

# TOWN OF LOS GATOS

## ARTS AND CULTURE COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Resident of the incorporated limits of the Town of Los Gatos.  
Other requirements may apply to specific Boards, Commissions, or Committees.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes) please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#).

### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed.
- All appointed applicants are required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.

FIRST NAME: Cristiano LAST NAME: Colantoni

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Los Gatos Museum Association JOB TITLE: Director of Exhibitions & Collections

HOW LONG HAVE YOU LIVED IN LOS GATOS? 5 yrs

Please list what experience, education, or volunteer positions that you have held.

Bachelor of Arts in Visual and Public Art, concentration in Museum Studies and Art Education. 19 years of experience in the museum field and private collections. Assisted artists on multiple public murals in Monterey and Los Angeles. 6+ years of producing exhibitions for, and stewarding the permanent collection of, New Museum Los Gatos (NUMU).

Why are you interested in serving on the Arts and Culture Commission?

My passion for the arts and belief in their transformative power within a community are the driving forces behind my desire to contribute to the cultural development of our Town.

Arts and culture play a pivotal role in fostering a vibrant and dynamic community. They have the unique ability to bring people together, stimulate creativity, and enhance the overall quality of life. As a committed advocate for the arts, I am eager to actively participate in shaping policies and initiatives that will further enrich our cultural landscape.

I believe that a thriving arts scene is not only a source of aesthetic enjoyment but also a catalyst for economic growth. By supporting local and regional artists, promoting cultural events, and investing in public art projects, we can create a more attractive and appealing and welcoming environment that attracts residents and visitors alike.

Have you ever attended an Arts and Culture Commission meeting? If yes, please provide a summary of your observation. If not, why not?

I have served on the commission, completing the term of a previous commissioner since July of this year. I am interested in continuing my appointment and work toward the many exciting projects and partnerships the commission has been discussing and planning in these last months.

What do you see as the role of this Commission?

In essence, an Arts and Culture Commission in a town like Los Gatos serves as a catalyst for social cohesion, economic growth, and the overall well-being of the community by actively promoting and nurturing the arts and cultural activities. I look forward to continuing to advocate for the production and planning of public artworks that express community values, enhance our environment, transform our town's urban landscape, heighten our awareness, create safe spaces, and question our assumptions.

How will you balance your personal interests with the broader role of the Commission?

Balancing personal interests with the broader role of the Commission is crucial to ensuring my own, as well as the commission's, effectiveness and ability to serve the diverse needs of the community. Strategies to achieve this balance include: being committed to the commission's mission; prioritize the community's needs over my own personal interests or preferences; engage with fellow commission members and the public to inform decision making; adhere to a high standard of ethical conduct; and regularly reflect on my own biases while contributing to fostering a thriving cultural environment for the entire community.

What is your current involvement in the arts?

As Director of Exhibitions at New Museum Los Gatos, I am intimately involved in the production of art exhibitions for the public's enjoyment, appreciation and education. I work with artists, vendors and contractors on a daily basis.



What is your experience with public art programs?

I have been involved in mural projects in Monterey and Los Angeles, and in the latter served as liason between the artist and the office of then city commisioner Jan Perry. Museum exhibitions could be categorized under the umbrella of public art.

I am also currently a sitting commissioner in this committee.

What has been your experience or involvement with non-profit agencies?

I have worked art, and art and history, based non profit museums and orgainzations since 2004 including the Monterey History and Art Association, the National Steinbeck Center, the Museum of Monterey, and New Museum Los Gatos.

What has been your experience or involvement with grant programs?

I've co-written and administered several grants in the organizations I have worked for, including most currently the Historic Grant Program administered by the County of Santa Clara Department of Parks and Recreation, and the Institute of Museum and Library Services, awarded to NUMU that funds the Los Gatos History Project which spotlights untold stories of Los Gatos and surrounding communities through an exploration of NUMU's permanent art and history collections.

I have also supported the execution of several grant applications to state and federal agencies including the National Endowment for the Arts, the National Endowment for the Humanities, the Institute of Museum and Library Services, California Humanities, California Arts Council to name a few.

Please let us know how you heard about the recruitment:

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media                 | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter     | <input checked="" type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
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**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023**. *All applicants are required to be interviewed to be considered for appointment as a Commissioner.*

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Cristiano Colantoni

Date: 11/10/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

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_____		_____	
STREET ADDRESS: _____		ZIP CODE: _____	
_____		_____	
PHONE: _____	Cell	Home	Work
_____	_____		
EMERGENCY CONTACT: _____	PHONE: _____	Cell	Home
CrowdStrike	Corporate Sales Specialist		
EMPLOYER: _____	JOB TITLE: _____		
5 yrs			
HOW LONG HAVE YOU LIVED IN LOS GATOS?			

Please list what experience, education, or volunteer positions that you have held.

Work Experience,

CROWDSTRIKE– Sunnyvale, CA

Corporate Sales Specialist –Aug.2022--Present

FORTINET – Sunnyvale, CA

Territory Account Manager– March 2019-Aug. 2022

NIAC – Washington D.C.

Advancement Officer and Northern California Community Organizer – Oct. 2017 – Mar. 2019

SAN MATEO COUNTY – Redwood City, CA

Fellow to the Commission on the Status of Women & LGBTQ Commission Sep. 2016 – Sep. 2017

FREEDOM HOUSE – Washington D.C.

Intern (MENA Program) – May 2016 – Aug. 2016

PERSIANATE GLOBAL NETWORK– Washington D.C

Secretary to the Board – July 2014 – Aug. 2016

Volunteer Experience,

Diaspora Art Connections – Sep.2016-Sep.2022

Pars Equality Center – Sep.2016- Present

Education,

Master of Public Administration

Why are you interested in serving on the Arts and Culture Commission?

As the current Vice Chair of the Arts and Culture Commission, my journey has been one of exploration, ideation, and initiation. However, I recognize that the role demands time to refine ideas, understand the dynamics, and effectively navigate challenges. Therefore, I am keen to continue the momentum and contributions I've made by seeking reappointment to the commission.

My interest in serving on the Arts and Culture Commission stems from a desire to further develop and implement the initiatives I've been working on. I see this as an opportunity to contribute more substantially, leveraging my experience, insights, and commitment to enhancing the artistic landscape in our community. By seeking reappointment, I aim to continue fostering a vibrant and inclusive arts environment, ensuring that the commission's impact resonates with the diverse voices and talents within our locality.

Moreover, I'd like to serve on the commission and contribute to the vibrant arts and cultures scene in our beautiful community. The arts have always held a special place in my heart, and I firmly believe in their power to enrich lives, foster creativity, and strengthen the fabrics of diversity.

Growing up, I was fortunate to have been exposed to various forms of artistic expression, from visual arts to performing arts internationally. These experiences have shaped my perspective and instilled in me a deep appreciation for the transformative impact of the arts. I have witnessed firsthand how art can transcend barriers, spark dialogue, and bring people together in ways that words alone cannot.

By serving on the Arts and Culture Commission, I hope to channel my passion for the arts into concrete action. I am eager to collaborate with fellow commissioners, artists, cultural organizations, and community members to create an environment that celebrates and nurtures artistic expression.

Have you ever attended an Arts and Culture Commission meeting? If yes, please provide a summary of your observation. If not, why not?

Yes, I've been actively engaged as the Vice Chair of the Arts and Culture Commission for the past few months, providing a unique perspective and contributing to the dynamic initiatives of the commission. During this time, I've consistently proposed innovative ideas and strategies to enhance the commission's impact.

As part of our efforts, we've established subcommittees focused on fundraising, visibility, and other key initiatives. I took the initiative to address the emerging issue of AI threats to local artists, emphasizing the need for the commission to explore and tackle this challenge.

In my observation, the Arts and Culture Commission would greatly benefit from more individuals who actively engage in proposing fresh and out-of-the-box ideas. Currently, one significant challenge is the lack of active projects, which hinders our ability to promote the commission to the public and subsequently raise funds. To overcome this, the commission requires individuals with the energy, dynamism, and determination to generate new ideas, secure funding, and drive the implementation of impactful projects.

What do you see as the role of this Commission?

As a woman of color and member of the Los Gatos community, I do believe the art and culture Commission has a critical role in bringing the community together and provide a safe space for dialuges by organizing events, exhibitions, workshops, and programs that encourage participation and interaction with the arts and cultural activities.

Public art inititiaves such as music in the park, Gateway project and art in the council chambers. Also, highlighting the importance of art and culture within the community, helping to shape policies and initiaves that support the growth and development of the artistic sector. Collaborating with other city departments, community organizations, and regional arts bodies to leverage resources.

To add to the beauty of our city, the commission should oversee the selection, installation, and maintenance of public art within the city. They may establish guidelines and criteria for public art projects, work with artists and community stakeholders to select suitable artworks, and ensure proper maintenance and preservation of public art pieces.

How will you balance your personal interests with the broader role of the Commission?

I recognize that the art and culture Commission serves the entire community, representing various interests, backgrounds, and artistic expressions. I will strive to approach my role with an open mind and appreciation for diverse viewpoints, ensuring that decisions and initiatives consider the broader needs and aspirations of our community.

Second, I will actively listen to community members, artists, and stakeholders to understand their concerns, aspirations, and visions for art and culture in our city. By fostering dialogue and seeking input from various sources, I can effectively advocate for a range of interests while ensuring inclusivity and representation in our initiatives.

Third, While I bring my personal interests and expertise to the Commission, I understand the importance of maintaining a broader perspective. I will strive to find common ground and identify opportunities to bridge personal passions with initiatives that align with the diverse needs.

What is your current involvement in the arts?

In the past few months, I've been actively involved in the arts through collaborative efforts with SV Creates, Los Gatos Park Commission, and the LG Chamber of Commerce. Attending the SV Creates Luncheon provided a valuable platform for exchanging ideas and learning from peers about their current focus areas.

I've taken the initiative to familiarize myself with our local artists, including engaging with NuMu and other stakeholders in the artistic community. Additionally, I've collaborated with fellow commissioners to generate innovative ideas for the Arts and Culture Commission.

Recognizing the importance of online presence, I proposed and initiated the development of a social media presence for the commission. This effort aligns with my commitment to enhancing visibility and engagement within the community, creating a platform to showcase the vibrant arts scene in our locality.

In summary, my current involvement in the arts extends beyond collaborative initiatives with key stakeholders and attending events; it includes actively contributing to the commission's strategies, fostering connections with local artists, and championing the establishment of a digital presence for the commission.

In addition, I am actively involved with Diaspora Art Connections, a community organization that celebrates and promotes the artistic expressions of various cultures and diasporic communities. Through my volunteer work with Diaspora Art Connections, I have had the opportunity to connect with a diverse group of performers and singers. I have gained a profound appreciation for the transformative power of art in connecting communities, bridging cultural gaps, and fostering a sense of unity and understanding.

What is your experience with public art programs?

I have collaborated closely with local artists and performers to commission and develop site-specific public art installations/events. Including facilitating the artist selection process, guiding them through the project's requirements, and supporting their creative vision.

Also, as a former fellow to the LGBTQ Commission of San Mateo County, I helped the commissioners with multiple street festivals/events. I worked with artists and performers to showcase their talents, organizing stages, performances, and interactive art installations that engage attendees and promote LGBTQ visibility and empowerment. My role was instrumental in promoting and featuring LGBTQ artists and performers within the commission's Pride celebration events. Including curating art exhibitions featuring LGBTQ artists, organizing performances by LGBTQ musicians, dancers, and spoken word artists, or coordinating workshops and panel discussions that highlight LGBTQ artistic voices and perspectives.

I prioritized inclusivity by ensuring that the pride celebration events embraced the diversity of the LGBTQ community. This involved featuring a range of artistic styles, genres, and cultural influences to represent the varied experiences and identities within the community. By providing platforms for artists and performers from different backgrounds, we aimed to create an environment where everyone felt seen, valued, and celebrated.

What has been your experience or involvement with non-profit agencies?

As an advocate for social justice and equality, I have had the privilege of working with both national and local advocacy organizations in Washington DC and the Bay Area. Throughout my career, my focus has been on advocating for the rights of communities of color and amplifying their voices in the fight against systemic injustices.

As a feminist and human rights activist, I have had the privilege of working with esteemed organizations such as Freedom House and other nonprofit agencies to facilitate workshops for Middle Eastern women internationally. These experiences have been transformative and have shaped my commitment to promoting gender equality and fostering positive change in diverse cultural contexts.

Recognizing the importance of local activism and community engagement, I transitioned my advocacy efforts to the Bay Area. Here, I continued my work in advancing the rights of communities of color by addressing the unique challenges faced by the region. Collaborating with grassroots organizations, community leaders, and activists, I focused on issues such as voting rights, environmental justice, and cultural preservation, and immigration.

My experience working with advocacy organizations in both Washington DC and the Bay Area has strengthened my understanding of the complex challenges faced by communities of color. It has also deepened my commitment to creating positive change and ensuring that everyone has equal access to opportunities and rights.

I firmly believe that art and culture have the potential to challenge norms, bridge divides, and promote understanding. I will leverage my experiences to inform and shape initiatives that celebrate diversity, foster inclusion, and empower underrepresented voices within the local arts and culture scene in LG.

What has been your experience or involvement with grant programs?

As a fellow to the Commission on the Status of Women and LGBTQ Commission of San Mateo County, I played a significant role in grant writing efforts. Collaborating closely with commission members, I contributed my expertise in crafting grant proposals that highlighted the importance of gender equality, LGBTQ rights, and inclusive community spaces. The successful acquisition of funding to open the first Pride center in San Mateo County stands as a testament to our collective efforts.

