Deputy Attorney General to AG Rob Bonta, Ms. Johnson oversees multiple divisions, including Legal Affairs, Law Enforcement, Operations, and Policy. Her leadership experience at both the state and county level has given her an exceptional ability to navigate complex legal and administrative issues while ensuring that both law enforcement and the public receive fair and equitable treatment. At the California Department of Justice, Ms. Johnson is respected by her colleagues as a skilled manager who is capable of overseeing large teams, managing a budget of \$1.3 billion, and fostering collaboration among diverse stakeholders.

Throughout her career, Ms. Johnson has shown an exceptional ability to build and maintain strong, collaborative relationships with law enforcement, advocacy groups, and community leaders alike. Her leadership has earned the respect of both law enforcement officials and criminal justice reformers. Ms. Johnson believes we can continue to reform our criminal justice for the better, but reform should not and cannot come at the expense of public safety. If appointed DA of Alameda County, Ms. Johnson's top priority will be to foster an environment where all residents, children, business owners, and visitors feel safe in our community.

In addition to her strong moral compass and demonstrated commitment to serving the East Bay, what sets Ms. Johnson apart from other candidates is that she is an effective administrator who has successfully managed large offices, budgets, and teams. She has a proven track record of attracting and retaining talented attorneys who are passionate about serving the public and are committed to upholding the highest standards of justice. Ms. Johnson has a vision for building a DA's office where the people working within it share a common purpose and passion: to ensure that justice is served, victims have a voice, communities are safe, and that the people of Alameda County feel seen and heard.

Although I do not live in Alameda County, I do have relatives and friends that reside there. Not to mention, I still have professional working relationships with numerous organizations that are based in Alameda County. For all the reasons laid out in this letter, I strongly support Venus D. Johnson for District Attorney of Alameda County.

A handwritten signature in black ink, appearing to read "Kt W. Rainey", with a stylized flourish at the end.

Kenton W. Rainey, Chief of Police (Retired)

January 1, 2025

### **Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

I, The Honorable Joyce E. Dudley, District Attorney of Santa Barbara County (Ret.) offer my enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

With nearly 20 years of experience in legal, law enforcement, and criminal justice leadership, Ms. Johnson is uniquely positioned to serve as a fair, effective, and community-focused leader for the Alameda County District Attorney's Office. Her deep ties to Alameda County, her commitment to public safety, and her extensive management experience across multiple levels of government make her the ideal candidate to lead this office into the future.

Venus D. Johnson was born and raised in Oakland, and her roots in this community are both personal and professional. Her mother emigrated to the United States in the mid-1970s and made Oakland her home. Ms. Johnson's father, born and raised in West Oakland, was a correctional officer with the Oakland Police Department. She spent many days after school in the OPD cafeteria with her father's colleagues, hearing their stories and learning about their experiences serving the Oakland community. Her father embodied what it meant to be a public servant.

Ms. Johnson began her legal career in the Alameda County District Attorney's office, where she served as a Deputy District Attorney for eight years. She served her community with pride and gained a more intimate and deeper understanding of the challenges facing Alameda County. Ms. Johnson then went on to serve in the executive office of Attorney General Kamala D. Harris as Associate Attorney General where she oversaw AG Harris' executive team and served as a senior legal and policy advisor in a number of areas, including civil, criminal, consumer protection, e-crimes, and environmental law.

With statewide leadership experience under her belt, Ms. Johnson later returned to serve the East Bay. Her role as Director of Public Safety for the City of Oakland under Mayor Libby Schaaf further solidified her ability to work across governmental agencies and with local communities to address safety and crime prevention issues, building trust through transparency and accountability. As Chief Assistant District Attorney for Contra Costa County DA Diana Becton, Ms. Johnson created the office's first Conviction Integrity Unit and Human Trafficking Unit, and played an integral role in the management of the DA's office and its budget.

In her current role as Chief Deputy Attorney General to AG Rob Bonta, Ms. Johnson oversees multiple divisions, including Legal Affairs, Law Enforcement, Operations, and Policy. Her leadership experience at both the state and county level has given her an exceptional ability to navigate complex legal and administrative issues while ensuring



that both law enforcement and the public receive fair and equitable treatment. At the California Department of Justice, Ms. Johnson is respected by her colleagues as a skilled manager who is capable of overseeing large teams, managing a budget of \$1.3 billion, and fostering collaboration among diverse stakeholders.

Throughout her career, Ms. Johnson has shown an exceptional ability to build and maintain strong, collaborative relationships with law enforcement, advocacy groups, and community leaders alike. Her leadership has earned the respect of both law enforcement officials and criminal justice reformers. Ms. Johnson believes we can continue to reform our criminal justice for the better, but reform should not and cannot come at the expense of public safety. If appointed DA of Alameda County, Ms. Johnson's top priority will be to foster an environment where all residents, children, business owners, and visitors feel safe in our community.

In addition to her strong moral compass and demonstrated commitment to serving the East Bay, what sets Ms. Johnson apart from other candidates is that she is an effective administrator who has successfully managed large offices, budgets, and teams. She has a proven track record of attracting and retaining talented attorneys who are passionate about serving the public and are committed to upholding the highest standards of justice. Ms. Johnson has a vision for building a DA's office where the people working within it share a common purpose and passion: to ensure that justice is served, victims have a voice, communities are safe, and that the people of Alameda County feel seen and heard.

For all the reasons laid out in this letter, I strongly support Venus D. Johnson for District Attorney of Alameda County. I believe her breadth of leadership experience, legal expertise, and moral vision make her the best candidate to lead the office into a new era—one that prioritizes safety, transparency, accountability, and collaboration.

On a personal level I have come to know Venus as a smart, compassionate, articulate, hard working, and empathetic professional who will bring a strong sense of a caring community to the Alameda District Attorneys Office.

If you had any further questions about her character or capability please do not hesitate to contact me.

Respectfully,  
Joyce E. Dudley  
[joyceedudley@gmail.com](mailto:joyceedudley@gmail.com)

January 3, 2025

**Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

We, the past presidents of the Charles Houston Bar Association, offer our enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

With nearly 20 years of experience in legal, law enforcement, and criminal justice leadership, Ms. Johnson is uniquely positioned to serve as a fair, effective, and community-focused leader for the Alameda County District Attorney's Office. Her deep ties to Alameda County, her commitment to public safety, and her extensive management experience across multiple levels of government make her the ideal candidate to lead this office into the future.

Venus D. Johnson was born and raised in Oakland, and her roots in this community are both personal and professional. Her mother emigrated to the United States in the mid-1970s and made Oakland her home. Ms. Johnson's father, born and raised in West Oakland, was a correctional officer with the Oakland Police Department. She spent many days after school in the OPD cafeteria with her father's colleagues, hearing their stories and learning about their experiences serving the Oakland community. Her father embodied what it meant to be a public servant.

Ms. Johnson began her legal career in the Alameda County District Attorney's office, where she served as a Deputy District Attorney for eight years. She served her community with pride and gained a more intimate and deeper understanding of the challenges facing Alameda County. Ms. Johnson then went on to serve in the executive office of Attorney General Kamala D. Harris as Associate Attorney General where she oversaw AG Harris' executive team and served as a senior legal and policy advisor in a number of areas, including civil, criminal, consumer protection, e-crimes, and environmental law.

With statewide leadership experience under her belt, Ms. Johnson later returned to serve the East Bay. Her role as Director of Public Safety for the City of Oakland under Mayor Libby Schaaf further solidified her ability to work across governmental agencies and with local communities to address safety and crime prevention issues, building trust through transparency and accountability. As Chief Assistant District Attorney for Contra Costa County DA Diana Becton, Ms. Johnson created the office's first Conviction Integrity Unit and Human Trafficking Unit, and played an integral role in the management of the DA's office and its budget.

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the public receive fair and equitable treatment. At the California Department of Justice, Ms. Johnson is respected by her colleagues as a skilled manager who is capable of overseeing large teams, managing a budget of \$1.3 billion, and fostering collaboration among diverse stakeholders.

Throughout her career, Ms. Johnson has shown an exceptional ability to build and maintain strong, collaborative relationships with law enforcement, advocacy groups, and community leaders alike. Her leadership has earned the respect of both law enforcement officials and criminal justice reformers. Ms. Johnson believes we can continue to reform our criminal justice for the better, but reform should not and cannot come at the expense of public safety. If appointed DA of Alameda County, Ms. Johnson's top priority will be to foster an environment where all residents, children, business owners, and visitors feel safe in our community.

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For all the reasons laid out in this letter, we strongly support Venus D. Johnson for District Attorney of Alameda County. We believe her breadth of leadership experience, legal expertise, and moral vision make her the best candidate to lead the office into a new era—one that prioritizes safety, transparency, accountability, and collaboration.

Signed,

Robert Harris

Cometria Cooper

George Holland

Terrance Evans

Thomas Broome

Vernon Goins

Rozenia Cummings

Kimberlie Evans Dixon

# LAUREL ARROYO

Alameda, CA 94502 | (415) 595-3795 | laurelarroyo8@gmail.com

## **Letter of Support for Venus D. Johnson for District Attorney**

Dear Board of Supervisors,

I am writing to express my strong support for Venus Johnson for District Attorney. I have interacted with Ms. Johnson in various roles because I have been a local public defender for nearly twenty years. She has always been very professional, kind, responsive, and diligent. She will make an excellent District Attorney for Alameda County. In my opinion, she is the most qualified candidate for our county.

Although I am writing this endorsement in a personal capacity as a resident of Alameda County and not as a representative of any office, I feel qualified to give this opinion because I am deeply familiar with our criminal legal system because I was a public defender in Alameda County for nearly 17 years and I have been a Supervising Deputy Public Defender in the Office of the State Public Defender for the past three years.

Although many of the candidates are excellent, Ms. Johnson rises above the others because she has a vast array of leadership experience in different roles, giving her a unique perspective. In addition, she is intelligent, hard-working, and a responsive and organized person who is capable of running a large and complicated organization. Let me provide some concrete examples.

Ms. Johnson and I tried our very first cases against each other back in 2005 – 2007 when we were both brand new misdemeanor lawyers in Alameda County. Even though we were on opposite sides of the courtroom and young attorneys generally battle hard, I felt a kinship with Ms. Johnson because we both always showed up

extra prepared and presented our cases to juries with conscientiousness and compassion. Sometimes we even found ourselves wearing matching suits in the same size on the same days! Kidding aside, Ms. Johnson always treated everyone with respect, whether it was the victims, my clients, judges, or defense attorneys. One of Ms. Johnson's best qualities is her ability to listen attentively and provide undivided attention to whomever she is talking to.

More recently, in her role at the Attorney General's office, I have emailed her on occasion to ask for assistance. Despite her very important role and how busy she is, she always responds right away. This shows a level of efficiency, efficacy, and respectfulness that will serve her well in this important leadership role. For example, when SB 483 passed, CDCR, county jails, court clerks, and judges needed to coordinate to identify and resentence eligible people on a tight timeline. When I reached out to communicate and troubleshoot problems happening around the state, she promptly assembled a team, hosted a meeting with attorneys from the Office of the State Public Defender and her colleagues at the DOJ, and worked with attorneys in her office to draft and distribute a statewide bulletin to several agencies. This is the kind of "across the aisle" collaboration that will be important for the District Attorney.

Finally, it would be ideal to have Ms. Johnson in this role because she has had experience as a D.A. in Alameda County but has also gained knowledge from working in other agencies. As the Board knows, there has been a level of dysfunction in the Alameda County D.A.'s office for many years that could be solved through Ms. Johnson's strong and effective leadership and from appointing someone who is not an insider likely to keep the status quo.

Please do not hesitate to reach out if I can be of further assistance. I have no reservations about Ms. Johnson, and I wholeheartedly support her candidacy.

Sincerely,

*Laurel Arroyo*

Laurel Arroyo

## **Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

It is with great enthusiasm that I offer my wholehearted endorsement of Venus D. Johnson to be the next District Attorney of Alameda County. As a Special Assistant Attorney General in the Office of Attorney General Rob Bonta, I have had the pleasure of directly reporting to Ms. Johnson for the last three and a half years. In that time, I have worked with her about as closely as anyone could, sharing triumphs and tears. Given my background as a state and federal prosecutor and the issues I cover for AG Bonta -- criminal justice, law enforcement, and firearms -- I believe that I am in a unique position to comment on her ability to serve as the District Attorney.

I offer my endorsement for three primary reasons. First, Ms. Johnson has an unyielding moral core. Her commitment to doing the right thing for the right reasons is unparalleled. The decisions placed at her feet every single day as Chief Deputy Attorney General are weighty and unrelenting. Day after day, week after week, month after month, year after year, I have seen Ms. Johnson push and probe on each of these decisions to ensure the right recommendation is made to the Attorney General, without regard for politics or personal sentiment. I believe a strong moral compass is a paramount qualification for District Attorney and I do not believe you will find any as strong as hers.

Second, Ms. Johnson brings the right background and the right approach. As a product of Alameda and now as a mother raising her children in the county, she is committed to the safety of all Alameda residents. With her unique and extensive background, she knows the science of public safety and the geography of Alameda. As District Attorney, Ms. Johnson will have the opportunity to blend her extensive knowledge of criminal justice with her unique understanding of Alameda in order to positively affect public safety in the county.

Finally, to put it in the most direct terms, Ms. Johnson just gets it done. She assesses, she probes, she questions, but when the rubber meets the road she gets it done. She is the driving force of the California Department of Justice and she does not relent. It is my firm belief that, as District Attorney of Alameda County, Ms. Johnson has the strongest and most formidable ability to set the goals of the Office of the District Attorney and ensure that they are met.

Many have remarked on the unique moments when hope and history are said to rhyme. I will confess that, though I have always loved the poetry of the phrase, I never fully appreciated its meaning. In the weeks since I learned that Ms. Johnson -- Venus -- was seeking this office, the idea has been bouncing around in my head. As a Bay Area native, I have always conceived of Alameda as a place of hope, albeit one not always fully realized. Given Ms. Johnson's background, temperament, and moral clarity, it is my deep conviction that she is uniquely prepared for this critical moment in Alameda history. For Alameda, for its residents, and for the cause of public safety more broadly, I hope you share my belief that hope and history rhyme in the candidacy of Venus D. Johnson.

Thank you for your consideration and I wish you the best of luck as you make your decision.

Very truly yours,



**Michael W. Redding**

January 2, 2025

Endorsement Letter: Venus D. Johnson for Alameda County District Attorney

Dear Alameda County Board of Supervisors,

I strongly endorse Venus D. Johnson for the appointment as Alameda County District Attorney. I have worked with Venus at the California Department of Justice for the better part of four years and know her to be a thoughtful, fair, and clear-eyed public servant, well positioned to lead the Alameda County District Attorney's Office and to serve her county with the same excellence that she currently serves the entire state.

Venus understands the significance and the responsibility in taking on a role of true public trust through an appointed leadership position, particularly one with a responsibility for public safety, criminal justice and its reforms, and civil rights. In her role as Chief Deputy Attorney General, Venus puts service to The People front and center in her work, decision making, and priorities. Venus also knows that common purpose is essential to public service: to building public trust in an office, to retaining a talented team, and to carrying out the work that has been entrusted to such a team. I am confident that Venus will carry the same integrity and commitment to public service that has defined her career thus far into her role as Alameda County District Attorney.

In my current role leading Attorney General Bonta's economic justice work, I regularly have the opportunity to see the collaborative work that our office can do with district attorneys up and down the state. In addition to being on the front lines of public safety, the district attorneys are essential partners to the state and also have their own important authority to enforce California's consumer protection and antitrust laws. Venus understands this dual role of the district attorney. If appointed as Alameda County District Attorney, Venus will be a welcome, collaborative, and excellent partner to state and local officials in addressing harms to consumers and unlawful constraints of robust economic development in Alameda County.

Venus has my robust endorsement as Alameda County District Attorney. She will serve well the people of Alameda County and is immensely qualified for the appointment. Please reach out if you have any questions or would like to discuss further.

All the best,

Eleanor Blume  
San Francisco, CA

## **Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

I/~~We~~, (members of Kenneth Mitsud <sup>my</sup>), offer our enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

With nearly 20 years of experience in legal, law enforcement, and criminal justice leadership, Ms. Johnson is uniquely positioned to serve as a fair, effective, and community-focused leader for the Alameda County District Attorney's Office. Her deep ties to Alameda County, her commitment to public safety, and her extensive management experience across multiple levels of government make her the ideal candidate to lead this office into the future.

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Ms. Johnson began her legal career in the Alameda County District Attorney's office, where she served as a Deputy District Attorney for eight years. She served her community with pride and gained a more intimate and deeper understanding of the challenges facing Alameda County. Ms. Johnson then went on to serve in the executive office of Attorney General Kamala D. Harris as Associate Attorney General where she oversaw AG Harris' executive team and served as a senior legal and policy advisor in a number of areas, including civil, criminal, consumer protection, e-crimes, and environmental law.

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For all the reasons laid out in this letter, we strongly support Venus D. Johnson for District Attorney of Alameda County. We believe her breadth of leadership experience, legal expertise, and moral vision make her the best candidate to lead the office into a new era—one that prioritizes safety, transparency, accountability, and collaboration.

## **Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

We, Jill Habig and Addisu Demissie, Alameda County residents, offer our enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

We have known Venus for 12 years. Jill worked closely with her for 4 years in then-Attorney General Kamala Harris's executive office, and Addisu for the last 2 as an external political advisor to her current boss, Attorney General Rob Bonta. We have seen her leadership, her legal acumen, her compassion, and her vision for public safety every day over those years. Jill and Venus worked together to combat human trafficking and sexual assault, advance safe technology for women and girls, and protect consumers from corporate fraud. Addisu has personally seen her exceptional ability to navigate complex legal, political, and administrative issues while ensuring that both law enforcement and the public receive fair and equitable treatment.

As residents of Alameda County District 5 for over 15 years, there is no one we could imagine who would be better positioned to lead the DA's office than Venus. With nearly 20 years of experience in legal, law enforcement, and criminal justice leadership, she is uniquely positioned to serve as a fair, effective, and community-focused leader for the Alameda County District Attorney's Office. Her deep ties to Alameda County, her commitment to public safety, and her extensive management experience across multiple levels of government make her the ideal candidate to lead this office into the future.

Ms. Johnson began her legal career in the Alameda County District Attorney's office, where she served as a Deputy District Attorney for eight years. She served her community with pride and gained a more intimate and deeper understanding of the challenges facing Alameda County. Ms. Johnson then went on to serve in the executive office of Attorney General Kamala D. Harris as Associate Attorney General where she oversaw AG Harris' executive team and served as a senior legal and policy advisor in a number of areas, including civil, criminal, consumer protection, e-crimes, and environmental law.

With statewide leadership experience under her belt, Ms. Johnson later returned to serve the East Bay. Her role as Director of Public Safety for the City of Oakland under Mayor Libby Schaaf further solidified her ability to work across governmental agencies and with local communities to address safety and crime prevention issues, building trust through transparency and accountability. As Chief Assistant District Attorney for Contra Costa County DA Diana Becton, Ms. Johnson created the office's first Conviction Integrity Unit and Human Trafficking Unit, and played an integral role in the management of the DA's office and its budget. Through Jill's role as founder of a legal advocacy organization based in Oakland, Public Rights Project, she worked closely with Venus on a variety of public safety initiatives in Contra Costa, and saw the respect

she commanded from the District Attorney, line staff, and community members as both an expert and a visionary leader.

In her current role as Chief Deputy Attorney General to AG Rob Bonta, Ms. Johnson oversees multiple divisions, including Legal Affairs, Law Enforcement, Operations, and Policy. At the California Department of Justice, Ms. Johnson is respected by her colleagues as a skilled manager who is capable of overseeing large teams, managing a budget of \$1.3 billion, and fostering collaboration among diverse stakeholders.

Throughout her career, Ms. Johnson has shown an exceptional ability to build and maintain strong, collaborative relationships with law enforcement, advocacy groups, and community leaders alike. Her leadership has earned the respect of both law enforcement officials and criminal justice reformers, which we witnessed firsthand on countless occasions. Ms. Johnson believes we can continue to reform our criminal justice for the better, but reform should not and cannot come at the expense of public safety. If appointed DA of Alameda County, Ms. Johnson's top priority will be to foster an environment where all residents, children, business owners, and visitors feel safe in our community. As a resident, we know she will create an environment where everyone in the county can thrive.

In addition to her strong moral compass and demonstrated commitment to serving the East Bay, what sets Ms. Johnson apart from other candidates is that she is an effective administrator who has successfully managed large offices, budgets, and teams. She has a proven track record of attracting and retaining talented attorneys who are passionate about serving the public and are committed to upholding the highest standards of justice. Ms. Johnson has a vision for building a DA's office where the people working within it share a common purpose and passion: to ensure that justice is served, victims have a voice, communities are safe, and that the people of Alameda County feel seen and heard.

For all the reasons laid out in this letter, we strongly support Venus D. Johnson for District Attorney of Alameda County. We believe her breadth of leadership experience, legal expertise, and moral vision make her the best candidate to lead the office into a new era—one that prioritizes safety, transparency, accountability, and collaboration. We would be proud to have her as our District Attorney and look forward to working with her in that role.

Sincerely,

Jill E. Habig & Addisu S. Demissie

Alameda County Residents, D5



## **Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

I, ( \_\_\_\_Lisha Bell\_\_\_\_), offer my enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

I have known Ms. Johnson since our collegiate years when we were both chapter presidents of our sorority, Delta Sigma Theta, in Los Angeles. Since that time, I moved to Oakland, became very close knit with the her family, with my child attending Betty's Children Academy, her mother and father's childcare center and pre-school in Oakland. This center is just another example of her family's long standing commitment to excellence by educating children in Oakland. In my 20 plus years as a Oakland resident, property owner, landlord, investor and small business owner, I believe it's time for a change that will make our city and county a safe space we can reside with ease. For these reasons, I am happy to support someone who not only has my trust but can gain the respect of this county with deliberate and intentional policy and enforcement. This is her life's works and her professional accomplishments showcase her steadfast intention and tenacity.

With nearly 20 years of experience in legal, law enforcement, and criminal justice leadership, Ms. Johnson is uniquely positioned to serve as a fair, effective, and community-focused leader for the Alameda County District Attorney's Office. Her deep ties to Alameda County, her commitment to public safety, and her extensive management experience across multiple levels of government make her the ideal candidate to lead this office into the future.

Venus D. Johnson was born and raised in Oakland, and her roots in this community are both personal and professional. Her mother emigrated to the United States in the mid-1970s and made Oakland her home. Ms. Johnson's father, born and raised in West Oakland, was a correctional officer with the Oakland Police Department. She spent many days after school in the OPD cafeteria with her father's colleagues, hearing their stories and learning about their experiences serving the Oakland community. Her father embodied what it meant to be a public servant.

Ms. Johnson began her legal career in the Alameda County District Attorney's office, where she served as a Deputy District Attorney for eight years. She served her community with pride and gained a more intimate and deeper understanding of the challenges facing Alameda County. Ms. Johnson then went on to serve in the executive office of Attorney General Kamala D. Harris as Associate Attorney General where she oversaw AG Harris' executive team and served as a senior legal and policy advisor in a number of areas, including civil, criminal, consumer protection, e-crimes, and environmental law.

With statewide leadership experience under her belt, Ms. Johnson later returned to serve the East Bay. Her role as Director of Public Safety for the City of Oakland under Mayor Libby Schaaf further solidified her ability to work across governmental agencies and with local communities to

address safety and crime prevention issues, building trust through transparency and accountability. As Chief Assistant District Attorney for Contra Costa County DA Diana Becton, Ms. Johnson created the office's first Conviction Integrity Unit and Human Trafficking Unit, and played an integral role in the management of the DA's office and its budget.

In her current role as Chief Deputy Attorney General to AG Rob Bonta, Ms. Johnson oversees multiple divisions, including Legal Affairs, Law Enforcement, Operations, and Policy. Her leadership experience at both the state and county level has given her an exceptional ability to navigate complex legal and administrative issues while ensuring that both law enforcement and the public receive fair and equitable treatment. At the California Department of Justice, Ms. Johnson is respected by her colleagues as a skilled manager who is capable of overseeing large teams, managing a budget of \$1.3 billion, and fostering collaboration among diverse stakeholders.

Throughout her career, Ms. Johnson has shown an exceptional ability to build and maintain strong, collaborative relationships with law enforcement, advocacy groups, and community leaders alike. Her leadership has earned the respect of both law enforcement officials and criminal justice reformers. Ms. Johnson believes we can continue to reform our criminal justice for the better, but reform should not and cannot come at the expense of public safety. If appointed DA of Alameda County, Ms. Johnson's top priority will be to foster an environment where all residents, children, business owners, and visitors feel safe in our community.

In addition to her strong moral compass and demonstrated commitment to serving the East Bay, what sets Ms. Johnson apart from other candidates is that she is an effective administrator who has successfully managed large offices, budgets, and teams. She has a proven track record of attracting and retaining talented attorneys who are passionate about serving the public and are committed to upholding the highest standards of justice. Ms. Johnson has a vision for building a DA's office where the people working within it share a common purpose and passion: to ensure that justice is served, victims have a voice, communities are safe, and that the people of Alameda County feel seen and heard.

For all the reasons laid out in this letter, I strongly support Venus D. Johnson for District Attorney of Alameda County. We believe her breadth of leadership experience, legal expertise, and moral vision make her the best candidate to lead the office into a new era—one that prioritizes safety, transparency, accountability, and collaboration.



Lisha Bell

## **Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

I, Reygan Cunningham, Co-Director of the California Partnership for Safe Communities, and District 4 resident, offer my enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

With nearly 20 years of experience in legal, law enforcement, and criminal justice leadership, Ms. Johnson is uniquely positioned to serve as a fair, effective, and community-focused leader for the Alameda County District Attorney's Office. Her deep ties to Alameda County, her commitment to public safety, and her extensive management experience across multiple levels of government make her the ideal candidate to lead this office into the future.

Venus D. Johnson was born and raised in Oakland, and her roots in this community are both personal and professional. Her mother emigrated to the United States in the mid-1970s and made Oakland her home. Ms. Johnson's father, born and raised in West Oakland, was a correctional officer with the Oakland Police Department. She spent many days after school in the OPD cafeteria with her father's colleagues, hearing their stories and learning about their experiences serving the Oakland community. Her father embodied what it meant to be a public servant.

Ms. Johnson began her legal career in the Alameda County District Attorney's office, where she served as a Deputy District Attorney for eight years. She served her community with pride and gained a more intimate and deeper understanding of the challenges facing Alameda County. Ms. Johnson then went on to serve in the executive office of Attorney General Kamala D. Harris as Associate Attorney General where she oversaw AG Harris' executive team and served as a senior legal and policy advisor in a number of areas, including civil, criminal, consumer protection, e-crimes, and environmental law.

With statewide leadership experience under her belt, Ms. Johnson later returned to serve the East Bay. Her role as Director of Public Safety for the City of Oakland under Mayor Libby Schaaf further solidified her ability to work across governmental agencies and with local communities to address safety and crime prevention issues, building trust through transparency and accountability. As Chief Assistant District Attorney for Contra Costa County DA Diana Becton, Ms. Johnson created the office's first Conviction Integrity Unit and Human Trafficking Unit, and played an integral role in the management of the DA's office and its budget.

In her current role as Chief Deputy Attorney General to AG Rob Bonta, Ms. Johnson oversees multiple divisions, including Legal Affairs, Law Enforcement, Operations, and Policy. Her leadership experience at both the state and county level has given her an exceptional ability to navigate complex legal and administrative issues while ensuring that both law enforcement and the public receive fair and equitable treatment. At the California Department of Justice, Ms. Johnson is respected by her colleagues as a skilled manager who is capable of overseeing large

teams, managing a budget of \$1.3 billion, and fostering collaboration among diverse stakeholders.

Throughout her career, Ms. Johnson has shown an exceptional ability to build and maintain strong, collaborative relationships with law enforcement, advocacy groups, and community leaders alike. Her leadership has earned the respect of both law enforcement officials and criminal justice reformers. Ms. Johnson believes we can continue to reform our criminal justice for the better, but reform should not and cannot come at the expense of public safety. If appointed DA of Alameda County, Ms. Johnson's top priority will be to foster an environment where all residents, children, business owners, and visitors feel safe in our community.

In addition to her strong moral compass and demonstrated commitment to serving the East Bay, what sets Ms. Johnson apart from other candidates is that she is an effective administrator who has successfully managed large offices, budgets, and teams. She has a proven track record of attracting and retaining talented attorneys who are passionate about serving the public and are committed to upholding the highest standards of justice. Ms. Johnson has a vision for building a DA's office where the people working within it share a common purpose and passion: to ensure that justice is served, victims have a voice, communities are safe, and that the people of Alameda County feel seen and heard.

For all the reasons laid out in this letter, I strongly support Venus D. Johnson for District Attorney of Alameda County. I believe her breadth of leadership experience, legal expertise, and moral vision make her the best candidate to lead the office into a new era—one that prioritizes safety, transparency, accountability, and collaboration.

# ANDRUS ANDERSON LLP

December 30, 2024

Alameda County Board of Supervisors

Re: Endorsement of Venus D. Johnson for Alameda County District Attorney

To Whom it May Concern:

I write to offer my enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

I have known Venus Johnson for nearly ten years. Throughout that time, I have always been impressed with her commitment to our community. Her drive and determination are evident.

Her resume demonstrates that she has years of relevant, and successful, legal experience. Her considerable time spent managing large budgets, projects and personnel makes her the perfect candidate.

As an attorney and the owner of a law firm, I know what it takes to prosecute cases and to work with a team to ensure justice is done. As an active member of Oakland's community—and having served on Oakland's Budget Advisory Committee for years—I know what it takes to truly give back to your community. Venus embodies these ideals.

Alameda County would be well served by her intelligence, her training, and, most importantly, by her demonstrated leadership. I am honored to offer my support.

Kind regards,



Lori E. Andrus

## **Endorsement Letter Venus D. Johnson for Alameda County District Attorney**

I, Vaughn Crandall, offer my enthusiastic endorsement of Venus D. Johnson to be appointed as the next District Attorney of Alameda County.

With nearly 20 years of experience in legal, law enforcement, and criminal justice leadership, Ms. Johnson is uniquely positioned to serve as a fair, effective, and community-focused leader for the Alameda County District Attorney's Office. Her deep ties to Alameda County, her commitment to public safety, and her extensive management experience across multiple levels of government make her the ideal candidate to lead this office into the future.

Venus D. Johnson was born and raised in Oakland, and her roots in this community are both personal and professional. Her mother emigrated to the United States in the mid-1970s and made Oakland her home. Ms. Johnson's father, born and raised in West Oakland, was a correctional officer with the Oakland Police Department. She spent many days after school in the OPD cafeteria with her father's colleagues, hearing their stories and learning about their experiences serving the Oakland community. Her father embodied what it meant to be a public servant.

Ms. Johnson began her legal career in the Alameda County District Attorney's office, where she served as a Deputy District Attorney for eight years. She served her community with pride and gained a more intimate and deeper understanding of the challenges facing Alameda County. Ms. Johnson then went on to serve in the executive office of Attorney General Kamala D. Harris as Associate Attorney General where she oversaw AG Harris' executive team and served as a senior legal and policy advisor in a number of areas, including civil, criminal, consumer protection, e-crimes, and environmental law.

With statewide leadership experience under her belt, Ms. Johnson later returned to serve the East Bay. Her role as Director of Public Safety for the City of Oakland under Mayor Libby Schaaf further solidified her ability to work across governmental agencies and with local communities to address safety and crime prevention issues, building trust through transparency and accountability. As Chief Assistant District Attorney for Contra Costa County DA Diana Becton, Ms. Johnson created the office's first Conviction Integrity Unit and Human Trafficking Unit, and played an integral role in the management of the DA's office and its budget.

In her current role as Chief Deputy Attorney General to AG Rob Bonta, Ms. Johnson oversees multiple divisions, including Legal Affairs, Law Enforcement, Operations, and Policy. Her leadership experience at both the state and county level has given her an exceptional ability to navigate complex legal and administrative issues while ensuring that both law enforcement and the public receive fair and equitable treatment. At the California Department of Justice, Ms. Johnson is respected by her colleagues as a skilled manager who is capable of overseeing large



teams, managing a budget of \$1.3 billion, and fostering collaboration among diverse stakeholders.

Throughout her career, Ms. Johnson has shown an exceptional ability to build and maintain strong, collaborative relationships with law enforcement, advocacy groups, and community leaders alike. Her leadership has earned the respect of both law enforcement officials and criminal justice reformers. Ms. Johnson believes we can continue to reform our criminal justice for the better, but reform should not and cannot come at the expense of public safety. If appointed DA of Alameda County, Ms. Johnson's top priority will be to foster an environment where all residents, children, business owners, and visitors feel safe in our community.

In addition to her strong moral compass and demonstrated commitment to serving the East Bay, what sets Ms. Johnson apart from other candidates is that she is an effective administrator who has successfully managed large offices, budgets, and teams. She has a proven track record of attracting and retaining talented attorneys who are passionate about serving the public and are committed to upholding the highest standards of justice. Ms. Johnson has a vision for building a DA's office where the people working within it share a common purpose and passion: to ensure that justice is served, victims have a voice, communities are safe, and that the people of Alameda County feel seen and heard.

For all the reasons laid out in this letter, I strongly support Venus D. Johnson for District Attorney of Alameda County. We believe her breadth of leadership experience, legal expertise, and moral vision make her the best candidate to lead the office into a new era—one that prioritizes safety, transparency, accountability, and collaboration.

Sincerely,

Vaughn Crandall

26598 Jane Avenue

Hayward, California 94544

December 30, 2024

**Letter Venus D. Johnson for Alameda County District Attorney**

Dear Alameda County Supervisors,

I, Andrew W. Houston, am honored to offer my unequivocal and enthusiastic endorsement of Venus D. Johnson as the next District Attorney of Alameda County. Ms. Johnson's nearly two decades of exemplary service in legal, law enforcement, and criminal justice leadership make her uniquely qualified to lead the Alameda County District Attorney's Office with integrity, vision, and an unwavering commitment to justice.

My experience working alongside Venus as a past board member of the Charles Houston Bar Association (CHBA) has provided me with firsthand insight into her extraordinary leadership, dedication, and commitment to service. Venus's contributions to CHBA, including being President in 2012, were instrumental in advancing the organization's mission to promote justice, equity, and professional development within the legal community. She consistently brought innovative ideas to the table and demonstrated a remarkable ability to inspire collaboration among board members and stakeholders. Her integrity and decisiveness made her a trusted voice in challenging discussions, and her unwavering focus on community-centered solutions set her apart as a leader.

Born and raised in Oakland, Ms. Johnson's deep roots in our community give her a profound understanding of the challenges and opportunities facing Alameda County. Her upbringing was shaped by the values of service and dedication instilled by her parents: her mother, an immigrant who chose Oakland as her home, and her father, a West Oakland native and correctional officer with the Oakland Police Department. From an early age, Ms. Johnson absorbed the ethos of public service, spending time alongside her father's colleagues and listening to their stories about serving the Oakland community.

Ms. Johnson began her distinguished legal career in the Alameda County District Attorney's Office, serving for eight years as a Deputy District Attorney. This role allowed her to develop a nuanced understanding of the justice system and the complex issues impacting our residents. She then took her expertise to the state level, serving as Associate Attorney General under then-Attorney General Kamala D. Harris. In this capacity, she oversaw the Attorney General's executive team and provided critical legal and policy guidance on a wide range of areas, including consumer protection, environmental law, and criminal justice.

Her dedication to serving the East Bay community brought her back to Oakland, where she served as Director of Public Safety under Mayor Libby Schaaf. In this role, Ms. Johnson demonstrated her extraordinary ability to foster collaboration between governmental agencies and community stakeholders, addressing crime prevention and public safety with transparency and accountability.