During my tenure at Freedom House in Washington DC, I collaborated with the organization's grant writing team to develop compelling proposals aimed at promoting human rights and women's empowerment. By conducting thorough research, analyzing data, and articulating the organization's mission and impact, I contributed to successful grant applications that secured funding for critical programs and initiatives.

While working with advocacy organizations both in Washington DC and the Bay Area, I actively engaged in grant writing to support initiatives that advocated for the rights of marginalized communities, particularly communities of color. By aligning program objectives with grant requirements, crafting persuasive narratives, and presenting data-driven evidence, I helped secure funds to drive social change, combat systemic inequalities, and empower underrepresented populations.

My experience in grant writing spans a diverse range of nonprofits and social causes. Through these engagements, I have honed my ability to craft compelling narratives, articulate program objectives,

Please let us know how you heard about the recruitment:

☒ Town Website

☐ Social Media

☐ Chamber of Commerce

☐ Town Newsletter

☐ Friend / Neighbor

☐ KCAT Ad

☐ Los Gatos Weekly Ad

☐ Town Meeting

☒ Other \_\_\_\_\_

☐ Los Gatan Ad

☐ Service Group

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Signature: \_\_\_\_\_



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

11/08/23

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# TOWN OF LOS GATOS

## COMMUNITY HEALTH AND SENIOR SERVICES COMMISSION APPLICATION

RECEIVED  
TOWN OF LOS GATOS

NOV 03 2023

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

CLERK DEPARTMENT

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Gregory

Gentile

FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

PHONE: \_\_\_\_\_ Cell Home Work EMAIL: \_\_\_\_\_

EMERGENCY CONTACT: \_\_\_\_\_ PHONE: \_\_\_\_\_ Cell Home Work

Retired attorney

Attorney

EMPLOYER: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? 27 years

Please list what experience, education, or volunteer positions that you have held.

- Rhode Island College; BA with majors in History and English.
- Awarded Clairborne Pell Award for Excellence in American History.
- Golden Gate University School of Law.
- Admitted to California Bar 1989,
- Retired December 2022; Ropers Majeski PC. Partner.

- 33 years as a practicing California attorney;
- Experienced in matters dealing with real estate, construction and general business issues.
- Member of the Real Estate Executive Committee of the Santa Clara County Bar Association.
- Member of the Ropers, Majeski, Kohn & Bentley Real Estate Practice Group.
- Litigation Partner responsible for litigation matters through trial.
- Incidental duties. Prepare and analyzed contracts for business, construction and real estate including commercial and residential leases, purchase agreements, construction contracts and architectural plans.

Active Member: Los Gatos Rotary 2013 -present; Board of Directors 2017-2019.

Why are you interested in serving on the Community Health and Senior Services Commission?

I wish to serve the Community in which I reside and find great satisfaction in playing a part in working for, assisting in and developing the requisite outreach and programs that would benefit and enhance the life-style of our Town's seniors. Now that i am retired and am an active senior, I would like to serve our Town in an area which needs outreach, and development.

Have you ever attended a Community Health and Senior Services Commission meeting? If yes, please provide a summary of your observation. If not, do you follow any other senior oriented programming in the area (e.g. LGS Rec 55+, Saratoga Area Senior Coordinating Council, Sourcewise, etc.)?

Yes. I attended a meeting of the commission on 10/26/23. I have also attended an ad-hoc committee meeting with Dick Conrad. Dick Conrad and Jeff Blum have apprised me as to the progress of the Committee. I understand that the development of the Commission and its activities are in their nascent stages, with the establishment of committees and the development of strategy and resources for a non-profit corporation to facilitate a Town senior rec center, and there is a pending report by the Committee to the Town Council.

How do your personal interests align with the broader role of the Commission?

As a recent retiree and a long-time resident of Los Gatos, I am interested in devoting the time for public service in pursuing the Town's and the Commission's goals in fostering an active lifestyle for all of our seniors. I whole-heartedly support the goals of the Town and the Commission. Seniors in Los Gatos are a growing and vital part of the community and must remain involved socially since they constitute a large group of residents who need attention and activity. The programs being developed through the Town and the Commission are calculated to benefit the senior community and enhance our seniors lifestyle and the Town. As a recent retiree and senior, I recognize this need and i wish to play an active role as a Commissioner.

What do you see as the role of this Commission?

To explore, foster promote and facilitate the opportunities and activities available to senior citizens in the Town as to the programs, resources and facilities available for older adults so as to enable our seniors to live full and healthy lives within the community and to promote senior living and lifestyle. In furtherance of the same to develop and enhance the necessary resources for our seniors.

What, from your perspective, are emerging needs/trends in our older adult community that you would like the Commission to address?

Our society is quickly changing with the transition from the older “baby-boomer” generation to newer generations. Many seniors face the challenge of finance, and physical infirmities and mental health. The older adult community require resources to assist with the “challenges” and also need to remain active citizens and maintain an active lifestyle. They need access to necessary resources to live a healthy and fulfilling lifestyle during their senior years. Too many seniors may easily become uninvolved in every-day activity. They need to be ensured of their value as active members of our Town and made aware of the resources available through the state, county and the Town.

What has been your experience or involvement with grant programs?

I understand that grants are an integral part of funding of programs and that they need to be pursued aggressively.

Please let us know how you heard about the recruitment:

- |  |   |  |
|--|---|--|
| <input checked="" type="checkbox"/> Town Website | <input type="checkbox"/> Social Media                 | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter         | <input checked="" type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
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FIRST NAME: Richard LAST NAME: Konrad

HOME ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Retired JOB TITLE: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? 40 years



Please list what experience, education, or volunteer positions that you have held.

BSEE, MBA

Los Gatos Parks Commission from about 2001 to 2012

Los Gatos Rotary- Curent position, Charter Organization Rep for Boy Scout Troop 502

Member Los Gatos Senior Services Committee

Los Gatos Rep for Santa Clara County Sourcewise

Town Beatification Committee- Chair

Member 55 Plus

Member and former Chair of the Los Gatos Community Health and Senior Services Commission

Why are you interested in serving on the Community Health and Senior Services Commission?

I want to use the experience that I have gained to continue service to the community. Several members of my immediate family are health professionals and am encouraged in this area.

Have you ever attended a Community Health and Senior Services Commission meeting? If yes, please provide a summary of your observation. If not, do you follow any other senior oriented programming in the area (e.g. LGS Rec 55+, Saratoga Area Senior Coordinating Council, Sourcewise, etc.)?

I have attended all meetings since being appointed to The Senior Health and Senior Services Commission. I also participate in Sourcewise, SASCC and 55Plus.

How do your personal interests align with the broader role of the Commission?

I am retired and want to devote my time to help seniors in the community. As along time senior I have a lot of experience in work to improve health and services in Los Gatos

What do you see as the role of this Commission?

The role of the Commission is to connect the needs of the community to the Town Council and Staff. As stated in the charter the commission evaluates emerging needs, receives inputs, evaluates options and makes recommendations. The Commission recommends grants to the Council and coordinates services between the Town and the Community.

What, from your perspective, are emerging needs/trends in our older adult community that you would like the Commission to address?

Mental and physical health is an area that requires much more attention and resources. Dementia is a serious issue and we need to improve caregiver support

What has been your experience or involvement with grant programs?

In 2022, i was on the Los Gatos Committee that approved Town Grants. As a Commission member, I was involved in recommending funding of service organizations.

Please let us know how you heard about the recruitment:

- |  |  |   |
|--|--|---|
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| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other <u>Town Official</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |   |

The application deadline is 4:00 p.m. Friday, November 10, 2023. Applications received after the deadline will be held for the next recruitment.

Interviews are scheduled on **December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.

Signature:  Date: 10/20/2023

IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.

NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]

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# TOWN OF LOS GATOS

## COMMUNITY HEALTH AND SENIOR SERVICES COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Resident of the incorporated limits of the Town of Los Gatos.  
Other requirements may apply to specific Boards, Commissions, or Committees.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes) please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#).

### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed and will be included in the interview agenda packet.
- Appointed applicants may be required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.

FIRST NAME: Martha LAST NAME: Sterne

HOME ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Self JOB TITLE: Property manager, Running coach

HOW LONG HAVE YOU LIVED IN LOS GATOS? Since Dec 1998

Please list what experience, education, or volunteer positions that you have held.

You can find an overview of my work, education, and volunteer experience at <https://www.linkedin.com/in/marthasterne/>

To summarize some highlights, most of my professional experience was focused on defining, starting up, and marketing new business, new products, or new programs. I am resourceful, a good problem-solver, enjoy wading into new territory, establishing processes, and helping organizations make a positive impact.

I'm finishing up my 3rd yr on the St Luke's vestry, with one more year to go to fulfill my commitment. I'm on the St Luke's finance committee and also am the lead for the St Luke's outreach committee (not to be confused with the Pantry which is headed up by Jo Greiner).

I joined Rotary in Jan 2023 and am now a full member. I've been on the Rotary Welcoming and Great Race committees and intend to join the Rotary Outreach committee.

Why are you interested in serving on the Community Health and Senior Services Commission?

I actually fell into the opportunity. As the outreach committee lead for St Luke's, I've been looking for ways to make St Luke's outreach efforts more relevant to the LG community (in addition to the Pantry which provides a fabulous service). St Luke's supports a lot of outreach projects driven in San Jose. We've challenged ourselves to supplement what we are already doing in San Jose and look at needs in the LG community.

The above led me to join the quarterly West Valley Service Providers Network meetings held at the LG Chamber of Commerce. Somewhere along the line, I caught a presentation of the Senior Services Roadmap given by Tom Picraux and this sparked some interest in that St Luke's might be able fill a needed role somewhere. (St Luke's membership is largely comprised of seniors.)

That and connections in Rotary led me to be invited to the Senior Services Roadmap Committee meetings covering Goals 2, 3, and 4. Have been to a couple of those meetings trying to understand some of the areas getting focus and trying to identify where some outreach synergies could be.

Recently, one of the Commission members reached out and suggested I consider applying to the CH&SSC.

Have you ever attended a Community Health and Senior Services Commission meeting? If yes, please provide a summary of your observation. If not, do you follow any other senior oriented programming in the area (e.g. LGS Rec 55+, Saratoga Area Senior Coordinating Council, Sourcewise, etc.)?

Yes, I attended the Commission meeting held on October 31, 2023. It was a very quiet meeting attended by only ~4 people from the public. Not having the agenda and just getting acquainted with the format, I don't have any specific observations or opinions.

I followed the LGS Rec 55+ prior to Covid. My focus recently has been Rotary and St Luke's outreach, looking for ways we can be of service.

How do your personal interests align with the broader role of the Commission?

I am the sole caregiver of a senior (parent), and I manage this remotely. When my parent started needing help to stay in her home early in 2017, I had to find, vet, and rely on various agencies (and neighbors) to allow her to stay safely at home. I also needed to work with people who were good communicators as I had to manage things remotely. As time progressed, the need for more services increased.

There's a saying when it comes to raising kids, "it takes a village". Well, I've learned it takes a village to keep a senior at home living a healthy, safe, and meaningful life. While I live too far to give back personally to my parent's community, I can do something here.

And while I work to do the best I can for my parent, I am aware that if I'm lucky to live another 20-30 + years, I will be needing a comprehensive and accessible set of services too. We all will. In reality what the commission is working towards will eventually benefit everyone who chooses to stay in this community.



What do you see as the role of this Commission?

I'm hoping the Commission can assist making the Senior Services Roadmap a reality within the desired 10-yr time frame. I hope that the Commission can map together the independent and fragmented array of services and present them to the community in a clear, concise and accessible way. Where there are gaps, I'm hoping the Commission can call attention and drive resources to fill those holes.

I also hope the Commission can adequately support the planning stages of the future Senior Center.

Finally, I hope the Commission can facilitate creating a clear, and simple way to attract and (where needed) to vet volunteers. Providing a robust array of services will require a lot of enthusiastic volunteers.

What, from your perspective, are emerging needs/trends in our older adult community that you would like the Commission to address?

Most seniors want to stay in their home as long as possible. Many seniors refuse to consider that one day they will have to move. These seniors (and their adult children who ultimately take over things) really need to be aware of agencies that will provide various types of in-home care, and have straightforward access to them. And there needs to be a clear roadmap of options of where seniors can go when they can no longer stay in their home safely.

As a caregiver of a parent in Canada, I'm lucky. Access to healthcare is paid for via taxes and is much more streamlined. Agencies reach out to me and actually pro-actively check in with me about what both my parent's needs are as well as my own as a caregiver. My parent actually has a healthcare case worker who has been with us since 2017 and who helps me navigate next steps. HUGE help in figuring out how to best care for my parent when she hits the next stage.

Many seniors, who are still active, want to and need to stay involved in the community. This is why access to volunteer opportunities is really important. Many seniors will fill these roles. But researching and signing up to be a volunteer can't be complicated. It needs to be really simple and straightforward in order to maximize the volunteer force.

Finally, I think there might be an opportunity to (better) link the Interfaith community into LG senior services as well. This is a tbd.

What has been your experience or involvement with grant programs?

Very little. I spent time researching grant opportunities for the LGHS First Robotics team and my child's rookie team back in 2015-17.

Please let us know how you heard about the recruitment:

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media             | <input type="checkbox"/> Chamber of Commerce                              |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor        | <input type="checkbox"/> KCAT Ad  |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting             | <input checked="" type="checkbox"/> Other <u>Person on the Commission</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input checked="" type="checkbox"/> Service Group |   |

The **application deadline is 4:00 p.m. Friday, November 10, 2023**. Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023**. ***All applicants are required to be interviewed to be considered for appointment as a Commissioner.***

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature:

Martha J. Stune

Date:

November 9, 2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

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# TOWN OF LOS GATOS

## COMPLETE STREETS AND TRANSPORTATION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Resident of the incorporated limits of the Town of Los Gatos.  
Other requirements may apply to specific Boards, Commissions, or Committees.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes) please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#)

### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed and will be included in the interview agenda packet.
- Appointed applicants may be required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.

William Ehlrs  
FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_  
STREET ADDRESS: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_  
PHONE: \_\_\_\_\_ Cell Home Work EMAIL: \_\_\_\_\_  
EMERGENCY CONTACT: \_\_\_\_\_ PHONE: \_\_\_\_\_ Cell Home Work  
Chargepoint Senior Staff Engineer  
EMPLOYER: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_  
HOW LONG HAVE YOU LIVED IN LOS GATOS? 14 years \_\_\_\_\_

Please list what experience, education, or volunteer positions that you have held.

Started as a commissioner on the LG BPAC and have served continuously since the transition to CSTC.  
Currently Chair of the CSTC.  
Currently the LG representative to the VTA BPAC.

Why are you interested in serving on the Complete Streets and Transportation Commission?

The CSTC is helping Los Gatos shift toward active transportation.  
Active transportation has many benefits for individuals, society and the environment.  
I wish to continue that work.

What do you see as the role of this Commission?

The GSTC serves as a reliable source of public opinion to the Town Council.

How will you balance your personal interests with the broader role of the Commission?

I believe I have done so in the past few years.  
My personal interest does tend toward cycling.  
However, there are many ways for people to get around, all for valid reasons.  
The Town, with the desire to be an inclusive town, should support all.

How do you stay in touch with the overall priorities of the community?

The most direct way is through the CSTC and VTA BPAC meetings.  
Otherwise, communications with my community of cyclists and generally active people.  
Town council meetings.  
Attended the Town Council Equity training.  
Participation with NorCalSCI, a local support group for persons with spinal cord injuries.  
  
I also leverage my belief in equity, safety and fairness.

Do you prefer an active role in advancing priorities or a formal advisory role?

I do prefer an active role.  
Hence my participation in the CSTC as Chair, in bike valet, bike/ped counts, bike rack surveys, reports on the LG trail conditions, wheelchair/walking audits, VTA BPAC.



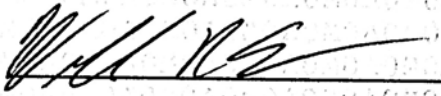
Please let us know how you heard about the recruitment:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce            |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                        |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other <u>commission member</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |   |

The ..... Applications received after the deadline will be held for the next recruitment.

and may be subject to change.  
You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: 

Date: November 10, 2023

**IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.**

**NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]**



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# TOWN OF LOS GATOS

## COMPLETE STREETS AND TRANSPORTATION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Resident of the incorporated limits of the Town of Los Gatos.  
Other requirements may apply to specific Boards, Commissions, or Committees.

If you would like to apply for more than one Board, Commission, or Committee please complete a separate application. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified for an interview with Town Council.

For more information about each Board, Commission, and Committee (e.g. responsibilities, meeting date, time, and frequency, agendas, and minutes) please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#).

### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed.
- All appointed applicants are required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.
- Applicants appointed to the Planning Commission are also required to complete Ethics Training AB 1234 every two years.

FIRST NAME: Erik LAST NAME: Miller

STREET ADDRESS: ZIP CODE:

PHONE: Cell Home Work EMAIL:

EMERGENCY CONTACT: PHONE: Cell Home Work

EMPLOYER: Specular Theory JOB TITLE: Hardware Engineer

HOW LONG HAVE YOU LIVED IN LOS GATOS? 20 Years

Please list what experience, education, or volunteer positions that you have held.

M.S. Computer Science, Cal Poly SLO

Thesis: I built a scale platoon of semi-autonomous vehicles

B.S. Computer Engineering, Cal Poly SLO

MTC High School Internship with City of Campbell (2011)

I ran calculations on red light timings at accident prone intersections

I also explored the Los Gatos Creek trail for potential problems, improvements and, ADA compliance

Volunteered with SVBC's Bike to Anywhere Day Los Gatos Booth 2022 and 2023

I am a recreational cyclist, both on and off road, and I average 50 miles a week around Los Gatos and the surrounding areas

I worked at Google for four years and initially commuted by car, but during return to office, I start biking to downtown Los Gatos to catch the shuttle to work and occasionally biking all the way to Mountain View

I attended Daves, Fisher, and Los Gatos High, so I am very familiar with the school traffic patterns.

During one summer internship I took VTA Light Rail to downtown SJ from the Winchester station

Why are you interested in serving on the Complete Streets and Transportation Commission?

When I was younger I attended YSI's Bike Hike summer camps where we traversed the LG Creek Trail from Campbell to Lexington Reservoir. After that, I wanted to bike to school.

Biking to Daves was out of the question because Winchester was too dangerous and we couldn't find an alternate path.

I tried riding to Fisher a couple times, but the climb up Blossom Hill was steep and sketchy with the heavy car traffic, and not very fun with a heavy book bag.

By the time I attended Los Gatos High, it just wasn't easy or encouraged, so I was driven, drove myself, or occasionally took the bus (at least until VTA reduced the schedule).

As I rediscovered recreational cycling after college and started exploring the town outside of a car, I started seeing the potential and problems we could solve by increasing the number of the transportation options to get around town.

Cruising past the summer beach traffic gridlock on my bike further solidified my position that we should be investing in transportation modes that are more sustainable for the Town (not just ecologically, but economically).

I've been very excited to see projects like the Winchester Complete Streets Phase 1 bike lanes and Blossom Hill Hwy 17 Bike Ped bridge, and I would love to help keep that momentum going.

What do you see as the role of this Commission?

Identifying, researching, finding funding opportunities, and ultimately advising the Town Council on infrastructure projects that will improve the quality of life for residents and visitors to the Town of Los Gatos.

How will you balance your personal interests with the broader role of the Commission?

As a lifelong resident who wants to see the town I grew up in thrive, I think my interests are very aligned with the commission. I'm happy to listen to the input of our neighbors and town leaders. I understand that we have many different needs, ranging from older residents, like my 95 year old neighbor Peggy, to parents trying to get their kids to school, to those kids trying to meet friends and get to after school activities, to people like me commuting to work.

I understand that there may not be perfect solutions to every challenge, but we can keep moving forward to make a positive impact on the community.

How do you stay in touch with the overall priorities of the community?

Walking and riding the neighborhoods of Los Gatos, both the ones under study and just generally to look for opportunities.

I think it would be helpful to have a presence (like a booth) at local events like Farmers Market to gather in-person feedback and suggestions.

I also keep a eye on Nextdoor for infrastructure related posts



Do you prefer an active role in advancing priorities or a formal advisory role?

I'd like to take an active role.

I've already attended events like the Shannon Bike Lane Neighborhood meeting, Town housing booth at the Farmers Market, and the May Complete Streets Commission meeting (as a resident, not in any official capacity); I'd be happy to do more in an official capacity to understand Residents' needs and desires.

Please let us know how you heard about the recruitment:

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> What's New Email Blast | <input type="checkbox"/> Social Media        |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor      | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting           | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Service Group       | <input checked="" type="checkbox"/> Incumbent   | <input type="checkbox"/> Other _____         |

The **application deadline is 4:00 p.m. Friday, May 26, 2023**. Applications received after the deadline will be held for the next recruitment.

**Interviews will be held June 6, 2023, tentatively scheduled to begin at 5:00.** You will be notified via email the week of December 6th of the interview details and be requested to **RSVP no later than 4:00 p.m. Monday, June 5, 2023**. *All applicants are required to be interviewed to be considered for appointment as a Commissioner.*

**I understand the scheduled interview date and time is Tuesday, June 6, 2023, tentatively scheduled to begin at 5:00 p.m.**

Signature: Erik Miller

Date: 5/22/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

RECEIVED  
TOWN OF LOS GATOS

NOV 27 2023

CLERK DEPARTMENT

General eligibility requirement: Town of Los Gatos resident, Los Gatos business owner, Los Gatos business employee, Los Gatos non-profit employee, and/or Los Gatos faith leader.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

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### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed and will be included in the interview agenda packet.
- Appointed applicants may be required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.

Tony Alarcon  
FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_  
[REDACTED]  
STREET ADDRESS: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_  
[REDACTED]  
PHONE: \_\_\_\_\_ Cell Home Work EMAIL: \_\_\_\_\_  
[REDACTED]  
EMERGENCY CONTACT: \_\_\_\_\_ PHONE: \_\_\_\_\_ Cell Home Work  
Self Employed Realtor, Intero Real Estate  
EMPLOYER: \_\_\_\_\_ JOB TITLE: Registered Investment Adviser  
EMPLOYER ADDRESS: \_\_\_\_\_  
30+ Years  
HOW LONG HAVE YOU LIVED IN LOS GATOS? \_\_\_\_\_  
30+yrs  
IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? \_\_\_\_\_

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

- ☒ Yes ☐ No  
☐ Yes ☐ No  
☒ Yes ☐ No  
☐ Yes ☐ No  
☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

**I bring a unique perspective with personal and professional experience that few in our community have. Both sides of my grandparents were indentured servants, and my grandparents worked in the field picking fruit. My father worked in the trades, and my mother was an executive secretary, advancing to be head of HR for a technology company in the 1980s. I was the first of 60 cousins to graduate from a University. I am the only one in my family to live in a community of this price point. I would like to bring this perspective and my professional knowledge to help serve this committee.**

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

I started my professional career as an investment adviser in 1993. and was a top 15 adviser in the country for WAMU. In 2005, I left to become an independent equity portfolio manager as a registered investment adviser. From 2005 - 2008, I was a land developer in Stockton, Santa Rosa, and Idaho in large specific plans from 640-40 acre parcels with private, regional, and public builders. I have experience in various price points and development designs to serve various income levels. I have done single-family remodels, added ADU's and have built new homes from the ground up. Through this process I have hired many workers who are looking to live honestly and create a safe future for their family. I have financial and housing knowledge to add value to this comission.

From a volunteer perspective, I have served as the president of the Dads Club at Van Meter and a board member of LGEF. I have served as Trustee of San Jose #10 Masonic Lodge, Trustee of Los Gatos Mt. Moriah #292, Treasurer and Secretary of the Lodge. I have also served on the Board of Trustees for the Northern California Demolay, our Masonic youth group. I am on the Los Gatos Masonic Housing Corp Board, which owns 131 E. Main St next to the LG Recreation Center. We manage and operate this building. We provide free use of our building to LGHS's various sports teams for banquets and to the Music Department.

What do you see as the role of this Commission?

To evaluate town policies and work with the Town Manager to advance our goal of inclusion, diversity, equity, and related projects and discuss this with the Town Council.

How will you balance your personal interests with the broader role of the Commission?

I plan to work through an unbiased lens, to fulfill the commission's duties.



• What skills or attributes do you bring to this Commission?

I have a strong finance background with a deep understanding of real estate, zoning codes, land use, and creative, forward-thinking financial structures. I have a passion to help advance education, teaching about different careers, and help create home ownership while not limiting equity appreciation. I grew up in a low to middle blue collar community. As a high school senior, I had to turn down a 3-year full-ride scholarship to St Mary's College because my family could not afford the 1st year tuition, room, and board. As previously mentioned my perspective speaks from real-life experience versus books or learning from a college professor. These skills and attributes along with having diverse lifetime friendships, offer a diverse background that many others have not experienced.

Describe your involvement in community activities or civic organizations.

Much of my impact work is neither public nor I prefer it to be. I have mentored many youths and helped change lives. One such youth was in 5 foster homes by 12 years old. Her life started by being molested over many years by her alcoholic father. A retired policewoman eventually adopted her. This child's school in Woodside was taking a trip to Washington, DC, to learn about our country's history. Her foster parent could not afford the trip. She could not go. She would be the ONLY child of 30 not to attend this trip. Imagine how this would make her feel. I paid for her trip in full. I only asked her to take a picture next to George Washington for me. The picture, along with her smile let me know I made a difference!

From time and memorial, good deeds were often done not for recognition nor to make the recipient feel it was Charity. I subscribe to this belief and work to make a difference when possible. In Los Gatos, I have helped our district replace inappropriate teachers through an internal investigation. I helped LGPD arrest and convict a drug dealer who I saw selling drugs to LGHS students. I have assisted seniors in various situations, from clearing a hoarded home to resolving a 10-year-old financial scam, which resulted in the recovery of \$25,000 plus interest to a low-income town resident.

What emerging needs do you see in our community that you would like the Commission to address?

To create an education program that provides education of various careers, salary projections of those careers, and what are the top colleges of those careers. There is currently an approximately 70% correlation of parents to child future career paths. This can be positively impacted through education and programs.

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input checked="" type="checkbox"/> Town Website | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter         | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad     | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad            | <input type="checkbox"/> Service Group     |  |

The application deadline is 4:00 p.m. Friday, November 10, 2023. Applications received after the deadline will be held for the next recruitment.

Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m., and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.

Signature:

Date:

11/21/23 3:45 pm

IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.

NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Town of Los Gatos resident, Los Gatos business owner, Los Gatos business employee, Los Gatos non-profit employee, and/or Los Gatos faith leader.

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FIRST NAME: Steven LAST NAME: Bakota

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Micron JOB TITLE: Corporate Vice President

EMPLOYER ADDRESS: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? 10 years

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? \_\_\_\_\_

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

I have learned the power of an inclusive environment in my role at Micron Technology, a \$15B semiconductor company with 42k+ employees. I'd like to learn more about how we can continue to make Los Gatos a more inclusive community.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

I have served a variety of volunteer boards in my career and life, from roles with local children and neighborhood groups in multiple places we have lived to technology boards for industry standards bodies. I am completing a term on the Los Gatos Personnel board and looking for other ways to give back.