As Chief Assistant District Attorney in Contra Costa County, Ms. Johnson further cemented her reputation as an innovative and forward-thinking leader. She spearheaded the creation of the county's first

Conviction Integrity Unit and Human Trafficking Unit, while also managing the office's operations and budget with precision and effectiveness.

In her current role as Chief Deputy Attorney General to Attorney General Rob Bonta, Ms. Johnson oversees critical divisions, including Legal Affairs, Law Enforcement, and Operations, managing a \$1.3 billion budget and leading large, multidisciplinary teams. Her statewide leadership experience and ability to navigate complex legal and administrative challenges make her an unparalleled choice for Alameda County District Attorney.

Ms. Johnson's exceptional ability to build trust and foster collaboration across diverse constituencies—law enforcement, advocacy groups, and community leaders—has earned her widespread respect. She is a leader who balances justice reform with a steadfast commitment to public safety, ensuring that accountability and equity go hand in hand.

If appointed as District Attorney of Alameda County, Ms. Johnson will prioritize creating an environment where every resident, child, business owner, and visitor feels secure. Her proven administrative expertise, ability to attract and retain top legal talent, and passion for fostering a unified and purpose-driven office are precisely what Alameda County needs to address today's challenges and build a brighter future.

Beyond her professional acumen, Venus has a profound understanding of the issues facing Alameda County residents. Her empathy, combined with her strategic approach, equips her to address complex challenges effectively. Whether advocating for marginalized communities, supporting initiatives that promote economic development, or fostering partnerships to expand access to resources, Venus has consistently proven her ability to translate vision into action.

Her passion for public service is matched only by her work ethic. I have seen Venus dedicate countless hours to ensuring CHBA's programs meet the highest standards of excellence, reflecting her broader commitment to improving the lives of others. She possesses the unique ability to lead with both heart and pragmatism, making her exceptionally well-suited to the role of Alameda County District Attorney.

For all these reasons, I strongly and wholeheartedly support Venus D. Johnson for Alameda County District Attorney. Her unparalleled experience, vision for justice, and deep commitment to our community make her the ideal leader to usher in a new era of transparency, accountability, and safety for all. Please do not hesitate to contact me at [andrewwhouston@gmail.com](mailto:andrewwhouston@gmail.com) should you require any additional information.

In solidarity,

*Andrew W. Houston*

Andrew W. Houston, Esq.

Alameda County and City of Oakland District 4 Resident

**Ursula Jones Dickson**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

*\* see attachments*

### A. General Information

1. Applicant Name: *Ursula Jones* All Other Names Used in Past:

2. Residential Address: *Dickson*

3. Email Address: Phone Number:

4. Work Address:

5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you.

7. \*Are you a registered voter in Alameda County? For how long?

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

8. Do you presently reside in Alameda County? For how long?

9. \*Are you admitted to practice in the Supreme Court of the State of California?

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
-------------	-------	------------------------

a.

b.

c.

d.

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes?

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

1. Employer                      Position                      Dates Employed

a.

b.

c.

d.

2. Who is your current employer?

If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26:070 imposes limitations on the private practice of law by the District Attorney)

If yes, please explain.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization                      Role                      Dates

a.

b.

c.

d.

e.



2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

a.

b.

c.

d.

3. Have you held public office (elected or appointed)?

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

2. What would be your three highest priorities or areas of interest as District Attorney?

3. Why is serving as District Attorney important to you?

Please note: This application, including all attachments, will be made available to the public in its entirety.

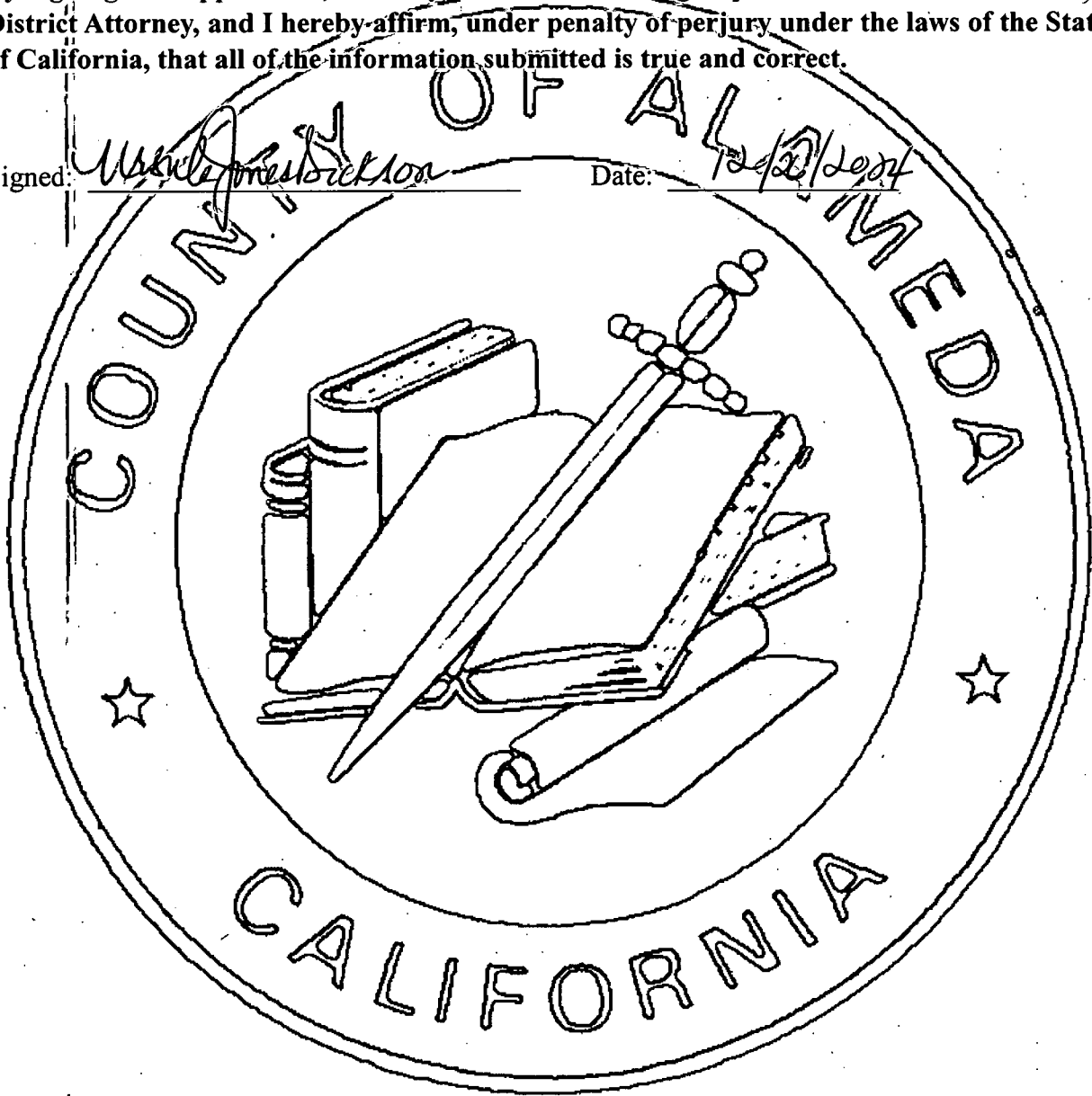
By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.

Signed:

*Wendy Peterson*

Date:

*12/2/2024*



## **A. General Information**

1. Ursula Jones Dickson  
Ursula Jones
2. The application states that the completed application, and all attachments, will be made available to the public in its entirety. My address and phone numbers are confidential pursuant to California Government Code Section 6254.21(c). A Judge's home address and phone numbers are protected from public display. The section requires websites to remove from public display the home address or phone number of any elected or appointed official who makes a written demand to the website. As this application will be posted online for public viewing, I am making the demand for my address not to be displayed as a part of this application process. I will leave my phone number listed here. I live in the City of Oakland, and have for the past 23 years. I will provide a separate sheet with address information for the members of the Board of Supervisors upon request.
- 3.
- 4.
- 5.
6. Either email listed and are best for contact.
7. I have been a registered voter since 1986, and in Alameda County since 2002.  
  
I have voted in all primary and general elections in Alameda County over the past 10 years.
8. I have resided in Alameda County from 2001 to present. I lived in Contra Costa County briefly between 1997 and 2001. I also resided in Alameda County from 1986 until 1997. I have lived in Oakland for the past 23 years.
9. I was admitted to practice law in California in 1998. My Bar number is 200282. I have been inactive with the California State Bar since I was elevated to the Alameda County Superior Court in 2013. I cannot be considered a licensee of the State Bar while in office. Upon resignation from the bench, I am eligible to again be a current member of the California Bar.

10. a) Banning High School, Wilmington, CA      1983-1986      High School Diploma
- b) University of California at Berkeley      1986-1990      Bachelor of Arts in Sociology
- c) University of San Francisco School of Law 1995-1998      Juris Doctor

11. I have not been convicted, or charged with any crimes.

**B. Professional/Work History (past 10 years)**

1.

State of California	Superior Court Judge – Alameda County	2013-present
Alameda County D.A.'s Office	Deputy District Attorney	1998-2013
(See attached CV for details)		

2. My current employer is the State of California. I would be required to resign my appointment as Superior Court Judge before accepting appointment as District Attorney. That can be accomplished in a short period after receiving notice of the decision by the Board of Supervisors.

**C. Community Involvement**

1. Most of my community involvement over the last 10 years has been through the courts, to include the following:

Alameda County Superior Court Juvenile Committee Chair. (2019-2022)

Member of the Alameda County Superior Court Executive Committee Member. (2019-2022)

Member of the Alameda County Collaborative Court Committee. (2019-2023)

Member of the Alameda County Access Committee. (2024)

Member of the Family Treatment Court Committee. (2019-2022)

Faculty/Presenter – Alameda County District Attorney Justice Academy. (2016 & 2017)

2.
  - a. NAACP Hayward/South County – I have been involved in various activities on behalf of the organization including swearing ins, educational panels, and graduation ceremonies.
  - b. The Center for Judicial Education and Research faculty and contributor.
  - c. Panelist for various Law School educational panels.
  - d. Alameda County Court Interview Committee.
  - e. Keynote speaker for California State University East Bay Black Graduation ceremony.
  - f. Beyond the Bench legal conference Faculty.
  - g. Alameda County Judicial Mentor.
  - h. High School panelist and presenter for various career days.
  - i. Court Appointed Special Advocate graduation MOU review and swearing in ceremonies.
  - j. University of San Francisco Judges of Color Panel. (2019)
3. I was appointed to the Alameda County Superior Court in 2013, and have been up for re-election 2 times since that appointment. (2016 & 2022) I was not challenged either time and have held this office for the last 11 years.
4. See answer above in #3. I have only been appointed and re-elected.

**D. Statement of Interest**

1. My 26-year career in the Alameda County Courts uniquely positions me for the District Attorney role. As a prosecutor for 15 years, I handled a diverse caseload, including misdemeanors, complex felonies, and juvenile matters. Appointed to the bench in 2013, I served in criminal, juvenile, and dependency courts. From 2015 to 2023, I held supervisory roles, culminating as Presiding Judge of Juvenile Court, where I oversaw all operations and services within the Juvenile system.

2. As District Attorney, I will prioritize public safety and victim rights. I will conduct a comprehensive review of the office's budget, training programs, and internal dynamics to foster a collaborative and efficient work environment.

3. My deep understanding of the Alameda County courts, gained through both prosecutorial and judicial experience, provides a comprehensive perspective on the justice system. I am committed to rebuilding trust within the office and with the community, fostering a positive and collaborative relationship with law enforcement and the courts, and delivering effective and equitable justice for all. My 26-year dedication to Alameda County, both professionally and personally, fuels my desire to lead the District Attorney's Office and contribute to a just and safe community.



**Honorable Ursula Jones Dickson  
Alameda County Superior Court Judge**

**LEGAL EXPERIENCE**

**Superior Court Judge - Juvenile Division**

*Alameda County Superior Court*

1/2023-present

- Presiding over Juvenile Dependency hearings and trials.
- Conduct Detention and Jurisdiction/Disposition hearings for families in the Child Welfare system.
- Supervise Non-Minor Dependent youth between ages 18-21.
- Manage a Family Treatment Court (Collaborative Court) for parents with substance abuse issues who have had their children removed by Social Services.
- Review and evaluate Social Services and criminal warrants.
- Review applications for psychotropic medication for youth under the jurisdiction of the court.
- Conduct Adoptions and legal guardianship permanency hearings.
- Member of the Juvenile Court Committee.
- Member of the Alameda County Court Access Committee.
- Consult on WIC 827 and WIC 828 petitions for release of confidential records.

**Presiding Judge of the Juvenile Court - Alameda County Superior Court**

*Alameda County Superior Court*

6/2019 – 12/2022

- Managed all Dependency and Juvenile Justice operations in the Alameda County Superior Court.
- Supervised all Juvenile Court Judges at the Juvenile Justice Center.
- Worked with the Presiding Judge of the Court to ensure sufficient resources were assigned to the Juvenile Court.
- Managed the Collaborative Family Drug Court for parents with substance abuse issues.
- Handled a daily Dependency Calendar including trials, motions, status reviews and detentions.
- Responsible for WIC 827 and WIC 828 reviews for evaluation of confidential records for release.
- Reviewed all Probable Cause Declarations involving juveniles for the entire county.
- Conducted annual reviews of Juvenile Hall.
- Responsible for supervising work of the JJDCP (Juvenile Justice Delinquency Prevention Commission).
- Reviewed and evaluated Social Services and Criminal warrants.
- Member of the Alameda County Superior Court Executive Committee.
- Chair of the Alameda County Juvenile Court Committee.
- Conducted Adoptions for Dependency matters.
- Member of the Alameda County Superior Court Collaborative Court Committee.
- Worked closely with the Chief of Probation to ensure services provided were appropriate, and facilities managed by probation were safe and suitable.
- Worked closely with Alameda County Social Services to review and evaluate services provided to Dependency parents.
- Assisted in interviewing and hiring process for interim chief of probation position.
- Created protocol and procedure for how to maintain Juvenile Dependency and Delinquency operations during COVID, including introducing remote technology to juvenile proceedings.
- Led the employment search for new court appointed counsel for Dependency courts in partnership with the Judicial Council.

**Assistant Presiding Judge – Juvenile Division***Alameda County Superior Court*

1/2015 – 6/2019

- Assistant Presiding Judge of Juvenile.
- Supervising Judge – Juvenile Dependency, Alameda County Courts.
- Handled Dependency Cases from inception to termination, including detention hearings, Jurisdiction Hearings, Disposition hearings, contested hearings, trials, and adoptions.
- Responsible for managing a Collaborative Family Drug Court that assisted parents in the Dependency courts with substance abuse issues, and support around reunifying with their children.
- Managed a Collaborative Juvenile Delinquency Girls Court specifically assisting Commercially Sexually Exploited minors with Delinquency cases.

**Superior Court Judge, General Criminal Division***Alameda County Superior Court*

12/2013 – 12/2014

- Presided over a criminal court handling jury trials, preliminary hearings, and criminal motions.
- Managed the Collaborative Parolee Reentry Court while assisting clients access resources to assist in their reentry from incarceration back into society.
- Reviewed Criminal warrants presented by various police departments.
- Member of the Criminal Committee of the Alameda County Superior Court

**Deputy District Attorney***Alameda County District Attorney's Office*

2/1999 – 12/2013

- Handled all arraignments and bail motions in Northern Alameda County.
- Prosecuted multiple misdemeanor and felony trials to a jury, including murders, pimping and pandering of minors, sexual assaults, robberies, domestic violence, and burglaries.
- Successfully argued hundreds of hearings, including probation violations, in limine motions, law and motion matters, preliminary hearings and juvenile court proceedings.
- Selected to misdemeanor domestic violence prosecution team.
- Handled contested jurisdictional hearings at the Juvenile Justice Center, including motions to determine whether juveniles should be charged as adults.
- Charged Cases in the Juvenile Division of the District Attorney's Office.
- Handled all Sentencing and Certification Hearings in Northern Alameda County.
- Helped to create policy and protocol around best practices for serving the needs of Commercially Sexually Exploited Children (CSEC) within Alameda County.

**EDUCATION****University of San Francisco School of Law, San Francisco, CA**

J.D., May 1998

**University of California at Berkeley, Berkeley, CA**

B.A. Sociology, May 1990

**PROFESSIONAL****Current**

- NADCP (National Association of Drug Court Professionals)
- California Judges Association
- Alameda County Bar Association
- NAACP (National Association for the Advancement of Colored People)
- California Association of Black Lawyers –Judicial Section

**Past**

- State Bar of California (Bar Number 200282 – Currently Inactive because of Judicial status)

**COMMUNITY - LEGAL AND AT-LARGE**

- CJER (California Judicial Education & Research) Faculty.
- CJER Webinar contributor.
- Judicial Council Commercially Sexually Exploited Children Summit panelist.
- Keynote Speaker – California State University East Bay – African American graduation.
- Keynote speaker – Hayward Unified School District African American Student Achievement Ceremony.
- Legal Panel Participant at University of San Francisco School of Law, Berkeley Law School, and Hastings School of the Law.
- Keynote Speaker – NOBLE (National Association of Black Law Enforcement).
- Beyond the Bench statewide legal conference faculty member.
- Host to Zambian Delegation government representatives.
- Charles Houston Bar Association Honorable Thelton E. Henderson Judicial Excellence Award
- Panelist Berkeley Law School career panel.
- Panelist Hastings (San Francisco) Law School career panelist.
- CASA (Court Appointed Special Advocate) MOU reviews and swearing ins.
- Served on Alameda County Interview Committee for commissioners.
- Hiring Committee for Alameda County Interim Probation officer.
- Facilitated hiring process for Court appointed panel for Dependency cases with Judicial Council.
- SB 823 Committee member.
- Panel member for various High School Career Days.

**LaTricia D. Louis**

### **Application for Appointment as District Attorney**

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

#### **A. General Information**

1. Applicant Name: LaTricia D. Louis All Other Names Used in Past: L.D. Louis

2. Residential Address: Oakland, CA 94605

3. Email Address: Phone Number:

4. Work Address:

5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you. email & phone

7. \*Are you a registered voter in Alameda County? YES For how long? 28 yrs.

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

YES

8. Do you presently reside in Alameda County? For how long? 28 yrs.

YES

9. \*Are you admitted to practice in the Supreme Court of the State of California?

YES

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
a. Chino High School	1989-92	High School Diploma
b. Howard University	1992-96	Bachelor of Arts, Political Science Bachelor of Arts, Spanish
c. UC Berkeley School of Law	1996-99	Juris Doctorate
d.		

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? NO

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

- | 1. Employer | Position  | Dates Employed              |
|-------------|---|-----------------------------|
| a.          | Office of the County Counsel, Alameda County - Deputy County Counsel          | (January 2023 - Present)    |
| b.          | Office of the District Attorney, Alameda County - Assistant District Attorney | (March 2000 - January 2023) |
| c.          |   |                             |
| d.          |   |                             |

2. Who is your current employer? Alameda County

If appointed, do you intend to continue your current employment? NO

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain.

I will remain a County employee. However, I will transfer between departments if selected as the next District Attorney.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years. PLEASE SEE ATTACHMENT.

- | Organization | Role | Dates |
|--------------|------|-------|
| a.           |      |       |
| b.           |      |       |
| c.           |      |       |
| d.           |      |       |
| e.           |      |       |



2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement. PLEASE SEE ATTACHMENT.

a.

b.

c.

d.

3. Have you held public office (elected or appointed)?

Yes. I was appointed to the Alameda County Mental Health Advisory Board by Supervisor Nate Miley. I was appointed to be a Deputy District Attorney (by Tom Orloff) in 2000 and then an Assistant District Attorney (by Nancy O'Malley) in 2018.

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

Yes. I ran for a seat on the Alameda County Democratic Party Central Committee, Assembly District 18, in March of 2020. I was not elected.

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney? See Attachment.
2. What would be your three highest priorities or areas of interest as District Attorney?  
See Attachment.
3. Why is serving as District Attorney important to you? See Attachment.

**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: J D Lewis

Date: 1/3/2025

# APPLICATION FOR DISTRICT ATTORNEY

## **Section C: Community Involvement**

### **1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.**

California District Attorneys Association member 2000-2022. I've served with distinction as a leader within the CDAA for more than two decades. My work has included:

- a. Teaching and Training. I created a four-part webinar series for the organization that has instructed hundreds of prosecutors and government lawyers across the state on the basics of most forms of involuntary civil commitment. I also acted as the technical advisor for two conferences focused on mental health issues in the criminal justice system put on by the organization. Each of these conferences were attended by 80+ attorneys from District Attorney Offices but also from the Department of State Hospitals, the Department of Justice and the Department of Developmental Disability Services. As technical advisor, I developed the curriculum and identified all the presenters, including experts from across the state in their respective fields. Under my leadership, CDAA incorporated a curriculum for the first time on collaborative courts and alternatives to incarceration. I provided instruction annually at the Sexually Violent Predator Symposium for several years on topics ranging from ethics to direct and cross examination of expert witnesses and legislative issues in the area. My years of mentorship with other prosecutors will help retain and attract the best talent in the District Attorney's office and create a cohesive work environment.
- b. Committee Work. I was Co-Chair for the Sexually Violent Predator Committee from 2019-2022. As Co-Chair, I attended a monthly meeting during the pandemic between the Department of State Hospitals and prosecutors around the state to ensure that involuntarily committed patients in the state hospital system were not denied due process as a result of the pandemic and received necessary services. I collaborated with other subject matter experts at both the state and county level regarding issues of policy and legislation in the mental health arena. The group was a regular collaborator with the Department of State Hospitals and the Department of Developmental Disabilities on issues related to policy and practice in involuntary civil commitments. My expertise in mental health and sexual assault prevention will be helpful in addressing some of the most pressing challenges Alameda County faces.
- c. Incompetent to Stand Trial "IST" Solutions Working Group. This group was formed by the Department of State Hospitals "DSH". I was identified as a statewide expert in the area of mental health law and involuntary civil commitment and IST litigation. I was invited along with judges, policy makers, defense attorneys and others to join the working group to develop solutions for the IST backlog and overcrowding at the state level. Our work

led to a report issued in 2022, and DSH developed a IST Diversion grant program. Alameda County received one of these grants. I then participated at the local level in the development and implementation of the associated local IST Diversion Program. My leadership in this and similar efforts led to me being identified as a subject matter expert at the national level, where I subsequently supplied expert testimony to the United States President's Commission on Law Enforcement and the Administration of Justice to their panel on Social Issues Impacting Public Safety (Mental Illness and Substance Use). I understand how to effectively deploy diversion programs that reduce crime and help offenders re-enter society, and I have a proven track record of securing the resources to make these programs a success and our community safer as a result.

Alameda County Mental Health Advisory Board "MHAB" 2017-22. I was appointed to the Board by Alameda County Supervisor Nate Miley and have been an impactful leader on the Board, including:

- a. Vice-Chair of MHAB, 2018-2022. During my time as Vice-Chair, I participated in the drafting of several reports and recommendations to the Board of Supervisors "BOS" regarding key issues confronting the county regarding mental health policy. We drafted a letter addressing funding to the jail for mental health services. We also conducted a deep dive into Behavioral Health data related to the mentally ill jail population. I co-presented the initial findings of the data dive to the BOS Health Committee with the MHAB Chair and co-wrote a report to the BOS detailing our findings. The report made four key recommendations to the Board: 1. Increase the capacity of residential treatment beds; 2. Prioritize the care of "high utilizers" of county mental health and criminal justice services; 3. Implement universal mental health and substance use disorder screening at booking into the jail; and 4. Enhance accountability and oversight of Community Based Organizations that are in contract with the county for the provision of mental health and substance use services. The report was used to inform subsequent recommendations from the Justice Involved Mental Health Taskforce "JIMH" and the subsequent next steps the county took in forming the Care First, Jail Last Taskforce.
- b. Chair MHAB Children's Committee, 2018-2021. I coordinated monthly meetings between the Behavioral Health Department and the community regarding treatment provided for minors and transitional aged youth. I collaborated with community partners to incorporate youth and family members with lived experience into the meetings and brought feedback to the Behavioral Health Department more in alignment with the actual needs of the population (Children and Transitional Age Youth) who were the subject of the services. Helping vulnerable youth and young adults find hope and opportunity is a passion of mine

American Inns of Court 2002-2024 (Emeritus Member 2017-2024). I contributed significantly to this organization including:

- a. Earl Warren Inn of Court "EWIOC" Board Member 2006-2017, President 2009-2010. While a member of the Board, I helped develop the Scholarship Program in honor of founding member D. Lowell Jensen, including creating the scholarship application, administering the application process and developing the fundraiser to assure future scholarship revenue. This scholarship has provided opportunities for people with diverse backgrounds and experiences to enter the legal profession.
- b. American Inns of Court National Board, Ninth Circuit Trustee. I ran a contested election, campaigning across all Ninth Circuit States to become the Ninth Circuit Trustee. I was a Trustee, serving from 2013-2017. During my time as Trustee, I brought the Pegasus Scholar Program to the western region for the first time. This is a foreign exchange program where we host barristers from the UK. As a part of the host responsibilities, I was tasked with developing the program of activities for the visiting barristers. In collaboration with appellate judges, attorneys and staff, I developed a program that included the barristers meeting with Chief Justice of the California Supreme Court, Tani Cantil-Sakauye, touring the historic California Supreme Court facilities and shadowing the legislative process in Sacramento. Under my leadership, I brought the President of the American Inns of Court to the western region for the first time to address a joint meeting of Northern California Inn members. I find these kinds of cross-collaborations help identify best practices in the legal profession.

Bay Area Black Prosecutors Association 2012-2019. Founding member and Vice-President of Planning 2012-2015; Co-President 2017-2019. I was a founding member, instrumental in recruiting new members to the organization and development of the structure and function of the organization. These kinds of support networks help ensure that we are able to attract prosecutors who reflect the diversity of the community we serve.

Charles Houston Bar Association board member 2012-2014. I received the President's Award in 2014 for my work with the organization as the Judicial Chair. I organized and put on the judicial reception and handled all endorsement requests for the organization that year. CHBA is an affiliate of the National Bar Association that helps give a voice to African American legal professionals and law students.

Alameda County Bar Association Volunteer Legal Services Corporation Executive Committee 2014. I received formal training in fundraising strategy and techniques and was successful in meeting the fundraising goals set by the organization. This program helps secure quality legal representation for individuals and organizations that would otherwise be unable to afford it.

**2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.**

In addition to the activities listed above that benefited both Alameda County but also other parts of the state and the country, I have served our community in the following additional ways:

Alameda County District Attorney's Office 2000-2023. I contributed extensively to the District Attorney's office, including:

- a. Litigation experience. I have resolved hundreds of cases and tried numerous cases to verdict as a prosecutor, including homicide, human trafficking, sexual assault, domestic violence, theft and DUI cases. In addition, I handled numerous involuntary civil commitment cases including Mentally Disordered Offenders, individuals not guilty by reason of insanity, Sexually Violent Predators, individuals incompetent to stand trial, LPS "Murphy" Conservatorships and individuals conserved due to developmental disability. My most recent high profile criminal litigation matter was *People v. John Cowell*, which I handled as co-counsel. This was a homicide case which involved the murder of Nia Wilson on BART and attracted widespread community and media attention. I was successful in ensuring that justice was served.
- b. Acquisition of resources. I have participated in the drafting of grants that brought millions of dollars to Alameda County. In addition to the Community Assessment, Referral and Engagement Services "CARES" Navigation Center grant which I discuss later in this document, I also obtained a commitment from the Board of Supervisors to allocate nine million dollars for expansion of the Navigation Center. I collaborated with colleagues in the Consumer and Environmental Division in obtaining a multimillion dollar grant to tackle dumping in Alameda County. I also worked with statewide partners on litigation that resulted in millions of dollars of reimbursement for work conducted on involuntary civil commitment cases at the county level.
- c. Multi-Disciplinary Forensic Team "MDFT" North County. The committee was originally formed by the BART Police Department to develop a vehicle to collaborate across many jurisdictions on individuals who appeared to be in mental health or substance use crisis and were encountering with multiple police departments. This group included representatives from Community Based Organizations "CBO", Alameda County Behavioral Health, most of the police departments in Alameda County, the District Attorney's Office, and representatives from various treatment facilities.

As a part of this committee, I was able to work with families of individuals who were experiencing mental health crises to connect them to community support. This work interfaced with families across socio-economic backgrounds and involved multilingual outreach. I was able to track individuals who were eligible into collaborative court programs and make available key mental health information to prosecutors in court to aid in proper decision-making regarding case resolution. Many of the individuals and families I worked with were successfully connected to supportive services and transitioned out of the criminal justice system.

Due to the challenges caused by the pandemic, BART was unable to continue to host the meeting. I took over hosting responsibility and began running the meeting from the District Attorney's Office as I saw the ongoing need for a forum for public safety and service providers to better serve individuals in crisis. I streamlined the form officers

needed to complete to refer individuals for supportive services, ensuring wider participation. I began inviting service providers to speak about how police could more efficiently refer individuals into the various programs, and I assigned District Attorney staff to support the work of the group. As a result, we began to see success with moving more of the chronic and repeat criminal justice contacts into treatment, off the streets, and out of the criminal justice system.

- d. Justice Involved Mental Health Taskforce "JIMH". This group started with the three-day Strategic Intercept Mapping "SIM" Meeting held in August of 2017. I went with a team of other mental health county stakeholders to a training in Alexandria VA in April 2018 to be a part of the key executive team that formed the Taskforce. The purpose of the Taskforce was to divert mentally ill individuals away from the criminal justice system at the earliest stage possible. I was invited to join the JIMH Steering Committee, which selected the sub-committees, determined when the entire Task Force group met and generally managed the work of the Taskforce. I was invited to join this group after returning from the Alexandria VA trip with the Alameda County Behavioral Health Department.

The JIMH Taskforce was composed of numerous service providers, community groups (like the National Alliance on Mental Illness), peer specialists and others. As a part of this Taskforce, I Co-Chaired the JIMH Diversion & Alternatives Committee to prevent cycles of offense and incarceration before they escalate. It was through this process that I collaborated with Behavioral Health and Alameda County Probation to write the grant that funded CARES Navigation Center in Oakland. This is a program of the Alameda County District Attorney's Office which I built from the ground up in collaboration with county and community based partners. This program provided multilingual and culturally competent services and was a peer-led model. I identified the CBO partner, drafted the contract for services, developed all the operating procedures and protocols, developed the training materials, and supervised all aspects of the program.

I was also a member of the JIMH Data Sharing Committee. The focus of this group was to develop a data sharing platform that all relevant partners could access with key information regarding individuals in mental health crisis to improve the provision of services to this population. The JIMH Data Sharing Committee was able to identify areas for further investigation which were subsequently lifted up and explored in the MHAB and ultimately resulted in the report and recommendations discussed earlier in this document.

- e. AB 1810 (Mental Health Diversion Law) Implementation Committees. I participated in two working groups, one through the Behavioral Health Department, focused on family engagement in the AB1810 implementation process, and the other through the courts focused on the actual process and procedure for implementing the new law with the Alameda County courts. My work in these groups resulted in written procedures and protocols for implementation of AB 1810. I drafted portions of the protocols and provided relevant data from the District Attorney's Office to inform the discussions. This work is



already helping people experiencing severe mental illnesses find the support they need and deserve.

- f. Care First, Jail Last Taskforce. I was appointed to this group by Alameda County Supervisor Keith Carson to represent the District Attorney's Office, tasked with revamping mental health services for inmates at the jail and across the county. I was an early contributor to this group, participating in the development of the goals for the body based on the work generated from both MHAB and JIMH.

## **D. Statement of Interest**

### **1. What qualifications and experience distinctly qualify you to serve as District Attorney?**

I have served the county continuously for 25 years including 23 years in the District Attorney's Office. During my years of service, I have been a proud member of the Alameda County Prosecutors Association Teamsters Local 856, as well as the Alameda County Counsels Association Local 21. I have developed extensive experience and expertise in public policy, the administration of justice and mental health law. My leadership skills and problem solving ability distinctly qualify me to serve as the next District Attorney. I bring extensive leadership training at the national, state and county level on best practices in prosecuting. I have demonstrated my problem solving ability while building departments, programs and a paperless case management system within the District Attorney's Office. I have worked with the community, city officials, police departments and other county departments, as well as the courts to identify and develop solutions for the challenges facing Alameda County. In every instance, I identified and removed the barriers and obtained objectively tangible results.

I will work tirelessly to forge a more cohesive, collaborative and functional District Attorney's office that will strengthen trust in our community, help rehabilitate offenders, and tackle the crime crisis that is battering our community. I will leverage existing relationships I have developed to hit the ground running on day one. The county is in need of an experienced, ethical top prosecutor who is committed to the people of Alameda County for the long term. I am that person.

### **2. What would be your three highest priorities or areas of interest as District Attorney?**

My three top priorities if selected as the next District Attorney will be to improve office operations, reduce crime, including violent crime and reprioritizing serious property crime and improve victim and survivor engagement. The Oakland Police Department reported to the California Department of Justice that only 3 percent of violent crimes resulted in an arrest in 2023. When it came to property crimes, the number was 0.1 percent. Oakland is the canary in

the coal mine and indicative of a systemic problem confronting the entire county. Enforcement of the law is at an all time low. Property crime in particular has spiraled out of control. The Office of the District Attorney must get back to basics and focus on the core mission of a professional prosecutors office, which is to prosecute public offenses. The massive backlog of uncharged cases and cases awaiting trial must be addressed. Victims of crime who have been too often ignored must be re-engaged in accordance with the Victims Bill of Rights codified in the California Constitution. In order to tackle these challenges, a balanced approach to the administration of justice is necessary. Enforcement is essential, as are rehabilitative opportunities for eligible offenders ready for change. I will refocus office operations to address the prosecution of public offenses to bring rapid relief to Alameda County residents. I bring vast experience, proven results and an eagerness to collaborate with all the stakeholders it's going to take to address crime in Alameda County from every direction.

### **3. Why is serving as District Attorney important to you?**

I am eager to serve as the next District Attorney for Alameda County because I am passionate about the work and care deeply about this community. I am committed to serving Alameda County, and I have the training, experience and skills to do the job. The Alameda County District Attorney's Office has been the tip of the spear in developing innovations in criminal justice for nearly 100 years. From establishing one of the first public defenders offices in the United States, to establishing the first victim witness program in America and the first collaborative court in the State of California, Alameda County has led the country. I will bring the highest level of ethical and competent public service and ensure that our community can trust that the District Attorney's office takes its responsibilities seriously. This position is not a stepping stone for me. I bring a commitment to working for long term stability and excellence in the county criminal justice system. I will bring a BALANCED APPROACH to the administration of justice, with enforcement on one end of the scale and opportunities for rehabilitation on the other. I will seek out and cultivate partnerships at every level of government, secure resources to help in our efforts, and work closely with organizations on the ground to achieve our mission. Under my leadership, the District Attorney's Office will get BACK TO BASICS and fulfill its primary mission of prosecuting public offenses and making sure VICTIMS' VOICES ARE HEARD.

**Elgin Lowe**

### **Application for Appointment as District Attorney**

(You may attach additional sheets where necessary to provide a complete response.)

#### **A. General Information**

1. Applicant Name: **Elgin Lowe** All Other Names Used in Past: **N/A**
2. Residential Address: **Hayward, CA 94542**
3. Email Address: Phone Number:
4. Work Address:
5. Work Phone:
6. Please indicate which of the above should be used to contact you.  
Email or Cell Phone
7. Are you a registered voter in Alameda County? **Yes**  
For how long? **29 years**  
Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain. **Yes**
8. Do you presently reside in Alameda County? **Yes** For how long? **25+ years**
9. Are you admitted to practice in the Supreme Court of the State of California?  
**Yes, CA State Bar License #186235**
10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
a. Long Beach Polytechnic High School;	1985-1988.	High School Diploma.
b. Cerritos Junior College;	1988-1990.	Associate of Arts Degree
c. University of California at Santa Barbara;	1990-1993.	Bachelor of Arts Degree in History (with honors)
d. Hastings College of the Law;	1993-1996.	Juris Doctorate
	1996 Best Oral Argument in the Frederick Douglass Moot Court Competition.	

11. Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? No.

If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

1. Employer	Position	Dates Employed
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a.	The Alameda County District Attorney's Office; Senior Deputy District Attorney 1. 1996-Present.	
----	---	--

b.		
----	--	--

c.		
----	--	--

d.		
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2. Who is your current employer? The Alameda County District Attorney's Office.. See resume. (Exhibit A).

If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain. Not Applicable.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization	Role	Dates
--------------	------	-------

a. Hayward-South Alameda County N.A.A.C.P.. I have been a member since 2012. I have been 1st Vice President since 2020.		
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b. Board of Directors for La Familia. 2019-12/2024		
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c. Eden Area ROP Advisory Committee. 2015-Present.		
--	--	--

d. Board of Directors for The First Tee of Oakland. 2014-2017.		
--	--	--

e. Alameda County District Attorney's Justice Academy. 2012-2021.		
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f. Board of Directors for the Sports Industry Academy. 2014-Present.		
--	--	--

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement. See attached documents.

a.

b.

c.

d.

3. Have you held public office (elected or appointed)? No.

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected. No.

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney? See attached documents.
2. What would be your three highest priorities or areas of interest as District Attorney?  
See attached documents.
3. Why is serving as District Attorney important to you? See attached documents.



**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: Allyn Lowe Date: 1/5/25



## ATTACHMENTS

### C. COMMUNITY INVOLVEMENT:

2.

#### a. Hayward-South Alameda County N.A.A.C.P.

As 1<sup>st</sup> Vice President of the Hayward-South Alameda County Branch of the N.A.A.C.P., I work hand-in-hand with our president, Mrs. Freddie Davis, in overseeing all of the activities of the branch. I have personally handled several of the complaints that the office has received from community members regarding incidents of racism and inequality. After the death of George Floyd, I, along with other members of the organization, spoke to several Alameda County police departments regarding how the department could "bridge the gap" and develop community trust for the departments. We encouraged the departments to have a "guardian" mentality regarding policing the community which leads to better community relations instead of a "warrior" or "savior" mentality which may lead to more distrust in the community.

I have helped organize many community events and presented to the San Leandro City Council and Mayor regarding the history of redlining and racism in the city of San Leandro (Exhibit B).

Since August of 2018, I have helped to organize backpack giveaways which have distributed hundreds of backpacks and school supplies to underserved children in Southern Alameda County. (Exhibit C).

In 2017, the N.A.A.C.P. branch honored me with its Heart of Hayward Award at Hayward's Volunteer Recognition Awards ceremony. In 2018, the branch honored me with its Volunteer of the Year Award for all of my hard work and dedication to the county. Congressman Eric Swalwell acknowledged this award and my achievements on the floor of the House of Representatives. (Exhibit D).

#### b. La Familia

As a member of La Familia's Board of Directors, I worked closely with Executive Director Aaron Ortiz and Board members as we implemented La Familia's programs. Whether it was the mental health services, the yearly operating budget, or our Covid vaccination programs, I provided input on how to best implement La Familia's goals and future plans to benefit Alameda County residents. The success of La Familia was recognized in 2024 by winning the 2024 Non-Profit of the Year Award, a prestigious honor presented by State Senator Aisha Wahab. In 2019, La Familia honored me with its Heart of Hayward Award at Hayward's Volunteer Recognition Awards Ceremony. (Exhibit E).

**c. Eden Area ROP**

Since April of 2017, I have served as an Advisor to Eden Area ROP's Public Safety pathway. I help the school ensure that it is aware of new pertinent legal educational material for its curriculum. I also advise the legal careers teachers of new trends in law enforcement and the legal community. Most importantly, I visit the classrooms and speak to the students about my path to my career to help encourage them to consider the legal field as a career choice. I also coordinate a trip to a local courtroom so the students can meet the judge and see actual cases being adjudicated.

In 2016, Eden Area ROP awarded me its Business Person of the Year award for my contributions to the advisory board and the students (Exhibit F ).

**d. Operation Dignity**

Operation Dignity (2017-2019). Operation Dignity is an Oakland organization that helps veterans with housing and other needs. In 2017, a co-worker and I asked members of our office to donate used suits to Operation Dignity for job interviews. I helped purchase the clothes racks and boxes for the event, and then delivered them to the various offices. I then helped gather all of the donations and delivered them to Operation Dignity. In 2019, we expanded to provide winter coats, dishes, and other hygiene items to veterans in the cities of Oakland and Alameda. (Exhibit G ).

**e. Speaking to Students**

I seize every opportunity to speak to students and young people to encourage them to make good choices and pursue their education. Whether it is speaking to students at elementary, middle, and high schools (Exhibit H), Davida Scott's Raising Leaders Cohort, or volunteering with the Million Dollar Minds Men's Group at Logan High School (Exhibit I), I am constantly engaged with the youth of my community. For several years, I have judged, and have encouraged other DA's to judge, the Hayward Rotary's High School Speech contest. I have also consistently judged first year Berkeley law school students as they competed in the Bales Moot Court competition. I have also participated in the Hayward Rotary's program which provides Hayward students with a shopping spree which provides back to school clothes and supplies to underserved youth in Hayward for the upcoming school year. In 2023, Hayward Mayor Mark Salinas honored me with the Hayward Mayor's Award for all of my work making Hayward safer and enriching the lives of the Hayward community (Exhibit J).

**f. Alameda County District Attorney's Justice Academy**

The Alameda County District Attorney's Justice Academy was created under the leadership of DA Nancy O'Malley in 2012. The Academy had different cohorts across the county. I helped lead the Eden Area cohort from 2012-2021.

I volunteered to teach and help lead the Eden Area cohort. The cohort was a program where District Attorney's volunteered to teach 11th and 12th grade students various aspects of the law over a six week program. The students also were given jobs at various offices within the legal community. The idea behind the program was to teach teens about the many facets of the justice system while encouraging critical thought and civic engagement. (Exhibit K). I taught approximately 150 students in this program over the course of eight years.

**g. Sports Industry Academy**

As a founding Board of Director of the Sports Industry Academy, I have helped develop the program and contribute to its development. The Sports Industry Academy works closely with top sports executives, corporations and educational institutions in preparing our future sports industry leaders. The program brings the students to UCSB for a week and introduces high school, community college, and 4 year college/university students to the sports industry business, allowing them to see that just playing sports is not the only way to have success in the world of sports. From workshops to consulting services, the Sports Industry Academy democratizes the business of sports by providing the vehicle to introduce scholars from diverse backgrounds to the college admissions process as well as the plethora of opportunities in the \$600+ billion dollar sports industry. (Exhibit L).

**h. Coaching**

I coached my daughter's little league baseball teams at Tennyson American Little League in Hayward. She started with tee-ball and continued playing baseball for four more years. When she moved to softball, I coached her softball Castro Valley Girls Softball League teams for two years. When she moved to travel softball, I coached with the Castro Valley Synergy travel team for two years. (Exhibit M).

**D. STATEMENT OF INTEREST:**

**Question 1:**

I have served in the Alameda County District Attorney's Office for over twenty-eight years. I am passionate about serving the community. My personal mission is to fight for justice, accountability, and to be a fair prosecutor and protector of the community.



Former District Attorney Nancy O'Malley has said, "Elgin is a tenacious public servant. I am thankful he chose a career of bringing justice to society. He plays a very unique and special role in the lives of victims of crime. He is kind and empathetic; he also instills confidence in the victims, the family and friends whose loved one was murdered, or to witnesses who stepped forward. These courageous people know that Elgin will step into the courtroom completely prepared and committed to give each case his best, which also happens to be one of the best in the prosecution world." (Nancy O'Malley, UCSB DARE Magazine (2013). (Exhibit N).

I am a nationally awarded trial lawyer for complex murder cases. In 2016, I won the Association of Government Attorney's in Capital Litigation National Award for Advocacy Award for Outstanding Advocacy in Complex Homicide Cases. (Exhibit O). In 2015, the Union City Police Department awarded me its first ever "Beyond the Call" Award for my unwavering commitment to the safety and care of the Union City Community. (Exhibit P). In 2017, I won the Asian American Prosecutors Association's Prosecutor of the year award. (Exhibit Q). In 2014, I was nominated for the California District Attorney's Association District Attorney of the Year Award. (Exhibit R).

Police Chiefs from Hayward, Fremont and Union City have written commendation letters praising me for single handedly lowering gang crime in their cities and for my commitment to keeping at risk youth out of the criminal justice system. (Exhibits S, T, U, and V). The Union City Mayor and City Council honored me with a proclamation for reducing crime in Union City. (Exhibit W).

I have supervised a misdemeanor trial team, two felony preliminary hearing teams, and two felony trial teams. I am currently the branch head of our Dublin office at the East County Hall of Justice. I am highly respected by my colleagues, defense attorneys, and judges.

**Endorsements:**

Mrs. Freddy Davis, President of the Hayward-South Alameda County N.A.A.C.P.  
Aaron Ortiz  
Neisha Becton  
Walter Jackson, Retired Assistant 2 Deputy District Attorney  
Mark Salinas, Mayor of Hayward  
Julie Roche, Hayward City Council  
Angela Andrews, Hayward City Council  
Ray Bonilla, Hayward City Council  
Dan Goldstein, Hayward City Council  
Al Mendall, Former Hayward City Council Member  
Pastor Steve Ingold, Pastor of Cornerstone Fellowship Church in Livermore  
Reverend Anthony Woods, Pastor of Palma Ceia Church in Hayward  
Dr. April Oquendo, Hayward School District Board of Education Trustee  
Jason Reiman, Superintendent of Hayward Unified School District (Exhibit X)  
Blaine Tropey, Superintendent of Eden Area ROP (Exhibit Y)

Anissa Basoco-Villareal, Former Assistant Agency Director of Alameda County Social Services Agency  
David Villareal, Senior Director of Operations of Engineering for Procept BioRobotics  
Phillip Oliver, CEO of Oliver Construction and Director of Reboot Program  
Rahima Oliver, CEO of Green Clean A Scene, Inc  
Sheryl Boykins, Retired Police Chief of the Cal State East Bay Police Department  
Dennis Neal, Retired Captain & Deputy Chief of the Emeryville Police Department  
Darryl Stallworth, Defense Attorney  
Kristen McCannon, Deputy Public Defender  
Jesse Garcia, Defense Attorney  
Darryl Billups, Defense Attorney  
Cornell Solomon, Defense Attorney  
Donald Nobles, Defense Attorney  
Dionne Choyce, Defense Attorney

Question 2:

**1. Commitment to Rebuilding Public Trust & Law Enforcement Relationships**

- a. Strengthen the relationship between the DA's office and local law enforcement to ensure that investigations are thorough, transparent, and objective while maintaining an independent stance to prevent conflicts of interest.

**2: Hire, Train and Retain Talented Prosecutors that Reflects the Community**

- a. I would ensure a diverse pool of applicants by actively recruiting from a wide range of law schools, legal backgrounds and communities. I would encourage our HR to participate in job fairs, host networking events and create partnerships with historically underrepresented law schools.
- b. All new prosecutors would undergo a thorough onboarding program that introduces them to the office's core values, ethical standards, and prosecutorial strategies. This will also familiarize them with office-specific tools, technology, and protocols.
- c. Provide regular, formal training to all prosecutors in areas such as criminal law, case law updates, trial techniques, ethical considerations, and constitutional law.

**#3: Restore Evidence-Based Prosecutions of the District Attorney's Office & Focus on Victims Rights.**

- a. The office will approach every case without bias, ensuring that decisions to prosecute are made based on objective evidence and the facts of the case, rather than external pressures, political interests, or personal beliefs.



- The office will fairly and effectively prosecute individuals who break the law, based on evidence and the law.
- b. The office will also ensure that victims of crime are treated with respect and dignity throughout the legal process, keeping them informed and involved where possible. Maintain a Victim-Centered Prosecution approach, that balances the pursuit of justice for the community and the victim, while also protecting the due process rights of the accused.
  - c. The process starts at the charging level. The office will contact the Stanford Computational Lab to see whether its software program, which has helped other District Attorney's Offices move to non race based charging, can be implemented in Alameda County.

**Question 3:**

For over 28 years I have given my heart and soul to the Alameda County District Attorney's Office. When I started in 1996, the office had a reputation as being one of the best District Attorney's offices in the nation. This office has blessed me with the opportunity to become a highly skilled lawyer, and to positively affect change in my community.

I have tried some of the highest profile murder cases in the county throughout my career. I am just as proud, however, of the many murder cases that received little to no media attention. I worked just as hard on those cases because I believe all life is precious and justice and accountability should be the goal in every case.

I have also taught many of the lawyers in my office how to analyze, investigate, prepare and try cases. Passing along knowledge to colleagues is the backbone of our office. It has been a privilege to help sharpen the skill set of my colleagues. I have also had the opportunity to train and teach many police officers and detectives how to investigate and prepare cases for charging and trial purposes.

During my 28 year career with the D.A.'s office, I have single handedly lowered gang crimes in multiple cities, tried the most serious cases, trained lawyers and officers, and managed a branch office. If I can single handedly lower gang crimes in multiple cities and Southern Alameda County, then imagine what I can do with an entire office behind me, and with your support.

I am confident that under my leadership, the D.A.'s office will regain the trust of law enforcement, the community, and the defense bar. It is said that nothing predicts future success like past success. Based upon my past successes, I am confident that I can move the District Attorney's office forward ensuring that justice and accountability are the focus and goal in all cases.

Serving my community as an Alameda County District Attorney is not just a job to me. It is my life. It is my calling.

## **EXHIBIT A**





# ELGIN LOWE

## ALAMEDA COUNTY DISTRICT ATTORNEY'S OFFICE

### ABOUT ME

Accomplished and results-driven prosecutor with over 27 years of experience in criminal law, specializing in the prosecution of complex felony cases, including violent crimes, white-collar offenses, gang-related crimes, and murder. Adept at managing high-volume caseloads, developing and executing strategic litigation plans, and securing convictions through rigorous legal analysis, expert testimony, and compelling courtroom presence. Known for a keen eye for detail, exceptional communication skills, and a strong commitment to justice, with a proven track record of building strong cases from investigation to trial. Passionate about upholding the law, advocating for victims' rights, and contributing to community safety through fair and thorough prosecution. Has multiple commendation letters from police chiefs from Fremont, Hayward and Union City for "single handedly" lowering gang violence in their city.

### WORK EXPERIENCE

#### Senior Deputy Assistant Attorney I

FEBRUARY 2024-  
PRESENT

Alameda County District Attorney's Office

- Assigned to lead the team prosecuting the men charged with killing Oakland Police Officer Tuan Le.

#### Branch Head of the East County Courthouse

MAY 2023-  
FEBRUARY 2024

Alameda County District Attorney's Office

- Operational lead for all aspects of the building including 75 employees.
- Lead charging DA responsible for the felony trial and felony preliminary hearing teams.
- Conduct felony plea bargain negotiations for all South County felony cases and train preliminary hearing team members on how to prepare and conduct preliminary hearings.

#### Charging Deputy

2018-  
MARCH 2023

Alameda County District Attorney's Office

- Charged cases for the California Highway Patrol (CHP) Dublin, CHP Hayward, CHP Castro Valley, Bay Area Rapid Transit (BART) Police, ACRATT, and San Leandro Police Departments.

#### Gang Unit

AUGUST 2011-2018

Alameda County District Attorney's Office

- Head of all Southern Alameda County Gang prosecutions.
- Charged cases, conducted preliminary hearings, and trials.
- Trained law enforcement and other DA's on prosecuting gang cases.
- Lead prosecutor to assist in solving a high profile cold case, People v. Robert Yim; victim was Samuel Nava of Hayward.
- Received several commendation letters from the police chiefs of Fremont, Hayward, and Union City for "single handedly" reducing gang violence in their city.

### CONTACT



[Redacted]



[Redacted]



[Redacted]

Hayward, CA 94542

The State Bar of CA  
License # 186235

### EDUCATION

#### UNIVERSITY OF CA, HASTINGS COLLEGE OF THE LAW

- Juris Doctorate, 1996
- President - Black Law Association
- Awarded Best Oral Argument - Frederick Douglas Moot Court Competition

#### UNIVERSITY OF CA SANTA BARBARA, CA

- B.A. with Honors, 1993
- UCSB Men's Baseball Team
- Jeremy D. Friedman Award
- 1993 UCSB Male Scholar-Athlete of the Year. First African-American to win this award in the history of the college.
- Three time Big West Scholar-Athlete.
- Two time Western Region Academic All-American.



# ELGIN LOWE

ALAMEDA COUNTY

DISTRICT ATTORNEY'S OFFICE

## AWARDS

- City of Hayward Mayor's Award (2023)
- NAACP Leadership & Service Award (2018)
- Asian Prosecutor's Association - Prosecutor of the Year (2017)
- AGACL National Award for Outstanding Advocacy in Complex Homicide Cases (2016)
- Eden ROP Business Person of the Year (2016)
- Nominee for CDAA Prosecutor of the Year (2016)
- Union City Police Department "Beyond the Call" Award (2015)
- Heart of Hayward Award for work with the NAACP
- Heart of Hayward Award for work with La Familia

## WORK EXPERIENCE (CONT'D)

- **Head of Hayward Preliminary Hearing Team** JANUARY 2010-  
Alameda County District Attorney's Office AUGUST 2011
  - Responsible for conducting felony plea-bargain negotiations for South County felony cases.
  - Trained members on how to conduct preliminary hearings.
- **Hayward Felony Trial Team** JANUARY 2009-  
Alameda County District Attorney's Office DECEMBER 2009
  - Assigned complex criminal litigation cases, primarily homicides, and other serious felonies.
  - Prosecuted People v. Terry Corder, a homicide case in which a two year old child was killed by his foster father. The victim was placed in the home on a temporary basis, and was killed shortly before the grandparents were able to gain custody.
- **Hayward Preliminary Hearings** MAY 2008-  
Alameda County District Attorney's Office DECEMBER 2008
  - Completed over 30 complex cases which were set for preliminary hearing, including cases such as homicides, sexual assaults, car jackings, and robberies.
- **Oakland Felony Trial Staff** SEPTEMBER 2004-  
Alameda County District Attorney's Office APRIL 2008
  - Prosecuted twelve complex homicide cases with difficult and often uncooperative witnesses with varying issues within the cases.
- **Hayward Felony Trial Staff** JANUARY 2004-  
Alameda County District Attorney's Office SEPTEMBER 2004
  - Assigned complex criminal litigation cases, primarily homicides, and other serious felonies.
  - Lead prosecutor in the case, People v. Jade Anderson, a homicide in which the female defendant was not the actual killer but had set up the victim to be robbed.
- **Head of Hayward Misdemeanor Trial Team** APRIL 2002-  
Alameda County District Attorney's Office DECEMBER 2003
  - Responsible for pre-trying misdemeanor cases in the Hayward office, including DUIs, petty thefts, domestic violence, assault and battery and resisting arrest.
  - Trained new attorney's in trying cases, prep case investigation, case assessment and conducting pre-trial motions and trials.



## BOARDS, COMMITTEES & ASSOCIATIONS

- Co-Founder, Bay Area Black Prosecutors Association
- Hayward-Southern Alameda County NAACP - 1st Vice President
- Castro Valley Community Alliance (2019-Present)
- Member, Alameda County Prosecutor's Association (2019-2021)
- La Familia, Board of Directors (2017-Present)
- Eden Area ROP Advisory Committee (2015-Present)
- Participant, Hayward Rotary Back to School (2015-Present)
- Executive Committee, Alameda County Bar Association Judicial Application (2014-2016)
- Sports Industry Academy Board of Directors (2013-Present)
- Judge, Hayward Rotary High School Speech Contest (2013-Present)
- Advisory Board Member, Union City Youth Violence Prevention (Ceasefire; 2011-2018)
- Board of Directors, First Tee of Oakland (2011-2013)

# ELGIN LOWE

ALAMEDA COUNTY

DISTRICT ATTORNEY'S OFFICE

## WORK EXPERIENCE (CONT'D)

### Head of Hayward Preliminary Hearing Team

MAY 2001-

Alameda County District Attorney's Office

APRIL 2002

- Responsible for conducting plea negotiations for all South County felony cases.
- Responsible for teaching team members how to evaluate, investigate and conduct preliminary hearings.

### Oakland Felony Trial Staff

MAY 2008-

Alameda County District Attorney's Office

DECEMBER 2008

- Tried 8 complex and serious felony cases.
- Lead prosecutor in the case of People v. Keelon Jenkins and Robert McDaniels. This was re-trial of a death penalty case. The non-death convictions were overturned on appeal. Both defendants were charged with attempting to rob a Brinks truck. When the attempt went wrong, the victim was killed.

### Oakland Misdemeanor Trials

FEBRUARY 1999-

Alameda County District Attorney's Office

AUGUST 2001

- Prosecuted multiple misdemeanor trials. Charges ranged from domestic violence, petty theft, stealing cars and DUI.
- Responsible for misdemeanor motions to suppress, probation violation hearings, and various other motions.
- Conducted pre-trials of misdemeanor cases.

### Oakland Preliminary Hearings

JULY 1998-

Alameda County District Attorney's Office

FEBRUARY 1999

- Assigned complex criminal litigation cases, preliminary hearings.
- Carried a caseload of 75-100 cases.
- Conducted approximately 100 preliminary hearings, primarily homicides, felony assaults, robberies, and sexual assaults.

### Berkeley Preliminary Hearings

NOVEMBER 1997-

Alameda County District Attorney's Office

JULY 1998

- Conducted approximately 50 preliminary hearings of cases with various levels of severity ranging from homicide, assault with a deadly weapon, possession of drugs for sale to domestic violence.

### Berkeley Misdemeanor Trials

MAY 1997-

Alameda County District Attorney's Office

NOVEMBER 1997

- Responsible for misdemeanor motions to suppress, probation violation hearings, and pre-trials.
- Prosecuted one misdemeanor case of brandishing a gun.



# ELGIN LOWE

ALAMEDA COUNTY

DISTRICT ATTORNEY'S OFFICE

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## EXPERTISE

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- Executive leadership
- Trial Preparation & Litigation
- Ethical & Legal Integrity
- Witness Examination & Expert Testimony
- Legal Research & Strategy Development
- Victim Advocacy
- Negotiation & Plea Bargaining
- Evidence Evaluation & Discovery

## COMPUTER SKILLS

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- Advanced proficiency in Microsoft Office 365 applications (Outlook, Excel, Word, PowerPoint, SharePoint)
- Proficient at Google Drive, Adobe, TEAMS and Zoom

## WORK EXPERIENCE (CONT'D)

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- **Hayward Misdemeanor Trials** DECEMBER 1996-  
APRIL 1997  
Alameda County District Attorney's Office
  - Tried multiple misdemeanor trials, charges ranged from assault with a deadly weapon, DUI, to petty theft.
  - Responsible for misdemeanor motions to suppress, probation violation hearings and various other motions.

## INSTRUCTIONAL EXPERIENCE

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- **NAACP Community Action Team** 2021-PRESENT
  - Co-created a P.O.S.T. certified class teaching police agencies how to bridge the divide that exists between the community and law enforcement. The class focuses on our life experiences and the power of community policing.
- **Bales Moot Court** 2010-PRESENT  
Boalt Hall Law School
  - Judge moot court competitions and instruct students on oral advocacy skills and case preparation.
- **Presenter, Continuing Education of the Bar** 2020
  - Presentation regarding the law on gangs and enhancements. Attorneys in attendance were able to gain MCLE credit.
- **Presenter, Cultural Awareness** 2020  
Presentation to the San Leandro City Council & Mayor
  - Presented along with the Hayward-Southern Alameda County NCAAP Branch regarding the history of San Leandro and how city government can deal with its history and improve race relations in San Leandro.
- **Presenter, Street Corner to Prison Yard** 2013  
Presented by the Alameda County Sheriff's Office
  - Presented to law enforcement officers along with instructors from the CA Department of Corrections and Rehabilitation, the Sheriff's Office, and the Berkeley Police Department. The course was designed to identify and illustrate the structure, politics, influence and gang migration throughout prison systems.

## **EXHIBIT B**



NEWS CRIME AND PUBLIC SAFETY

## Racism has long history in San Leandro, city officials hear

The City Council hold its second workshop with NAACP



By

| Bay Area News Group

UPDATED: October 16, 2020 at 6:52 AM PST

**SAN LEANDRO** — San Leandro needs to confront its racist past if it is to ever truly become more welcoming to people of color, the City Council was told at a workshop.

The workshop, led by representatives of the Hayward South Alameda County Chapter of the National Association for the Advancement of Colored People, was held against the backdrop of a recent fatal shooting of a Black man by a white police officer inside a Walmart store.

"We are asking that the policies that are in place by the City Council, by this county and the state, by the United States, start rectifying some of these inadequacies so that everybody can succeed," said the Rev. Anthony Woods, pastor of Palma Ceia Baptist Church in Hayward.

Alanda Johnson of the NAACP noted that signs are displayed around the city, saying: "San Leandro stands united against hate."

"I have to ask myself, 'What does that mean?'" Johnson said, adding, "I would like to see more than slogans and signs in the windows. I would like to see some teeth" in policies that address racism.

During the session, the Black leaders offered a history of how race has played out in San



AD



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- Lead Generation
- Mobile App Development
- Video Production
- Social Media Marketing
- Analytics & Reporting

In 1960, whites made up 99.3% of the city's population, Johnson said, citing census figures from the San Leandro Historical Society. The population then was 65,962. Today, it's 90,103, and 10.7% Black.

The group showed a video clip of former Mayor Jack Maltester from a 1971 documentary, "The Suburban Wall — the Oakland San Leandro Border," which looked at how Blacks were shut out of the housing market in San Leandro. Only 15 homes in San Leandro were owned by Blacks at the time, according to the documentary.

"Racial discrimination in housing exists in every city in the United States," Maltester said in the old footage. "There is no simple answer to why there is a large Black population on one side in Oakland and right across the line the lack of even 1% of Blacks living within the city of San Leandro."

San Leandro sits next door to Oakland.

During the workshop, the NAACP leaders also talked about implicit bias and systematic racism and ways to recognize them.

"After the Civil War, a system was put in place, which effectively denied people of color — and not just African-Americans — to partake in the American goal, the American dream," the NAACP's Elgin Lowe said, adding that segregation and redlining contributed to the current issues of systematic racism.

Along with the shooting of Steven Taylor inside Walmart, which sparked protests in San Leandro, Monday's council workshop comes following national civil unrest over police interactions with Black people, especially since the death of George Floyd in May.

"If there's a hate crime, that is a public health crisis, because it affects the victims, it affects the community, it affects the family," Councilman Pete Ballew said.

"The police have challenges today," Councilman Benny Lee said. "We do need to look at the use of force. We do need to look at conduct. I think we need to look at every stage of policing. We need to push more."

In June, the City Council voted to pull \$1.7 million from the city's police budget after hearing from dozens of people demanding changes in how law enforcement interacts with the public following Taylor's death.

San Leandro became one of the few cities in the nation to take the dramatic step in response to a growing chorus to defund police departments following the killing of Floyd.

The city allocates \$70 million, or about 60 percent of its budget, for public safety.

"I hope this is just the beginning of the conversation (about racism and addressing it)," Councilwoman Cornia Lopez said at the workshop.

The 33-year-old Taylor's family maintain he was experiencing a mental health crisis on April 18 inside the Walmart at 15555 Hesperian Blvd. The police who responded overreacted, the family say.

The Alameda County District Attorney's Office has charged Officer Jason Fletcher, the 20-year police veteran accused of shooting Taylor, with voluntary manslaughter. Fletcher was arrested and released after posting \$200,000 bail.

Customers filmed the shooting on their cellphones. Body camera footage from the officers involved also has been made public.

The council members pledged they would continue reviewing race relations and how it impacts residents.

"You have given us a lot to think about, places where we can do better," Mayor Pauline Russo Cutter said.

Monday's workshop was the second one the council has held with the organization. The first happened last month.

*Originally Published: October 16, 2020 at 6:13 AM PST*

 The Trust Project 

**Around the Web**

REVCONTENT

## **EXHIBIT C**



CORNERSTONE FELLOWSHIP  
CHURCH & HAYWARD NAACP

# BACK TO SCHOOL

## *Backpack Giveaway*

Giving away 200  
backpacks that contain  
school supplies on:  
Aug. 3, 2024 @ 12:00PM

FREE HOT  
DOGS!



CORNERSTONE  
FELLOWSHIP CHURCH &  
HAYWARD NAACP  
@ 1218 B STREET  
HAYWARD CA

## **EXHIBIT D**



youngest of 11 sons. On April 23, 1949, he married Nathalie M. Larscheid. He was a true lover of the outdoors; he enjoyed camping with his family and hunting and fishing with his brother-in-law, Carlton Larscheid. He was very proud of becoming a licensed pilot at the age of 63.

Words cannot justly thank Mr. Balza for his many years of service to our country. A treasure for a community and nation Mr. Balza cannot be replaced. May his service, dedication, and sacrifice be remembered by a grateful nation and all who knew him.

**HONORING EMMA GREEN WITH CALIFORNIA'S THIRD DISTRICT WOMAN OF THE YEAR AWARD**

**HON. JOHN GARAMENDI**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, November 2, 2018

Mr. GARAMENDI. Mr. Speaker, I rise today to honor Emma Green as a woman of the year. She is passionately devoted to improving her community both through her career and volunteerism. While professionally Emma has had a stellar career at Charter Systems, Inc. the financial services company she owned which just celebrated its 30th Anniversary, she is more likely to be recognized by the underserved in our community for the countless hours of volunteer service providing and delivering meals. One of Emma's passions is feeding the needy by running the Community Meal Program at the Church of the Epiphany where she serves over 350 meals per week. Not only do they serve meals, but she coordinates with other service providers to bring medical, dental, and transportation services to those in need. Ms. Green's history of service also includes her time as President of Vaca Arts, serving on Boards of the Boys & Girls Club, performing vocational rehabilitation and job placement for the disabled, serving as a liaison to Travis Air Force Base Airmen, working with the Vacaville Community Outreach Program, and donating her time to many other service organizations where she is always the first to help. The significant positive impact Ms. Green has had on this community cannot be overstated, which makes her extremely worthy of this recognition.

**TRIBUTE TO PATRICIA AND LARRY FOLLMANN**

**HON. DAVID YOUNG**

OF IOWA

IN THE HOUSE OF REPRESENTATIVES

Friday, November 2, 2018

Mr. YOUNG of Iowa. Mr. Speaker, I rise today to recognize and honor Patricia and Larry Follmann of Massena, Iowa on the very special occasion of their 50th wedding anniversary. They celebrated their anniversary on September 22, 2018.

Patricia and Larry's lifelong commitment to each other and their family truly embodies Iowa values. As they reflect on their 50th anniversary, I hope it is filled with happy memories. May their commitment grow even stronger, as they continue to love, cherish, and honor one another for many years to come.

Mr. Speaker, I commend this great couple on their 50th year together and I wish them many more. I ask that my colleagues in the United States House of Representatives join me in congratulating them on this momentous occasion.

**CALLING FOR RECOGNITION OF MILITARY FUNERAL HONOR GUARDS**

**HON. ANDRÉ CARSON**

OF INDIANA

IN THE HOUSE OF REPRESENTATIVES

Friday, November 2, 2018

Mr. CARSON of Indiana. Mr. Speaker, I rise today to draw attention to an important issue facing our service members and veterans.

According to the Department of Veterans Affairs, over 500,000 veterans are dying each year. Under a law passed in 2000, many of these men and women qualify for military honors at their funerals, including a two-person honor guard. These honor guards perform an impressive ceremony that includes folding and presenting the flag of the United States and playing Taps. This demonstration of our nation's unceasing appreciation is incredibly important to family, friends, and the entire veterans community.

The Indiana National Guard, like in other states, strives to provide funeral teams whenever possible. Unfortunately, with so many veterans passing each year, there are too few men and women prepared to render honors. Service members and veterans in my hometown of Indianapolis recognized this shortage and organized the Indy Metropolitan Military Honor Guard to meet the need, averaging 400 funerals per year and amassing over 9,600 man hours and 56,000 miles traveled.

Those who serve in our Armed Forces never do so for accolades or honors. Yet, we honor them with medals and ribbons to recognize their service and tell the story of their achievements. In Indiana, the National Guard decorates funeral team members and the Metro Military Honor Guard provides a ribbon to be worn by its participants. Yet, this is not the case across much of the country. Service members and veterans who serve on honor guards are providing a valuable service and should be decorated for their contribution.

Mr. Speaker, today I'm pleased to recognize all the service members and veterans who serve on honor guards across the country. I call on all states to follow Indiana's example and adopt a ribbon to recognize these dedicated individuals.

**RECOGNIZING ELGIN LOWE**

**HON. ERIC SWALWELL**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, November 2, 2018

Mr. SWALWELL of California. Mr. Speaker, I rise to recognize the dutiful work of my former colleague, Mr. Elgin Lowe, on the occasion of his receiving the South Alameda County NAACP 40th Annual Service Award.

Elgin joined the Alameda County District Attorney's Office in 1996 after receiving his Bachelor of Arts in History from UC Santa Barbara followed by his Juris Doctor from UC Hastings College of Law in San Francisco.

Elgin's accomplishments over the course of the last twenty-two years are innumerable. There are, however, a few achievements I will mention for the extraordinary impact they had on our community. In 2011, Elgin began prosecuting cases that resulted from gang violence on the south side of our county. His work resulted in the successful prosecution of several high-profile murders and brought resolutions and a restorative sense of justice to several victims and families whose cases were previously considered "unsolvable."

Elgin's deep understanding of criminal prosecutions is sought whenever the county is in

need of someone to train newer attorneys in the areas of case investigation, testimony, trial preparation, and the unique set of challenges that prosecutions of gang members bring to the courtroom.

Our community is only in debt to Elgin not only for the work he completes in and around the courtroom, but also for the countless hours he volunteers in the community at large. He has prioritized speaking to at-risk youth about the perils that await those who enter the criminal realm or affiliate with a gang. Elgin has also actively participated with our local Regional Occupation Program center and mentored first-year law students in Berkeley's Boalt Hall moot court program.

Elgin draws his support from his amazing family. His wife, Brigitte, also works at the Alameda County District Attorney's Office, and together they have two wonderful children, their son Kendall, and daughter Kori. It goes without saying that Elgin has made his mother Evelyn quite proud.

I want to thank Elgin Lowe for the contributions he has made to the 15th Congressional District and all of Alameda County. His work is consequential and appreciated.

**HONORING GAIL FEINBERG WITH CALIFORNIA'S THIRD DISTRICT WOMAN OF THE YEAR AWARD**

**HON. JOHN GARAMENDI**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, November 2, 2018

Mr. GARAMENDI. Mr. Speaker, I rise today to honor Gail Feinberg as a woman of the year. She is always finding ways to enrich the lives of those in Solano County. As a medical professional, Ms. Feinberg has a wealth of knowledge and skills to bring to bear on any issue. Having now served for two years as the Chair of Primary Care for Touro University, her continued excellence and tireless work to train medical students in providing care for our underserved populations has been indispensable to our community. Additionally, in spite of the demanding nature of her position, Ms. Feinberg is persistent in her willingness to go above and beyond, as demonstrated by her dedication to volunteering at a student-run free clinic. Here her valuable insight and tenacity became so integral to the mission of the clinic that she was quickly asked to take over as medical director. As a result, Ms. Feinberg provides much needed free medical services to those in need. She also manages to find the time to volunteer teaching nursing students and work with a diabetes research program. Ms. Feinberg is diligent in her work, generous with her time, and passionate about serving others. She is a dedicated community servant and truly worthy of this recognition.