What do you see as the role of this Commission?

I believe the role of this Commission is to first understand if Los Gatos is and is perceived to be an inclusive community, then it's to look for ways we can evolve while contributing to the goals and objectives of the town.

How will you balance your personal interests with the broader role of the Commission?

I would probably use the word integrate vs. balance. I am a big proponent of equity and equality, and want to do my part to ensure our community as well supports these beliefs.

What skills or attributes do you bring to this Commission?

I have spent time on multiple boards plus have 30 years in corporate America, high technology in a variety of leadership roles. I am also a proud husband of a former public school teacher and a father of three children in Los Gatos schools. I feel my life skills can be of use to the group.

Describe your involvement in community activities or civic organizations.

As stated, I've been involved with multiple groups such as Y Guides boys and girls groups, Los Gatos Personnel Board, Treasurer for Stonehedge Pool association in Los Gatos plus groups from our former neighborhood association when we lived in Dallas TX. The roles I have served have ranged from Treasurer to Secretary to Vice Chair.

What emerging needs do you see in our community that you would like the Commission to address?

I think we are all very fortunate to live in the beautiful community of Los Gatos. I'd love to be able to say the same for future generations, and to do so, we need to stay in tune with the evolving times and dynamics that shape communities. While I don't see any pressing gaps, I would like to better immerse myself in the community to see how we can improve.

Please let us know how you heard about the recruitment:

- |   |  |  |
|---|--|--|
| <input type="checkbox"/> Town Website               | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce |
| <input checked="" type="checkbox"/> Town Newsletter | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad        | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad               | <input type="checkbox"/> Service Group     |  |

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**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.,** and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Steven Bakota

Date: 10/7/2023

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FIRST NAME: Dominic LAST NAME: Broadhead

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: LGS Recreation JOB TITLE: Recreation Coordinator

EMPLOYER ADDRESS: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? n/a

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? 5 Years

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☒ No

☒ Yes ☐ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

My interest in serving on the Diversity, Equity, and Inclusion Commission is driven by a variety of reasons, all of which are driven by a deep desire to help and serve the community of Los Gatos. A few of the reasons include commitment to diversity and inclusion, social justice advocacy, and personal experiences. I have a strong commitment to promoting diversity and inclusion within our community based on personal experiences that I have encountered during my time in Los Gatos. I believe that everyone in our community should have equal opportunities regardless of their background. While serving on this commission I will use my passion for social justice to help accomplish some of these goals.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

Below are a few of the volunteer roles that I have held within the Social Justice space, along with a few other accolades that closely align with DEI.

- Member of the Community Advisory Group that created the charter for this commission
- Member of the Community Advisory Group that created the JEDI Workplan that this commission will be responsible for rolling out
- Member of the California Parks and Recreation Society's JEDI Counsel
- Volunteer with the Trevor Project as a Crisis Center Counselor
- Presented at both District and State conferences on various JEDI topics

What do you see as the role of this Commission?

I see the role of this Diversity, Equity, and Inclusion (DEI) Commission to have several key responsibilities aimed at fostering a more diverse, equitable, and inclusive environment within the Los Gatos Community. While I believe some of the specific duties may vary depending on who serves on the commission, I have listed some key responsibilities below.

- **Advocacy:** Serve as advocates for underrepresented groups within our community. This may involve addressing issues of discrimination, bias, or inequity.
- **Education and Training:** Develop and implement educational programs and training initiatives to raise awareness about diversity and inclusion, promote cultural competence, and mitigate unconscious bias.
- **Community Engagement:** Foster engagement with the broader community or workforce, ensuring that diverse perspectives are considered in decision-making processes. This may involve conducting surveys or creating other forms of dialogue.
- **Partnerships and Collaborations:** Collaborate with external organizations, community groups, or other commissions to amplify the impact of DEI initiatives and share best practices.

How will you balance your personal interests with the broader role of the Commission?

Balancing my personal interests with the broader role of the Diversity, Equity, and Inclusion Commission is crucial for effective and inclusive leadership. Here are some strategies that I will use to help achieve this balance:

- **Align Personal Values with Commission Goals:** Ensure that my personal values align with the mission and goals of the DEI Commission. This will help me stay focused on the broader objectives.
- **Maintain Objectivity:** Strive to maintain objectivity in decision-making and recommendations. Consider the impact of my decisions on all stakeholders and be mindful of potential biases.
- **Embrace Diversity of Thought:** Acknowledge and appreciate diverse perspectives within the commission. Encouraging open dialogue and welcome input from all members, even when opinions differ from your own.
- **Stay Informed and Educated:** I will continuously educate myself on evolving issues related to diversity, equity, and inclusion. This ongoing learning will help me make informed decisions and contribute meaningfully to the commission's work.

What skills or attributes do you bring to this Commission?

I believe that I have many skills that the DEI Commission can benefit from. I have been a part of many similar groups/commissions that give me a unique insight into the world of JEDI. I have listed my specific skills below.

- Commitment to DEI Principles: I have a strong commitment to advancing diversity, equity, and inclusion and understanding of the importance of these principles in fostering a fair and inclusive community.
- Effective Communication: Effective communication is essential for conveying the goals of the commission, facilitating discussions, and building understanding among diverse stakeholders.
- Empathy and Cultural Competence: I have the ability to empathize with individuals from diverse backgrounds and varying cultural upbringings.
- Collaboration and Teamwork: I am constantly collaborating with diverse teams. Effective teamwork is critical for the success of a DEI Commission, as it involves working with individuals from various backgrounds and perspectives.
- Flexibility and Adaptability: I maintain extreme flexibility and adaptability to changing circumstances. DEI work often requires adjusting strategies based on feedback and evolving community needs.

Describe your involvement in community activities or civic organizations.

I have been an employee with LGS Recreation for 5 years now. In that time I have seen the community through good times and tough times, this gives me a unique insight into what the community needs. Also, through my work I have a direct lifeline to members of this community and they often share with me the hardships that they encounter on the daily. I believe that I can make a difference by serving on the commission and in turn helping the individuals that I have served during my years with LGS recreation.

What emerging needs do you see in our community that you would like the Commission to address?

Identifying emerging needs in our community is a crucial step in contributing to the work of the Diversity, Equity, and Inclusion Commission. The specific needs can vary but here are some general areas that are relevant:

- Equitable Access to Opportunities: Addressing disparities in access to educational, employment, and economic opportunities.
- Mental Health and Well-Being: Recognizing and addressing mental health disparities within the community. Developing strategies to promote mental well-being and ensure that mental health resources are accessible to everyone.
- Youth Engagement and Empowerment: Developing programs to engage and empower young people from diverse backgrounds.
- LGBTQ+ Inclusivity: Advocating for the rights and inclusivity of the LGBTQ+ community. This could involve policies and initiatives that foster a safe and welcoming environment for individuals of all sexual orientations and gender identities.
- Anti-Racism Education: Implementing educational programs that promote anti-racism and cultural competency.

Please let us know how you heard about the recruitment:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                              |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad  |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <u>Community Advisory Group</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |   |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Dominic Broadhead

Date: 11/10/2023

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FIRST NAME: Karen LAST NAME: Delaney

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED]

EMERGENCY CONTACT: [REDACTED]

EMPLOYER: [REDACTED] JOB TITLE: Homemaker

EMPLOYER ADDRESS: [REDACTED]

HOW LONG HAVE YOU LIVED IN LOS GATOS? 7 years, 3 months

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? [REDACTED]



Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

I am excited at the potential for collaboration with DEIC members and being part of a collective voice, as opposed to the frustration of engaging with the Town solely as an individual.

A new avenue for me to contribute and make a meaningful impact will be the community-based programming, especially heritage/historical events involving the arts, as set out in the Town's DEI Plan.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

Santa Clara County Civil Grand Jury: 2 terms, foreperson (selected by presiding judge). Worked with cross-section of County residents to investigate governance issues and inform the public through written reports that recommended essential improvements.

Federal Deposit Insurance Corporation (FDIC) San Francisco Regional Office: administered consumer complaint, lending discrimination, and home mortgage data collection processes with the goal of identifying potential violations of federal banking laws.

New York City Campaign Finance Board: staff attorney for public campaign financing. Advanced novel program to level playing field in municipal elections.

Law licenses: California (inactive) and New York (retired)

Law degree (JD): Cornell Law School, New York

Undergraduate degree (BA) in Economics: Wellesley College, Massachusetts



What do you see as the role of this Commission?

Reading the Town's DEI Plan and hearing the feedback to that plan from councilmembers at the October 17 meeting, the three main takeaways for me are that the Commission should be a:

- (1) sounding board for marginalized voices;
- (2) collection point for under-the-radar experiences that may signal wider, systemic trends; and
- (3) "whiteboard" for developing constructive recommendations to address those trends.

How will you balance your personal interests with the broader role of the Commission?

As the mother of three daughters (21, 24, 26) who may one day settle in Los Gatos, I am invested in the Town's future. The Commission's mission is entirely compatible with the vision of a hometown I see for them. I am fortunate that I have the time and flexibility to commit to a formidable Commission schedule.

To the extent I have pet issues that do not represent the consensus view of the Commission's other members, I learned as a civil grand juror to register dissent and move on.

What skills or attributes do you bring to this Commission?

Generally, my time as a civil grand juror brings "fresh eyes" and a county-wide context to the matters that come before the Commission.

With respect to the specific goals set out by the Town for this Commission, the action items that resonate most with my previous work are in the area of affordable housing and redlining practices. As you may know, the civil grand jury has written several public reports on housing in Santa Clara County. Growing up in a racially-divided suburb just north of the Bronx I have lived with both explicit and implicit redlining practices. That background may account for my interest in home mortgage data collection at the FDIC.

Describe your involvement in community activities or civic organizations.

While my youngest was a student at Los Gatos High School, I volunteered with the Home & School Club for events such as College Info Night and Senior Museum.

I was a proud parent of a rower with the Los Gatos Rowing Club, and supported the Club by chaperoning and servicing the hospitality tent at regattas (no small task given the huge calorie toll expended by rowers!)

After completing my second term on the Santa Clara County Civil Grand Jury, I joined both the state association of civil grand jurors and the local chapter to promote the function of grand juries in civic affairs.

What emerging needs do you see in our community that you would like the Commission to address?

As we see in national politics, extremism in both ends of the local political spectrum sucks up too much oxygen and leaves the moderate middle exasperated. Unfortunately, lengthy decorum rules and abbreviated clock countdowns add to disaffection for local government. Would it be possible to test out snap polling during Council meetings?

I think Town leadership too often operates as a club that protects its members and does not welcome "outsiders." Despite women holding so many key offices, that club seems to go out of its way to muzzle other women who are just trying to participate in civic affairs. Based on my experience in public campaign financing, I would like to see the Commission consider ranked choice voting as a way to correct for the perks of "insider" status.

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media            | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor       | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input checked="" type="checkbox"/> Town Meeting | <input type="checkbox"/> Other _____         |
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Signature:  Date: 

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FIRST NAME: Jamie LAST NAME: Donofrio

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] ☒ Cell ☐ Home ☐ Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] ☒ Cell ☐ Home ☐ Work

EMPLOYER: Los Gatos Museum Association DBA  
New Museum Los Gatos (NUMU) JOB TITLE: Development & Communications Manager

EMPLOYER ADDRESS: 106 E Main St, Los Gatos, CA 95030

HOW LONG HAVE YOU LIVED IN LOS GATOS? N/A, unincorporated Los Gatos for 9 years

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? 2.5 years

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☒ No

☒ Yes ☐ No

☐ Yes ☒ No

☒ Yes ☐ No

☐ Yes ☒ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

I am a proud member of the Los Gatos community, I have lived in the unincorporated part of Los Gatos since 2014. I want nothing more than to serve our community by creating a place where all feel welcome and included. Our town has so many wonderful things: a thriving food scene, community events, and top-rated schools. Through the work of this commission, we can expand these wonderful offerings to make our community even better. It's important to live in a community that makes one feel safe and accepted, and to share that experience with people from all backgrounds, making my home a welcoming place for all. I currently sit on New Museum Los Gatos (NUMU)'s Diversity, Equity, Accessibility, and Inclusion Committee and I am passionate about the work I do there and the things we've accomplished. It is fulfilling to see other's experiences enhanced by what you've worked hard on. I have seen my fair share of hate in Los Gatos. This is not something I can passively allow to take hold in my town. There is much we can do to enhance the lives of our neighbors - so let's do it.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

My professional experience and interests will be an asset to this commission. I currently work at New Museum Los Gatos (NUMU) as the Development & Communications Manager, with a seat on the Diversity, Equity, and Inclusion Committee (DEAI). NUMU's vision is to offer equal and equitable representation, opportunities, and services to all stakeholders through our operations, exhibitions, public programs, and permanent collection. I have strong skills in communications and even supporting large community events. In addition, I am a strong contributor in managing and communicating the museum's DEAI work. I also am a marketing consultant for Mosaic America, a non-profit with a mission of activating social cohesion by connecting people to place, history, and each other and cultivating belonging through consistent and purposeful multicultural gatherings. I was a member of the 2022 SVCcreates Peer Support Visual Arts Roundtable. Having an understanding of the cultural ecosystem of the South Bay would be a huge resource to the commission and may provide new perspectives.

I am a graduate with honors from UC Santa Barbara, with a major in Communication, and minors in Museum Studies and Sociocultural Linguistics (the study of language as pertaining to social/cultural influences).

What do you see as the role of this Commission?