**TRIBUTE IN HONOR OF NASA'S KEPLER SPACE TELESCOPE**

**HON. ANNA G. ESHOO**

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Friday, November 2, 2018

Ms. ESHOO. Mr. Speaker, I rise today to honor NASA's Kepler Space Telescope on its retirement and to commend the many thousands of NASA personnel who designed and maintained Kepler and analyzed data received from it.

Launched in March, 2009, Kepler spent nine years in deep space collecting data that indicate our sky is filled with billions of hidden planets—even more planets than stars. Now



## **EXHIBIT E**

# Commendation

BOARD OF SUPERVISORS, COUNTY OF ALAMEDA, STATE OF CALIFORNIA

*Elgin Lowe*

La Familia Counseling Services

In recognition of your exemplary service to the public, I commend you for your hard work and commitment to the La Familia Counseling Services. Congratulations on receiving the "Heart of Hayward" award. Thank you for your service to our community.



Richard Valle

*Supervisor, Second District*

October 8, 2019



## **EXHIBIT F**

September 22, 2016

Deputy District Attorney Elgin Lowe  
Alameda County District Attorney's Office

Dear Mr. Lowe,

**CONGRATULATIONS!** You have been selected as a Business Person of the Year. You were nominated by John Taylor, Eden Area ROP Criminal Justice instructor, as an outstanding member in our business community and we would like to recognize you at our **Business Partners Breakfast** on:

Friday, October 14, 2016  
8:00-9:30 am  
Marina Community Center  
15301 Wicks Blvd.  
San Leandro, CA 94579

You exemplify the "partnership spirit" between the business community, our Chambers of Commerce and the Eden Area ROP. We are honored to present this award to you in recognition of your dedication to education and the future of our community. We also appreciate the difference you are making in the lives of our students and teachers.

Again, *Congratulations* on your selection. If you have any questions, please contact Evan Goldberg at (510) 293-2930 or at [egoldberg@edenrop.org](mailto:egoldberg@edenrop.org).

Sincerely,



Linda Granger  
Superintendent

## **EXHIBIT G**





## *Continuing Ben Beltramo's Legacy*

Helping homeless veterans and their families in Alameda County.



### Our donations make a difference!

Please help support our Military Veterans by donating the following items to Operation Dignity – an Oakland based Veteran's Association offering temporary housing and job services to US Veterans.

#### Items needed this year are:

Gently used warm winter coats, hats, scarfs, gloves

Gently used or new twin bed linens (twin sized only)

Gently used or new kitchen items: dishes, utensils, pots, pans, etc.

Children's books for all ages

Razors and shaving cream

Powdered laundry detergent

Donation racks and boxes will be located at each Branch Office from Wednesday, December 4th to Wednesday, December 18th.

Branch coordinators are listed below. All donations are tax deductible and each branch coordinator will have a receipt book.

#### Branch Coordinators:

Juvenile:	Eileen McAndrew & Pete Carlson
CEPD:	Autrey James & Frank Bonifacio
RCD:	Armando Pastran & Tim Berquist
FJC:	Glenn Kim & John Biletnikoff
ECHOJ:	Elgin Lowe & Lynne Breshears
Fremont:	Brigitte Lowe & Tai Nguyen
WWM:	Kevin Ikuma & Andre Rachal



They sacrificed to serve and protect our country, now they need our help.

<https://operationdignity.org>



<https://operationdignity.org/>



To learn more about Operation Dignity, please visit their website at [operationdignity.org](https://operationdignity.org)

## **EXHIBIT H**



Dear Elgin Lowe,

Thank you for coming to Bret Harte today and for sharing what you do for a living. As soon as I walked in I recognized your face. I don't know if you remember me but my parents are Avis and Reuben Johnson. My name is Kennedy. While you were trying figure out how to play the video I text my mother real quick and asked her if she knew you. She responded back, yea, Kendall and Kory's father. So it was pretty cool seeing you at my school sharing your job. I already knew what your job was, which was an attorney. But when you described all the different parts involved with your job suprised me. Like when you get called to go to a crime scene, talk to witnesses, and decide whether or not a person should go jail. You have to be a really strong and determined person to be in this certain work place. But without people like you to have this job the world would be a more crueller place than it already is. So, I thank you for that. Hopefully I'll see you around in the neighborhood.

Sincerely,

Kennedy Johnson

Dear Mr. Lowe,

I very much so enjoyed your presentation for many reasons. One of the things I mostly enjoyed is you not "sugarcoating" things for us when you showed the pictures to us you didn't think we would be frightened by the images. I liked that because I didn't feel like a little kid it was like you were talking to a room full of adults and that made me and I'm sure others feel grownup. I want to be a prosecutor when I grow up and after I listened to your presentation it reminded me why because I would like to get justice to victims and their families.

Sincerely,

Joaneline Novasco.

Dear Mr. Lowe,

Thank you Mr. Lowe for taking the time to talk to us about your career, what you're doing and how it has been. You gave me a perspective in ~~the court system~~ what happens before court. I really like how you think about how the prosecution might affect the person. Most of the time we have a view that most people who prosecute don't really care about how the person might end up, when it comes to a lesser crime. When you said that the experience needed is life experience, I wonder if your experiences affect how you approach a case. All in all, thank you for coming.

Sincerely,  
Harla Carranza



Dear Elgin Lowe,

Thank you for visiting Bret Harte today. I really enjoyed your presentation. I usually hear about the criminal justice system at home because my mom is a probation officer. I like how you thoroughly explained everything. You made me want to look into taking a profession in criminal justice. I know as a prosecutor you have a big role in the court room. Elgin Lowe  
I really enjoyed your presentation. The pictures and voice overs you showed were a way to show my classmates reality. We don't think about the things that could possibly happen to us. I am really thankful for my opportunity to listen to you talk about your career.

Sincerely,  
Arrielle Norton  
Bret Harte Middle School

Dear Mr. Lowe,  
Thank you for being generous to take time out of your day to come out and speak to us about your career. I enjoyed learning about what a Deputy District Attorney's daily responsibilities, the job was very interesting. To be a Deputy District Attorney it taught me life skills but also the job seemed like it can get you into your feelings. You are very strong person to be able to take cases that involve murders, sexual assaults and more I know it would be very hard for me to do everyday and the worst part is to face the family and see all there emotions. When you were talking to us about your career, you were also teaching us lessons about life, which are very important to me. Thank you again so much for teaching us life lessons.

Sincerely,

Skyler Cozart  
Skyler Cozart

Dear Mr. Lane,

I would like to say thank you for all the hard work that you put into your job. You take time to help people stay out of prison, and putting people who deserve it. I know that sometimes it is hard for you to make decisions, but that's your job. I really appreciate you putting your time to explain to us what this job is all about, and how it helps our community a lot.

Sincerely,  
Raheem Fathi

Dear Mr. Elgin Lowe,

Thank you for telling us to take the golden path and to never join a gang, to go to college, don't be too cool, listen to your real family, and choose friends wisely. I want to thank you again. Sincerely,  
Ty'mire Quino

Dear Mr. Elgin Lowe,

Thank you for coming to our class.

Thank you for teaching us about not joining gangs, following the right path, making good choices, going to college, and to choose our friends wisely. You were a great speaker.

Sincerely,

Abby Quino

Dear Mr. Elgin Lowe,

Thank you for coming to our school for the Black History Speakers' Day to speak to us. Now that you have spoken to us about your job we learned now how important it is to go to school and to college. When I grow up I will listen to your advice.

Sincerely,  
Jia Chen

Dear Mr. Elgin Lowe,

Thank you for taking a day off to give a speech about making good choices and listen to your own family. Thank you for talking about college and you don't have to be too cool. Thank you!

Sincerely,  
Marisa  
Spencer

Dear Mr. Elgin Lowe,

Thank you for coming to Black History Speakers Day. Thank you also on helping me learn to not be in bad gangs, to make good choices, and to follow the right path. You were very nice to are class. I hope to see you again.

Sincerely,  
Ella Stevenson

Dear Mr. Elgin Lowe,

Thank you for visiting our classroom on Black History Speakers' Day to speak to us. I appreciated your speech about making the right choices. We all think you are an excellent and interesting lawyer. Your speech was great! Once again, I like your sense of humor, thought, and the example you set in court and in the public.

Sincerely,  
Connie Lin



Dear Mr. Elgin Lowe,

Thank you for coming to our class. You were a good speaker. Thank you for teaching us about choosing our friends wisely, following the right path, and going to college. You were good about making good choices. I want to be like you when I am older.

Sincerely,  
William Johnson

Dear Mr. Elgin Lowe, <sup>Sincerely,</sup>  
Thank you for taking your time to talk to us about making the right choices and not to be too cool. Also thank you for talking to us about who we want to be when we grow up. I didn't want to say it because I said it 100 times. I want to be a firefighter. And when you said that your friend got shot in the car that kind of <sup>is what</sup> happened to the president John F. Kennedy he got shot in the car too. I appreciate the work of a lawyer that your father.

Dear Mr. Elgin Lowe,

Thank you for coming to our class to teach us lessons to not get into gangs. I know that popularity isn't important and to choose the right path. You want us to go to college and do the right things instead of the wrong things. I wish I was like you because sometimes I get in trouble.

Dear Mr. Elgin Lowe,

Thank you very much. I really appreciate you coming. You probably had to miss some of your work. You taught me to choose my friends wisely and I don't miss my family. Thank you again.

Sincerely,  
Armando  
Almeida

Dear Mr. Elgin Lowe,

Thank you for being at the Black History Speaker's Day. I remember you said "Pick your friends wisely. Follow the right path. And make your choices. You also said 'Go to college. Don't go to jail. It's not important to be too cool, and to listen to your own family and friends.' I hope I can be just like you. I want to do the right thing all the time. I want to do what I want to do and not to listen to people who tell me what to do with my life. Thank you again.

Sincerely,  
Sephia

Dear Mr. Elgin Lowe,

Thank you for taking a day out of work to come to our Black History Speaker's Day. You talked about a lot of things like go to college, don't join gangs, listen to your family, make good choices, and also choose your friends wisely. I like what you said about not too be cool and I like your right because I'm a nerd for playing games. I appreciate that you shared what happened to your friend and I know how that feels because my brother got hurt from a car that crash through the wall and on the same day he almost got hit by the lamp falling on his head. He is all right and thank you again for coming.

Sincerely,  
Jovica Jan



Dear Mr. Elgin Love,

Thank you for teaching me how to not join gangs and to follow the right path and don't do to cool and to listen to your own family not a gang family and go to college. Sincerely from aley

Dear Mr. Elgin Love,

Sometimes I wish I can be like you. I wish I can be like you because sometimes I don't make the right choices and I have to pay the consequences. That's why I want to be like you. So thank you for the advise.

Sincerely,  
Lorenzo

Dear Mr. Elgin Love,

Thank you for taking a day off work and coming to Cornell to give us your speech. Thank you for telling us not to join gangs and to go to college. I remember you said go to college and you not too cool for college. I think you were the best speaker ever. Thank you!

Sincerely,  
Leonardo Ruelas

Dear Mr. Elgin Love,

Thank you for coming to our school and taking your time off of your job to come to black history speakers day. I am happy that you told us not to join gangs and not to be too cool. You told us to go to college. Follow the right path, listen to your own family, to choose the right path, to choose your friends wisely to make good choices. I really feel bad for you friend you go school when he was driving in that car when you were doing your homework. You have a good career. You really made work hard to be a lawyer.

Dear Mr. Elgin Love

Thank you for taking time from your work to talk with us about your life and thank you for telling us all the things that we should do like going to college and not joining gangs, to not be too cool and to follow the right path and to listen to our own family

Sincerely,  
Jasmin

Dear Mr. Elgin Love, Thank you for telling us about your life and to our school to tell us not to join gangs. Thank you for telling us to listen to our own family. Thank you for telling us not to be too cool, thank you for telling us to make good choices in life. I am going to make good choices.

Sincerely,  
Jesse

# **EXHIBIT I**

## **Lowe, Elgin, DA**

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**From:** Chief Darryl C. McAllister <DMcAllister@unioncity.org>  
**Sent:** Sunday, November 8, 2015 12:36 AM  
**To:** Lowe, Elgin, DA  
**Subject:** FW: MDM GUEST SPEAKERS  
**Attachments:** image2.JPG; image3.JPG

FYI

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**From:** R Polk <rpolk@nhusd.k12.ca.us>  
**Sent:** Saturday, November 7, 2015 10:33 PM  
**To:** John Mattos  
**Cc:** Abhi Brar; Alicia Elbert; Yvonne Hull; Eric Shawn; Rosa Nieto; Jeffrey Ustick; Francis Rojas; Mary Rodriguez; Arlando Smith; Quiauna Scott; Lillie Turner; Mark Gaskins; Chief Darryl C. McAllister; elowe@alameda.courts.ca.gov  
**Subject:** Re: MDM GUEST SPEAKERS

*Hello John, can you please add this to the next News Letter?*

*Can someone please add the photos to our James Logan website?*

*On Tuesday, 11/3/15, Million Dollar Minds were fortunate enough to have two special guest speakers from our community.*

*Union City Police Chief Darryl McAllister and Senior Deputy District Attorney Elgin Lowe spent their valuable time to converse with a group of 70+.*

*Chief McAllister, a 32 year veteran of the Hayward Police Department, was sworn in as Union City Police Chief last year. His message was clear that as African Americans we need to work together and learn from one another.*

*In addition, he followed those words up with "You never know what impact your words will have on someone else." He specifically recanted a story of when he was a young boy growing up that he saw his first African American police officer. The officer told our young chief that he was "...proud..." of him. From that point, Chief McAllister knew that he wanted to be a policeman.*

*Senior Deputy District Attorney Elgin Lowe comes to us from the city of Long Beach. As a graduate of Long Beach Poly, DDA Lowe did not know as early as the Chief of what he wanted to be. However, he had strong aspersions of playing professional baseball. Unfortunately, Lowe broke his ankle his senior year in high school, but his academic game was extremely up to par. Therefore, he was able to pursue his post secondary education at U.C. Santa Barbara.*

*His message to the group was clear, "...if you've been blessed to have the athletic ability, use that in order to pay for your education." He further stated that your ability naturally fades, but they can't take your knowledge and education from you.*

*Many young men from his neighborhood had dreams of playing ball. Unfortunately, Lowe's area was ravaged by crack cocaine. Many delved into fast money, however, Lowe chose the "delayed gratification" route. Lowe coined this phrase to be equal to that of many Black neighborhoods and the game of dominoes - "All money ain't good money!"*

*Chief McAllister and DDA Lowe answered questions from the boys. One of the poignant questions was "...how do you feel about the senseless killings of unarmed Black men?"*

*Chief McAllister was vehemently disgusted by the recent events that have taken place. He stated that he is sickened by those events. Although this is extremely saddening, he also has to look at this from the lens of a police administrator. He specifically looks for ways in which to make sure these things do not take place in Union City. This is why there will be several community outreach events for teens sponsored by UCPD.*

*Both speakers are looking forward to coming back and having more in depth conversations.*

*On behalf of Million Dollar Minds and Logan High School, we'd like to thank our speakers and hope to reengage with them soon.*

*Ron Polk  
House 3 Principal  
James Logan High School  
Intellect, Integrity, & Interconnectedness  
[510-471-2520 x 62712](tel:510-471-2520)  
Go Colts!!!*

*Ron Polk  
House 3 Principal  
James Logan High School  
Intellect, Integrity, & Interconnectedness  
[510-471-2520 x 62712](tel:510-471-2520)  
Go Colts!!!*











## **EXHIBIT J**



*City of Hayward*

# *Certificate of Appreciation*

presented to

**Elgin Lowe**

**Mayor's Award**

for the many hours of service you have given in our community. Your generosity and selfless contributions have touched and improved the lives of so many Hayward residents. Thank you.

44<sup>th</sup> Annual Hayward Volunteer Recognition and Awards Dinner

April 20, 2023



In Witness Whereof, I hereunto set my hand and cause the Seal of the City of Hayward to be affixed this 20<sup>th</sup> day of April, 2023.

Mayor Mark Salinas

## **EXHIBIT K**



Thank you so much  
for all of your dedication  
to this program and your  
instruction!  
- Anjali

Elgin Lowe

Thanks for this once  
in a lifetime experience  
♥ Michelle Figueroa

Thank you so much for all your  
support through this amazing  
program!

♥, andrey dooley

Thank you for  
everything that  
you've taught us  
this year!  
- Sara Jones

Thank you  
for the  
opportunity.  
- Yasamin

Elgin, thank you  
so much for sharing  
your knowledge with  
us!  
- Juliah

Thank you  
for this experience  
♥ Jiya Day

Thank you for giving  
me this opportunity!  
- Sierra May

Thank you so much  
for everything. This  
has been an  
amazing opportunity! ♥  
- Andrea Artare

Thank you for everything  
I learned a lot of  
experience - ~~Marcela~~  
Vasquez

Thank you for  
the amazing  
opportunity & insight  
into your job it  
was very inspirational.  
- A. TAPIA

Thank you for being an  
caring and inspirational  
person and for providing  
us the opportunity.

- Jarrod Estens

Thank you for this  
amazing experience!  
I genuinely  
enjoyed it.  
- Juna

Thank you for this  
amazing experience!  
I enjoyed every bit  
of it!  
- Dariusz

Thank you for this  
opportunity and all the  
stories you shared  
with us.  
- Afifa Abdullah  
Abdullah



## **EXHIBIT L**











## **EXHIBIT M**







## **EXHIBIT N**

# The LOWE-down on Justice

*At UC Santa Barbara, Elgin Lowe was a scholar-athlete and for nearly two decades he has used that same competitive nature to succeed in the courtrooms of Alameda County as a Deputy District Attorney. But Lowe is doing more than putting criminals away, he's trying to help them avoid becoming criminals all together.*

By BILL MAHONEY UCSB Athletics Communications

When he was still a baseball player at UC Santa Barbara, before the thought of law school ever entered his mind, Elgin Lowe was already displaying traits that would make him a successful attorney.

"I remember in practice, a teammate once told me that I should think about law school," Lowe said. "I was always the one who was helping guys settle their problems. I was the mediator of disputes."

When he originally began contemplating law school, Lowe thought of it as a "Plan B", something to fall back on if he didn't make it in professional baseball.

"Like most college baseball players I thought about playing professionally, but I also realized that most college baseball players don't make it professionally," he said. "So I turned my focus towards law school as a back-up plan."

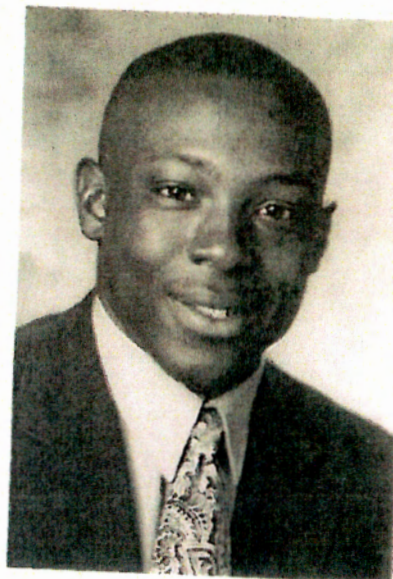
As back-up plans go, this one turned out okay.

Lowe graduated from UCSB in 1993 with a degree in history. He was the Gauchos 1993 Big West Male Scholar Athlete of the Year, a Golden Eagle Award winner and he won an Offerman Scholarship for academic excellence. When it became apparent that his baseball playing days were over, he applied to and was accepted into Hastings College of Law at UC San Francisco.

So, how did that work out? Well, 20 years later, Lowe is a Deputy District Attorney in the Alameda County District Attorney's Office. Clearly, Plan B worked out pretty well.

"I didn't go to school wanting to be a DA," Lowe said. "Coming out of the baseball realm, I thought I would go into sports agency stuff or sports law."

The desire to represent professional athletes began to wane when Lowe got a job in the Alameda County DA's Office during his second summer of law school. The position, even as a student, allowed him to get some real life experience - trying



DUI cases - and the rest was history. The Long Beach native had found his calling.

"I realized that I loved the courtroom, I loved the trial work," he said. "The year before I had worked at a law firm and that was just boring to me. I never got to go into the courtroom. I wrote briefs and I never got to litigate. But the DA's office basically said that if I go there, I would get into the courtroom as soon as possible."

Once he got the opportunity, Lowe never desired to do anything else.

"I went into it thinking I would get some experience and maybe go on to something else," he recalled. "But 17 years later I am still here, trying more and more serious cases. I think if I hadn't had that trial during my second summer, I probably would have thought about doing something else."

Lowe contends that the athlete in him was one of the reasons that the opportunity to prosecute and try cases was appealing.

"The courtroom is a competitive environment," Lowe said. "I played baseball for a long time and the competitor in me never really went away and now the wins and losses really count for even more."

Lowe has had some pretty big wins. Most recently, he was the prosecutor in a high-profile murder case that resulted in the conviction of a 19-year old Fremont, Calif., man who stabbed an 18-year old Newark Memorial High School football player to death outside a party in 2012.

"With a case like that it's almost like you're watching a Shakespearean tragedy as it plays out," Lowe said. "The



human side always dictates my feelings about a case and if I ever get to the point where I'm cynical and I don't see it from the human side, that's when I know it's time to walk away. In order to kind of go that extra mile and dig in deep, you have to have the investment that comes when you know what happened was wrong and believe that someone needs to take accountability. If I ever lose that perspective, I know it is time for me to transfer or get another job."

His work in the courtroom has earned Lowe high praise from Nancy O'Malley, the Alameda County District Attorney.

"Elgin is a tenacious public servant," O'Malley said. "I am thankful he chose a career of bringing justice to society. He plays a very unique and special role in the lives of victims of crime. He is kind and empathetic; he also instills confidence in the victims, the family and friends whose loved one was murdered, or to witnesses who step forward. These courageous people know and trust that Elgin will step into the courtroom, completely prepared and committed to giving each case his best, which also happens to be one of the best in the prosecution world."

Bob Brontsema, an assistant coach during Lowe's three seasons at UCSB and ultimately the program's head coach, re-

*“The courtroom is a competitive environment. I played baseball for a long time and the competitor in me never really went away and now the wins and losses really count for even more.”*

members that he believed the player would someday succeed in whatever field he chose.

"I don't know that I would have guessed he would become a prosecutor," Brontsema said. "But he was just one of those kids you knew would make it. He was a good guy and good things come to people like him."

The cases that Lowe tries range from the most heinous to those that offer a certain level of humor. Of the former, there is one tragic case that stands out from the rest.

The parents of a young boy were having issues with drugs and their second child was born addicted and died. After test results came back that proved the cause of death was the

infant's addiction to drugs, California Child Protective Services ordered the removal of the other child.

"This child was two or three at the time that he was removed from the home," Lowe recalled. "He had grandparents and other family that were willing to take him in, but because of CPS rules, he was assigned to a foster family. He was in the foster family for a week and the father assaults him and kills him. It was a horrible tragedy."

During the trial, the question of which other family members were at home at the time of the assault became crucial, because they would be the key witnesses.







*Elgin Lowe, with his wife Brigitte, and their two children, Kendall and Kori.*

"At the time, there were three daughters at home, a nine-year old, a seven-year old and a four-year old," Lowe said. "The nine-year old lied, the four-year old didn't remember anything, but at some point, the seven-year old finally let it out that the father assaulted the boy and he was convicted. That one really sticks with me."

Another one that sticks with Lowe, but for a different reason, involved the retrial of suspects who robbed a Brinks truck. The robbery took place in 1995, when he was still at Hastings College of Law. The robbery resulted in the murder of a security guard.

"This was almost like a movie script," he said. "These guys tried to rob a Brinks truck on University Avenue in Berkeley. The guys were dressed up in women's clothing and wearing wigs. One of the guys was on a bus, headed to Iowa, when we caught him. He was wearing an Afro wig. It took me two months to try the case. It was very memorable because I had to bring in people from Washington and Chicago."

"In the end, because this guy was wearing a dress when he committed the robbery and you could see his knobby knees, he was convicted. He was identified because of his knobby knees. You just can't make this stuff up."

Lowe believes that his role is more than prosecuting and convicting. He feels that understanding his place in the community he lives in is extremely important and, to that end, he's tried to make a difference in other ways.

"I understand that I do perform a public service in the community in which my family and I live," he said. "Being able to speak to kids, being proactive in getting to them before they get to me, and keeping them away from the judicial system as much as possible. That's important."

To that end, District Attorney O'Malley put Lowe in an even better position to make a difference in his community.

"A few years back, Elgin identified a significant gap in combating gang related crimes," O'Malley said. "He made a proposal

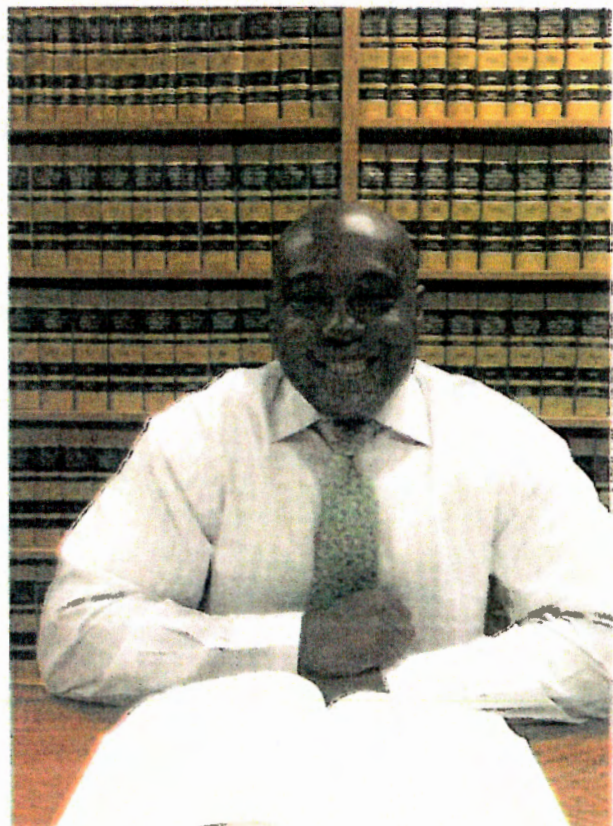
to me and I immediately reassigned him to the Gang Unit and empowered him to build his initiative. Since that time, Elgin has led to the solving of several horrendous murder cases committed by gangs."

But since being reassigned, Lowe has done more than help solve cases, he's been at the forefront of something resembling a culture change.

"He worked with young men who are gang involved and helped them see their lives differently," O'Malley said. "Those hardcore gang members cooperated with the prosecution and that has led to several convictions, with Elgin as the prosecutor. Some of these cases went unsolved for a number of years. He used his leadership and interpersonal skills to revitalize the police, instill confidence in the witnesses who had long before given up hope, and pulled together the teams to solve these crimes."

O'Malley also said that Lowe donates his own time to a cause he feels very strongly about.

"Elgin also steps up to serve as a mentor, coach and example for young men of color who strive to stay away from the criminal justice system," she said. "The initiatives in which he has become involved are designed to teach to young men and women the life lessons Elgin learned as he grew up and through involvement in team sports."





Lowe also realizes that he has the power to make life-changing decisions, and that prosecuting isn't always the automatic choice.

"The most satisfying thing is that I know I can do the right thing everyday," Lowe said. "It's not just putting people in jail. I know I have serious cases, serious crimes, and I know what that calls for. But I also have the power not to do that, and being very judicious with that power is something I've learned to appreciate.

"There are times when I see that someone might deserve a break, because I understand things from a different perspective," he continued. "I'm in an office where I have seniority, where my decisions are profound. We might not all agree on everything, but when I think someone deserves a break, I'm going to give it to them."

At a certain level, Lowe realizes that there are no winners in cases that he tries.

"The most frustrating part about what I do is not being successful in trying to prevent things from getting to the point where I am trying someone," he said. "You see a lot of kids whose lives are gone. The 19-year old who killed the 18-year old football player will spend the rest of his life in prison and another kid is dead. The law is what it is, and there are no winners. Usually, when I'm involved with a case, there will be some justice for the family, but there aren't any winners because I cannot get them what they ultimately want, their loved-one back."

Lowe's wife, Brigitte, is also a Deputy District Attorney and Legal Advisor for the Alameda County Child Abuse Listening, Interviewing, and Coordination Center in San Leandro. Their son Kendall is 12 and daughter Kori is eight.

"My daughter asked me the other day 'are you the lawyer that sues people?'" he said. "So she is starting to kind of figure out what I do. My son knows I prosecute people, but I don't talk about work with either of them. Are they aspiring lawyers? I don't know, I think they're too young to know. My son is still in the video games stage, so we'll see."

Lowe still takes a great deal of pride in the time he spent at UCSB.

"I know Elgin is very proud of his time at UCSB and feels a strong allegiance to his alma mater," O'Malley said.

"I had such a great time at UCSB," recalled Lowe. "I remember my teammates and how much fun I had being a student-athlete. There are always ups-and-downs, but overall I remember the good times and how quickly it went."

While he isn't sure if either of his children will aspire to become a lawyer, in fact he is not sure he would want them to, one thing that would be okay with Lowe: he would be fine with either of them attending UCSB.

"That would be cool," he said. "I'll definitely bring them down to Santa Barbara and then we can see what happens."



“The initiatives in which he has become involved are designed to teach to young men and women the life lessons Elgin learned as he grew up and through involvement in team sports.”

– Nancy O'Malley,  
Alameda County District Attorney



## **EXHIBIT O**



# Association of Government Attorneys in Capital Litigation

1108 Lavaca Street, Ste. 110-141  
Austin, Texas 78701  
(512) 484-7022  
agacl@msn.com

June 16, 2016

Mr. Elgin Lowe  
Office of the District Attorney  
Alameda County  
24405 Amador Street  
Hayward, CA 94544

Re: Award for Outstanding Advocacy in Capital Cases, 2015-2016

Dear Mr. Lowe :

Congratulations! You have been selected to receive the Board of Directors' Award for Outstanding Advocacy in Capital Cases 2015-2016. The award will be presented Wednesday, August 3, 2016, at 2:15 p.m. during the "Best of the Best" presentation, at the 37th Annual Summer Conference of the Association of Government Attorneys in Capital Litigation (AGACL) to be held at the Hotel Monteleone in New Orleans, Louisiana, August 3<sup>rd</sup> – August 6<sup>th</sup>, 2016. For more information, please visit our website at [www.agacl.com](http://www.agacl.com). I hope to see you there.

Sincerely,

EDWARD L. MARSHALL  
Secretary-Treasurer, AGACL

Cc: Angela C. Backers, Senior Deputy District Attorney



April 6, 2016

The Honorable Patrick McGrath,  
President of the California District Attorneys Association  
921 11<sup>th</sup> Street, Suite 300  
Sacramento, CA 95814

Dear President McGrath,

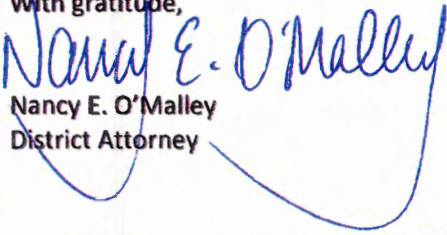
I am honored and pleased to be able to nominate Senior Deputy District Attorney Elgin Lowe for the 2016 Prosecutor of the Year Award. Elgin has been a career prosecutor in the Alameda County District Attorney's Office since 1996. Elgin embodies everything you would want in a career prosecutor: ethics, hard work, dependability, intelligence and the ability to connect with a jury.

During his career, Elgin has served several felony trial rotations where he has handled several complex murder trials. In 2011, Elgin was assigned to our Gang Unit to handle all gang cases in Southern Alameda County. Southern Alameda County covers the cities of Livermore, Pleasanton, Dublin, San Leandro, Hayward, Union City, Fremont and Newark. In the four years Elgin has been assigned to the Unit, Elgin has single-handedly, successfully prosecuted 85 gang defendants. For example, in July of 2015, Elgin convicted Daniela Guzman for the murder of Justice Afoa, a high school football star at Newark Memorial High School. In October 2015, Elgin next successfully tried Joel Perry for a brutal gang related murder that occurred in Union City. Elgin then convicted Alexis Pamiroyan for the murder of 14-year-old Vernon Eddins. Finally, in December 2015, Elgin convicted Richard Corona of a brutal gang related assault.

In addition to the victim's families, those who can speak most profoundly about Elgin's work are the Chiefs of Police where Elgin has been successful in stemming the tide of gang violence in their cities. I have attached letters from them, as well as many other commendations and articles. Elgin recently was awarded the first ever "Beyond the Call" award from the Union City Police Department. "Beyond the Call" awards are given to a professional who has contributed greatly to safety in Union City. Elgin received this award for his dedication to his local community, not only as a prosecutor, but also as a mentor to at-risk youth, attempting to reach them before they are indoctrinated into the gang culture. Additionally, I have included a fantastic 2013 article written about Elgin by his college, UC Santa Barbara, entitled "The LOWE-down on Justice". The article details what a wonderful student-athlete Elgin was in college, and how proud they are to call him one of their alumni.

I cannot imagine a more worthy candidate for Prosecutor of the Year in 2016. Elgin is a great example of everything we want our prosecutors to be...he is a great human being, husband, father, mentor, friend and prosecutor. I thank the Board for giving his nomination sincere consideration and I look forward to hearing from you.

With gratitude,

  
Nancy E. O'Malley  
District Attorney

## **EXHIBIT P**





*The Union City Police Department  
Cordially invites you to*

## **A CEREMONY OF HONORS**

- ~ HONORING RECENTLY RETIRED ~
- ~ SWEARING-IN OF NEW OFFICERS ~
- ~ CELEBRATING NEWLY PROMOTED EMPLOYEES ~
- ~ POLICE OFFICER OF THE YEAR AWARD ~
- ~ PUBLIC SAFETY EMPLOYEE OF THE YEAR AWARD ~
- ~ "BEYOND THE CALL" AWARDS ~
- PROFESSIONAL — D.D.A. ELGIN LOWE
- COMMUNITY — DAVE SWEILEM

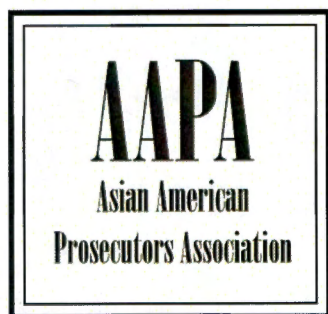
*On Thursday, November 5, 2015 at 5:30pm*

**PERFORMING ARTS CENTER**  
(Adjacent to James Logan High School)  
**1800 H STREET**  
**UNION CITY, CALIFORNIA**





## **EXHIBIT Q**



**COMMUNITY.  
INTEGRITY.  
DIVERSITY.  
JUSTICE.**

*Join us in celebrating extraordinary achievements  
in public service, public safety, and legal studies*

## **Annual Scholarship Dinner**

FEATURING  
KEYNOTE SPEAKER  
**NANCY O'MALLEY**  
ALAMEDA COUNTY  
DISTRICT ATTORNEY

**Oct 26, 2017 (Thurs)**

6-7 pm Reception with open wine/beer bar

7-9pm Dinner and program

**Outstanding Prosecutors:**  
Elgin Lowe, Alameda County  
Ivy Wang, AUSA

**Outstanding Investigators:**  
Ray Gayton-Jacob, Riverside  
Jimmy Posada, Contra Costa

**Outstanding  
Community Advocate**  
David Duong

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EAST OCEAN SEAFOOD RESTAURANT  
1713 WEBSTER ST. ALAMEDA, CA

**TO SPONSOR OR RSVP, PLEASE VISIT [www.aapa-ca.com/gala](http://www.aapa-ca.com/gala)**

## **EXHIBIT R**





CITY OF  
**HAYWARD**  
HEART OF THE BAY

To: California District Attorneys Association

Date: March 30, 2014

From: Inspector John Lage, Hayward Police

RE: Outstanding Prosecutor Award

I am writing in support of a nomination for Deputy District Attorney Elgin Lowe for the Outstanding Prosecutor of the Year Award. I have been familiar with Mr. Lowe's work for several years. He is an outstanding vertical gang case prosecutor. Beyond that though, he also works earnestly to try to break the cycle of gang violence by working with youth to prevent the violence and intimidation he must prosecute and to intervene with youthful offenders to divert them from continuing in that destructive lifestyle.