The role of a commission is to brainstorm and highlight new ideas, and to then give guidance to our council members, acting as an asset to their decision-making. This commission in particular must also act as a home for accountability, and create a framework for delivering DEI goals and objectives. DEI work is often agreed upon in theory, and then put aside for more "urgent" or "important" work. DEI work is urgent and important. In order to keep DEI work on track, the commission must act as a home for it, with a goal of integrating it into all branches of the town. It must operationalize what can easily be ignored by creating goals, holding check-ins, and speaking up when it is uncomfortable to do so.

Above all else, the commission must make sure the town is welcoming and inclusive to all, fostering a stronger, happier community.

How will you balance your personal interests with the broader role of the Commission?

Checks and balances should be built into the commission from the start. No individual should be able to strong-arm the commission - it must be run democratically, not just listening to the voice of commission members, but opening the floor to townspeople and experts as well.

Commission members must be communicative with each other - offering attention, feedback, and support when another member's personal interests are interfering with the work.

Personally, I will recuse myself from any decision-making involving funding regarding any other organizations I serve.



What skills or attributes do you bring to this Commission?

I have skills in surveying, event planning, scheduling, forging community partnerships, problem-solving, work ethic, active listening, and communications. I am a quick and dedicated learner.

I am passionate about making Los Gatos the best it can be.

Describe your involvement in community activities or civic organizations.

In my personal life, I do not have nearly as much involvement as I'd like, aside from being a long-time active participant of library programs and attending many community events, encouraging my peers to do the same.

In my professional life, I attend & participate in even more community events in Los Gatos and the greater Bay Area. Some recent examples may be organizing the museum's participation at KCAT's Oktoberfest fundraiser, San José Roots or the Mosaic Festival. I also ran activities and tabled at many of these events.



What emerging needs do you see in our community that you would like the Commission to address?

This town needs a place for open, welcoming dialogue about DEI issues. Oftentimes, the structures built around political involvement act as a barrier for people who have been excluded for generations. It is fear of being underheard and overlooked that negates political involvement, not lack of care. Creating this space will forge connections between community members of all backgrounds, and ultimately allow the people to tell us how they need to be served.

Diversity is at its core, literally a positive, as in, diversity does not thrive from the removal of pre-existing programs, or the minimization of current voices, but the creation of new programs and magnifying of new voices. Diversity is additive. It creates a wider breadth of experience, which in turn makes a stronger community.

Some examples could be the celebration and education of more diverse days - from holidays like Hanukkah to heritage days/months or resources for underserved communities - such as offering applications like these in multiple languages.

Please let us know how you heard about the recruitment:


- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce              |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                          |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <u>Coworker</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |   |

The application deadline is 4:00 p.m. Friday, November 10, 2023. Applications received after the deadline will be held for the next recruitment.

Interviews are scheduled on **December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: \_\_\_\_\_



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

Nov 8 2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Town of Los Gatos resident, Los Gatos business owner, Los Gatos business employee, Los Gatos non-profit employee, and/or Los Gatos faith leader.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes), please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#).

### IMPORTANT NOTICES

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FIRST NAME: Diane LAST NAME: Fisher

STREET ADDRESS: [REDACTED]

PHONE: [REDACTED] Cell Home Work

EMERGENCY CONTACT: [REDACTED]

EMPLOYER: retired JOB TITLE: \_\_\_\_\_

EMPLOYER ADDRESS: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? \_\_\_\_\_

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? 18 years

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☐ No

☐ Yes ☐ No

☒ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

I have had a deep commitment to growing diverse and positive community relations in Los Gatos for nearly two decades, and am very happy to see the creation of this commission. I know that it takes intentional effort to create diverse opportunities and a sense of belonging in a community--it doesn't happen by accident. I am sure that I would enjoy and have common cause with the other commissioners, and would be honored to bring the faith community's perspective to the work. I am comfortable reaching out to diverse community members to better understand what would be effective to strengthen the sense of belonging. I would enjoy discussions that first are rooted in deep personal relationships and trust, and then ultimately lead to ideas and execution of opportunities. While this work takes time and patience, it is rewarding, and with a long-view vision I am confident Los Gatos can grow into the community it was meant to be.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

For 18 years I served as the Director of the Jewish Community Relations Council of Silicon Valley, located at the JCC on Oka Road in Los Gatos. My goal in that position was to strengthen community relations across diverse ethnic, religious, racial and cultural groups, hosting events and dialogues in partnership with other similar nonprofits. While much of the work was proactive--creating opportunities for people to join together, there also came a time for reactive efforts. In 2021, I came to the Town Council and Staff with a proposal for a community response to the violence and hate-filled attacks occurring against the Mayor, against LGBTQ community members, and against the Jewish community. In partnership ultimately with 30+ institutions, we conceived the Los Gatos United Against Hate Walk and Rally, which brought ~3,000 people together in solidarity against hate. I believe this event opened many hearts and minds, and led to this moment of greater intentionality around creating a welcoming community for all.

In December of 2022 I retired as Director of JCRC, and have stepped up to serve on the Board of Congregation Shir Hadash in Los Gatos. Shir Hadash has been my religious home for nearly 30 years, and through that connection I am continuing to be a voice in Los Gatos for diversity and inclusion. I am inspired to bring into fruition the learning I achieved as a Fellow at the American Leadership Forum, an organization known for building leaders and community specifically around diversity and inclusion.

What do you see as the role of this Commission?

I see this first iteration of the Commission starting by building strong relationships among themselves, developing the trust and honesty to discuss the challenges and opportunities before us. It will be incumbent on the Commissioners to have deep connections across diverse segments of the Town, to be public seekers and good listeners to concerns and interests that could strengthen awareness and belonging. Based on that listening and discussions, broad goals can be transformed into specific recommendations to the Town Council to consider for implementation.

How will you balance your personal interests with the broader role of the Commission?

In my previous role as Director of JCRC, I always sought to strengthen the democratic foundations and social fabric of the entire community, since that is the best way to insure my personal community could thrive. That understanding applies directly to this Commission as well--the stronger the social fabric of Los Gatos, the more understanding and appreciation for diverse cultures we have, the more each of our communities will thrive.

What skills or attributes do you bring to this Commission?

I hope I bring kindness and compassion. I am not afraid of listening to people with opinions different from mine, or of pursuing challenges that are large and long-term. I believe I am someone who can be relied upon to uphold my commitments, while respecting whatever contributions others are able to make.

I have experience sitting with discomfort in difficult conversations, and believe that can be important in order to grow. I also believe that it is important to simply show up, and be a part of the activities that are important to other people.

I have genuine interest in the lives and families of our community members, and approach this work with my glass at least half full of confidence and possibility.

Describe your involvement in community activities or civic organizations.

I am an active musician, playing chamber music and attending concerts locally.  
I join many exercise classes at the JCC.  
I am part of a women's club that enjoys books, plays and holiday celebrations together.  
I continue to participate in ALF activities as a Senior Fellow.  
I participate regularly at Congregation Shir Hadash.

What emerging needs do you see in our community that you would like the Commission to address?

On the one hand I would like to approach this Commission with an open mind and discover what people desire to bring forward. But my years of experience in Los Gatos also inform my understanding of the need for greater awareness and understanding of diverse communities. Ultimately I would like to see every institution--library, schools, law enforcement, community centers, faith communities and businesses--be growing and learning about our diversity, and evolving in the way we welcome each other. We should have tools as well to discuss conflict when it arises. There is a lot of opportunity to be more welcoming to guests coming to Los Gatos for shopping, concerts, faith community events, etc. as well.

Please let us know how you heard about the recruitment:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                            |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad  |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <u>personal conversations</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |   |

The **application deadline is 4:00 p.m. Friday, November 10, 2023**. Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.,** and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature:



Date:

October 31, 2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Town of Los Gatos resident, Los Gatos business owner, Los Gatos business employee, Los Gatos non-profit employee, and/or Los Gatos faith leader.

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### IMPORTANT NOTICES

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FIRST NAME: Tiffany LAST NAME: Hamm

STREET ADDRESS: [REDACTED] ZIP CODE [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Los Gatos Saratoga Joint Union High School District JOB TITLE: Educator Los Gatos High School

EMPLOYER ADDRESS: 20 High School Court Los Gatos, CA 95030

HOW LONG HAVE YOU LIVED IN LOS GATOS? NA

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? 21 years

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☒ No

☒ Yes ☐ No

☐ Yes ☒ No

☒ Yes ☒ No

☐ Yes ☒ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

I work directly with the high school aged children of Los Gatos. During my tenure at Los Gatos High School I have taught English, yet for the last ten years, I have taught English through the lens of Social Justice. I have a interest in bringing this lens to the community level in hopes of creating a greater sense of awareness, and hopefully partnerships, not only with the schools, but with the businesses in town as well.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

The crux of my experience is working in the field of education. I have worked in the classroom setting for over thirty years, with the last twenty-one being at Los Gatos High School. I have volunteered in a variety of capacities, most notially through the Enneagram project which allowed my the opportuntiy to volunteer, with some of my adult students, in San Quentin. I have also been involved with the Food not Bombs project in Santa Cruz as well as other community based programs that serve those in need. I have organized service learning trips with my students in Peru, building a street where students can get to and from school more easily. I have lead mutiple trips with students to work in the 9th Ward in New Orleans after hurrican Katrina as well as study the inequity of race within the city. Prior to teaching as well as during my educational career I have volunteered in multiple ways as well as encourage my students to do the same.

What do you see as the role of this Commission?

I see my initial role on this commission as an observer and listener. I need to understand the goals and direction of the commission in order to determine where my level of expertise can best serve the group as a whole. Once I have garnered the aforementioned information I will be diligent in supporting the goals of the commission in hopes of betterment for the community as a whole.

How will you balance your personal interests with the broader role of the Commission?

There is a direct correlation between my personal interests and the goals of this commission. I see this opportunity as a means of personal fulfillment rather than as an additional burden to my already work filled day. I must also note that the world of education, which has been my realm for the majority my adult life, is very sheltered in part and the opportunity to broaden my perspectives as to how things work on the community level will be both eye opening and refreshing,



What skills or attributes do you bring to this Commission?

I am meticulous by nature and an excellent listener. I have compassion and care and am steadfast in my sense of right and wrong. As noted previously, I am a life-long learner and I spend the time to "find out" the things that I do not know. I would also like to think that, although I am not a resident of Los Gatos, that I am an upstanding citizen of this community with an impeccable record.

Describe your involvement in community activities or civic organizations.

As previously mentioned, I have been involved with the Enneagram Project, which has afforded me the opportunity to work with incarcerated individuals. I have also worked with Food not Bombs which supports the non-housed in Santa Cruz county. In addition to the previous, I have worked with a multitude of student groups in their forays into the Los Gatos community. In my classroom, my students are working with an organization called ChangeMakers where students are focusing on issues in their community with Stanford's design project. The goal of the class is for my students to find an issue that they feel needs addressing within our community in regards to inequity, race, climate change, etc. and work to solve a problem. I recently received the teacher Civic Engagement Award for Santa Clara county for the work I do within the classroom.

This is a challenging question, as I do not know the direction or overarching purpose of the commission. I do see my role as an advocate. An advocate for those that do not have a voice in this community as well as the individuals who may not feel that they have a place or the support needed to thrive within the confines of our community.

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                       |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                                   |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <u>received an email</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |  |

The **application deadline is 4:00 p.m. Friday, November 10, 2023**. Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023**. *All applicants are required to be interviewed to be considered for appointment as a Commissioner.*

I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.

Signature: T Hamm

Date: 11/10/23

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

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Varily Isaacs  
FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_  
STREET ADDRESS: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_  
PHONE: \_\_\_\_\_ Cell Home Work EMAIL: \_\_\_\_\_  
EMERGENCY CONTACT: \_\_\_\_\_ PHONE: \_\_\_\_\_ Cell Home Work  
Retired Former Director Events and Programs, Apple  
EMPLOYER: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_  
EMPLOYER ADDRESS: \_\_\_\_\_  
Homeowner since 2011  
HOW LONG HAVE YOU LIVED IN LOS GATOS? \_\_\_\_\_  
IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? \_\_\_\_\_

Are you a:

(Please check all that apply.)

- |                                 |   |
|---------------------------------|---|
| • Los Gatos business owner      | <input type="checkbox"/> Yes <input type="checkbox"/> No            |
| • Los Gatos business employee   | <input type="checkbox"/> Yes <input type="checkbox"/> No            |
| • Los Gatos faith leader        | <input type="checkbox"/> Yes <input type="checkbox"/> No            |
| • Los Gatos non-profit employee | <input type="checkbox"/> Yes <input type="checkbox"/> No            |
| • Los Gatos resident            | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

I'm interested in applying to the Diversity, Equity, and Inclusion Commission because I am passionate about living in a world that is fair and just to all. I want to do my part to help make this happen. I aspire to create an inclusive culture so everyone who lives, works, or visits Los Gatos feels they belong here.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

I spent 13 years at Apple creating successful large-scale events and programs, including in-person conferences, live-stream meetings, celebrations, and Pride Parades for our diverse employees. My team and I also designed and executed smaller recognition programs and team events.

I retired from Apple in 2017 and soon enrolled in Leadership Los Gatos. That program was an excellent introduction to local government, and I got the opportunity to meet Town Staff. Upon completion of the program, I developed an interest in participating in civic issues that were important to me.

In November of 2021, our then-mayor, Marico Sayoc, and the JCC experienced hateful and targeted attacks. That prompted me to join Diane Fisher and the town to help execute a Los Gatos United Against Hate March. My friend and I created UAH T-shirts which were distributed throughout the community. I marched in solidarity with new friends and old neighbors from Fisher to Town Hall.

The following year, during UAH Week, I created a less complex program to continue the momentum that began the previous year. Citizens were asked to share why they stood United Against Hate, and their written comments were posted in windows at the library and in select storefronts around town. When UAH Week ended, forms were given to Los Gatos High School students for a secondary project.