Mr. Lowe has worked with local Law Enforcement, Counselors and Juvenile Probation professionals to prevent gang violence through education efforts at local schools in Hayward and with local counseling organizations that work with at-risk youth. He has also accompanied me and others on intervention efforts at the Juvenile Probation Camp here in Alameda County where he spoke sincerely to juvenile offenders about the realities of the justice system and the consequences they would face if they did not make changes to how they resolve problems. He spoke with empathy for their circumstances and was listened to intently by the youth. They heard about his experiences growing up in similar, challenging environments in which he overcame obstacles and developed himself into the inspiring role model he has become. The youthful offenders saw him as the fair and objective person he is that wanted the best for them but would always serve the law and protect the public.

When it comes to prosecuting cases, particularly gang cases, Mr. Lowe is held in the highest esteem by the law enforcement community in Alameda County. He has established a well-deserved reputation for candid assessments of cases. Mr. Lowe's default position is not skepticism of a case that has not been previously charged. Rather, his position is generally one of open minded review with forthright discussions of what would be needed to make the case suitable for renewed evaluation and possible prosecution. As a result of this transparent and open relationship he has cultivated with our various agencies, he has revitalized cases that were suspended and brought them to successful resolution. Specifically, he has charged and prosecuted numerous gang cases, including homicides, robberies, and assaults, that resulted in convictions. Examples of which are included in this nomination.

These accomplishments make Mr. Lowe an Outstanding Prosecutor and a credit to Prosecuting Attorneys.

Respectfully,

POLICE DEPARTMENT

300 WEST WINTON AVENUE, HAYWARD, CA 94544

TEL: 510/293-7000 • FAX: 510/293-7183 • TDD: 510/793-8884



## OFFICE OF THE MAYOR

April 5, 2016

To Whom It May Concern,

I write this letter to strongly support the selection of Alameda County Deputy District Attorney (DDA) Elgin Lowe as the California District Attorneys Association's "Prosecutor of the Year". DDA Lowe is a distinguished prosecutor who has been instrumental in resolving very significant cases in Union City.

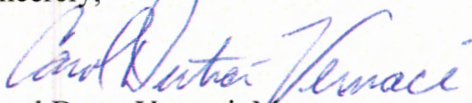
Most notably, DDA Lowe took on two challenging cases that involved numerous defendants who were believed to be involved in some of Union City's worst homicides. Vernon Eddins, a 14 year-old boy, was murdered in 2007 at the hands of 6 local Norteno gang members. His murder was considered racially motivated and caused fear within our African American community and the greater Union City community. This major violent crime was followed with a robbery turned homicide at a popular park at the hands of four local Norteno gang members. In addition to other gang-related crimes that were taking place, this time period in our City's history was very difficult.

While the City worked to establish its successful Youth Violence Prevention and Intervention Program using the Ceasefire program model, we turned to DDA Lowe for support on the prosecution side. During this time, the cases against the suspected murderers had been dormant, until DDA Lowe decided to take them on. His dedication and sharp investigative skills resulted in the arrest and sentencing of the gang members involved in both cases, some of them resulting in life sentences. The positive impact of these successful prosecutions on our community has been immense.

Since the arrest and sentencing of numerous gang members tied to these cases, Union City has experienced a significant drop in violent crime and as a result, our community is safer. These convictions have also validated the city's Ceasefire program, as local gang members now realize that if they reject the City's offer of services and support in return for stopping violence against our community, our promise to hold them personally accountable for their subsequent actions is very real. And long-lasting.

It is my honor to strongly recommend that DDA Elgin Lowe receive the award for "Prosecutor of the Year". He has certainly earned that honor in Union City.

Sincerely,

  
Carol Dutra-Vernaci, Mayor  
City Of Union City



## **EXHIBIT S**



34009 ALVARADO-NILES ROAD  
UNION CITY, CALIFORNIA 94587  
(510) 471-3232

March 24, 2014

Nancy O'Malley, District Attorney  
Alameda County District Attorney's Office  
1225 Fallon Street, Suite 900  
Oakland, CA 94612


Dear District Attorney O'Malley:

On behalf of the Union City Police Department I wish to extend our sincere appreciation and gratitude to Deputy District Attorney Elgin Lowe for his continued assistance and guidance in our efforts toward reducing gang-related violent crime in our community. DDA Lowe has consistently demonstrated a collaborative approach in working with members of our department toward the successful prosecution of these complex cases. In addition to his diligent effort to prosecute numerous recent cases, DDA Lowe has been instrumental in assisting our investigators in re-examining and effectively pursuing investigative avenues leading to the successful prosecution of several cold homicide cases. Union City has experienced a significant decline in violent, gang related, criminal activity over the past months and we believe it is largely due to the diligent efforts of DDA Lowe, as well as our investigators, to disrupt and dismantle the major criminal street gangs in our city.

DDA Lowe has taken a proactive and dedicated approach to assisting troubled youth, deferring them from the criminal justice system when appropriate, in order to provide them with an avenue to become productive members of society. DDA Lowe volunteers numerous hours to the Union City Youth Violence Prevention and Intervention Program (YVIP) as a member of the advisory board; as well as, by participating in the intervention sessions or "call-ins", which offer comprehensive support and law enforcement resources to known violent offenders in an attempt to dissuade them from continuing down their dangerous paths. In these intervention sessions, DDA Lowe provides honest and straightforward dialogue pertaining to the ramifications of the participant's actions, should they fail to cease their involvement in gang related violent activity. DDA Lowe's experience, credibility and sincere passion have had a profound impact on the success of this program.

I would ask that you share my appreciation with DDA Elgin Lowe for his dedication to law enforcement and his efforts to provide a safer community for all. I recently learned that DDA Lowe has been nominated as Deputy District Attorney of the Year and I believe he is a very worthy candidate for that honor.

Sincerely,

A handwritten signature in cursive script, appearing to read "B. Foley", written in dark ink.

Brian Foley, Chief of Police  
Union City Police Department

## **EXHIBIT T**





***Police Department***

2000 Stevenson Boulevard | P.O. Box 5007, Fremont, CA 94537-5007  
510 790-6800 *ph* | 510 790-6801 *fax* | [www.fremontpolice.org](http://www.fremontpolice.org)

March 25, 2014

District Attorney Nancy E. O'Malley  
1225 Fallon Street  
Oakland, California 94612

Dear District Attorney O'Malley:

On behalf of the Fremont Police Department, I would like to express our appreciation for the work of Assistant District Attorney Elgin Lowe and Inspector Mark Moreno. We wish to thank them for their dedicated effort in prosecuting gang offenders in our jurisdiction. Their work has been of great assistance to our agency and the agencies of southern Alameda County in our efforts to combat gang violence. The strategic decision to place gang prosecutors in our region has greatly impacted our ability to investigate gang crimes and has contributed to a meaningful decrease in gang violence.

In our opinion, the focused work of DDA Lowe and Inspector Moreno has been a direct cause of several violent gangs decreasing their criminal activity. As an indication of this impact, information from gang members both out of custody as well as from intercepted jail calls specifically reference offender fear of the gang enhancements successfully prosecuted by DDA Lowe. In addition, DDA Lowe has also provided gang investigation training to all the sworn members of our department.

A list of several noteworthy cases representing the type of work we have found to be so beneficial includes the following:

- A 2008 cold-case homicide in which a group of Hayward Norteno gang members fired shots at a wedding reception and were prosecuted after new information was developed.
- A 2010 drive-by shooting emanating from a disturbance at the Fremont Hall of Justice is pending trial. Three Fremont "Insane Viet Thugs" gang members were charged ending a series of shootings initiated by "IVT" against Fremont Norteno's.
- A 2011 gang rape case was successfully prosecuted resulting in lengthy prison sentences for three Fremont Norteno gang members. Inspector Moreno initiated a related investigation on a fourth suspect and the case is currently pending trial.



District Attorney Nancy E. O'Malley  
March 25, 2014  
Page 2

- A 2012 stabbing/homicide where a Newark Memorial High School football player was murdered by a Fremont Norteno gang member. The case is pending trial.
- Upon charging the 2012 murder of the NMHS football player, DDA Lowe and Inspector Moreno proactively contacted Newark PD to offer assistance in their investigation of a 2010 murder of another NMHS football player at the hands of Fremont Norteno gang members. The case has been charged and is awaiting trial.

We would like to thank Deputy District Attorney Lowe and Inspector Moreno for their dedication and continuous effort to prevent gang violence in our communities. We look forward to our relationship with these members of your office. Please extend our appreciation for their exceptional work.

Thank you,

A handwritten signature in black ink, appearing to read "Richard Lucero", written in a cursive style.

Richard Lucero  
Chief of Police  
Fremont Police Department

RL/bdh

## **EXHIBIT U**



CITY OF  
**HAYWARD**  
HEART OF THE BAY

April 7, 2016

The Honorable Patrick McGrath,  
President of the California District Attorneys Association  
921 11th Street, Suite 300  
Sacramento, CA 95814  
(916) 443-2017

Dear President McGrath:

I am writing in support of a nomination for Senior Deputy District Attorney Elgin Lowe for the Outstanding Prosecutor of the Year Award. As the Chief of Police for the city of Hayward, I am familiar with Mr. Lowe's work as our many of Hayward's finest police detectives. Mr. Lowe is not only an outstanding vertical gang prosecutor but Mr. Lowe works earnestly to try to break the cycle of gang violence by working with youth to prevent the violence and intimidation he must prosecute. Mr. Lowe also seeks to achieve these means by working to intervene with youthful offenders in an effort to divert them from continuing in a destructive lifestyle.

When it comes to prosecuting cases, particularly gang cases, Mr. Lowe is held in the highest esteem by the law enforcement community in Alameda County. Mr. Lowe has established a well-deserved reputation for candid assessment of cases. Mr. Lowe's default position is not skepticism of a case that has not previously been charged. Rather, his position is generally one of open minded review with forthright discussions of what would be needed to make the case suitable for renewed evaluation and possible prosecution. As a result of this transparent and open relationship Mr. Lowe has cultivated with various agencies, Mr. Lowe has revitalized cases that were suspended or considered "Cold Cases", and brought them to successful resolution. Here are just a few examples of the cases Mr. Lowe has handled in our jurisdiction:

- In 2010, Samuel Nava, a 17-year-old high school student, was murdered in broad daylight at a major intersection in Hayward. The shooter also attempted to kill three of Mr. Nava's friends who were also in the vehicle with Mr. Nava. It was a very high profile murder in Hayward and it was unsolved after two years. While working on another "cold case" murder out of Union City, California, Mr. Lowe came across some information which involved the Nava killing. Mr. Lowe then contacted our department and a joint game plan was formed which led to identifying the Killer. Mr. Lowe then successfully convicted Robert Yim of murder and three counts of attempted murder in this case.

- In 2010, Jesus Guzman was murdered after being confronted by several gang members. The case was uncharged after 3 years of investigation. Hayward Police homicide investigators met with Mr. Lowe and a game plan was formed to re-open the case. Mr. Lowe convicted the shooter and the accomplices of this murder.

**POLICE DEPARTMENT**

300 WEST WINTON AVENUE, HAYWARD, CA 94544  
TEL: 510/293-7000 • FAX: 510/293-7183 • TDD: 510/783-8884



- In 2011, several gang members shot at a rival gang member who was driving in front of a local high school. School had just ended for the day and the streets were full of civilians. Despite the lack of cooperation from witnesses, Mr. Lowe convicted the shooters which led to lengthy prison sentences.

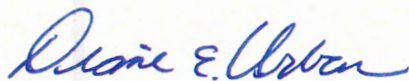
- In 2013, several gang members committed a carjacking in Hayward. The gangsters were located in Oakland, California. A chase ensued in which one of the gangsters shot a pursuing CHP officer. Luckily the officer was not struck by any of the rounds. Mr. Lowe convicted the shooter and his accomplices.

- In 2013, two juvenile gangsters confronted several juveniles at a local park in the middle of the day. One of the juvenile gangsters pulled out a gun and murdered one of the juveniles. Mr. Lowe is handling this case and both juvenile gangsters are awaiting trial for murder.

Mr. Lowe has also worked with local law enforcement, counselors and juvenile probation professionals to prevent gang violence through education efforts at local schools in Hayward, and with local counseling organizations that work with at-risk youth. Mr. Lowe has also accompanied our detectives and others on intervention efforts at the Juvenile Probation Camp here in Alameda County. Mr. Lowe spoke with empathy regarding the youth's circumstances and was listened to intently by the youth. The youth learned about Mr. Lowe's experiences growing up in similar challenging environments, and how Mr. Lowe overcame some of those obstacles in his own life. The youthful offenders saw him as the fair and objective person he is, that he wanted the best for them, but would always serve the law and protect the public. Succinctly put, Mr. Lowe is the epitome of fairness and uniformity. One of my favorite quotes by the great Martin Luther King, Jr. is "the ultimate tragedy is not the oppression and cruelty by the bad people but the silence over that by the good people." Mr. Lowe is represents the person who stands up, speaks out, and does much good.

These accomplishments make Mr. Lowe an Outstanding Prosecutor and a credit to Prosecuting Attorneys. It is with the highest recommendation that the Hayward Police Department recommends Mr. Lowe for Outstanding Prosecutor of the Year.

Respectfully Submitted,



Diane E. Urban  
Chief of Police, Hayward

## **EXHIBIT V**



## POLICE DEPARTMENT

34009 ALVARADO-NILES ROAD  
UNION CITY, CALIFORNIA 94587  
(510) 471-1365 FAX: (510) 471-5974

April 5, 2016

The Honorable Patrick McGrath, President  
California District Attorneys Association  
921 11<sup>th</sup> Street, Suite 300  
Sacramento, CA 95814

Dear Honorable President McGrath:

With great enthusiasm I am writing to endorse the nomination of Senior Deputy District Attorney Elgin Lowe, candidate for the prestigious Prosecutor of the Year Award. SDDA Lowe is a stalwart of justice, public safety, and youth vitality in Union City. He has worked a variety of assignments and specialties during his storied career, but his legacy as a prosecutor is most widely known because of his success in handling complex gang cases, particularly some of the highest profile gang violence cases in Southern Alameda County.

Lowe's prowess in the courtroom has simply amazed us all in Union City—government officials, community advocates, and educators alike. In September 2015 he prevailed in the difficult prosecution of a 23-year-old Union City gang member for killing one man and wounding another during a robbery at Union City's Kennedy Park in 2008. Three fellow gang members were also involved with in the robbery—two were convicted and the third awaits a separate trial. A month later, October 2015, Lowe's prosecution of six gang members for the 2008 horrific murder of a 14-year-old James Logan student, Vernon Eddins—a case thought to be impossible to win—finally materialized. Eddins, a freshman at James Logan High School at the time of his death, was executed right in front of a Union City middle school less than a mile away. One of the six suspects is a gang member against whom Lowe won a murder conviction a year earlier for the murder of a Hayward High School Student. Lowe's relentless prosecution was so compelling, four of the other five remaining defendants pled guilty. The fifth is implicated in yet another violent gang attack against a rival inmate in lockdown—the least of which is his worry as long as Lowe's drumbeat justice on the Eddins case is still pending.

Lowe's tenacity and professionalism are certainly a testament to his commitment to safeguard the community, but his passion is not limited to the courtroom. In addition to his persistent pursuit of justice, he unselfishly dedicates himself to helping youth to become positive, productive achievers. This is evident not only in the way he leads his life, and by his commitment to duty, but also in his resolve to assist troubled youth in Union City. He volunteers countless hours to serving on the Union City Youth Violence Prevention and Intervention Program as a member of its advisory board. He routinely participates with intervention "call-ins" of violent youth offenders, which are structured intervention sessions with youth whose behavior is on the cusp of a life of crime. He commits countless hours counseling youth teetering on the brink of legal trouble, encouraging them to recognize and correct their destructive behaviors and to be more productive in life. He is also a familiar name to numerous elementary, middle, and high schoolers—mostly young boys of color—who benefit from his voluntary appearances as a keynote or guest speaker at school campuses. SDDA Lowe is truly an ambassador—not only of the district attorney's office or the criminal justice system, but also an emissary of what it means to be the epitome of unselfish commitment to service.

For his tireless pursuit of service and justice for the people of Union City—and for the Southern Alameda County region—and on behalf of the entire Union City Police Department, I am honored to pledge full endorsement of SDDA Elgin Lowe being named Prosecutor of the Year in California.

Very truly yours,

Darryl C. McAillister  
Chief of Police

**EXHIBIT W**



# CITY OF UNION CITY

## PROCLAMATION

### *In Recognition of Senior Deputy District Attorney Elgin Lowe*

*WHEREAS, Senior Deputy District Attorney Elgin Lowe has worked a variety of assignments and specialties during his storied career, but his legacy as a prosecutor is most widely known because of his success in handling complex gang cases, particularly some of the highest profile gang violence cases in Southern Alameda County, and;*

*WHEREAS, SDDA Lowe's prowess in the courtroom has amazed all countless persons of Union City—government officials, community advocates, and educators alike, and;*

*WHEREAS, in September 2015 he prevailed in the difficult prosecution of a 23-year-old Union City gang member for killing one man and wounding another during a robbery at Union City's Kennedy Park in 2008. Fellow gang members involved with in the robbery were also convicted as a result, and;*

*WHEREAS, a month later, October 2015, SDDA Lowe's prosecution of six gang members for the 2008 horrific murder of a 14-year-old James Logan student, Vernon Eddins—a case thought to be impossible to win—finally materialized. One of the six suspects is a gang member against whom SDDA Lowe won a murder conviction a year earlier for the murder of a Hayward High School Student. SDDA Lowe's relentless prosecution was so compelling, four of the other five remaining defendants pled guilty, and;*


*WHEREAS, in addition to his persistent pursuit of justice, SDDA Lowe unselfishly dedicates himself to helping Union City youth to become positive, productive achievers. SDDA Lowe volunteers countless hours to serving on the Union City Youth Violence Prevention and Intervention Program as a member of its advisory board. SDDA Lowe routinely participates with intervention "call-ins" of violent youth offenders, which are structured intervention sessions with youth whose behavior is on the cusp of a life of crime. SDDA Lowe commits countless hours counseling youth teetering on the brink of legal trouble, encouraging them to recognize and correct their destructive behaviors and to be more productive in life. SDDA Lowe is also a familiar name to numerous elementary, middle, and high schoolers—mostly young boys of color—who benefit from his voluntary appearances as a keynote or guest speaker at school campuses, and;*


*WHEREAS, the City of Union City bestows congratulations and great pride to SDDA Lowe, who has been selected by the National Association of Government Attorneys in Capital Litigation to receive one of its highest regards for a prosecutor, the "Outstanding Advocacy in Complex Homicide Cases" Award, presented to him at its "Best of the Best" ceremony in New Orleans, Louisiana on August 3<sup>rd</sup>, 2016, and;*


*WHEREAS, SDDA Lowe is truly an ambassador—not only of the district attorney's office or the criminal justice system, but also an emissary of what it means to be the epitome of unselfish commitment to service.*

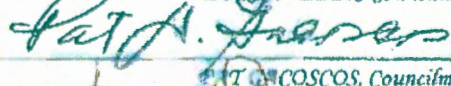
*NOW THEREFORE, we, the City Council of the City of Union City, on behalf of the entire Union City community, do hereby proclaim our appreciation to SDDA Lowe's tireless pursuit of service and justice for the people of Union City, and for the Southern Alameda County region.*


DATED: July 26, 2016

  
CAROL DUTRA-VERNACI, Mayor

  
EMILY DUNCAN, Vice Mayor

  
LORREN ELLIS, Councilmember

  
PAT A. INNES, Councilmember

  
JIM NAVARRO, Councilmember

## **EXHIBIT X**



**Blaine C. Torpey**  
30 Edgemont Way Oakland, CA 94605  
510-798-8293

January 2, 2025

Dear Alameda County Board of Supervisors,

I write to you to offer my strongest endorsement for Senior Assistant District Attorney Elgin Lowe to be the next Alameda County District Attorney.

I have lived in Alameda County for 25 years and worked in Alameda County for 20 years. For the last twenty years, I have served as a public-school educator and educational leader. I am very familiar with the importance of the justice system and how it impacts our families and our youth. The justice system must balance the needs of public safety while ensuring that the root causes of what endangers the public are addressed. I believe that Senior Assistant District Attorney Lowe has the experience, the social and professional capital, the wisdom and the expertise to lead the Alameda County District Attorney's office in the direction that maintains that balance.

While I was able to seek professional advice from Senior Assistant District Attorney Lowe that was clear, concise and allowed the organization I was working for to close a specific matter, the majority of my experiences with SADA Lowe has been through his longstanding and highly effective community service to our students and schools in Alameda County.

Not only has SADA Lowe been involved in many high-profile cases that have helped keep Alameda County safe and demonstrated leadership in the DAs office, but he has also been involved in violence prevention programs and youth engagement programs for many years. He never turns down an opportunity to support our marginalized youth in seeing the greatness in themselves and inspiring them to become a proactive part of the justice system.

I strongly support the Alameda County Board of Supervisors appointing Elgin Lowe to be the Alameda County District Attorney. Please do not hesitate to contact me should you have any questions.

Sincerely,



Blaine C. Torpey

## **EXHIBIT Y**



January 2, 2025

To Whom it May Concern:

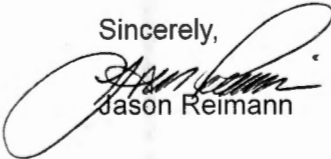
I am writing with great enthusiasm to endorse Elgin Lowe as District Attorney for Alameda County. As an educational leader and resident of Alameda County, I am very familiar with the work that Mr. Lowe has done for several years to improve educational outcomes, partner with local schools and our youth. Mr. Lowe has taken part in a variety of community and parent committees focused on bringing educational opportunities to all students. He has been an advocate for increasing programs to support student success.

I have worked as an executive cabinet member and currently as a school district superintendent in Alameda County eight years. I have resided in Alameda county for more than 40 years and have found Mr. Lowe to be among the most active and engaged partners in our area. Mr. Lowe has worked with our schools and the NAACP to help bring a variety of academic and social interventions into our schools. In this role, he has helped young people to find opportunities for success, especially students who are facing academic and or social challenges.

I believe that Mr. Lowe understands the needs and challenges facing Alameda County. He has a great deal of respect among community partners and would be an excellent choice for District Attorney.

Please do not hesitate to contact me if I can provide any further support for Mr. Lowe's candidacy.

Sincerely,



Jason Reimann

**Kwixuan H. Maloof**

### **Application for Appointment as District Attorney**

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

#### **A. General Information**

1. Applicant Name: Kwixuan H. Maloof
2. Residential Address: Hayward CA 94542
3. Email Address: (work)  
Phone Number:
4. Work Address:
5. Work Phone:
6. Please indicate which of the above be used to contact you.

#### **Please use work information**

7. \*Are you a registered voter in Alameda County? YES For how long? 28 years with a brief 4-month period as a San Francisco voter in 2018.  
Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain. Yes, I voted in every election in Alameda County for the last 28 years except for the 4-month period as a San Francisco voter in 2018.
8. Do you presently reside in Alameda County? Yes For how long? 28 years
9. \*Are you admitted to practice in the Supreme Court of the State of California? Yes. I have been licensed since 2001.
10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
a. Wallenberg High School	1982-1986	High School Diploma
b. San Jose State University	1986-1990	BA Sociology/Criminology
c. San Jose State University	1993-1995	MA Sociology/Criminology
d. New College Law School	1995-1998	JD Jurisprudence Doctorate

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money. Extortion or theft of public money, perjury, or conspiracy to commit any of those crimes?

NO, I have never been convicted of any crime.

B. Professional/Work History (past 10 years)

1. Employer	Position	Dates Employed
a. Alameda Co. District Attorney	Senior Assistant DA	2023- present

Senior Assistant District Attorneys are Attorneys for responsible running the different Bureaus of the Alameda County District Attorney's Office. I initially headed the Civil Rights Bureau which oversaw the following units: Public Accountability Unit, the Resentencing Unit, and the Civil Grand Jury. I was then reassigned to focus on becoming the Ombudsperson, the Civil Grand Jury Advisor and Resentencing Discretionary cases.

Resentencing: I am assigned to resentence defendants pursuant to Penal Code section 1172.1 (District Attorney discretion), 1172.75 (illegal 667.5(b) enhancements), and 1172.2 (compassionate release). These relatively new code sections allow the District Attorney to ask the court to recall a person's sentence and resentence them.

I try to proactively identify people whose sentences seemed ripe for review. Sometimes potential resentencing candidates come to the DA's radar because they have other motions pending in court. Now that the Public Defender's Office has post-conviction unit in place, the DA's Office frequently get queries from PD's about certain individuals.

Civil Grand Jury Advisor: The Civil Grand Jury by law, performs an oversight or: "watchdog" function, investigating and reporting on all aspects of local and county government including aspects of city government, special districts, local agency formation commissions, housing authorities, joint powers agencies, and non-profit agencies established by or operated on behalf of a public entity. The grand jury may also determine whether monies of local government agencies are handled properly, and all accounts are properly audited, assuring honest, efficient government in the best interest of the people. The jury itself selects additional areas that it wishes to study, as long as these areas fall within its jurisdiction. These may include investigations of citizen complaints.



In the performance of its duties, the grand jury may ask the advice (including legal opinions) of the district attorney, the presiding judge of the superior court, or the county counsel. In Alameda County, the county has assigned district attorney staff to act as the primary legal advisors to the grand jury. The District Attorney may always appear before the grand jury for the purpose of giving information or advice on grand jury matters. The district attorney may also interrogate witnesses before the grand jury when necessary (Penal Code section 935).

Ombudsperson Office: To protect the integrity in convictions, facilitate outcomes that build trust, enhance relationships, and improve communication with the community and our justice partners, District Attorney launched the Alameda County District Attorney Office (ACDAO) Ethics Ombudsperson Office. Through this Office, members of the public may communicate ethics-related feedback and concerns regarding the office as a whole or individual attorneys and help us to prevent unethical practices.

The launch of the new ACDAO Ethics Ombudsperson Office is a natural extension of the ACDAO's work supporting Alameda County's Grand Jury in its ombuds role investigating local government to ensure public agencies are working to the best interests of the public. Launch of the Ethics Ombudsperson Office is testament to government transparency and accountability to the community. The structure of the Ethics Ombudsperson Office is informed by the Code of Ethics and Standards of Practice of the International Ombuds Association (IOA) and is further modelled on The Northern District of California (NDCA) Ombudsperson Program through which attorney members of the NDCA Bar may confidentially communicate feedback and concerns regarding the Court or individual judges.

b. San Francisco Public Defender Deputy Public Defender 2001-2023

I represented hundreds of indigent defendants charged with crimes. Before becoming a Managing Attorney and managing both the Felony and Misdemeanor Units, I was a Head Trial Attorney and represented hundreds of indigent defendants charged with some of the most complex cases. I represented clients during all phases of their cases, including interviews, legal research, pre-trial hearings, preliminary hearings and jury trials. I handled career criminal cases (three strikes), sex cases and homicides. I was also Head Attorney in the Collaborative Courts.

In the Collaborative Courts I oversaw the Clean Slate program. This is a program of the San Francisco Public Defender's Office that can help people "clean up" their criminal records. I also oversaw the Veterans Court and Drug Courts which are programs that can help Veterans and substance abusers who are charged with criminal violations seek treatment to help with substance and mental health issues.

As the Managing Attorney for the Felony Unit, I supervised the felony trial attorneys. I ensured that the Unit provided the highest quality of representation possible, and assisted attorneys in effectively representing clients in all aspects of the felony practice, including investigation, calling witnesses, preparing and presenting exhibits, conducting effective cross examination, and opening and closing arguments. I helped develop new ways to improve the quality of services and participated in special projects to improve the Felony Unit while handling a limited caseload and tried cases on a regular basis.

As the Managing Attorney for the Misdemeanor Unit, I supervised misdemeanor trial attorneys. I ensured that the Unit provided the highest quality of representation possible, and assisted attorneys in effectively representing clients in all aspects of the misdemeanor practice, including investigation, calling witnesses, preparing and presenting exhibits, conducting effective cross examination, and opening and closing arguments. I also developed new ways to improve the quality of services and participated in special projects to improve the Misdemeanor Unit while handling a limited caseload and tried cases on a regular basis.

My trial experience spans a wide range of cases, with 69 trials completed. This includes 23 misdemeanor trials demonstrating my capability with less severe charges, and 13 homicide trials, showcasing my proficiency in handling high-stakes, complex cases.

2. Who is your current employer?

My current employer is the Alameda County District Attorney's Office.

If appointed, do you intend to continue your current employment? YES

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain. If appointed, I will continue being employed with the Alameda County District Attorney's Office.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization	Role	Dates
Charles Houston Bar Association	Life Member	2005-Present
California Association of Black Lawyers	Life Member	2005-Present
Alpha Phi Alpha Fraternity Inc.	Life Member	1988-Present
Criminal Law Section of State Bar	Board Member	2012-2020
California Association of Black Lawyers	President	2017-2018
National Bar Association	Board of Directors	2011-2018
California Attorneys of Criminal Justice	Board	2015-2016
Minority Bar Coalition	Representative	2013-2015
Bar Association of San Francisco	Judicial Council	2010-2012
Charles Houston Bar Association	President	2010-2011

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.
- a. Alameda County Bar Association: I have been a member of the Alameda County Bar Association and participate in many of the organization's activities.
  - b. Charles Houston Bar Association: I am currently a life member of the Charles Houston Bar Association. I have held many offices including President, Vice President, Young Lawyers Chair and Immediate Past President.
  - c. Board of Directors for the 5 Canyons Homeowners Association (responsible for 916 homes) for over 10 years from 2005-2016.
  - d. I have provided "Know Rights Presentations" in several high schools, churches and with community organizations in Alameda County and across the country from New York to California.
3. Have you held public office (elected or appointed)?  
No. I have not held any public office.

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

Yes, I have been a candidate for office. I was a candidate for San Francisco Superior Court Judge in 2018. I ran against an incumbent, and I was not elected.

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

I, Kwixuan Maloof, am distinctly and highly qualified to serve as District Attorney due to my extensive legal expertise and proven commitment to justice. As a graduate of the New College School of Law, I have built a robust career as both a prosecutor and a defense attorney. My experience includes serving as a Senior Assistant District Attorney, where I established the Public Accountability Unit. This unit is tasked with investigating cases involving law enforcement misconduct and ensuring compliance with civil rights laws. I was vital in the Resentencing Unit ensuring accountability while upholding fairness. I also established the Ombudsperson Office to address ethical concerns and work as the Civil Grand Jury Advisor.

I have worked extensively in public service, including serving as a Deputy Public Defender in San Francisco. As a defense attorney in the San Francisco Public Defender's Office, I have represented underserved communities, gaining critical insights into the systemic issues that disproportionately impact marginalized groups. This dual perspective uniquely positions me to balance public safety with equity and reform.

My leadership roles (including my tenure as President of the Charles Houston Bar Association and President of the California Association of Black Lawyers) highlights my dedication to advancing diversity, equity, and inclusion within the legal system. My advocacy for restorative justice and alternative sentencing programs demonstrates my innovative approach to reducing recidivism and fostering community trust.

With over two decades of legal experience and a deep commitment to justice, I have combined seasoned courtroom skills (with 69 felony trials, 23 misdemeanor trials, and 13 homicide trials) with a forward-thinking vision for a fair and effective criminal justice system. These qualifications make me an exceptional candidate for District Attorney.



I have been a member of the California State Bar since 2001. My role in both prosecutorial and defense positions provides me with a balanced perspective on the justice system, which is critical for addressing complex legal and societal issues.

2. What would be your three highest priorities or areas of interest as District Attorney?

As a District Attorney, the three highest priorities are 1) public safety, 2) justice reform, and 3) community engagement.

### **1. Public Safety**

Ensuring the safety of all residents is paramount. This includes being “smart on crime” by aggressively prosecuting violent crimes, and combating drug trafficking while also focusing on reducing repeat offenses. Collaboration with law enforcement agencies and community organizations is key to identifying and addressing emerging threats effectively.

### **2. Justice Reform**

Balancing the need for accountability with fairness is critical. The “smart on crime” process involves reforming policies to eliminate disparities in the justice system and adopting diversion programs for non-violent offenders, particularly those struggling with addiction or mental health issues. Prioritizing alternatives to incarceration, such as restorative justice initiatives, helps reduce recidivism and fosters rehabilitation. Ensuring transparency and equity in prosecutorial decisions is essential for maintaining trust.

### **3. Community Engagement**

Building strong relationships with the community is “smart on crime” and strengthens trust in the justice system. This includes regular outreach, listening to concerns, and ensuring accessibility to legal resources. Education campaigns about rights, crime prevention, and resources available for victims are also crucial. A District Attorney must work closely with community leaders to understand local challenges and develop solutions tailored to their needs and victim rights.

By focusing on these priorities, a District Attorney can create a justice system that is fair, equitable, and responsive to the community it serves. Focusing on these priorities is being “smart on crime”.

3. Why is serving as District Attorney important to you?

Serving as District Attorney is important to me because it allows me to leverage my extensive legal expertise and commitment to justice to create meaningful change in my community. As a District Attorney I would have the

unique opportunity to shape the criminal justice system by making decisions that ensure fairness, accountability, and public safety. My dedication to justice is rooted in my understanding of the legal system's profound impact on individuals and communities, particularly marginalized groups who often face systemic inequities.

I view the role of District Attorney as more than just prosecuting cases; it is a position of leadership and responsibility that requires balancing public safety with compassion and reform. I am driven by the belief that the DA's office can be a vehicle for addressing social injustices, such as racial disparities in sentencing, over-incarceration, and the need for alternatives to incarceration for non-violent offenders without sacrificing our commitment to upholding justice.

Moreover, my emphasis on integrity and fairness underscores my commitment to restoring public trust in the criminal justice system. By prioritizing transparency, accountability, and community engagement, I seek to build bridges between law enforcement and the people they serve. Ultimately, serving as District Attorney is a platform for me to advocate for policies that protect victims, support rehabilitation, and promote equitable justice, ensuring a safer and more just society for all. This is the "smart on crime" approach.

Earl Warren, one of the most well-known Alameda District Attorneys (before becoming the CA Attorney General, CA Governor and United States Supreme Court Chief Justice) chartered the Alameda Public Defender's Office in 1927 because he knew that in order to protect the integrity of a conviction the defendant should have a proper defense and address the needs of a defendant to prevent recidivism.

**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

*Kuduan H. Haddad*

Date: \_\_\_\_\_

*12/12/24*

**Ocean O. Mottley**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: OCEAN MUTLEY All Other Names Used in Past:

2. Residential Address:

3. Email Address: Phone Number:

4. Work Address:

5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you.

7. \*Are you a registered voter in Alameda County? For how long?

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

8. Do you presently reside in Alameda County? For how long?

9. \*Are you admitted to practice in the Supreme Court of the State of California?

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
-------------	-------	------------------------

a.

b.

c.

d.

SEE ATTACHMENT



11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes?

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

1. Employer Position Dates Employed

a.

b.

c.

d.

2. Who is your current employer?

If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney)

If yes, please explain.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization Role Dates

a.

b.

c.

d.

e.

SEE ATTACHMENT

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

a.

b.

c.

d.

3. Have you held public office (elected or appointed)?

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

2. What would be your three highest priorities or areas of interest as District Attorney?

3. Why is serving as District Attorney important to you?

SEE ATTACHMENT

Please note: This application, including all attachments, will be made available to the public in its entirety.

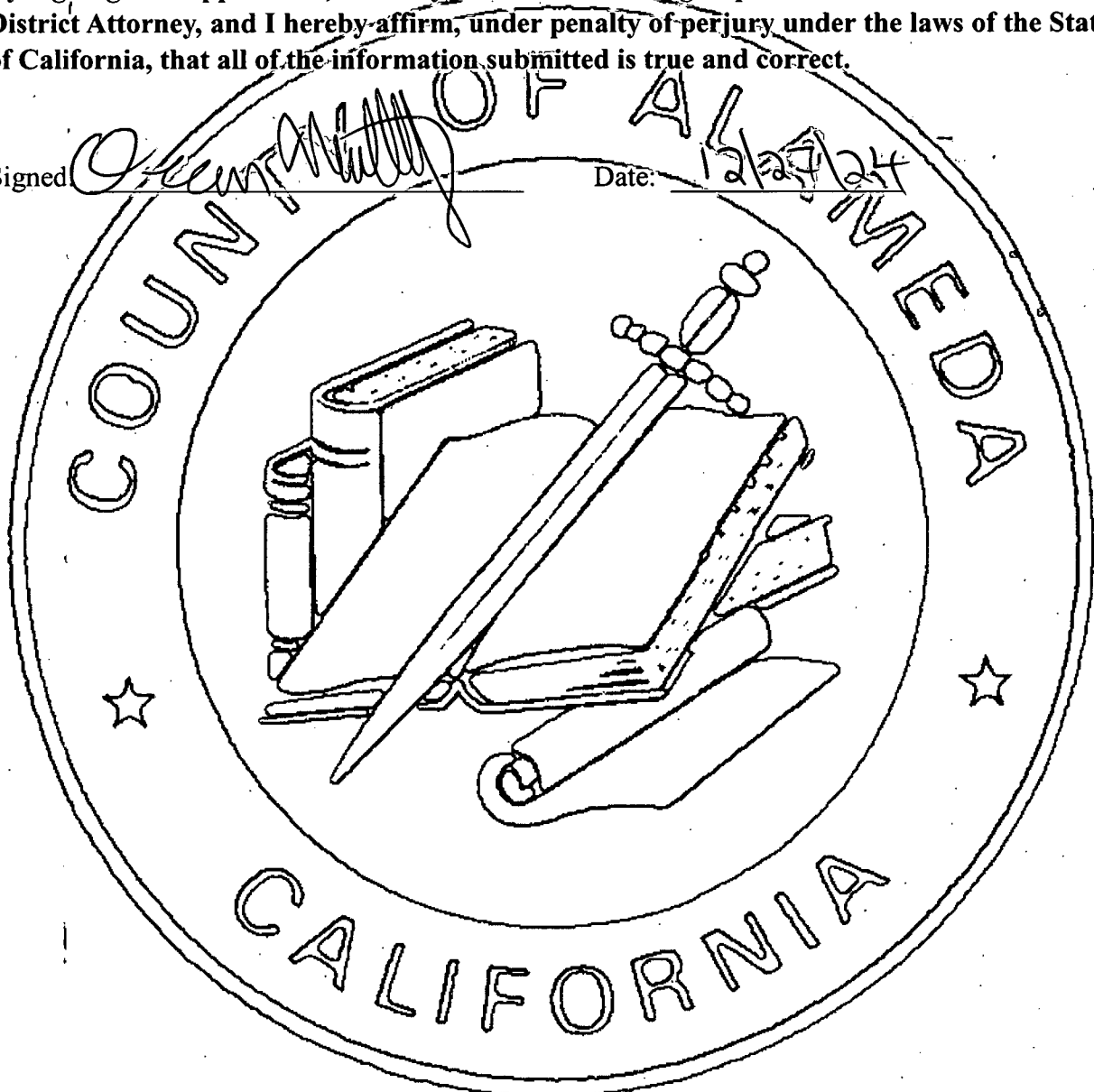
By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.

Signed

*[Handwritten signature]*

Date:

*12/27/24*



SEE ATTACHMENT

## Attachment

### A. General

1. Ocean O'Dowda Mottley (previously Jason Blount Mottley)
2. Mailing address: Emeryville, CA 94608 (My home address is in Alameda County, but I'm using a mailing address per **Labor Code Section 230(f)** as a victim of stalking.)
3. (Please, redact # 3 from public record per **Labor Code Section 230(f)** as a victim of stalking.)
- 4.
5. Work phone is the same as above.
6. Please, contact me via email.
7. I have been registered to vote in Alameda County since approximately 1994. I have voted in all general elections in Alameda County in the last ten years, but I am not sure about the primaries; I have never been registered as a Democrat or Republican.
8. I reside in Alameda County and have since 1994 with a few brief exceptions of less than a year.
9. I am admitted to practice law before the Supreme Court of California.

### 10. Education

- a. Douglas S. Freeman H.S.: Fall 1989 – Fall 1991
- b. Mount Bachelor Academy: Fall 1991 – Winter 1993: High School Diploma
- c. Chabot Community College: Fall 1995 – Summer 1998
- d. City College of San Francisco: Spring 1995 – Fall 1999 and Fall 2012 – Spring 2015: Certifications in Sexual Health Education and Social Diversity
- e. Laney College: Spring 1998 – Summer 2000: A.A. in General Education, Social Science, and Labor Studies
- f. UC Berkeley: Fall 2000 – Winter 2002: B.A. Interdisciplinary Studies
- g. George Meany Center National Labor College via University of Baltimore: Summer 2004 – Summer 2006: M.A. Legal and Ethical Studies
- h. UC Law (formerly UC Hastings): Fall 2006 – Winter 2009: Juris Doctor
- i. Cal State East Bay: Spring 2019 – Fall 2023: Certifications in Human Resource Management Basic, Advanced, and Executive

### 11. NO

### B. Employment

1. Last 10 years
  - a. IATSE Locals 107/166/169: movie projectionist and technician: December 1995 - present
  - b. LiUNA/UPEC Local 792: Staff Attorney: October 2013 – March 2016



- c. Mottley Law: solo practitioner: April 2016 – November 2017 and December 2018 – October 2020
  - d. IATSE Local B-192: Business Agent: December 2017 – November 2018
  - e. Bay Area Legal Aid: Senior Staff Attorney: November 2020 – present
- 2. Bay Area Legal Aid and IATSE 107 – I will not continue if hired.
- C. Community Involvement - Last 10 years
  - 1. Organizations with significant involvement or service as an officer
    - a. Suigetsukan Dojo: teacher: May 2006 – present: Board Member: June 2019 - present
    - b. IATSE Local 169: Executive Board Member: January 2015 – December 2022
    - c. San Francisco Board of Supervisors Safer Schools Sexual Assault Task Force: Legal Advocate: October 2016 – November 2017
    - d. Justice and Diversity Center of the Bar Association of San Francisco: Pro Bono Attorney: March 2019 – January 2021
    - e. Root and Rebound: August 2019 – November 2020: Volunteer Hotline Attorney
    - f. Bay Area Legal Aid Workers NOLSW/UAW Local 2320: Vice Chair and Chief Steward: September 2022 - present
    - g. Alameda County Bar Association: Labor and Employment Law Section: Executive Committee Member: October 2023 - present
  - 2. Relevant Alameda County Experience past 10 years with specific examples
    - a. Suigetsukan Dojo: teacher: May 2006 – present. I teach personal self-defense through martial arts to a multi-culturally diverse group of adults, children, cis, trans, and non-binary people.
    - b. IATSE Local 169: January 2015 – December 2022. I served on the executive board of a labor union.
    - c. Root and Rebound: August 2019 – November 2020: I served as volunteer hotline attorney for incarcerated members of our community to provide legal advice and re-entry services.
    - d. Bay Area Legal Aid Workers NOLSW/UAW Local 2320: September 2022 – present. I serve as the chief steward for the members of the union at my current job at Bay Area Legal Aid.
    - e. Alameda County Bar Association: Labor and Employment Law Section: October 2023 – present. I serve on the executive committee to primarily provide legal education to other attorneys and members of the public.
  - 3. I have never held public office.
  - 4. I have never been a candidate for office.
  - 5. Statement of Interest

a. Distinct Qualifications and Experience for District Attorney:

My career and life experience distinctly qualify me to be the district attorney of Alameda County. I have represented deputy and assistant district attorneys, including one district attorney, as a labor attorney in Butte, Glenn, and Trinity Counties. I have represented Law Enforcement in Butte, Glenn, Lassen, Modoc, Monterey, San Francisco, Siskiyou, and Trinity Counties as a labor attorney. I have represented people with criminal charges and criminal records in defense and expungement proceedings respectively as well as providing reentry legal services to people with criminal records in Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara, and Solano Counties as a criminal defense attorney and civil law general practitioner.

I have lived and worked in Alameda County since 1994, my entire adult life. I have worked throughout the County in Berkeley, Dublin, Emeryville, Fremont, Hayward, and Oakland as an attorney, union business agent, and motion picture technician. I have owned three homes in my life, one at a time consecutively, all in Alameda County, and am currently a homeowner in Alameda County. I am familiar with many of the sitting judges throughout Alameda County and have practiced law in Alameda County for over fourteen years. I am familiar with both the District Attorney's and Public Defender's offices through my work at Bay Area Legal Aid, and I have worked to coordinate services with and between them. I've also been the victim of a serious crime in Alameda County when last year my partner was killed during a robbery attempt.

b. Three Highest Priorities for the District Attorney's Office:

My priorities are the stability and functionality of The District Attorney's Office, the coordination of services with law enforcement and community organizations, and reinvigorating the Victim's Services and Restorative Justice Divisions.

The Office has been through unprecedented turmoil recently, and I see my primary duty as bringing stability, collegiality, and professionalism to the office. My job is to support the people doing the work in The Office to make it the best county to work in, to retain and to attract the kind of talent necessary to make the office exemplary.

The District Attorney's Office is but one part of a great system of criminal justice and must be able to cooperate and support the work of law enforcement as well as our counterparts in The Public Defender's Office and community

organizations who share a vision for justice and prosperity for all people of Alameda County. I have represented law enforcement as a labor attorney, have practiced criminal defense, and worked with social justice and reentry services, and I recognize the need for a holistic view of the nature of crime and its relationship to poverty.

My partner was killed during a robbery last year in Alameda County, and I know what it means to be a victim of crime. I've experienced the Victims Services and Restorative Justice Divisions and see where their strengths and weaknesses lie. I recognize the critical need to support victims and find ways to heal our communities that do not rely solely on punitive measures.

c. Why:

I was not born in Alameda County, but I got here as fast as I could. I moved here in 1994 when I was 18 years old and have never lived outside of the county for a whole year, and only once for more than six months. My focus is on people and relationships, supporting people doing the work they do, and building and facilitating good relationships within the office and with law enforcement and community organizations. I am a pragmatist and exceptionalist and only want to do the best at whatever task is in front of me. Let me take the helm of the ship and right its course to help make Alameda County a place where anyone would want to live, work, play, do business, and raise a family.

I recognize the critical role the District Attorney's office has in protecting our communities. I pray every day to set aside what I think I know about myself and others, to remain humble, and to see the humanity of every person I come in contact with. With my background representing both law enforcement and those directly affected by the criminal justice system, the pain I experienced by the killing of my partner, and this opportunity for appointment to be the District Attorney outside of the election cycle, since I have no aspiration for politics, this opportunity is the final piece of the puzzle and catalyst for bringing my life experience together to serve my fellow residents of Alameda County.

Green Malley  
12/27/24

**Arvon J. Perteet**



## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: Arvon J. Perteet All Other Names Used in Past:

2. Residential Address: Oakland, CA 94601

3. Email Address: Phone Number:

4. Work Address:

5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you.  
Please contact me via my email:

7. \*Are you a registered voter in Alameda County? Yes For how long? Since 1987

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

Yes, to my knowledge.

8. Do you presently reside in Alameda County? For how long?  
Yes, I currently reside in Alameda County. I have lived in Alameda County since at least 1981, with the exception of the time I spent in college in Atlanta, Georgia.

9. \*Are you admitted to practice in the Supreme Court of the State of California?  
Yes, I am admitted to practice in the Supreme Court of the State of California.

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
-------------	-------	------------------------

a. Berkeley High School, 9/1983 - 6/1985

b. Skyline High School, 9/1985 - 6/1987, High School Diploma

c. Morehouse College, 8/1987 - 5/1991, BA - Business Administration

d. Golden Gate University School of Law, 8/2001 - 5/2005, JD

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? No.

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)** See Attachment for 11. B. 1. and Resume

1. Employer Position Dates Employed

a.

b.

c.

d.

2. Who is your current employer? California Department of Justice - Attorney General's Office

If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.) No.

If yes, please explain.

**C. Community Involvement** See Attachment for 11. C. 1. & 2.

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization Role Dates

a.

b.

c.

d.

e.

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement. See Attachment for 11. C. 1. & 2.

- a.
- b.
- c.
- d.

3. Have you held public office (elected or appointed)?

I was a commissioner on the City of Oakland Public Ethics Commission from January 2021 to January 2024.

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

No.

**D. Statement of Interest** See Attachments for 11. D. 1-3.

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?
2. What would be your three highest priorities or areas of interest as District Attorney?
3. Why is serving as District Attorney important to you?

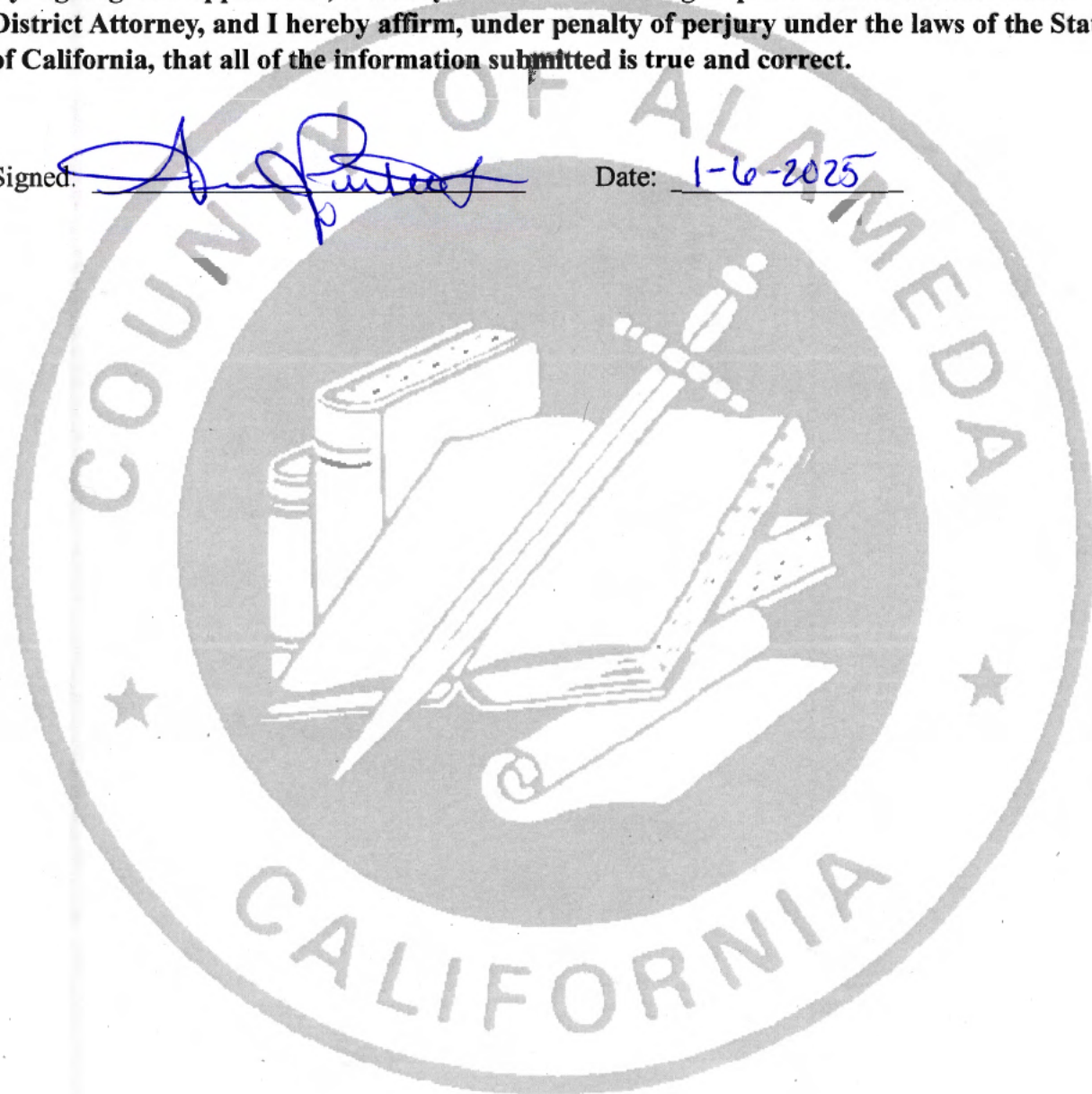
**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

1-6-2025





Application for Appointment as District Attorney for Arvon J. Perteet

**Professional/Work History**

**11. B. 1.**

<b>1. Employer</b>	<b>Position</b>	<b>Dates Employed</b>
a. California Department of Justice	Deputy Attorney General	6/2024 - present
b. Block, Inc.	Global Legal Response & Fraud Investigations Mgr.	10/2018 - 3/2024
c. San Francisco Dist. Attorney's Office	Assistant District Attorney	4/2017 - 10/2018
d. United States Attorney's Office Northern District of California	Special/Assistant United States Attorney	3/2009 - 4/2017
e. Contra Costa Dist. Attorney's Office	Deputy District Attorney	1/2007 - 2/2009

# Arvon J. Perteet

## EXPERIENCE

### **California Department of Justice, San Francisco, CA** **Deputy Attorney General – Special Prosecutions Section**

**June 2024 – present**

- Investigate and prosecute complex criminal cases involving financial, mortgage and financial fraud, public corruption, and officer involved shootings.
- Collaborate with federal and local authorities involving multi-jurisdictional criminal activity

### **Block, Inc., Oakland, CA** **Global Legal Response and Fraud Investigations Manager**

**October 2018 – March 2024**

Lead a team of three financial fraud investigators and twenty-one legal response analysts in the US and Japan. Litigate third-party discover matters and provide legal counsel to the team on third-party legal matters worldwide.

- Collaborated with internal partners, litigation attorneys, and law enforcement to develop strategies to prevent and deter fraud and illicit activity on Block's platform.
- Managed legal responses globally based on criminal and civil requests by third parties in compliance with applicable laws, statutes, and our terms of service.
- Increased overall productivity by over 80% from 2018 to present and decreased 15,000 backlogged cases to 6,000 through technology and process enhancements, and headcount increases resulting in SLA improvement from 6 months to 2 weeks.

### **San Francisco District Attorney's Office, San Francisco, CA** **Assistant District Attorney**

**April 2017 - October 2018**

As lead Attorney, oversaw criminal prosecutions involving officer involved shootings, in-custody deaths, and use of excessive force; Liaison with Office of Citizen Complaints regarding San Francisco Police Department (SFPD) Officers.

- Work closely with SFPD internal affairs to conduct criminal investigations, including meeting with witnesses and experts.
- Also used criminal grand jury to seek indictments and for investigations, and bring charges via preliminary hearings.
- Prepare public reports involving in custody deaths and officer involved shootings.

### **United States Attorney's Office for the Northern District of CA, San Francisco, CA** **Assistant United States Attorney, March 2011 - April 2017** **Special Assistant United States Attorney, March 2009 - March 2011**

**March 2009 – April 2017**

- Conducted criminal and civil prosecution of asset forfeiture cases. Including prosecuting federal statutory violations relating to narcotics trafficking, mortgage fraud, identity theft, bank, and wire fraud; Conduct depositions, propound and respond to civil discovery.
- Liaison to local law enforcement relating to Bank Secrecy Act Task Force in the Northern District of California;
- Lead federal civil and criminal investigations relating to violations of the Bank Secrecy Act.
- Conduct Grand Jury Investigations.
- Provide training to federal, state, and local law enforcement regarding financial crimes and investigations.

### **Contra Costa District Attorney's Office, Martinez, CA** **Deputy District Attorney**

**January 2007 - February 2009**

Responsible for processing, preparation and prosecution of misdemeanor and felony cases; Conduct preliminary hearings; Investigation, initiation and handling of consumer fraud complaints; Prepare and argue legal motions. Litigate civil asset forfeiture cases related to narcotics trafficking. Interview witnesses, experts, and law enforcement officers. 1st chair numerous jury and bench trials.

**ADDITIONAL RELEVANT EXPERIENCE****Toschi, Sidran, Collins & Doyle, Oakland, CA****Attorney**

Responsible for caseload of active civil litigation files in the Unlimited and Limited Jurisdiction Courts of Alameda, Contra Costa, San Francisco, San Mateo, Santa Clara, and Sonoma Counties. Responsibility for initial case analysis, recommendation and implementation of discovery plans, client relations, liability analysis, case evaluation, settlement negotiations, mediations, arbitrations, and trials. Defense of third-party claims, uninsured motorist claims, underinsured motorist claims, and medical payment claims. Investigation and trials of suspected fraudulent claims, examinations under oath, and recommendations for disposition of claims.

**State Farm Mutual Automobile Insurance Company, Emeryville, CA****Claim Representative; Team Manager**

Investigated, evaluated, and analyzed first and third-party automobile claims. Determined the company's financial responsibility under the contract on behalf of the policyholder and determined negligence for the involved parties on the appropriate claims. Trained employees in the areas of negligence, liability investigation, first and third-party settlement evaluations, negotiations, and property damage settlement. Determined and prepared staffing level reports for expense analysis for department and executive management review. Responsible for monitoring and hiring defense counsel to represent insureds and the company in claim related lawsuits. Piloted successful programs that increased company efficiency and productivity. Provided mentoring and coaching for employees on career and personal development.

**EDUCATION****Doctor of Jurisprudence**

May 2005

Golden Gate University School of Law, San Francisco, CA

Honors: Dean's List, Spring 2002, Fall 2004

Diana Richmond Merit Scholarship Recipient, Fall 2002

CALI Award for Insurance Law

Activities: Student Bar Association, 2L Night representative

**Bachelor of Arts, Business Administration**

May 1991

Concentration in Banking and Finance

Honors: Honor Roll, Spring 1988

Morehouse College, Atlanta, GA

**MEMBERSHIPS**

California State Bar, #242828, Admitted June 2006

**PROFESSIONAL DEVELOPMENT**

Asset Forfeiture, Basic and Advance Money Laundering, Mortgage Fraud, and Tax Crimes

National Advocacy Center – 2009 – 2012

Grand Jury Practice Seminar – National Advocacy Center- 2010

Financial Investigation Seminar – (San Francisco) – 2009

**PROFESSIONAL AFFILIATIONS**

General Counsel, Charles Houston Bar Association, December 2023 – December 2024  
Life Member, California Association of Black Lawyers  
Commissioner, City of Oakland – Public Ethics Commission, January 2021 – January 2024  
Chair, City of Oakland – Public Ethics Commission, January 2022 – January 2023

**PRESENTATIONS**

Speaker on Bank Secrecy Act – West Coast Anti-Money Laundering Conference – 2012  
Speaker on Asset Forfeiture – West Coast Anti-Money Laundering Conference – 2013

Facilitator – Financial Investigation Seminar -United States Department of Justice, Asset Forfeiture Money Laundering Section, 2015-2016



**Community Involvement -- 11. C. 1. & 2**

1.

Organization	Role	Dates
a. Allen Temple Development Corp.	Board President	12/2019 - present
	Member	12/2016 - present
b. City of Oakland Public Ethics Comm.	Member	1/2021 - 1/2024
	Chair	1/2022 - 1/2023
c. Morehouse College Bay Area Alumni Association	President	8/2019 - present

2.

My community involvement demonstrates my commitment to Oakland and Alameda County in several key ways:

- **Promoting Government Ethics and Accountability:** As a member and former Chair of the Oakland Public Ethics Commission, I adjudicated cases of bribery and ethical violations, resulting in over \$200,000 in fines and penalties. I also led the effort to place Measure W (Election Campaign Funding Measure) on the ballot, establishing the "Democracy Dollars" public financing program, which passed with nearly 74% of the vote. This highlights my commitment to transparency and fairness in government.
- **Supporting Affordable Housing and Senior Care:** As President of the Allen Temple Development Corporation Board of Directors, I oversee the operations of two senior housing facilities in East Oakland, providing affordable housing for over 125 low-income seniors. My work involves making key financial, staffing, and security decisions, and demonstrates my dedication to serving vulnerable populations in my community.
- **Investing in Youth and Education:** As President of the Morehouse College Bay Area Alumni Association, I lead efforts to recruit and support local students attending Morehouse College, many of whom return to Alameda County to contribute to their communities. This reflects my commitment to fostering the next generation of leaders.
- **Facilitating Civic Discourse:** In partnership with local fraternal, legal, and social organizations, I facilitated and moderated candidate forums for the Alameda County District Attorney election in 2022 and the Oakland City Attorney election in 2024, promoting informed civic engagement. Ensuring community access to reliable information related to voter education.

**Statement of Interest –**

**11. D. 1.**

My 19-year legal career makes me highly qualified to be District Attorney. I've collaborated with local, state, and federal law enforcement, and all levels of prosecution. As a line prosecutor, I've handled cases from misdemeanors to international money laundering, and led investigations into officer-involved shootings, in-custody deaths, excessive force, and financial fraud.

My time as an Assistant United States Attorney built a strong network of law enforcement partnerships, crucial for accessing resources as District Attorney. This role demands someone with my legal background, capable of internal and external collaboration. Serving on Oakland's Public Ethics Commission deepened my understanding of legislative change and its importance in improving the District Attorney's office and the safety of the citizens in Alameda County.

Beyond legal experience, I have over 10 years of experience managing large teams with diverse responsibilities and budgets. By streamlining processes and leveraging technology, my team increased productivity by over 50%. I believe that the use of technology and innovative tools will help the District Attorney's office alleviate outdated process at every level and create better transfer of information to the courts, law enforcement, defendants, and the public, which will lead to earlier case resolution.

These qualifications and experiences, combined with my demonstrated commitment to public service, make me a strong candidate for the position of District Attorney and positions me to work right away.

**Statement of Interest –**

**11. D. 2.**

My top three priorities as District Attorney are:

1. **Restoring Community Trust:** I will prioritize building public confidence in the District Attorney's Office by ensuring fair and effective enforcement of the law, making all residents, businesses, and visitors feel safe. This will involve actively engaging with community groups, business associations, and political leaders across Alameda County to understand the specific needs of each city.
2. **Rebuilding Internal Morale and Trust:** Recognizing the recent instability and policy shifts, I will focus on addressing the needs of the District Attorney's Office employees to foster a more stable and productive work environment. In the first 90 to 120 days, I plan to meet with the current leadership team to access their experience, background, and goals to determine their role in my administration and meet with most of the line staff, attorneys, and investigators to receive their concerns and suggestions for the future of the office. Additionally, I plan on identifying free and low cost training to enhance the skills of all prosecutors in the office.
3. **Strengthening External Partnerships:** I will prioritize re-establishing and strengthening collaborative relationships with state, local, and federal law enforcement agencies to enhance case collaboration and improve overall public safety. This process will encompass re-evaluating some cases for referral to state and federal partners.

**Statement of Interest**

**11. D. 3.**

Serving as Alameda County District Attorney would be a true honor. I deeply value the beauty, resilience, history, and diversity of this county, which has long been a beacon of progress. Having grown up here, I will ensure that all residents continue to feel pride in our community. As District Attorney, I will work to achieve this by ensuring fair and impartial justice. Every individual engaging and interacting with the office will be treated with respect, victims' voices will be heard, defendants' rights will be protected, and advocacy will be conducted ethically.

After a period in the private sector, I realized how much I missed mission-driven work. As a prosecutor, the mission is to seek justice—but not at any cost. Justice must be fair and adhere to the rules of law and ethical canons that guide our work. I will lead the Alameda County District Attorney's Office in a way that allows us to uphold these principles, ensuring that we can be proud of our work and confident in its fairness.

As the District Attorney I plan to explore relationships with organizations such as For the People (<https://www.fortheppl.org>) to assist in a process that would “look back” at past cases to develop a comprehensive policy related to resentencing. I will ensure that the office properly implements Race Blind Charging which took effect this year, as well as maintaining compliance with the Racial Justice Act. The implementation and continuance of these policies will help to build trust.



**Yibin Shen**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: Yibin Shen All Other Names Used in Past: N/A
2. Residential Address: Castro Valley, CA 94546
3. Email Address:
4. Work Address:
5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you. Cell phone, Email
7. \*Are you a registered voter in Alameda County? Yes For how long? 5 years, 8 months

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain. See Attachment A

8. Do you presently reside in Alameda County? Yes For how long? 5 years, 8 months
9. \*Are you admitted to practice in the Supreme Court of the State of California? Yes

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
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a. See Attachment A

b.

c.

d.

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? No

\*If yes, have you received a pardon for that crime? N/A

**B. Professional/Work History (past 10 years)**

1. Employer Position Dates Employed

a. See resume (attached)

b.

c.

d.

2. Who is your current employer? City of Alameda

If appointed, do you intend to continue your current employment? No

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization Role Dates

a. See Attachment A

b.

c.

d.

e.

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

a. See Attachment A

b.

c.

d.

3. Have you held public office (elected or appointed)? Yes: City Attorney for the City of Alameda

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected. No

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

See Attachment A

2. What would be your three highest priorities or areas of interest as District Attorney?

See Attachment A

3. Why is serving as District Attorney important to you?

See Attachment A



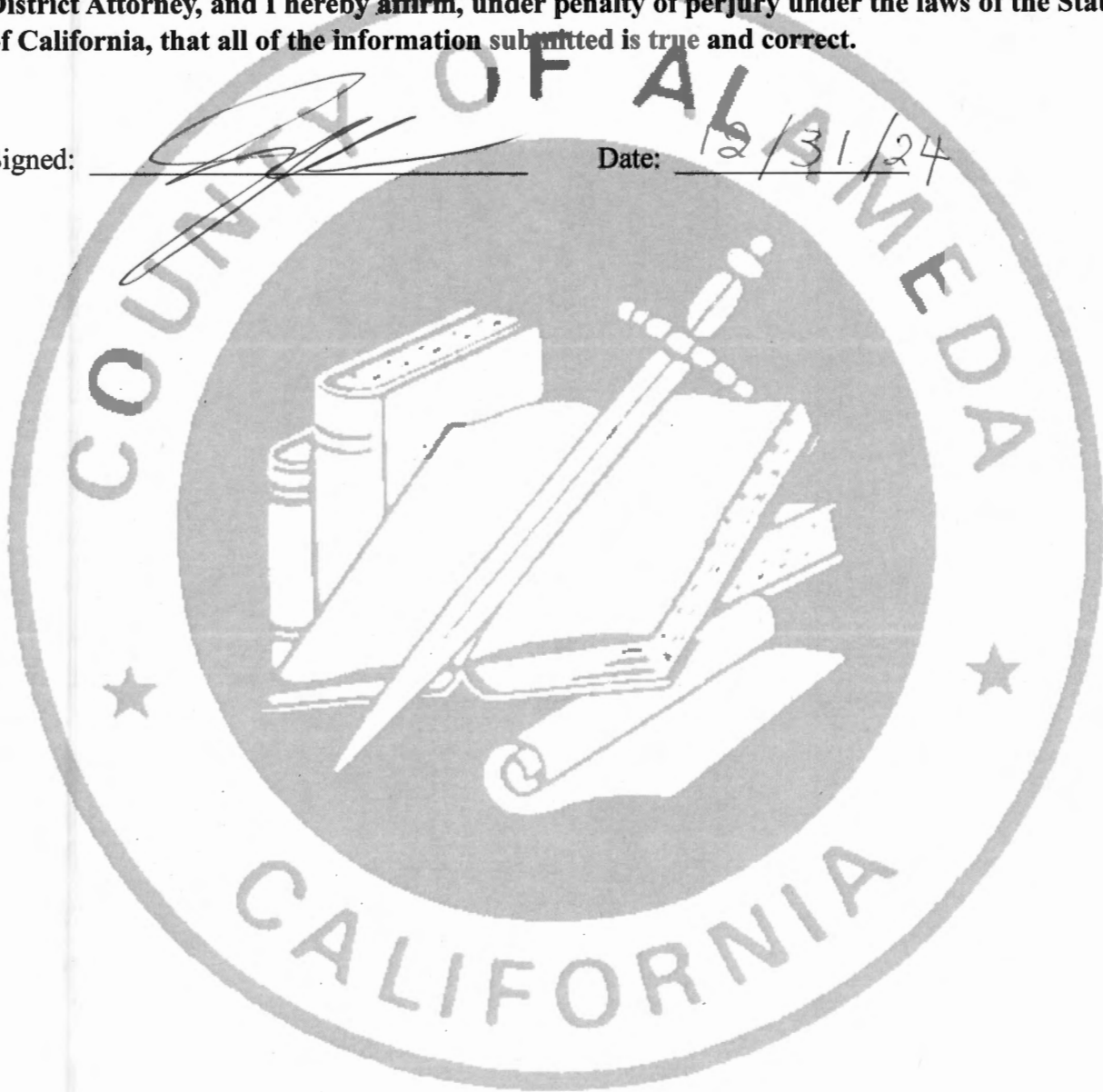
**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

12/31/24



## Application For Appointment as District Attorney

### Attachment A

#### A. General Information

7. Voting is a civic duty that I take very seriously, and I likely have voted in most if not all past elections. However, I cannot recall with absolute certainty that I have voted in each of the past primary and general elections in the last ten years.

#### 10. Educational History (beginning with high school)

a.	Waukegan High School, Waukegan, IL	1991-1995	High School Diploma
b.	University of Illinois at Urbana-Champaign	1995-1999	B.S. Engineering
c.	Northwestern University Law School Chicago, IL	2001-2004	J.D.

#### C. Community Involvement

1. Organizations where I served as an officer or made significant contributions during the past 10 years.

a.	California State Association of Counties and League of California Cities Homelessness Joint Task Force	2017-2018	Task Force Member and contributor to the publication: Homelessness Task Force Report: Tools and Resources for Cities and Counties
b.	City Attorneys Association of Los Angeles County	2009 to 2019	General Member and Member of Board of Directors (2017-2019)
c.	League of California Cities	2008-Present	Contributing Member and Speaker - Nominating Committee - Contributing Author to the publication: Counsel and Council: A Guide to Building a Productive City Attorney-City Council Relationship
d.	California Joint Powers Risk Management Authority	2019-Present	Board Member and Executive Committee Member (2024) - Represent Alameda and work with other members to enhance risk management practices across the member public agencies

2. Experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years.

a. From 2019 to Present, working with the District Attorney's Office, the Alameda Police Department and the Alameda Community in creating Northern California's first City Prosecutor's Office handling state criminal offenses. In 2023, the Unit reviewed over 700 criminal cases for charging, a 318% increase from 2020.

b. From 2022-2024, took leadership role in protecting the housing stability of over 50 houseboat residents, many of whom are seniors and/or low-income, at Barnhill Marina. The effort included partnering with the District Attorney's Office to bring a housing enforcement action, working with Assembly Member Bonta to adopt state legislation (Ab252, 2022), and supporting the City Council in adopting urgency local legislation.

c. Providing ongoing education and public support on critical issues, such as California's Red-Flag laws (in collaboration with Senator Skinner, the Attorney General's Office, Santa Clara County District Attorney's Office, San Diego City Attorney's Office and Alameda Police Department), and State/Local Fair Housing Laws (in collaboration with U.S. Department of Housing and Urban Development, Berkeley Rent Board, Santa Monica City Attorney's Office, and Echo Housing)

d. In 2022, in the wake of community calls for additional civilian oversight, worked with the Mayor and City Council, the Police Chief, the Police Officer's Association and the community to implement a uniquely Alameda civilian Police Auditor program. The Program balances the need for public information, civilian review, and police accountability with the need for a motivated and high-performing police force willing to provide excellent public safety services to the Community.