What do you see as the role of this Commission?

This commission, comprised of diverse individuals who live and work in Los Gatos, should act as the eyes and ears of the community concerning DEI interests. Commissioners are responsible for connecting with their neighbors and community partners to stay informed. It is their individual responsibility to make recommendations to the commission about solutions that might help improve our collective interests.

Our commission should be careful about how we approach DEI efforts in town because the very mention of the acronym DEI makes many people combative and defensive. Our commission needs to find a way to focus on celebrating our differences. We need to create opportunities to learn from one another by sharing our stories. Many Los Gatans think we have no DEI issues, and the commission will need to keep that in mind if they want to propose any new programs successfully.

There is some low-hanging fruit the commission could implement in year one that would allow our community to align on one DEI calendar, which, at the very least, unites town efforts. The JEDI report has other wonderful ideas with minor steps the town could take to make things more equitable for people of all backgrounds and physical limitations. I would focus my efforts on many of those recommendations.

Additionally, there are existing Town programs that, if marketed differently, might become part of a powerful campaign. We should look at existing programs and programs that prompt people to share stories; as stories are a powerful way to open people's hearts and minds to perspectives that are different from their own.

How will you balance your personal interests with the broader role of the Commission?

I would bring an open heart to each meeting to listen and learn from others. I would also be a vocal participant willing to speak up and contribute to the conversation. I am not interested in joining the commission to gain anything on a personal level. I am only interested in making our community a more welcoming place for all.

What skills or attributes do you bring to this Commission?

In addition to being an event and program professional, I've also been a successful salesperson and business development manager. All these skills will contribute to being an effective and collaborative partner with other commissioners, community partners, town staff, and council members.

Describe your involvement in community activities or civic organizations.

In addition to the activities listed above, I'll add that my family and I were also members of Boys Team Charity from 2019 to 2022. Boys Team Charity is a volunteer service organization dedicated to developing an altruistic spirit in young men through the active participation of parents and sons in philanthropic projects in the community. While a member of BTC, I spearheaded multiple opportunities to partner with the LG Parks Department to collect trash in town.

We met many wonderful families and partnered with 30+ philanthropic organizations in and around Los Gatos.

I was also a member of Democracy Tent from 2017 to 2018.

What emerging needs do you see in our community that you would like the Commission to address?

Parents are keenly aware of the hateful speech and bullying taking place on campuses today. More should be done to support our schools to ensure they are getting the support they need to stop acts of hate and violence.

War raging between Russia and Ukraine and Israel and Hamas is felt worldwide. The threat of war with China is also very real. Random acts of violence are escalating everywhere and so many are suffering. I look forward to conversations with others to see what we can do to be a part of the solution.

We also need to focus on the marginalized populations in town so they get housing solutions and medical services they need to thrive in our community.

I recommend pursuing the ideas outlined in the ALFI Report. A lot of time and thought went into compiling those recommendations.

Please let us know how you heard about the recruitment:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce        |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                    |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> JEDI Advisory Group - ALFI |
| <input type="checkbox"/> Los Gatos Ad        | <input type="checkbox"/> Service Group     | <input checked="" type="checkbox"/> Other _____     |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Varily Isaacs

Date: Nov 9, 2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

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FIRST NAME: Pradeep LAST NAME: Khanal

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Intel JOB TITLE: Principal Product Lead

EMPLOYER ADDRESS: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? 2 years

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? \_\_\_\_\_

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

Community becomes vibrant where there is diversity. Diversity sustains when there is equity and inclusion. After living in Los Gatos for about 2 years, I feel residents in Los Gatos are quite welcoming. And to my pleasant surprise, I find Los Gatos to be quite diverse, too. This was contrary to what we expected before we moved in. While Los Gatos is a pretty diverse and welcoming, we can still do more and create environment and curate events that showcase our diversity.

With experience in Community Health and Senior Services Committee, now I feel I know the town and residents better, understand how the committees work in town. I feel I can contribute in helping this newly formed DEI committee take off to a good start. And with my background (born and raised in Nepal, college in Arkansas, Louisiana, and Texas, and residing in Santa Clara, Sunnyvale and Milpitas), I feel I can bring diverse perspectives.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

As an incoming freshman at my undergraduate college, I was elected the President of International Student Association. Led many diversity activities. Designed t-shirt for students with slogan "Unity in Diversity" that helped bring student community together.

My DEI journey started from undergraduate which has continued all along.

Also, I co-founded and lead a non-profit 501c3 called Global Nepali Professional Network bringing professionals together for mutual benefits.

Also at Intel, I've been active in different Employee Resource Groups to bring DEI initiatives to fruition.

I've co-founded a teaching/learning platform called Kakaaki.com to teach languages and arts trying to bring communities together.

What do you see as the role of this Commission?

I could be a member or vice-chair of the commission. Given my full-time job and kids, I may not have enough time to serve as the Chair but I can contribute to the best of my ability as the member, and if necessary as the vice-chair.

How will you balance your personal interests with the broader role of the Commission?

I love to be involved in the community and would like to stay engaged with the town. I've loved meeting the residents in Los Gatos and also visiting places in Los Gatos. I plan to remain connected to the town as much as I could. And DEI is close to heart, so I plan to prioritize as best as I can.

What skills or attributes do you bring to this Commission?

Education, professional experience, leadership/management background have enabled a broad set of skills that I can apply to the Commission. And my DEI experience and interest will help.

Describe your involvement in community activities or civic organizations.

Currently, member of Community Health and Senior Services Committee in Los Gatos.  
Co-founder of Kakaaki.com, learning platform.  
Ex-President, current board member of Global Nepali Professional Network (501c3)  
Co-founder, current board member of American Society of Nepalese Engineers (501c3)



What emerging needs do you see in our community that you would like the Commission to address?

Promoting diversity and showcasing diversity. Until we showcase activities that represent diversity, community won't know. Let's showcase the goodness of Los Gatos being a diverse and welcoming town. And, explore ways to make this town feel more inclusive through language, arts, events etc.

Please let us know how you heard about the recruitment:

- |   |  |  |
|---|--|--|
| <input checked="" type="checkbox"/> Town Website    | <input type="checkbox"/> Social Media            | <input type="checkbox"/> Chamber of Commerce |
| <input checked="" type="checkbox"/> Town Newsletter | <input type="checkbox"/> Friend / Neighbor       | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad        | <input checked="" type="checkbox"/> Town Meeting | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad               | <input type="checkbox"/> Service Group           |  |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Pradeep Khanal

Date: 11/26/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Town of Los Gatos resident, Los Gatos business owner, Los Gatos business employee, Los Gatos non-profit employee, and/or Los Gatos faith leader.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

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### IMPORTANT NOTICES

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FIRST NAME: Carmen LAST NAME: Lo

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: Availab[REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Arnold & Porter JOB TITLE: Pro Bono Counsel

EMPLOYER ADDRESS: 3000 El Camino Real, Suite 500, Palo Alto, CA 94306-2112

HOW LONG HAVE YOU LIVED IN LOS GATOS? Since December 2020

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? N/A

Are you a:

(Please check all that apply.)

- |                                 |   |
|---------------------------------|---|
| • Los Gatos business owner      | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| • Los Gatos business employee   | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| • Los Gatos faith leader        | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| • Los Gatos non-profit employee | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| • Los Gatos resident            | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

My family and I immigrated to the United States when I was three years old from Hong Kong. Our journey started in Oakland, where I attended preschool and Kindergarten, and studied English in ESL programs. I grew up mostly in the Bay Area, went to high school in Seattle, and continued my education at UC San Diego and UC College of the Law SF.

Growing up, I was acutely aware of my “differences” – in my language, my culture, the food my family ate, and my looks. Yet, despite these differences and moments of hardship, I flourished in my community that was filled with diversity of ethnicity, religion, sexual orientation, gender, and abilities. I understand the power that comes from a community that embraces differences, and how people are more invested in their communities when they feel they are celebrated and embraced for being their true selves.

My husband and I have chosen Los Gatos as our home to raise our amazing son and daughter. As parents of mix-raced children, I am invested in helping this town harness the power of its diversity, attract a more diverse community, and create a welcoming and inclusive environment. The creation of the DEI Commission is a testament to the bravery of the Town Council in acknowledging both the beauty of this town, and that there is more work to be done. I would be honored to bring my experiences and passion in this space to serve on the DEI Commission.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

Though I will not be serving in a legal capacity, I am a lawyer by profession. My skills lie in understanding complex problems, analyzing and gathering data, problem-solving, and providing advice, counsel, and advocacy for my clients. These skills directly correlate to understanding issues of justice, equity, diversity, and inclusion as they relate to Los Gatos, and providing a recommendation to the Town Council to expand equitable opportunities and increase inclusivity in our community. I am currently Pro Bono Counsel at Arnold & Porter, an international law firm consisting of 1000+ attorneys, where I oversee and develop the firm’s pro bono initiatives. I collaborate with local and national legal aid organizations to strategize ways to address injustice and close the justice gap. I specialize in our firm’s racial justice work, where we consider ways to combat systemic racism, promote change within legal structures to protect communities of color, and to empower these communities to thrive with dignity. I am adept at understanding issues of systemic injustices and work to create solutions. Previous to my current role, I was a patent litigator at another international law firm, White & Case, where I had a commercial practice protecting the intellectual property of leading tech companies. I was deeply involved in the firm’s DEI efforts. I was co-chair of the Asian Affinity Group, served as a mentor to diverse Summer Associates, and volunteered with organizations seeking to diversify the legal pipeline. I am passionate about justice and DEI issues, and would like the opportunity to work in my personal capacity on the local level by promoting equitable policies, initiatives, and programming for my Los Gatos community.

What do you see as the role of this Commission?

The role of the DEI Commission is to serve as experts in the areas of justice, diversity, equity, and inclusion, and to use that expertise as a lens through which to advise the Town Council. The duties will include understanding the complex and varied issues that come before the Commission and ultimately the Town Council. The Commission should also actively engage with the community in fulsome discussions with an open mind to understand various viewpoints on issues. After gathering feedback and weighing the viewpoints of all stakeholders, the Commission should provide a recommendation to the Town Council that consists of a reasonable concrete action or program that can be instituted. The members of the Commission will also serve as an extension of the Town Council, to promote its programs, and particularly any events surrounding DEI initiatives.

How will you balance your personal interests with the broader role of the Commission?

I understand that any individual's role on the Commission will be to promote the progress of the community over personal gain. I also view a Commission-member's role as serving as a representative of the town's interest. Prior to any recommendations, it will be important to gather a diverse set of viewpoints and feedback throughout the community. I am also collaborative by nature, and truly enjoy working across the aisle to create cooperative solutions. I also note that my profession binds me to certain ethical obligations, part of which includes the necessity for me to only serve in my personal capacity, and that I cannot function as a lawyer in my Commission-member capacity. I would also be recusing myself from any discussions which may involve any of my firm's clients or interests.

What skills or attributes do you bring to this Commission?

I am a strong communicator and understand the importance of knowing your audience. Throughout my career, I have worked with clients ranging from senior-level executives to low-income, underrepresented individuals. On a daily basis, I may go from meeting with law firm management, to interviewing with a translator a survivor of domestic violence seeking immigration assistance. I have honed my skills in building trusting relationships, empathetic listening, and tailoring messages to varied audiences.

I am curious and thrive in learning about new issues and challenges. I have extensive experience working in big teams tackling complex matters, staying on top of deadlines, and understanding prioritization and efficiency. I would relish the opportunity to understand the various issues that come before the Town Council and to be part of the collaborative team in tackling those issues.

I am solution-oriented. I understand the process of how to identify a challenge, be creative in building a plan to address the challenge, and execute the plan to get to a defined solution. I often work with legal aid organizations to identify and create programs to address the justice gap experienced by certain underserved groups, ranging from low-income entrepreneurs to veterans. My process is to work collaboratively by asking the right questions, soliciting and responding to feedback, and empowering every member of the team to have a stake in the solution.

Describe your involvement in community activities or civic organizations.

In addition to my involvement with legal aid organizations as part of my profession, I am also involved in my community through my children's schools. My son attends Blossom Hill Elementary. I volunteer as a chaperone for school field trips, and try to participate in school events as much as possible. My daughter attends a local preschool. Through that connection, I volunteered with the Jewish Family Services of Silicon Valley in 2022 to assist its 240 resettled Afghan refugees. My son is also involved in local sports teams including Los Gatos Little League and Los Gatos United, which are further ways to be engaged in the community.

My family also fosters shelter dogs through Santa Clara County Animal Shelter, Copper's Dream Rescue, and California Bully Rescue. Since moving to Los Gatos, we have fostered 4 different dogs, giving them a temporary home, training, and lots of love. We work with the rescues to promote the dogs for adoption. Each of our foster dogs have found wonderful forever families.

What emerging needs do you see in our community that you would like the Commission to address?

According to a study from the UC Berkeley Othering & Belonging Institute, Los Gatos is one of the most segregated white neighborhoods in the Bay Area. We are all familiar with the Supreme Court decision, *Brown v. Board of Education*, which struck down laws enforcing racially segregated public schools, and understand the harms of this unequal system on Black children. However, we often do not comprehend the harm of segregation itself on our community as a whole. Extensive social science research shows that segregation harms white students as well. In periods of key mental and social development, children who are isolated by race lose out on multicultural learning, and the physical reality of segregation reinforces false notions of racial hierarchies. Studies have also shown that white students who learn in multicultural environments, tend to score higher on academic tests than their isolated counterparts. We see the same phenomena in the business context. Studies show that companies which have more gender and racial/ethnic diversity and inclusive policies will have superior financial returns and employee retention rates. Crafting policies to promote a more diverse community, and fostering an inclusive and welcoming environment is not just a moral imperative, but critical for the development of our youth in Los Gatos and the viability of our community.

Please let us know how you heard about the recruitment:

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media                 | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter     | <input checked="" type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting                 | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group                |  |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: \_\_\_\_\_

Date: November 10, 2023

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FIRST NAME: Jeanette LAST NAME: Lovely

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Self-Employed JOB TITLE: CEO/Behavior Specialist

EMPLOYER ADDRESS: [REDACTED]

HOW LONG HAVE YOU LIVED IN LOS GATOS? 4 months

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS?

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☒ Yes ☐ No

☐ Yes ☒ No

☐ Yes ☒ No

☒ Yes ☐ No

☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

I am interested in serving on the Diversity, Equity, and Inclusion Commission for Los Gatos, CA, for several reasons. I am passionate about creating a more equitable and inclusive community where everyone's voices are heard and respected. As a Hispanic entrepreneur married to an African-American man, I bring a unique perspective. Serving on the commission will allow me to work towards promoting diversity and inclusion and addressing issues related to equity in the town. I am excited about collaborating with other commission members and community leaders to create positive change in Los Gatos, as I have experience in education serving a vast range of exceptional children and teens. Serving on the commission will be an excellent way for me to give back to the community and make a meaningful impact on the lives of others.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

Based on my experience in the field of applied behavior analysis, I have worked for 17 years in the public and private school systems, serving exceptional children and teens while working alongside interdisciplinary teams. I have founded a behavior program at Just Loveky Training LLC, where I further expanded my scope of practice and competency in the fitness and health industry. I have cultural competency across various cultures as a result of my experience working with over 200 diverse families. In addition, I have formed a non-profit company called Just Lovely Touch Inc. that provides elite fitness training services to low-income families of all ages.

Moreover, I have experience doing public service work within District 5 for the city of San Jose, where I planned national night out events and helped speak to community members in the East San Jose parks and recreation centers through community outreach. Being bilingual and a first-generation college graduate, I have served on the Lincoln High School Foundation Board for my alumni high school in San Jose, Ca. I also am a member of the Kiwanis Club of Los Gatos, where I will give back my time to be a K-Kids Club advisor at Blue Hills Elementary school in Saratoga as I am passionate about public service work and education.

Furthermore, I am a member of the National Society of Leadership and Success Chapter at National University, on which I will graduate with an MS in Applied Behavior Analysis in December 2023. I have a BS in Psychology and minor and sociology degree from Missouri State University, which further widens my competency in areas that will be an asset to serve on the commission. I believe that my experience, education, and volunteer positions demonstrate my ability to effectively serve on this Commission.



What do you see as the role of this Commission?

As per the information provided on the Los Gatos, CA website, the role of the Diversity, Equity, and Inclusion Commission is to provide guidance and recommendations to the Town Council in promoting diversity, equity, and inclusion within the community and addressing issues related to equity. The Commission works towards creating a more inclusive and welcoming environment for all individuals and groups, regardless of their race, ethnicity, gender, sexual orientation, religion, or ability. The Commission is responsible for conducting research, developing policies, and organizing events and initiatives that promote diversity, equity, and inclusion in the town of Los Gatos.

How will you balance your personal interests with the broader role of the Commission?

As a member of the Diversity, Equity, and Inclusion Commission, my personal interests will align with the broader role of the Commission. While my unique perspective and experiences may shape my approach to promoting diversity, equity, and inclusion, my primary focus will always be on the needs of the community as a whole. I understand that the Commission's role is to provide guidance and recommendations to the Town Council in promoting diversity and inclusion within the community while addressing issues related to equity. Therefore, my personal interests will not outweigh the Commission's broader responsibilities. I am committed to working collaboratively with other Commission members and community leaders to create positive change in Los Gatos and make the town a more inclusive and welcoming environment for all individuals and groups.

What skills or attributes do you bring to this Commission?

As a potential contributor to the commission board, I possess several skills that I believe would enable me to make a valuable contribution to the team. Firstly, I am an active listener who is mindful of content and context, and I make sure to reframe or play back what I hear to ensure a clear understanding. I also ask open-ended questions to gain more insight and understanding, which helps me validate experiences and build connections and trust.

Secondly, I am open to a wide variety of ideas, experiences, styles, and practices. I am always curious when I encounter something new, unfamiliar, or different, and I approach such situations with an open mind and without any judgment. I am willing to step outside of my comfort zone to gain a greater understanding of others' perspectives, which helps me see a bigger, more-inclusive picture and solve complex problems.

Thirdly, I have a strong ability to take different perspectives. I can put myself in someone else's shoes and consider how they might think or feel about something. I actively seek out diverse perspectives to inform problem-solving and decision-making, and I am committed to empowering voices and decision-making across a wide range of identities. My perspective-taking skills help me better understand cultural differences and create a more equitable and inclusive environment.

Fourthly, I am skilled at bridging gaps between people who are different from me. I can authentically and meaningfully connect with people from diverse backgrounds and build cultural competence and adaptive communication skills. I am committed to working with diverse groups to find common ground and challenge our expectations to broaden definitions of success.

Fifthly, I possess strong systems thinking skills. I can think, design, and act in ways that address interrelated parts of a system. I am committed to learning about systemic inequities and systems of oppression to grow awareness of the role of structure in creating the conditions we face. I believe that by understanding and changing structures that are not serving us well, we can create more successful, long-term solutions that benefit everyone.

Lastly, I am not afraid to speak up and take action when necessary. I have the courage to challenge the status quo and step outside of my comfort zone to effect positive change. I believe that with my skills and experience, I can make a valuable contribution to the commission board's efforts to create a better future for all.

Describe your involvement in community activities or civic organizations.

I have been actively involved in community activities and civic organizations for several years. For me, giving back to the community is an essential part of being a responsible citizen. I have participated in volunteer activities with local non-profit organizations, supported community events, and mentored youth. During National night events, I promoted collaboration and volunteer work by hiring NFL players to come to Emma Prusch Park at Just Lovely Training LLC. Additionally, I have sponsored student athletes for the Charlie Wedemeyer High school classic. Currently, I am a K-Kids Club advisor at Blue Hills Elementary school in Saratoga, volunteering my time as a member of the Kiwanis Club of Los Gatos. I have also participated in community outreach programs in the East San Jose parks and recreation centers through public service work within District 5 for the city of San Jose. Furthermore, I founded Just Lovely Touch Inc., a non-profit organization that provides elite fitness training services to low-income families of all ages. We also organize community events and initiatives that promote healthy living and wellness. Overall, my involvement in community activities and civic organizations has been a meaningful and rewarding experience that has allowed me to give back to the community and make a positive impact on the lives of others.



What emerging needs do you see in our community that you would like the Commission to address?

As a member of the community, I have observed several emerging needs that I believe the Diversity, Equity, and Inclusion Commission should address. One of the most pressing needs is to address the growing racial and ethnic disparities in access to education, employment, and healthcare. It is essential to ensure that all individuals, regardless of their background, have equal access to these basic necessities. Additionally, I believe that it is crucial to address the issue of affordable housing and homelessness in the community. We need to work towards creating more affordable housing options and providing support and resources to those experiencing homelessness in our community. Lastly, I believe that the Commission should focus on promoting diversity and inclusion in local businesses and organizations. This can be achieved through creating programs and initiatives that encourage diversity and inclusion in hiring practices, procurement, and community engagement. Overall, I believe that addressing these emerging needs will help to create a more equitable and inclusive community for all individuals in Los Gatos.

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- |  |  |   |
|--|--|---|
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| <input type="checkbox"/> Town Newsletter         | <input type="checkbox"/> Friend / Neighbor       | <input type="checkbox"/> KCAT Ad  |
| <input type="checkbox"/> Los Gatos Weekly Ad     | <input type="checkbox"/> Town Meeting            | <input checked="" type="checkbox"/> Other <small>Councilmember Rob Moore Social Media</small> |
| <input type="checkbox"/> Los Gatan Ad            | <input type="checkbox"/> Service Group           |   |

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Signature: \_\_\_\_\_

*Jeannette Lovely*

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

*10/27/2023*

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Dornaz Memarzia

FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_

STREET ADDRESS: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

PHONE: \_\_\_\_\_ Cell \_\_\_\_\_ Home \_\_\_\_\_ Work \_\_\_\_\_ EMAIL: \_\_\_\_\_

EMERGENCY CONTACT: \_\_\_\_\_ PHONE: \_\_\_\_\_ Cell \_\_\_\_\_ Home \_\_\_\_\_ Work \_\_\_\_\_

CrowdStrike

Corporate Sales Specialist

EMPLOYER: \_\_\_\_\_

JOB TITLE: \_\_\_\_\_

EMPLOYER ADDRESS: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? \_\_\_\_\_ 5 yrs

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS?

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

My experiences have afforded me a unique perspective on the challenges and opportunities that individuals from diverse backgrounds face. Having been actively involved in various nonprofits and dedicating my efforts to serving the LGBTQ community and communities of color from various socio economic status, I have witnessed the transformative power of inclusive policies and initiatives. I am committed to making our city a fantastic place for everyone by championing initiatives that not only address current issues but also anticipate and adapt to the evolving needs of our diverse population.

I am excited about the opportunity to collaborate with fellow commission members, bringing a blend of cultural awareness and a track record of successful initiatives to the table. Together, we can work towards creating a city that not only acknowledges its diversity but actively embraces and thrives on it.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

My journey in dedicating my life to societal betterment has equipped me with a diverse and impactful set of experiences, making me well-suited to serve on this Commission. I initiated my career as an intern for a nonprofit affiliated with the World Bank, focusing on serving women of color. This role involved collaborating with the State Department and USAID to secure grants for international workshops on Women Economic Empowerment, showcasing my ability to navigate complex bureaucratic processes and secure funding for critical initiatives.

Subsequently, at Freedom House, an international human rights organization, I further honed my skills in grant acquisition from various sources, including Open Society and USAID. Upon relocating to the Bay Area, my role as a liaison to the Commission on the Status of Women and the LGBTQ Commission in San Mateo County allowed me to engage with marginalized communities. Notably, my efforts contributed to the establishment of the first Price Center in San Mateo, requiring collaboration with nonprofits, research institutes, and stakeholders.

Currently serving as a Cyber Security Specialist, I actively contribute to making the digital world safer. Beyond my professional role, I am dedicated to mentoring and advising women of color to enter the cybersecurity field, promoting diversity and inclusion in a critical industry.

My commitment to equality and diversity, coupled with my experience in securing funds, identifying



What do you see as the role of this Commission?

The Commission should play an important role in promoting diversity, equity, and inclusion in Los Gatos. The focus would be on advocating for equitable access to resources and opportunities, addressing root causes of inequities, and recommending solutions to the town council. It should demonstrate commitment to fostering relationships with underrepresented communities and serving as Trusted Messengers to bridge gaps.

Diversity includes historically underrepresented groups, such as people of color, LGBTQ+ individuals, and those with disabilities. Equity guides our efforts, seeking to balance disparities and ensure equal opportunities for success. Inclusion is our dynamic goal, aiming for a community where everyone can fully participate in decision-making processes, feel respected, and valued for their contributions.

In essence, the Commission works towards creating a vibrant and inclusive community where diversity is leveraged for a healthy, high-performing environment. Additionally, each commission member should actively strive to cultivate an atmosphere where individuals and groups feel a sense of safety, respect, engagement, motivation, and value.

How will you balance your personal interests with the broader role of the Commission?

Balancing my personal interests with the broader role of the Commission entails synchronizing my dedication to supporting underrepresented communities, which spans socioeconomic status levels, races and ethnicities, disability, and sexual orientation, with the overarching objectives outlined. My commitment to diversity, equity, and inclusion seamlessly integrates with the Commission's goals, particularly within the context of my involvement with nonprofits and advocacy for the LGBTQ community.

Moreover, drawing upon my corporate experience, I bring a practical and strategic perspective to the table. This experience equips me with the ability to propose guides and recommendations that are not only rooted in principle but are also practical and feasible in the real-world context. It enables me to balance personal interests with a broader vision by ensuring that the proposed actions are not only impactful but also implementable within the organizational and societal framework.

In essence, my personal interests become a driving force behind my contributions to the Commission, while my corporate experience adds a layer of pragmatism to the proposed guides and recommendations, ensuring a balanced and effective approach to advancing the goals of diversity, equity, and inclusion within our community.

What skills or attributes do you bring to this Commission?

I bring a multifaceted skill set and attributes to the Commission that encompass both strategic thinking and practical implementation. My ability to develop comprehensive strategies will aid in the formulation of overarching plans for the DIVERSITY, EQUITY, AND INCLUSION COMMISSION. Additionally, my proficiency in partnership and relationship-building will be instrumental in fostering connections with key stakeholders. Furthermore, my dedication to community relations will enable me to identify gaps and pinpoint areas requiring focused attention and improvement. Overall, I offer a versatile approach, combining strategic vision with hands-on execution, to contribute effectively to the Commission's goals.

Describe your involvement in community activities or civic organizations.

In the realm of community activities and civic engagement, my recent role as the Vice Chair of the Art and Culture Commission has been a fulfilling journey. Over the past couple of months, my position has granted me valuable insights into the focal points and priorities of our town, deepening my understanding of the community's needs and aspirations.

Beyond this, my involvement extends to fostering strong connections with various minority groups. As an active member of the Jewish Democratic Club of Silicon Valley and the local Jewish Club, I have established robust ties within the Jewish community. Simultaneously, my engagement with the Middle Eastern community in Los Gatos has allowed me to cultivate meaningful relationships with diverse groups.