D. Statement of Interest (not exceeding 250 words each)

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

My legal career of 20+ years has well prepared me to be the next District Attorney. At the City of Alameda, I am proud to have created Northern California's first City Prosecutor's Office handling state criminal offenses (700+ annually), including elder/child abuse, assaults/batteries, commercial burglaries/thefts, sex offenses, and weapons charges. The Unit's collaboration with APD has resulted in an 11% crime reduction in the City in 2024. This Unit has also brought groundbreaking enforcement actions, including those in coordination with the District Attorney's Office, to protect our most vulnerable neighbors against housing and consumer violations, most recently winning housing protections for over 50 houseboat families at Barnhill Marina. When existing laws prove inadequate, my deep understanding of state and local governments has allowed me to work collaboratively with legislators to adopt necessary enhancements, both state-wide and locally.

These achievements build upon my successes in Santa Monica, especially in housing, consumer, environmental, and wage enforcement/prosecutions. My proven experience in effectively managing public law offices while meeting budgetary expectations, creating productive partnerships, building/rebuilding impactful programs from the ground-up, and obtaining grant funding for critical functions, along with our longstanding partnership with the DA's Office will uniquely enable a smooth transition. City Prosecutors already work shoulder-to-shoulder with Deputy District Attorneys throughout the County, while sharing support staff, office space, and software. As District Attorney, I pledge to safeguard our community, justly fight for victims, uplift each member of the Office, listen to all voices, and ensure justice, fairness, transparency and accountability.

2. What would be your three highest priorities or areas of interest as District Attorney?

My first priority is to keep Alameda County safe and strong, in part by implementing the Board's Vision 2026 Crime Free County Goals and Objectives and the related Care First Vision. I will ensure appropriate prosecution of crimes, prevent crime through collaboration and partnership with the community and Law Enforcement, and implement restorative justice and other diversion programs (especially in low-level offenses) while supporting reentry enhancements to meaningfully impact recidivism. The Office will fight for each victim's full restitution and ensure that every victim is treated with respect, dignity, empathy, and effective support. This collaborative, victim focused, data/outcome-driven, and restorative approach will improve offender accountability and reduce recidivism.

Second, I will restore the District Attorney's Office's trust with the community it serves and ensure that it is recognized for its passionate pursuit of justice, keen advocacy for victims, and fair treatment of the accused. In doing so, I pledge to you, to members/prospective members of the District Attorney's Office, and to the community at large that I will lead with unity, accountability, transparency, fairness, and competence to heal the divisions within the Office and the community.

Finally, I look forward to reinvigorating the Office's responsibility to fight for fair housing rights, wage/employment protection, consumer protection, and environmental safety. I will partner with community-based organizations, local governments, and law enforcement across the County to ensure that laws protecting the basic human dignity of every County resident are publicized, fully explained, well understood, and vigorously enforced.

3. Why is serving as District Attorney important to you?

I would like my services as District Attorney to be a reflection of Alameda County's strength in diversity, equality and unity. As a proud first-generation immigrant who spoke virtually no English when first arriving at the age of twelve, a young adult who witnessed President Clinton nominate the first Asian American to serve a federal cabinet post, and a newly minted lawyer watching then District Attorney Harris officiate the nation's first same-sex marriages in 2004, I have long marveled



at the power of the justice system and its leaders to inspire and touch the lives of even those seemingly unaffiliated with the system. Then, District Attorney Harris's bold actions cemented this lawyer's desire to live in California, a state that values diversity and equal justice under the law. In my last twenty years of public service, those guiding principles have been my north star, as I fought to protect community safety, housing rights, disability rights, consumer rights, and fair wages in Santa Monica and Alameda. As District Attorney, I will work with the same resolve to safeguard our community, especially for our most vulnerable neighbors, fight for equality and justice, and strengthen our unity by embracing and celebrating our diversity.

# YIBIN SHEN

## WORK EXPERIENCE

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2019 - Present City of Alameda  
*City Attorney*

Alameda, CA

- Manage City Attorney's Office of 30 employees, total annual budget \$20M, operating from three office locations and numerous court rooms
- Prosecution and Public Rights
  - Northern California's first City Prosecutor's Office handling state criminal offenses (700+ annually), including elder/child abuse, assaults/batteries, commercial burglaries/thefts, sex offenses, and weapons charges
  - Closely partner with Alameda Police Department (APD) on law enforcement and crime prevention
  - Collaborate with local businesses to prevent and effectively prosecute criminal activity affecting business operations
  - Fair Housing and Consumer Protection program responded to 839 public inquiries annually
  - Launched in-house mediation program achieving cost-effective early case resolutions
  - Planned victim/witness support program, with anticipated \$900,000 in federal grants, to open in 2025
- Rent Program
  - Successfully established in-house Rent Program in 2022
  - Manage over 16,000 rental housing units
  - Over 9,000 individual public engagement interactions a year
  - Over \$46,000 in tenant refunds from proactive staff review of rents
  - Manage approximately two-dozen tenant households' temporary relocations annually while their cases are addressed
- Risk Management
  - Executive Committee Member of California Joint Powers Risk Management Authority
  - Borad Member of Local Agency Workers' Compensation Excess Joint Powers Authority
  - Consistent under-budget performance in City-wide general liability and workers' compensation liability programs, resulting in projected savings of \$2.24M in a four-year

period

- Established Police Auditor Program
  - Created Police Auditor program to independently and collaboratively work to promote community confidence in policing and accountability
  - Obtained \$224,497 in DOJ grant funding to support law enforcement accreditation and accountability
- Advice and Civil Litigation
  - Partnered with APD to standup in-house capacity for Gun Violence Restraining Orders
  - Proposed numerous ground-breaking ordinances to protect local communities (e.g. regulating internet companies, protecting local tenants and businesses)
  - Partnered with City Staff to create and implement Housing Element, Comprehensive Zoning Updates, and Alameda Point (former Naval Air Station) redevelopment
  - Strategically reduced outside counsel expenditures by building in-house resources

2008 - 2019 City of Santa Monica  
*Chief Deputy City Attorney*

Santa Monica, CA

- The City Attorney's Office consisted of 48 employees, total annual budget approximately \$12M
- Advisory:
  - Served as the number two attorney in an Office of 25 attorneys and 18 support staff, while also directly supervising the work of more than half of the Office's attorneys and support staff
  - Provided legal advice on a wide range of topics, including: First Amendment, tenant protections, law enforcement, homelessness, land use, environmental protection, sustainability, conflicts, and the Brown Act
  - Drafted City Ordinances (well over 70 ordinances prepared) on topics such as: home-sharing, tenant relocation, open space regulations, and green building
  - Worked collaboratively on a regular basis with the City Manager's Office and City Department Heads to creatively solve significant municipal issues
  - Lectured at various legal conferences on the City's behalf, including League of California Cities Annual Conference
- Prosecution:
  - Prosecuted regulatory enforcement cases on behalf of the City of Santa Monica and other governmental entities, such as L.A. County Dept. of Consumer Affairs, L.A. County Health, California Contractors State Licensing Board, California Department of

Alcoholic Beverage Control, and California Franchise Tax Board

- Obtained significant convictions and appellate wins in areas such as housing/consumer/tenant protections, public nuisances, victim restitution, and local taxation
- Regularly coordinated with multiple law enforcement agencies to undertake significant prosecutions, e.g. tenant protection cases involving numerous housing units
- Supervised prosecutions conducted by Deputy City Attorneys
- Litigation:
  - Successfully litigated and argued significant trial and appellate cases in both state and federal trial and appellate courts (e.g. *Nativity Scenes Committee v. Santa Monica*, *Airbnb v. Santa Monica*)
  - Supervised Deputy City Attorneys in litigating many other First Amendment, land use, and municipal cases

2007 - 2008 Gibson, Dunn & Crutcher LLP

Los Angeles, CA

*Associate Attorney*

- Advised clients regarding governmental permitting and land use regulations
- Litigated cases involving land use and permitting concerns
- Processed entitlements through public hearings and other administrative proceedings

2006 - 2007 U.S. Court of Appeals for the Ninth Circuit

Los Angeles, CA

*Law Clerk to the Hon. Judge Arthur Alarcon*

- Prepared bench memorandums and case opinions

2004 - 2006 Irell & Manella LLP

Los Angeles, CA

*Associate Attorney*

- Litigated cases involving employment, land use and permitting concerns
- Advised clients on Federal and California employment laws and regulations

2003 - 2004 U.S. District Court for the Northern District of IL Chicago, IL

*Judicial Extern to Hon. Judge Rebecca R. Pallmeyer*

- Prepared bench memorandums and case opinions

1999 - 2001 Arthur Andersen LLP

Chicago, IL

*Business Consultant*

- Provided management, financial, and process consulting advice to corporate clients



## EDUCATION

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5/2004 Northwestern University Law School Chicago, IL  
*J.D.* (Cum Laude; Order of the Coif)

5/1999 University of Illinois at Urbana-Champaign Urbana, IL  
*B.S. Engineering* (graduated with High Honors)

Licensed Certified Public Accountant State of Illinois (2000 – 2005)

### **Endorsements from Elected Officials and Community Leaders**

Marilyn Ezzy Ashcraft, Mayor, City of Alameda

Michele Pryor, Vice Mayor, City of Alameda

Tony Daysog, Former Vice Mayor current City Council Member, City of Alameda

Tracy Jensen, City Council Member, City of Alameda

Malia Vella, Former City Council Member, City of Alameda

Trish Spencer, Former Mayor and City Council Member, City of Alameda

John Knox White, Former City Council Member, City of Alameda

Meleah Hall, Board Trustee, Alameda Unified School District

Ryan LaLonde, Board Trustee, Alameda Unified School District

Stewart Chen, Board Member, City of Alameda Health Care District, President of Oakland Chinatown Improvement Council

Jeff Cambra, Board Member, City of Alameda Health Care District

Jim Oddie, Director, East Bay Municipal Utility District, Former City Council Member City of Alameda

Doug Linney, Former East Bay Municipal Utility District Director

Luana España, Director, East Bay Regional Park District

Soli Alpert, Chair, Berkeley Rent Board

Leah Simon-Weisberg, Former Chair, Berkeley Rent Board

Kate Harrison, Former City Council Member, City of Berkeley

Gleam Davis, Former Mayor/Current City Council Member, City of Santa Monica

Sue Himmelrich, Former Mayor, City of Santa Monica

Kevin McKeown, Former Mayor, City of Santa Monica

Lane Dilg, Former City Attorney/City Manager, City of Santa Monica

Marsha Jones Moutrie, Former City Attorney, City of Santa Monica

Meredith Hoskins, President, City of Alameda Democratic Club

Zac Bowling, Vice President, City of Alameda Democratic Club

Joann Guitarte, Board Chair, Alameda Chamber & Economic Alliance

Kelly Lux, Former Board Chair, Alameda Chamber & Economic Alliance

Elaine Peng, Executive Director and President, Mental Health Association for Chinese Communities

\* All positions/titles are listed for identification purposes only.

### **Additional Attachments**

Listing of Endorsements from Elected Officials and Community Leaders

Letter of Recommendation from Marilyn Ezzy Ashcraft, Mayor, City of Alameda

Letter of Recommendation from Tony Daysog, Former Vice Mayor current City Council Member, City of Alameda

Letter of Recommendation from Stewart Chen, Board Member, City of Alameda Health Care District, President of Oakland Chinatown Improvement Council

Letter of Recommendation from Glean Davis, Former Mayor/Current Council Member, City of Santa Monica

Letter of Recommendation from Kevin McKeown, Former Mayor, City of Santa Monica

Letter of Recommendation from Marsha Jones Moutrie, Former City Attorney, City of Santa Monica

December 31, 2024

Honorable Members of the Board of Supervisors:

I respectfully seek appointment to the position of Alameda County District Attorney and would be honored to have your support.

If appointed, I commit to keeping Alameda County safe and strong. When our community is safe, our residents and schools flourish, our businesses prosper, and our economy grows. This requires appropriately prosecuting crimes, preventing crime through collaboration and partnership, implementing restorative justice and other innovative diversion programs, especially in low-level offenses, to meaningfully impact recidivism, and restoring the District Attorney's Office to again be trusted by the community it serves.

My 20+ years of legal career has well prepared me for this challenge. At the City of Alameda, I am proud to have created Northern California's first City Prosecutor's Office handling state criminal offenses. After winning 75% voter approval in 2020, the Alameda Prosecution and Public Right Unit has grown to handle over 700 criminal prosecutions annually, ranging from elder/child abuse, assaults/batteries, commercial burglaries/thefts, sex offenses, to weapons charges. These efforts, along with the Unit's close collaboration with the Alameda Police Department ("APD"), have led to meaningful crime reduction in the City of Alameda. When tragic news broke of the District Attorney's Office missing filing deadlines in over 1,000 cases, the Prosecution Unit stood as a silver-lining. The collaboration between the Prosecution Unit and APD ensured that APD's cases were timely reviewed and properly filed by the Prosecution Unit.

This innovative Prosecution Unit has also brought ground-breaking enforcement actions to protect our most vulnerable neighbors against housing and consumer violations, most recently winning critical housing protections for over 50 houseboat/live-aboard families at Barnhill Marina. This win required the City Attorney's Office supporting the City Council's bold actions in adopting ordinances 3317 and 3321 in 2022, collaborating with Assembly Member Bonta in passing AB 252 in the same year, and partnering with the District Attorney's Office from 2022 to 2024 in bringing a successful civil enforcement action. Likewise, the prosecution team at the City of Santa Monica, under my leadership and in partnership with Los Angeles County Department of Consumer and Business Affairs, won recognition by the Los Angeles County Board of Supervisors for leadership in wage-theft enforcement in 2018. That same outstanding Santa Monica prosecution team also partnered with the Santa Monica Fire Department to stand-up its environmental enforcement efforts as a State of California Certified Unified Program Agency ("CUPA") which took on environmental polluters, including fueling operators at the Santa Monica Airport.

My commitment to and success in public service are rooted in my deep understanding of local and regional governments and the necessity for those entities to collaborate to bring tangible benefits to the communities they serve. No single agency acting alone can be successful. I pledge to you and to the community that, as District Attorney, I will advocate for, listen to, and collaborate with the broad and diverse communities that make Alameda County so special.



I further pledge to you, to members/prospective members of the District Attorney's Office, and to the community at large that I will lead with unity, accountability, transparency, fairness, and competence to heal the divisions within the Office and the community. I will renew trust within the Office, and restore confidence in our prosecutors and professional staff so that they can utilize their talents to the fullest extent to best serve our community. I will revive the regular publication of Point of View and invigorate our Family Justice Center. My experience in building and managing effective organizations, often from the ground up, both in Santa Monica and Alameda has well-prepared me to restore the Office's rightful place as a nationally renowned prosecutors' office, recognized for passionate pursuit of justice, keen advocacy for victims, and fair treatment of the accused.


I am also well aware of the County's record for fiscal discipline, and I am equal to that task. As City Attorney, my office's exceptional record in risk management has led to below budget expenditures in City-wide general liability and workers' compensation programs for each of the last five years. We did so by strategically targeting cases for resolution and by anticipating and mitigating risk. When my Office took on the responsibility of the City's Rent Program, we turned a projected \$300,000 budget deficit into a surplus in the very first year by smart use of technology, eliminating unnecessary expenditures, while increasing public service and access. We also aggressively sought grant funding to standup critical needs. Just this year, my Office coordinated and obtained \$224,497 in U.S. DOJ grant funding to support law enforcement accreditation and accountability. We are further in the process of seeking \$900,000 in federal funding to standup a victim/witness advocacy program to support local prosecutorial/law enforcement efforts and assist those with the least access to the justice system.

Finally, my office's longstanding partnership with the District Attorney's Office, beginning with DA O'Malley's administration and continuing through DA Price's administration, uniquely enables a smooth transition. Alameda City Prosecutors already work shoulder-to-shoulder with Deputy District Attorneys in court rooms throughout the County, earning each-other's respect and having each-other's back. We have handled joint prosecutions together; we share the use of DA professional support staff; we use the same document-management/case filing software: DALITE/RD3; we share physical office-space. In many ways, we are already one team. As District Attorney, I will make this team even more cohesive and effective.

Alameda County is an exceptional place to call home. We are made of diverse and talented residents, innovative businesses, outstanding schools, strong transportation systems, and exceptional recreational opportunities. As your next District Attorney, I will work tirelessly to safeguard our community, especially those most vulnerable and marginalized, justly fight for victims, uplift each member of the Office, listen to all voices, and ensure justice, fairness, transparency and accountability in the exercise of our prosecutorial responsibilities.

Thank you for your consideration

Sincerely,



Yibin Shen



## City of Alameda California

December 23, 2024

Re: Alameda County District Attorney Appointment

Honorable Members of the Board of Supervisors,

I am writing to respectfully recommend that you select Alameda City Attorney Yibin Shen to fill the remaining term of the Alameda County District Attorney (District Attorney).

As Mayor of the City of Alameda, I have had the privilege of working closely with Mr. Shen for the past six years. In fact, when Mr. Shen first told me he had been asked to apply for the District Attorney position I was opposed to the idea because I didn't want our city to lose his considerable skills and talent. However, upon further reflection I realized that all cities and the unincorporated areas of Alameda County will benefit from the effective leadership of the District Attorney's Office. And fortunately, Mr. Shen has hired and mentored a talented group of attorneys who would assure the continued effectiveness of the City Attorney's Office and the innovative programs Mr. Shen implemented.

Yibin Shen became Alameda's City Attorney in 2019 after more than a decade of distinguished service as Chief Deputy City Attorney for the City of Santa Monica where he successfully managed a complex public law office with a significant prosecutorial portfolio.

As Alameda's City Attorney, Mr. Shen has demonstrated a steadfast commitment to public safety, beginning with the creation of a **Public Prosecution Unit** within his office. Following a successful ballot measure to amend the City Charter, the City Attorney's Office was allowed to prosecute state law criminal offenses, including elder abuse, domestic violence, DUI, commercial burglary, theft, vandalism, assault/battery, and weapons charges, which has resulted in a significant reduction of these kinds of crimes in Alameda. This innovative and extraordinarily successful endeavor — the first and only of its kind in Northern California — has become a model of prosecutorial excellence.

Mr. Shen also initiated **annual workshops on the use of gun violence restraining orders and other "red flag laws"** for City Attorney's offices and law enforcement agencies throughout the Bay Area. These workshops feature subject matter experts from around the state and speakers have included State Senator Nancy Skinner and representatives from Attorney General Rob Bonta's Office.

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Office of the Mayor

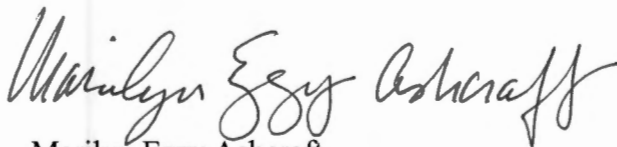
2263 Santa Clara Avenue, Room 320  
Alameda, California 94501  
510.747.4701

In addition to the Public Prosecution Unit, Mr. Shen launched two other important functions within the City Attorney's Office: **The Rent Program** utilizes education, collaboration with landlords and tenants, and community engagement to prevent unnecessary displacement of residents, promote equity and stability in the rental housing market, and preserve the City's housing supply. **The Police Auditor Program** works independently, objectively, and collaboratively with community members, police officers, and City management to increase community confidence through police accountability. The successful outcomes resulting from the Rent Program, Police Auditor Program, and Public Prosecution Unit also reflect Mr. Shen's ability to effectively manage public resources.

Yibin Shen's leadership style is characterized by an unwavering dedication to public service, collaborative decision-making, open and transparent communication with stakeholders, and humility. Mr. Shen would bring these same qualities to the District Attorney's Office, ensuring productive relationships with the Board of Supervisors (Board), elected officials, and county residents. To summarize, Yibin Shen's professional expertise, integrity, and temperament make him uniquely qualified to be an outstanding District Attorney who would earn the trust of the Board and the community through the fair and principled administration of justice.

I am honored to recommend Alameda City Attorney Yibin Shen to fill the remaining term of the Alameda County District Attorney and am happy to discuss my recommendation with you at any time. Please contact me at [mezzyashcraft@alamedaca.gov](mailto:mezzyashcraft@alamedaca.gov) or 510-747-4745. Thank you for your consideration.

Best regards,

A handwritten signature in black ink, reading "Marilyn Ezzy Ashcraft". The signature is fluid and cursive, with the first name "Marilyn" being the most prominent.

Marilyn Ezzy Ashcraft  
Mayor, City of Alameda



December 12, 2024

Honorable David Haubert (District 1)

Honorable Elisa Marquez (District 2)

Honorable Lena Tam (District 3)

Honorable Nate Miley (District 4)

Honorable Keith Carson (District 5) \ Honorable Nikki Bass (District 5)

Dear Board of Supervisors

First off, I want to take a moment to thank all of you for your service to the residents and businesses of Alameda County. Most especially, I want to make sure to thank Supervisor Carson for his leadership throughout these many years. **I am writing this letter on behalf of City of Alameda City Attorney, Yibin Shen, who is a candidate for the two-year appointment for the position of Alameda County District Attorney.**

It goes without saying that this is a momentous decision, for you are about to appoint a person to a seat that was held by the likes of Supreme Court Justice Earl Warren, as all of you know so well already. I know that Mr. Shen is ready for this position, and is the best choice.

I am happy to have been a part of the Alameda City Council that, in early 2019, appointed Mr. Shen to the position of Alameda City Attorney, stealing him to our fair-sized island from the much-larger Santa Monica. He has executed to a "T" what we asked of him -- and what he envisioned doing. Of that vision, I want to speak especially about two institutional reforms pertaining to vulnerable renters and victims of crime.

With respect to addressing the needs of vulnerable renters, he brought into the City Attorney's Office a Rent Program which protects the rights of tenant while educating and supporting landlords. In 2023 alone, the program responded to

Tony Daysog, Vice Mayor

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Office of the City Council  
2263 Santa Clara Avenue, Room 320  
Alameda, California 94501-4477  
510.747.4722 Office • Fax 510.747.4805 • TDD 510.522.7538



over 9,000 community inquiries, obtained \$46,000 in refunds to tenants following invalid rent increases and resolved over 100 housing and consumer cases.

Another institutional reform implemented by City Attorney Shen involved having the City Attorney's office -- with permission from the voters through the adoption of Measure AA in 2020 and in collaboration with the Alameda County District Attorney's Office -- prosecute criminal offenses within the City of Alameda, so as to not only relieve the County DA of some of its always-heavy case load but also to assist residents and business to achieve justice for crimes committed against them. Since 2020, the City of Alameda became the only city in Northern California, and the 13<sup>th</sup> City in the State of California possessing of such a prosecutorial unit within the Office of City Attorney.

This Unit has now grown to handle over 700 criminal cases a year in cases ranging from child/elder abuse, domestic violence, assault/battery, DUI, theft, and weapons charges. Through close collaboration with the Alameda Police Department, this Prosecution Unit has helped the City achieve meaningful reductions in crime. The Unit's achievements in protecting critical public safety has been coupled with its continuing efforts to find innovative solutions to divert appropriate first-time/low level offenders outside of the criminal system and thus reducing recidivism.

I have had the pleasure to regularly meet with City Attorney Shen over the course of these last four and half years through our regularly-scheduled bi-weekly meetings. He is not only always highly prepared but always arrives with a special energy you want to see in a person in the City Attorney position. I know he will bring that same passion for justice if appointed to the position of Alameda County DA.

I have also come to know Mr. Shen because of our meetings, learning of his arrival to the United States at the age of 12 barely able to speak English. So, Mr. Shen understands the challenges and needs of immigrant communities from all walks of life, and with the shifting winds of change with respect to these vulnerable communities, I know Mr. Shen will be able to draw on that life-experience to achieve justice with compassion.

I make no promise that Mr. Shen will be the "next Earl Warren" but I know as the County's Chief Prosecutor, he will continue Justice Warren's legacy in making our County a more safe, fair, and equitable society, and do so with a heavy dose of compassion and understanding of the common man and woman of all ages.

A handwritten signature in black ink, appearing to read "Andrew D. Yang", with a long horizontal flourish extending to the right.



屋崙華埠  
社區促進會

Oakland Chinatown  
Improvement Council

638 Webster Street, Suite 220

Oakland, CA 94607

### Letter of Support

December 09, 2024

Dear Alameda County Board of Supervisors

I am honored to write this letter in enthusiastic support of Yibin Shen for the position of District Attorney of Alameda County. Yibin's remarkable qualifications, legal expertise, and unwavering commitment to justice make him an exemplary candidate for this critical role.

As Alameda City Attorney, Yibin has demonstrated innovative leadership and unparalleled dedication to public service. He created Northern California's first City Prosecutor's Office, which handles over 700 criminal cases annually. This includes addressing serious offenses such as elder and child abuse, assaults, commercial thefts, and weapons charges. Through his leadership, the office has earned a reputation for professionalism and collaboration, working effectively with law enforcement agencies and the broader legal community.

Yibin's achievements extend beyond the courtroom. He has a proven track record of organizational excellence, fiscal responsibility, and innovative problem-solving. His ability to turn a \$300,000 budget deficit in the City's Rent Program into a surplus while increasing public service demonstrates his financial acumen. Moreover, his successful pursuit of significant grant funding for law enforcement accountability and victim advocacy programs exemplifies his commitment to improving community resources.

As a leader, Yibin embodies integrity, fairness, and inclusivity. He would bring a balanced approach to the District Attorney's Office, ensuring that crimes are appropriately prosecuted while advancing restorative justice and innovative diversion programs to reduce recidivism. His collaborative approach would foster trust within the community and restore the office's standing as a nationally renowned institution known for its fairness and advocacy.

Yibin Shen's appointment would also represent a historic milestone, as he would be the first Asian-American and LGBTQ District Attorney in Alameda County and the first LGBTQ District Attorney in California. This reflects the values of diversity and representation that our community cherishes.

I wholeheartedly endorse Yibin Shen's candidacy for District Attorney and am confident in his ability to lead with excellence, vision, and compassion. Please do not hesitate to contact me at 510-913-3828 or [Schen@alamedahealthcaredistrict.org](mailto:Schen@alamedahealthcaredistrict.org) if you have any questions or need further information.



屋崙華埠  
社區促進會

Oakland Chinatown  
Improvement Council

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638 Webster Street, Suite 220

Oakland, CA 94607

Thank you for considering this outstanding candidate for the vital role of District Attorney.

Sincerely,

Stewart Chen

Oakland Chinatown Improvement Council, President  
City of Alameda HealthCare District Director



November 21, 2024

Board of Supervisors of Alameda County  
1221 Oak Street, Suite 536  
Oakland, CA 94612

**RE: Appointment of Yibin Shen to Position of District Attorney, County of Alameda - SUPPORT**

Honorable Members of the Board of Supervisors of Alameda County,

With this letter, I am enthusiastically endorsing Yibin Shen's appointment to the position of Alameda County District Attorney.

Since 2009, I have been a member of the Santa Monica City Council and I met Yibin when he served in various capacities in the Office of the Santa Monica City Attorney. In each of my interactions with Yibin, I found him to be knowledgeable regarding the relevant legal issues and thoughtful in terms of advising the Council about policy options. He was an integral member of the City Attorney's office who frequently sat on the dais with the Council during meetings and fielded questions regarding a myriad of topics.

As a practicing attorney myself, I always appreciated Yibin's willingness to look for legal and practical solutions to the challenges facing the Council. I know this skill set has served him well as the City Attorney for Alameda and that he would bring these same attributes, along with his positive attitude, to the County of Alameda.

If you would like to discuss Yibin's qualifications further, please don't hesitate to reach out to me at 213-324-0666.

Sincerely,

GLEAM DAVIS  
Councilmember





**Kevin McKeown**  
*Mayor*

City Council  
1685 Main Street, Room 209  
Santa Monica  
CA 90401

November 18, 2004

To Whom It May Concern,

I am the retired Mayor of the City of Santa Monica. I served on our City Council for over 22 years, during part of which time Yibin Shen was a key asset in our City Attorney's Office.

Based on having worked closely with Mr. Shen, I can assure you of his high levels of competence and integrity. Santa Monica was sorry to see him leave for Alameda, although happy for his own career success.

I understand you now have the opportunity to appoint Yibin Shen as Alameda County District Attorney. I would strongly encourage you to do so.

Sincerely,

Kevin McKeown  
Retired former Mayor  
Santa Monica

November 19, 2024

To Whom It May Concern:

I write to strongly recommend Yibin Shen as a candidate for the office of District Attorney of Alameda County. I have known Yibin for sixteen years; and am well acquainted with his competence, character, and suitability for that particular position.

From 1994 until 2016, I served as the council-appointed City Attorney of Santa Monica, leading an in-house attorney staff of 23 lawyers, which included seven prosecutors. In 2008, at the conclusion of a very competitive process, Yibin was selected to fill a deputy city attorney position. My decision to hire him was based on very positive feedback from office members who initially interviewed him, his qualifications, experience, intelligence, and his comments made during the interviewing process, particularly his explanation for his decision to leave an excellent private firm and begin serving in the public sector: he said that he had always wanted a career in public service; and, having repaid his student loans, the time had come when he could fulfill that wish. In my 22 years as city attorney, I hired many very good lawyers. Yibin proved to be the best of my hires.

Yibin's duties in Santa Monica included both criminal and civil enforcement, trial and appellate court litigation, and advisory work. He handled some of the city's most challenging cases and achieved consistently good results. He worked well, steadily and efficiently, maintaining good relationships with co-workers, safety personnel, city department heads, and political leaders. He was an innovative and bold problem solver, with excellent legal, analytical, and interpersonal skills. He was and is a dedicated and flawlessly ethical public servant.

Finally, on a more personal note, I want to mention that I was born in Oakland, as was my father; both of my parents grew up there, my brothers and I all spent college years in Alameda County, and one of our sons lived there for years. Because of my family's attachment to the place and my interest in local governance, I've followed the City of Oakland's and Alameda County's ups and downs for decades. I believe that Yibin is exactly what Alameda County needs during this particularly challenging time for local government. I recommend him without reservation and encourage you to contact me if you would like additional information.

Sincerely,



Marsha Jones Moutrie

[marsha.moutrie@gmail.com](mailto:marsha.moutrie@gmail.com); (805)279-9249; 30 Bernal Ave., Moss Beach, CA 94038

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**Ian Seth Steward**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)

(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: Ian Seth Steward All Other Names Used in Past: Seth Steward

2. Residential Address: , Oakland, CA 94607

3. Email Address: Phone Number:

4. Work Address:

5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you. Personal email and personal phone

7. \*Are you a registered voter in Alameda County? Yes

For how long? At least 12 years

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

Yes, except for Air Force deployments

8. Do you presently reside in Alameda County? For how long? over 12 years  
Yes

9. \*Are you admitted to practice in the Supreme Court of the State of California?  
Yes

10. Please set forth your educational history (beginning with high school):  
Institution Dates Degree Awarded, if any

a. Benson Polytechnic High School 1995 High School Diploma

b. Occidental College 1999 B.A.

c. George Washington University Law School 2006 J.D.

d. Harvard Kennedy School of Government 2013 M.P.A.



11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? No

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

- | 1. Employer                        | Position                    | Dates Employed |
|------------------------------------|-----------------------------|----------------|
| a. SF District Attorney's Office   | Assistant District Attorney | 2008 - 2019    |
| b. US Air Force Air National Guard | Special Missions Aviator    | 2014 - 2022    |
| c. City of Oakland                 | Chief of Staff              | 2019 - 2023    |
| d. The Crucible                    | Executive Director          | 2023 - present |

2. Who is your current employer? The Crucible

If appointed, do you intend to continue your current employment? No

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

- | Organization                                   | Role   | Dates          |
|--|--|----------------|
| a. Swords to Plowshares                        | Board of Directors, Chair Governance Committee | 2023 - present |
| b. Peralta Colleges Foundation                 | Board Chair, Scholarship Committee             | 2019 - 2023    |
| c. Alameda County Democratic Central Committee | Alternate                                      | 2021 -2025     |
| d.   |  |                |
| e.   |  |                |

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

- a. Race, Policy and Law Academy, Oakland Technical High School, Advisory Board Member (2017 – Present)
- b. Charles Houston Bar Association, Life Member, (2008 – Present)
- c. Alpha Phi Alpha Fraternity Inc., Life Member (2000 – Present)
- d.

3. Have you held public office (elected or appointed)?

No

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

Alameda County District Attorney 2022 I was not elected

Peralta College Board 2022 I was not elected

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

2. What would be your three highest priorities or areas of interest as District Attorney?

3. Why is serving as District Attorney important to you?

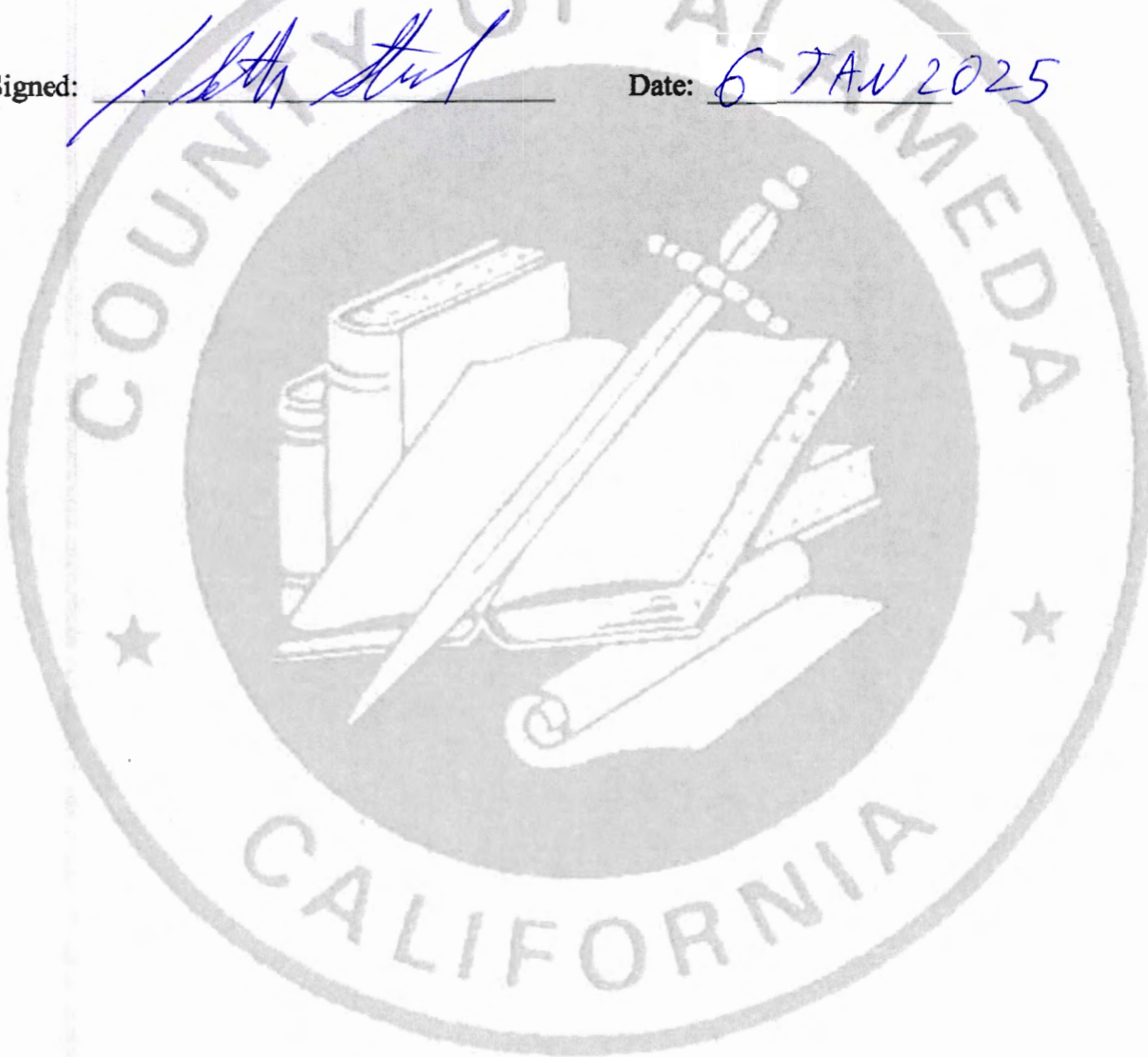
**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

6 JAN 2025



**1. What qualifications and experience distinctly qualify you to serve as District Attorney?**

Hired as an Assistant District Attorney by San Francisco District Attorney and now Vice President Kamala Harris in 2008, I prosecuted various cases including arson, domestic violence, hate crimes, and general felonies including robberies, burglaries, stabbings, shootings and theft. While working as a prosecutor, I earned a degree from Harvard and served for eight years part time as a flight engineer on an Air Force combat search and rescue helicopter where I was deployed to both Iraq and Kenya.

As Chief of Staff for Oakland City Councilmember Dan Kalb, I affected change in complex difficult systems, engaged stakeholders and built coalitions. For example, I drafted legislation banning chokeholds and carotid restraints by the Oakland Police Department and worked closely with the city's leaders to ban ghost guns in Oakland.

As an educator, I taught Criminal Law at Oakland Technical High School and City College of San Francisco to empower young people and give them better opportunities. Currently I am the Executive Director of The Crucible, a renowned industrial arts school and makerspace in West Oakland.

As Executive Director and Chief of Staff, I have managed both people and budgets. My central values, the ones I live my life by, are service, excellence and fairness. I've shown these values time and again through my experiences. As a proven prosecutor, decorated veteran, policy leader and executive director, my lived experiences give me a distinct viewpoint and qualify me to serve as District Attorney.

**2. What would be your three highest priorities or areas of interest as District Attorney?**

My top priorities as Alameda County District Attorney are to increase public safety, build public trust, and to be smart on crime.

Crime strikes at the heart of our society. It destroys families, rips apart neighborhoods and strikes fear into our communities. The District Attorney must be focused on public safety. Increasing public safety means reducing crime by ensuring prosecutors have the resources needed to prosecute cases. The District Attorney's Office will work to make sure the people of Alameda County are safe from crime.

We need to build trust by making the system fair. The criminal justice system has failed too many of our citizens and communities, and the District Attorney's Office is a pivotal part of that system. It is our responsibility to engage in a dialogue and correct those failures. Building public trust requires expanding victims' rights and eliminating bias. It means publishing our outcomes



to the people of Alameda County. It's understanding the effects of our policies on public safety and making sure we are accountable to the public. Our communities must know that no one is above the law. Where there is evidence of criminal misconduct, we will investigate it and treat it accordingly.

Smart on crime means making robust investments in data and analysis to understand the effect of the District Attorney Office policies and procedures on public safety and our communities. It includes developing data to drive prosecution and sentencing policies that result in increased public safety and implementing collaborative & innovative solutions to reduce crime.

### **3. Why is serving as District Attorney important to you?**

I am submitting my name to be the Alameda County District Attorney for the same reason I decided to become a lawyer: to make communities safer and more just. As a longtime Alameda County resident, I cannot sit back while our criminal justice system fails to achieve safety, justice, and peace for our communities.

Raised by a single mother, my brother and I learned the values of service, excellence and fairness. I spent years as a prosecutor handling felony hate crimes, domestic violence, and arson while also collaborating with alternative courts and diversion programs. I am a proud Air Force veteran and teacher.

I took a year away from the DA's office to study the criminal justice system from a policy perspective at Harvard to better understand the prosecutor's role in public safety.

The motto of Air Force Rescue is "These Things We Do, That Others May Live." This commitment ties directly to the role of the prosecutor and the Alameda County District Attorney's Office. The role of the prosecutor is to provide a space for justice. So people can be and feel safe. This means finding and implementing policies that decrease crime and increase public safety. Being the District Attorney is important to me as it will be a continuation of my mission to save lives by improving public safety.

**Scott C. Tsui**

Please see ATTACHMENT for  
all responses.

**Application for Appointment as District Attorney**

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

**A. General Information**

1. Applicant Name: \_\_\_\_\_ All Other Names Used in Past: \_\_\_\_\_
2. Residential Address: \_\_\_\_\_
3. Email Address: \_\_\_\_\_ Phone Number: \_\_\_\_\_
4. Work Address: \_\_\_\_\_
5. Work Phone: \_\_\_\_\_
6. Please indicate which of the above should be used to contact you.
7. \*Are you a registered voter in Alameda County? \_\_\_\_\_ For how long? \_\_\_\_\_  
Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.
8. Do you presently reside in Alameda County? \_\_\_\_\_ For how long? \_\_\_\_\_
9. \*Are you admitted to practice in the Supreme Court of the State of California? \_\_\_\_\_
10. Please set forth your educational history (beginning with high school):  

Institution	Dates	Degree Awarded, if any
a.		
b.		
c.		
d.		

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes?

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

1. Employer Position Dates Employed

a.

b.

c.

d.

2. Who is your current employer?

If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26:070 imposes limitations on the private practice of law by the District Attorney)

If yes, please explain.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization Role Dates

a.

b.

c.

d.

e.



2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

a.

b.

c.

d.

3. Have you held public office (elected or appointed)?

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

**D. Statement of Interest**

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

2. What would be your three highest priorities or areas of interest as District Attorney?

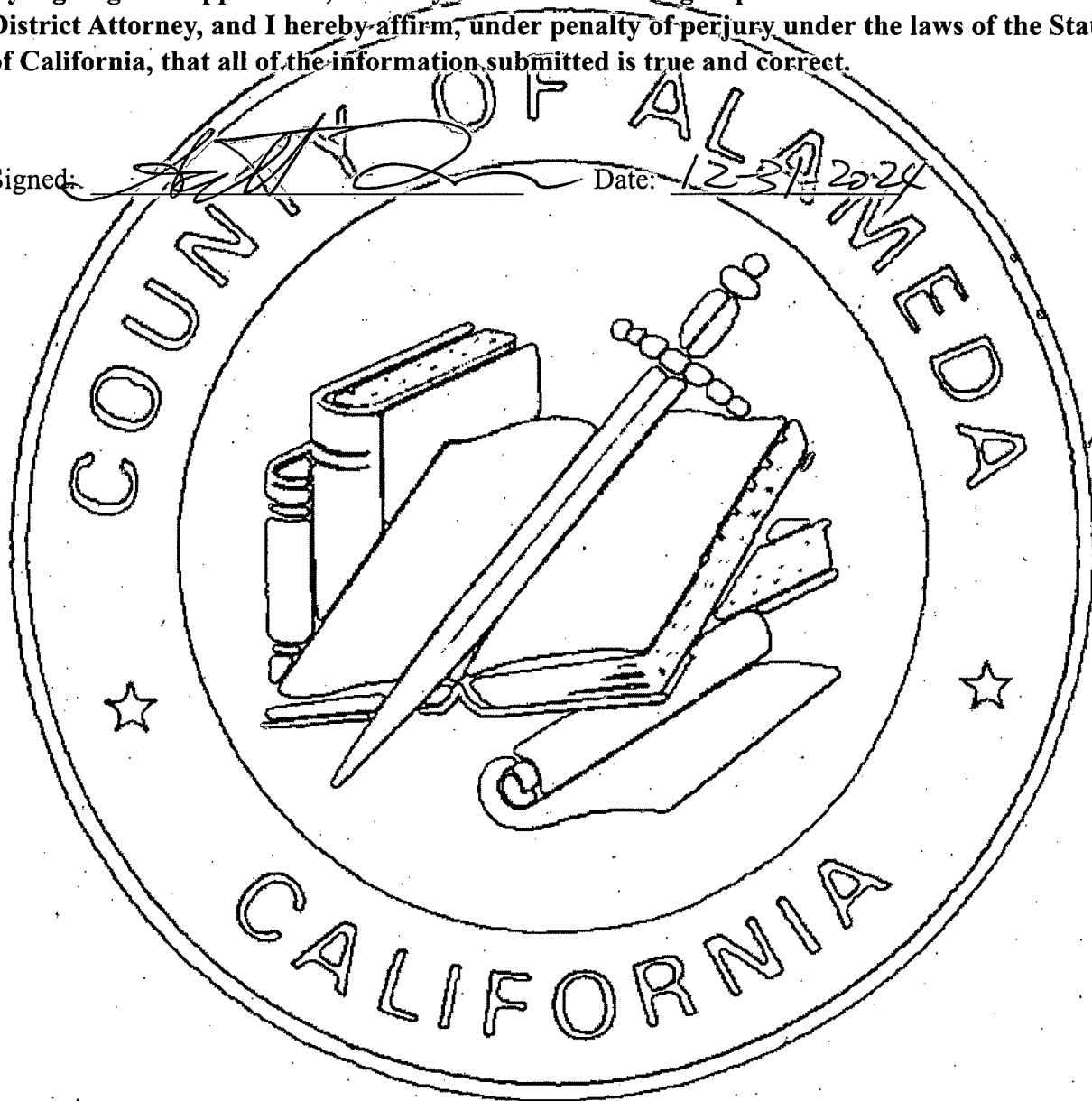
3. Why is serving as District Attorney important to you?

**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

Date: 12-31-2024



**ATTACHMENT**  
**(Application Responses)**

**A. General Information**

1. Applicant Name:  All Other Names Used in the Past:

2. Residential Address:

3. Email Address:   
Phone Number:   
Mobile

4. Work Address:   
Same as residential address.

5. Work Phone:   
Same as above.

6. **Please Indicate which of the above should be used to contact you.**

☒ Please kindly use residential address, mobile phone number, and above email to contact me.

7. \*Are you a registered voter in Alameda County? ☒ For how long?

☒ Yes. I have been registered to vote in my current address since October 15, 2010 according to the Alameda County Registrar of Voters.

☐ Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain.

☐ No. I voted in some, not all, elections based on assessments of the ballot measures and candidates.

8. Do you presently reside in Alameda County? For how long?

Yes. I have lived in Alameda County for a total of 40 years. My current period of continuous Alameda County residency has been 28 years.

9. \*Are you admitted to practice in the Supreme Court of the State of California?

Yes.

10. Please set forth your educational history (beginning with high school):

Institution	Dates	Degree Awarded, if any
a. Mt. Eden High School	8/1981-5/1985	High School Diploma
b. U.C. Berkeley	8/1985-5/1989	Bachelor of Arts
c. Cooley Law School	8/1989-5/1990	None, transferred
d. Golden Gate Law School	8/1990-5/1992	Juris Doctor

11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes?

No.

**B. Professional/Work History (past 10 years)**

1. Employer	Position	Date Employed
a. Retired/Self-Employed	Family Asset Manager	12/2021-present
b. Santa Clara County District Attorney's Office	Assistant District Attorney (Executive Manager)	12/2012-12/2021

**(Attached please find my resume detailing my entire professional history.)**

2. Who is your current employer?

I am currently retired and self-employed.



If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

No. If appointed, I will serve full-time as the District Attorney with no other professional obligation.

If yes, please explain.

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization	Role	Dates
a. The California District Attorneys Association (CDAA) (The State of California community)	Insurance Fraud Committee Co-Chair (For over a decade, I actively participated in CDAA in multiple capacities to support all California counties, including Alameda. Please see Subsection C.2.a. below for details)	8/2017-12/2021
b. The Taiwan Ministry of Justice (International community)	Lecturer/Presenter (For over two decades, I have provided continuous assistance to Taiwan in its criminal justice system reform in several stages. Please see attached resume for details.)	2018, 2019, 2022

2. Summarize your experience in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

- a. From 2010 to my retirement in 2021, I actively participated in the California District Attorneys Association (CDAA), the principal professional organization for all California prosecutors with the mission of promoting justice and enhancing prosecutorial excellence. My work at CDAA impacted jurisdictions statewide including Alameda County. During this time, I chaired two committees (High-Tech Crime and Insurance Fraud) and worked on two additional committees (Gang Crime and Real Estate Fraud). My efforts included providing regular trainings for prosecutors and law enforcement to help combat gang, high-tech, insurance fraud, and real estate fraud related crimes throughout the State of California, working on legislations to address crimes, lobbying for state fundings to support crime-fighting efforts, and providing assistance and guidance for counties to compete for state grant awards. The CDAA Fraud Symposium, which I annually planned with upwards of 250 attendees, was the largest training conference CDAA offered. Finally, as the Co-Chair of the Insurance Fraud Committee, I represented all DA grant participants, including Alameda County, to obtain appropriate fundings from the California Department of Insurance in its five competitive grant programs with total annual awards of \$40 to \$50 million.
- b. Over my career beyond the past 10 year, I sought to support the Alameda County community. Below are two examples:
  - 1) I traveled to the Alameda County DA's Office to assist with its anti-fraud funding mechanism in response to California's real estate crisis of the early 2000s. At the time, my work had just resulted in the overwhelming passage of a Santa Clara County Resolution, which increased real estate transaction recording fees to combat rampant fraud during the real estate crisis. As one of the first counties to achieve this, Santa Clara's fraud-fighting resources increased by \$2 million annually. When colleagues in the Alameda County DA's Office informed me that they planned to engage in a similar endeavor, I visited Alameda County to help strategize on an effective approach to increase their funding. I was elated to learn later that their efforts here were successful in passing a similar resolution.
  - 2) As a Santa Clara County DA supervisor and later manager, I managed REACT, a Bay Area high-tech crimes task force. The task force was staffed with law enforcement agents from local, state, and federal agencies, including Alameda County agencies. Because REACT was funded by a state grant, participating agencies received a distribution of the funding. I worked with the Fremont Police Chief and the Lieutenant-in-charge in placing officers and continuously maintaining Fremont PD's presence in REACT to not only help combat high-tech crimes in Alameda County using REACT resources, but to also ensure that Fremont PD received funding support for their worthy efforts.

Their efforts paid off brilliantly in 2011. Fremont PD became the lead agency in one of the largest computer-chip heists in U.S. history – the \$37 million Unigen chip-robbery case. Fremont PD's excellent work, together with REACT, resulted in the substantial recovery of losses, convictions of 14 chip-robbers, and decades of prison sentences.

(<https://patch.com/california/fremont/ringleader-37m-computer-chip-heist-fremont-pleads-no-contest>)

3. Have you held public office (elected or appointed)?

No.

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

No.

#### D. Statement of Interest

Please attach statements, *not exceeding 250 word each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?

I have a 29-year prosecutor career spanning two counties and federal court. I excelled in a wide range of prosecutions, from violent gang crimes to complex financial crimes, as a frontline trial deputy, a supervisor of trial deputies, and an executive manager of a high-functioning and the largest DA's office in Northern California.

As a Special Assistant U.S. Attorney, I led a federal taskforce pursuing sophisticated international money-laundering cases, including a successful case where the criminal schemes were perpetrated entirely abroad, in which the U.S. lacked jurisdiction. However, the criminal entity moved funds across the U.S. border. This formed the strategic basis for a federal money-laundering conviction with substantial forfeiture.

My nine-year executive-management experience was comprehensive, encompassing major-case decision, policy, personnel, and budgetary functions. I managed one of the largest organized-crime indictments in Northern California containing 48 indictees. ([https://patch.com/california/cupertino/massive-nuestra-familia-gang-weakened-by-felony-indictments\\_642b5997](https://patch.com/california/cupertino/massive-nuestra-familia-gang-weakened-by-felony-indictments_642b5997)) In regards to crime-fighting innovation,

my work in my former office resulted in it becoming one of the earliest DA's offices to utilize professional forensic accounting in complex economic-crime prosecutions, a standard today in major jurisdictions. My work in Santa Clara County also made it one of the highest funded DA's offices in competitive grants. As result of managing major fundings, I obtained extensive budgetary experience ensuring effective resource-deployment and audit accountability.

These successes are founded on can-do work ethic, efficient execution, professionalism, people skills, and determined building of collaborations.

2. What would be your three highest priorities or areas of interest as District Attorney?

a. Consistent Organizational Practices

A high-functioning DA's office possesses operational consistency. Consistent standards propel professional excellence because they give clarity to the path to excellence. In a DA's office, consistency entails disciplined adherence to law and ethics to achieve accountability and equality. Specifically, prosecutors must faithfully apply the laws created by the legislature to legally and ethically charge crimes and present evidence to the judiciary for final judgment.

Inundation of discretionary DA policies erodes this constitutional structure by concentrating powers under the DA. Moreover, it diminishes the DA's accountability and dependability to the community. As the DA, I will rigorously pursue legal and ethical consistency to achieve professional excellence.

b. Victims and Community Outreach

The District Attorney must communicate effectively with those who are impacted by crime and with the community at large. Beyond the mere promise of justice, the People must also know what is done to achieve justice. This communication process has to be informative, professional, and continuing. Such interactions allow the People to not only evaluate the DA's work, but also provide important and practical input. This working model builds trust and enhances equality and accountability in our community.

c. Collaborations with Law Enforcement and Other Partners

Combating crime effectively demands highly coordinated teamwork among the police, the DA, and other stakeholders. A key to such successful collaboration is the relentless pursuit and the leveraging of common ground for productive outcomes. I will bring a rarely-seen level of collaborative enthusiasm to join the fight for justice.

3. Why is serving as District Attorney important to you?

I have lived, worked, or attended school in all five Alameda County Districts for 40 years. My earnest pride of having been a resident of Hayward, Oakland, Fremont, and now Pleasanton, a young laborer in San Leandro and San Lorenzo, and a graduate of Calaroga Jr. High (now MLK Jr. Middle), Mt. Eden High School, and U.C. Berkeley drives me to want to serve the only home I know since immigrating to the United States in 1980.

My American story began as a foreigner from Taiwan landing in SFO and taking ESL courses as a student. Years later, I stood in court regularly to state, for the record, that I represent the People of the State of California and, for a time, the United States of America. Never once did I fail to reflect on this routine's tremendous privilege and profound meaning to me. I am keenly aware of how much I have been blessed by this community and how good America has been to me. Alameda County is not just my home, it is my American story. Leveraging decades of DA experience and knowledge, I resolve to honor it with the last full measure of my devotion if appointed.

I intend to seek no elected office other than serving as the Alameda County DA for as long as I am able.

**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of the District Attorney, and I hereby affirm, under the penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: 

Date: 12-31-2024



# **Scott C. Tsui**

## **Professional Experience**

### **COUNTY OF SANTA CLARA, OFFICE OF THE DISTRICT ATTORNEY, San Jose, California**

**Assistant District Attorney** (*December 2012 to December 2021*) – executive manager for the elected District Attorney overseeing the operation of the District Attorney's Office, specifically managing prosecutors in the Economic Crimes Group, the Gang Unit, the Narcotics Unit, and the Violent Felonies Unit. Responsibilities included:

- carrying out the District Attorney's directives in running the District Attorney's Office;
- participating in the District Attorney's operational and policy decisions;
- managing teams of attorneys and staff through their mid-level supervisors;
- providing guidance and executive decisions in complex gang, narcotics, violent felony, and white-collar investigations and prosecutions; and
- annual budgetary responsibilities of over \$10 million in competitive grant programs, civil litigation penalties, and other non-general fund sources for insurance fraud, real estate fraud, and consumer/environmental protection cases.

**Economic Crimes Group Supervising Deputy District Attorney** (*January 2006 to December 2012*) – supervising prosecutors in white-collar crime units including Major Fraud, High-Tech, Real Estate Fraud, Elder Financial Abuse, and Insurance Fraud. Responsibilities included:

- strategic planning in complex investigations including securities/investment fraud, trade secret theft, underground economy, and tax evasion;
- case strength evaluation and approving charging decisions in major cases;
- conducting regular case reviews and providing advice and directions to prosecutors on all aspects of criminal litigation;
- coordinating with other government and law enforcement agencies, such as the California Department of Business Oversight, Department of Insurance, Franchise Tax Board, Board of Equalization, Employment Development Department, Department of Industrial Relations, police departments, and sheriff's offices to conduct economic-crime investigations; and
- annual budgetary responsibilities of over \$6 million in competitive grants and other non-general fund sources to support investigations and prosecutions in the Insurance Fraud, Real Estate Fraud, and High-Tech Units.

**Special Assistant United States Attorney, Northern District of California** (*August 2003 to January 2006*) - responsible for investigating and prosecuting federal white-collar crimes. Areas of prosecution included wire fraud, mail fraud, intellectual property theft, international money laundering, and transportation of racketeering proceeds. This cross-designated position was specially created to enable a single prosecutor to litigate cases in both state and federal courts, enhancing the coordination between state and federal prosecutions.

**Major Fraud Unit Deputy District Attorney** (*July 2001 to August 2003*) - responsible for investigating and prosecuting white-collar crimes involving complex schemes and large financial losses. Areas of prosecution included embezzlement, tax evasion, insurance fraud, investment fraud, and other high-loss financial crimes.

**Gang Unit Deputy District Attorney** (*November 1996 to July 2001*) - responsible for prosecuting gang-related violent felonies. Areas of prosecution included murder, attempted murder, drive-by shooting, felony assault, witness intimidation, extortion, armed robbery, and gang-related narcotic offenses.

**Felony Team Deputy District Attorney** (*April 1996 to November 1996*) - responsible for prosecuting a wide range of felonies. Areas of prosecution included attempted murder, robbery, burglary, felony assault, and grand theft.

**SACRAMENTO COUNTY DISTRICT ATTORNEY'S OFFICE, Sacramento, California**

**Career Criminal Unit Deputy District Attorney** (*May 1995 to March 1996*) - responsible for prosecuting cases involving multiple commissions of felonies designated by the California Career Criminal Statute, including robbery, burglary, and organized auto-theft ring activity.

**Felony Team Deputy District Attorney** (*November 1993 to May 1995*) - responsible for vertically prosecuting a wide range of felonies. Areas of prosecution included kidnapping, high-speed police evasion, robbery, domestic violence, burglary, felony assault, and narcotics.

**Misdemeanor Team Deputy District Attorney** (*April 1993 to November 1993*) - responsible for prosecuting cases including assault, battery, prostitution, resisting arrest, domestic violence, theft, and driving under the influence.

**LAW OFFICES OF ARNOLD LAUB, San Francisco, California**

**Associate Attorney** (*December 1992 to March 1993*) – civil litigation.

**Additional Law-Related Experience**

- **California District Attorneys Association, Insurance Fraud Committee**  
**Committee Co-Chair** (*August 2017 to December 2021*) – responsible for developing and planning statewide training conferences for prosecutors and investigators, working on new legislations, and leading DA efforts in insurance fraud grant programs to enhance the investigation and prosecution of such cases.
- **California District Attorneys Association, High-Technology Crimes Committee**  
**Committee Co-Chair** (*January 2010 to 2012*) – responsible for developing and planning statewide trainings for prosecutors and investigators, working on new legislations and publications to enhance the investigation and prosecution of high-technology crimes.
- **Public Security (Police) Bureau of Suzhou Municipality, Suzhou, China**  
**Lecturer** (*April 2016*) – presentations in Mandarin on the U.S. Criminal Justice System to Suzhou City Public Security Officials.
- **Taiwan Ministry of Justice and Judicial Yuan, Taipei, Kaohsiung and other major cities of Taiwan**  
**Lecturer** (*1999 to 2004, 2006, 2013, 2018, 2019, and 2022*) - one to six-week seminars presented in Mandarin for judges, prosecutors, and defense attorneys on the U.S. legal system, trial advocacy, witness examination, and the rules of evidence to assist Taiwan's Justice System Reform.
- **Taiwan Legislative Yuan Hearing, Taipei, Taiwan**  
**Presenter** (*October 26, 2000*) - presentation on U.S. laws on the search and seizure of evidence.
- **San Jose State University, Administration of Justice Department, San Jose, California**  
**Faculty Lecturer Part-Time** (*Fall Semester of 2000*) – instructed a required upper-division course, *Courts and Society*.
- **San Jose Police Department Criminal Street Gang Seminar** (*July 1, 1999*), San Jose, California  
**Santa Clara County District Attorney's Office Gang Seminar** (*December 9, 1997*), San Jose, California  
**Instructor** – trainings for police officers on laws pertaining to criminal street gangs and gang-expert testimony.
- **Elk Grove High School Mock Trial Team, Sacramento, California**  
**Mock Trial Coach** (*1995-1996*) - the team achieved first place in the Sacramento County High School Mock Trial Competition in February 1996.

## **Scott C. Tsui** (page 3)

### **Publications**

***"An American Prosecutor in China"*** – The West Wing, a Santa Clara County District Attorney's Office publication, Volume 3, 2016

***"Plain View in a Digital Search: United States v. Comprehensive Drug Testing Inc."*** - Fire Wall, the high-technology newsletter of the California District Attorneys Association, Spring Issue 2010

***"Video Evidence – The Pandora's Box"*** - Prosecutor's Brief, the California District Attorneys Association's quarterly journal, Summer Issue 2010, Volume 32, Number 4

### **Language Skills**

Mandarin Chinese - oral and written fluency

### **Education**

GOLDEN GATE UNIVERSITY, San Francisco, California

***Juris Doctor, May 1992***

***– Alameda County District Attorney's Office Intern, Fall Semester, 1991***

UNIVERSITY OF CALIFORNIA, Berkeley, California

***Bachelor of Arts, Political Science, May 1989***

**Jimmie L. Wilson**

## Application for Appointment as District Attorney

(You may attach additional sheets where necessary to provide a complete response.)  
(Questions marked with an asterisk relate to minimum qualifications for the position.)

### A. General Information

1. Applicant Name: Jimmie Wilson All Other Names Used in Past:

2. Residential Address: Oakland

3. Email Address: Phone Number:

4. Work Address:

5. Work Phone:

(Note: personal information the disclosure of which would constitute an unwarranted invasion of personal privacy will be redacted as permitted by the California Public Records Act.)

6. Please indicate which of the above should be used to contact you.

7. \*Are you a registered voter in Alameda County?

For how long?

yes

over 25 yrs

Have you voted in the primary and general elections in Alameda County in each election over the past ten years? If not, please explain. yes

8. Do you presently reside in Alameda County?

For how long?

yes

over 35 yrs

9. \*Are you admitted to practice in the Supreme Court of the State of California?

yes

10. Please set forth your educational history (beginning with high school): see attach

Institution

Dates

Degree Awarded, if any

a.

b.

c.

d.



11. \*Have you been convicted of a felony involving accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes? **NO**

\*If yes, have you received a pardon for that crime?

**B. Professional/Work History (past 10 years)**

- | 1. Employer | Position | Dates Employed |
|-------------|----------|----------------|
|-------------|----------|----------------|

a. **See Attach**

b.

c.

d.

2. Who is your current employer? **Alameda Co. District Attorney**

If appointed, do you intend to continue your current employment?

(Note: Alameda County Administrative Code Section 2.26.070 imposes limitations on the private practice of law by the District Attorney.)

If yes, please explain. **Current Employment**

**C. Community Involvement**

1. Please list organizations where you served as an officer or made significant contributions during the past 10 years.

Organization	Role	Dates
--------------	------	-------

a. **See Attach**

b.

c.

d.

e.

2. Summarize your experiences in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.

*See Attach*

a.

b.

c.

d.

3. Have you held public office (elected or appointed)?

*See Attach*

4. Have you ever been a candidate for office? If yes, please specify the office, date of candidacy, and whether you were elected.

*See Attach*

**D. Statement of Interest**

*See Attach*

Please attach statements, *not exceeding 250 words each*, responding to the following questions.

1. What qualifications and experience distinctly qualify you to serve as District Attorney?
2. What would be your three highest priorities or areas of interest as District Attorney?
3. Why is serving as District Attorney important to you?

**Please note: This application, including all attachments, will be made available to the public in its entirety.**

**By signing this application, I certify that I meet the legal qualifications for the Office of District Attorney, and I hereby affirm, under penalty of perjury under the laws of the State of California, that all of the information submitted is true and correct.**

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

1/2/2025



Application Draft Attachment

**A. General Information**

1. **Applicant Name:** Jimmie L Wilson                      Jimmie Lamarcus Wilson  
   Jimmie Lamarcus Wilson III
2. **Residential Address:**    , Oakland 94619
3. **Email Address:**    **Phone Number:**
4. **Work Address:**
5. **Work Phone:**
6. Please contact using personal phone or email
7. I am registered as a democrat for over 30 years. I have voted in the primary and general elections over the past ten years.
8. I presently reside in Alameda County and have lived here for approximately 35-years.
9. I am a registered voter in Alameda County.
10. I am admitted to practice in the Supreme Court of the State of California.

**11. Educational History**

- |   |              |               |
|---|--------------|---------------|
| a. Balboa High School   | 1977 to 1979 | Diploma       |
| b. College of Marin   | 1980 to 1982 |               |
| c. San Jose State University                                    | 1982 to 1983 |               |
| d. UA Local 38, Plumbers<br>(California Apprenticeship Council) | 1988 to 1992 | Certification |
| e. Laney Junior College   | 1996 to 1998 |               |
| f. University of California, Berkeley                           | 1998 to 2000 | BA of Arts    |
| g. Hastings College of the Law                                  | 2001 to 2004 | Law Degree    |
12. I have never been convicted of a felony, involved in accepting or giving, or offering to give, any bribe, the embezzlement of public money, extortion or theft of public money, perjury, or conspiracy to commit any of those crimes.

**B. Professional/Work History (Past 10 Years)**

1. Employer	Position	Dates Employed
Alameda County District Attorney	Chief of Prosecution	12/8/24 to Present
	Branch Head	2/12/24 to Present
	Wiley W. Manuel Courthouse	
	Branch Head	1/3/23 to 2/11/24
	Rene C. Davidson Courthouse	
	Deputy DA	12/4/04 to 1/2/23

2. I am currently employed by the Alameda County District Attorney's Office.

### **C. Community Involvement**

#### **1. Organization**

	<b>Role</b>	<b>Dates</b>
a. Oakland Ceasefire	Volunteer	Present
b. NAACP South Alameda County	Second Vice President	Current
c. NAACP South Alameda County	Third Vice President	2021-2023
d. NAACP South Alameda County	Executive Board	2019-2021
e. Oakland Elizabeth House	Board Member	2016-2018
f. Oakland Ceasefire	Volunteer	2016-2017
g. Alameda County Bar Association Judicial Evaluation Committee	Committee member	2014-2016
h. Bay Area Black Prosecutor Association	Secretary	2012-2014

#### **2. Summarize your experience in relevant community activities/issues affecting the County of Alameda over the past 10 years. Please give specific examples of your personal involvement.**

- a. As a member of the Hayward South Alameda County branch of the NAACP, I was one of five presenters that created and instituted a countywide P.O.S.T certified Community Policing Training. This countywide program involved using social historical perspectives, personal experiences, civil rights complaints, and examples of community-oriented policing, to promote a guardian over enforcer mentality.

I was personally involved in meeting individuals with grievances and complaints against private and public entities.

I was personally involved creating and instituting diversity, equity, and inclusion training for governmental organizations.

Finally, as an executive and board member, I was personally involved in community related events and outreach and support concerning Hayward, San Leandro, San Lorenzo, Dublin, Union City, and Fremont.

- b. Domestic violence is one of the most under reported crimes in the United States. As a board member of Elizabeth House to help provide housing for mothers who were domestic violence victims, I was personally involved in fundraising and supporting the mission to create a strong nurturing environment for women experiencing homelessness, poverty, and domestic violence.
- c. As a founding member of the Bay Area Black Prosecutors Association, our mission was to create and promote diversity in local district attorney offices. I worked to support and advocate for increased diversity in my office and other district attorney offices in the bay area. I was the first organization secretary. I maintained the minutes, bylaws, and was the catalyst for development of community outreach.



- d. In my capacity as a board member with Alameda County Bar Association, Judicial Appointment Evaluation Committee, I consistently advocated for candidates with strong ethics and judicial integrity. I personally reviewed judicial candidates' professional backgrounds, legal experience, and qualifications. I organized individual committees that eventually submitted its recommendations directly to the Governor's Judicial Appointment Secretary.
3. I have not held public office.
4. In 2022, I was a candidate for the office of Alameda County District Attorney. I lost during the primary season.

D. Statement of Interest

**What qualification and experience distinctly qualify you to serve as District Attorney?**

I have always worked defend justice and guarantee the rule of law. I have consistently worked to impact my community by advocating for victims' rights, prosecuting criminals, and working to prevent crime. My history in the DA's Office is a combination of a broad legal education, extensive trial skills, and important management experience. During my over 20 years as a prosecutor, I've successfully handled a diverse range of serious complex cases. In the years of 2006 to 2020, as a trial attorney, I've prosecuted homicide, gang-related, and child sexual assault cases, among others. Over my career, I have prosecuted over 60 complex jury trials and 12 Special Circumstance homicides.

In January 2023, I became the first Branch Head at the Rene C. Davidson Courthouse (RCD). In that role, I supervised a large office of assistant district attorneys, deputy district attorneys, law clerks, and clerical personnel. This included the Office's largest felony trial team. In addition, I have also supervised our homicide callout team.

In February 2024, I became Branch Head at the Wiley W. Manuel Courthouse. In this role, I supervise a large team of 80 assistant district attorneys, deputy district attorneys, law clerks, and clerical personnel. We charge and prosecute the most serious cases in the county. The city of Oakland has the highest crime rate in the state and I personally charge all homicides and sexual assault cases.

As of December 2024, I was asked to serve as Chief of Criminal Prosecution. My duties increased to include leader of the homicide callout team, special circumstance review as well as personnel decisions.

**What would be your three highest priorities or areas of interest as District Attorney?**

In 2022, I ran for Alameda County District Attorney. During my campaign, I stressed the importance of our traditions and our need to improve as an organization. My priorities were initiating community-based strategies, addressing crucial personnel needs and management restructuring, and strengthening victim/community services. Below are the pressing issues I would immediately address;

1. **Organizational Restructuring:** I aim to streamline management and personnel operations, eliminating redundancies and realigning teams to enhance efficiency in preliminary hearings, charging, and trial processes. This will require recruitment of seasoned prosecutors and the continuing education of our younger attorneys.
2. **Collaboration Against Violent Crime:** By fostering cooperative efforts with law enforcement and the community, I plan to address organized crime, gang violence, and human trafficking. I would establish a major crime division to implement targeted strategies. I believe a more comprehensive approach will provide for more predictable and flexible solutions.
3. **Strengthening Victim Witness Support:** I will focus on rebuilding the victim witness division which involves hiring qualified advocates to ensure victims and witnesses receive the necessary support and resources, addressing their financial and emotional challenges. This will also require a better use of our internal data base. It is also critical we improve the communication between our advocates and the attorneys assigned to the case.

#### **Why is serving as District Attorney important to you?**

As a young man, I grew up in a high-crime neighborhood. The serious short- and long-term public health effects of an individual's exposure to crime and violence have been a part of my personal perspective on criminal justice. I was fortunate to go from an impoverished neighborhood, to a union plumber, to UC Berkeley, to Hastings College of the Law, and finally to a career with the District Attorney's Office. My path shapes why being the district attorney is important to me.

In January 2023, Pamela Price was sworn in as District Attorney. She had no experience as a prosecutor. Ms. Price asked for my help and I did not hesitate. I wanted her to succeed. I wanted this community to be safe. The job of district attorney is about experience and commitment. The history of this Office is centered around individuals who were career district attorneys. They had a foundation of understanding the difficulties of leading a county with a city that has one of the highest crime rates in the state.

I know that safety is not always politically advantageous. I ran for district attorney highlighting the need for safety and more accountability. My stance wasn't popular nor politically calculating, but it expressed ideas I believe in. My desire is to strengthen this office. I want to rebuild it to be

the best district attorney office in the country. I have worked hard to build my experience, and have never wavered in my dedication to the office and this community. My resumé highlights two decades of extensive experience and shows my commitment to these values.