These experiences uniquely position me to bring a nuanced perspective to the Diversity, Equity, and Inclusion Commission. My role as Vice Chair has honed my ability to collaborate effectively within a commission setting, ensuring a cooperative and constructive approach. Moreover, my ties to different minority groups underscore my commitment to inclusivity, enabling me to advocate for a broad range of perspectives within our community. This blend of experiences equips me to contribute dynamically to the Commission's goals and foster a more inclusive and harmonious community.

What emerging needs do you see in our community that you would like the Commission to address?

**Housing:** The increasing strain on affordable housing options is a pressing concern within our community. Addressing this issue requires the Commission to delve into comprehensive strategies that advocate for affordable housing developments, promote equitable housing opportunities, and ensure that residents from diverse socioeconomic backgrounds have access to safe and affordable living spaces.

**Job Opportunities and STEM Investment:** Another critical emerging need revolves around creating more job opportunities, offering training programs, and investing in STEM initiatives for communities of color. The Commission can work towards identifying and addressing disparities in employment, advocating for policies that promote inclusivity in the workforce, and fostering an environment where individuals from diverse backgrounds have equal access to job opportunities and advancement, particularly in STEM fields.

**LGBTQ Rights:** Ensuring the rights and well-being of the LGBTQ community remains a vital focus. The Commission can play a pivotal role in advocating for inclusive policies, fostering a supportive environment, and addressing any discriminatory practices that may exist. By prioritizing these multifaceted issues, the Commission can actively contribute to the development of a more inclusive, accessible, and supportive community for all residents. Ongoing community engagement, dialogue, and collaboration with relevant stakeholders will be essential in understanding and effectively addressing these emerging needs.

Please let us know how you heard about the recruitment:

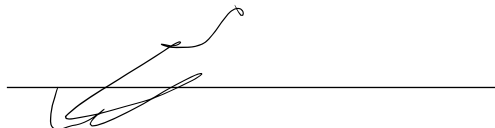
- |  |  |  |
|--|--|--|
| <input checked="" type="checkbox"/> Town Website | <input type="checkbox"/> Social Media            | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter         | <input type="checkbox"/> Friend / Neighbor       | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad     | <input checked="" type="checkbox"/> Town Meeting | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad            | <input type="checkbox"/> Service Group           |  |

The **application deadline is 4:00 p.m. Friday, November 10, 2023**. Applications received after the deadline will be held for the next recruitment.

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: \_\_\_\_\_



Date: 11/7/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Town of Los Gatos resident, Los Gatos business owner, Los Gatos business employee, Los Gatos non-profit employee, and/or Los Gatos faith leader.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes), please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#).

### IMPORTANT NOTICES

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- Appointed applicants may be required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.

FIRST NAME: **PHILLIPS** LAST NAME: **FOLAKE**

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: **AWO** JOB TITLE: **Excutive DirectoR**

EMPLOYER ADDRESS: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? **5 YEARS**

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? **N/A**

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☐ No

☐ Yes ☐ No

☐ Yes ☐ No

☒ Yes ☐ No

☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

It is always a good thing to be a part of something bigger than oneself. A Commission or group that fosters an inclusive and equitable environment, one that is passionate about fairness and doing what is right is a commission I would want to get involved with. There are many opportunities to be innovative and creative, to collaborate with others for the greater good, to identify and groom DEI servant leaders and much more.

As an immigrant woman from Nigeria, with strong belief in the power of navigating multicultural spaces for improved self-understanding, serving in the DEI commission will help me learn more, listen better

Also, I am raising a child here in this community and I am working hard to ensure he grows up to see and experience a different Los Gatos from the one I am learning more.

Moreover, operating through a DEI lens enriches a community in many measurable ways.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

Raised in Nigeria with deep Yoruba cultural roots and educated at Coventry University in the UK with a Bachelor of Arts in Marketing Management, I am a Christian, currently a mother of one and a community organizer.

Though my career has spanned the fields of marketing, human resources, strategy and corporate client hospitality with multinational clients where I also organized, managed and facilitated various symposiums, public seminars and leadership trainings, my recent nonprofit work operates with a fierce urgency of now and curates programs with a collective-mindset approach to civil an

What do you see as the role of this Commission?

It is my hope that this commission serves as a liaison between the community and other commissions and the Council.

If this DEI commission is charged with the responsibility to help make the Town more inclusive and leads advocacy efforts that identify systemic inequities, can review and revise existing policies and procedures, add additional DEI related internal policies where needed to the town's agencies, collaborates with, develops and promotes DEI related initiatives, these will be a great start.

Some areas of immediate work opportunities are:

- Affordable Housing
- Town of Los Gatos sponsored multi-cultural event
- Substantial Incentives to encourage BIPOC business owner to gain entry into the Town

How will you balance your personal interests with the broader role of the Commission?

Capacity for the work and provision of training and wellness initiatives.

Training that helps build a common vocabulary and understanding of a total DEI concept will help me understand what I am a part of and the collective effort required to effect real change.

Wellness initiatives such as retreats and DEI conferences to learn from peers and other development opportunities to hone skills, and for growth in the role will help maintain focus and commitment.

I will always work hard to ensure financial interest, personal activity or a relationship that could impair my ability to carry out my duty effectively or to act impartially.

What skills or attributes do you bring to this Commission?

Global Citizenship & Global Mindset Thinking  
Community Organising  
Leadership  
Fairness and Objectivity  
Multi-Culturalism  
Breaking Barriers  
Event Production

Describe your involvement in community activities or civic organizations.

Since 2020, I have committed to the work of community building and change by founding AWO, a social justice nonprofit organisation based here in Town. I felt it important to do this in order to bring my unique perspective to the table in a hyper local fashion amidst America's ongoing racial reckoning. Serving in this way meant I could contribute to something much larger than me.

We implement public engagement initiatives and school programs which we term dream equity initiatives. Building bridges, breaking cultural silos and community making are at the core of all we do. When people come to our spaces or participate, the objectives are to learn, share, engage and where necessary, speak truthfully about injustices, imbalances or shed more light on what could be blind spots to some or conscious and with intent to others.

In 2021, I was a speaker at Los Gatos Stands United Against Hate rally, I spoke up about the terrible treatment former Mayor Sayoc and her family experienced, worked with a team of experts to design and build a curriculum to be piloted in one of our local schools, with the support of, and/or in partnership, work with the Presbyterian Church of Los Gatos, The Chamber of Commerce, Los Gatos Library, the JCC, some local businesses, the Town office, other cities within Santa Clara County.



What emerging needs do you see in our community that you would like the Commission to address?

Societies evolve. Los Gatos is no exception and bears little resemblance to how it was decades ago. Like the surrounding Bay Area communities, The Town of Los Gatos is also now home to diverse people from diverse background who reside, work, worship or school here. These people want to feel seen, heard, acknowledged, contribute and want to feel a true sense of belonging. I believe the Commission can help promote facilitated listening sessions, cultural events, fun educational panel discussions that people can look forward to participating in and be excited about and any activity that furthers a DEI effort.

Commission can also look into affordable house.

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                   |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                               |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other <u>Community Working Center</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |  |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Folake Phillips

Date: 11/10/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

RECEIVED  
TOWN OF LOS GATOS

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

NOV 10 2023

CLERK DEPARTMENT

General eligibility requirement: Town of Los Gatos resident, Los Gatos business owner, Los Gatos business employee, Los Gatos non-profit employee, and/or Los Gatos faith leader.

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FIRST NAME: Johanes LAST NAME: Svenberg

STREET ADDRESS: 

PHONE: 

EMERGENCY CONTACT: \_\_\_\_\_ PHONE: \_\_\_\_\_ Cell Home Work

EMPLOYER: Applied Materials JOB TITLE: Physicist

EMPLOYER ADDRESS: Sunnyvale

HOW LONG HAVE YOU LIVED IN LOS GATOS? since 1995

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS? \_\_\_\_\_

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

I love our town and want to contribute to making our town even better.  
I would like to bring unique ideas and solutions to the commissions focus.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

In my career I have been an individual contributor and managed dozens of people. I enjoy working with people I am comfortable speaking my mind and focus on solutions rather than activity.

What do you see as the role of this Commission?

Primarily an advisory board to the town council. The stated goals are defined but I see the commission as a group to solicit input and data from the community to provide data driven recommendations.

How will you balance your personal interests with the broader role of the Commission?

By keeping a focus on the commissions goals and deliverables. I will share my thoughts publicly but more importantly I will listen to diverse ideas.

What skills or attributes do you bring to this Commission?

My education and career has been focussed on problem solving and work with people. I believe I can bring this approach to our local needs.

I also had a stroke in 2014 and the overall experience exposed me to the challenge a disable person faces in day to day living. This made me more sympathetic to individuals common or unique obstacles in their lives.

Describe your involvement in community activities or civic organizations.

I had volunteer for >12 years in the schools and sports Activities of our 3 children.

I got involved with CERT a few years ago and was in the Police Citizen Academy.

What emerging needs do you see in our community that you would like the Commission to address?

The needs of our senior residents, and handicap.  
This group of residents have unique challenges  
that may be better served with a focus on  
their specific needs.

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input checked="" type="checkbox"/> Town Website | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter         | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad     | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad            | <input type="checkbox"/> Service Group     |  |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: \_\_\_\_\_

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

11/10/2023

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# TOWN OF LOS GATOS

## DIVERSITY, EQUITY, AND INCLUSION COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Town of Los Gatos resident, Los Gatos business owner, Los Gatos business employee, Los Gatos non-profit employee, and/or Los Gatos faith leader.

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FIRST NAME: Gordon LAST NAME: Yamate

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Retired JOB TITLE:

EMPLOYER ADDRESS:

HOW LONG HAVE YOU LIVED IN LOS GATOS? 36 years

IF YOU DO NOT LIVE IN LOS GATOS HOW LONG HAVE YOU WORKED IN LOS GATOS?

Are you a:

(Please check all that apply.)

- Los Gatos business owner
- Los Gatos business employee
- Los Gatos faith leader
- Los Gatos non-profit employee
- Los Gatos resident

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☐ Yes ☒ No

☒ Yes ☐ No

Why are you interested in serving on the Diversity, Equity, and Inclusion Commission?

As a long-time Los Gatos resident, I'm really pleased to see the Town of Los Gatos take steps to enhance the quality of life in our community, particularly in combatting prejudice, bias and racism. These are not easy problems to solve, but the creation of the Town's DEI commission provides an opportunity to think creatively on how to engage, educate and enlighten our community to be sensitive to the issues and challenges of DEI, to improve and celebrate diversity that will enrich and strengthen our community, and to find ways to hold people accountable for lapses or breaches of speech and conduct that threatens a community dedicated to DEI principles. While other municipalities have adopted DEI goals as part of their charters or other governing documents or established task forces to examine DEI issues, establishing a formal DEI commission puts Los Gatos in a unique leadership role. But, it also comes with a responsibility that we approach DEI issues and challenges with fairness, an open mind and heart, honesty and trust, as other communities will watch how this commission performs and what it accomplishes.

For me, it's personal, having experienced overt racist speech and behavior directed at me in Los Gatos. You can never be prepared for it, and it is often accompanied by disbelief. But, when it happens you carry that experience throughout your life. I have second-guessed myself as to whether I heard correctly or did something wrong to invite that conduct. And, there are many more instances of behavior that might be interpreted as discriminatory or racist but are sufficiently ambiguous to be clearly labeled as such. I have also witnessed disputes among neighbors that I think carried an undertone of racism, and I provided public testimony to encourage neighbors to behave and act fairly in that matter.

Please list what experience, education, or volunteer positions that you have held that would demonstrate your ability to effectively serve on this Commission.

From a professional standpoint, as a former vice president and general counsel, I was responsible for the company-wide legal affairs of the nation's second largest newspaper company Knight Ridder from 2000 until its acquisition by McClatchy in 2006. Prior to Knight Ridder, I served as vice president, general counsel and secretary of Liberate Technologies, a Silicon Valley developer of software enabling access to the Internet via set-top boxes and other Internet appliances. Prior to moving in-house, I was a partner in the Silicon Valley law offices of McCutchen, Doyle, Brown & Enersen (later Bingham McCutchen), where I specialized in corporate transactions and intellectual property matters.

I continue to serve as a long-time member of the Board of Trustees of the Japanese American National Museum in Los Angeles (serving as board chair from 2010-2015). I currently serve as President of the Board of Directors of the San Jose Institute of Contemporary Art. Other board service includes, among others, the Silicon Valley Community Foundation, and the National Conference of Christians and Jews (NCCJ), Silicon Valley Chapter, and its successors, the Silicon Valley Conference for Community and Justice and Silicon Valley FACES. I am a Senior Fellow of the American Leadership Forum-Silicon Valley.

From a civic perspective, I've served as a member of the Town of Los Gatos' General Plan Update Advisory Committee (2008-2010) and North 40 Specific Plan Advisory Committee (2011-2013).

What do you see as the role of this Commission?

Although the role of the Commission is spelled out in the commission's charter—to create more equitable opportunities and increase a sense of belonging for all residents and visitors through community engagement, collaborative activities, and social advocacy—and there is a work plan with delineated categories, the devil is really in the details. There are no specific programs, activities, events or collaborations identified or suggested. I see the principal role of the DEI Commission as consisting of oversight of, and providing advice to, the Town's efforts in creating the aforementioned equitable opportunities and enhancing community engagement. Collaboration among the Town's departments and with community and business organizations in addition to our local schools is critical to achieving impact on DEI issues.

We should be seeking out activities, events and other opportunities to engage the Los Gatos community in unique ways. I believe that starts with one-on-one experiences. We need to make this personal because that's where real change begins. One concept that I'd like to explore is based on a pre-Pandemic art project that took place in Berkeley, California, and Omaha, Nebraska, called Everybody Eats Lunch [<https://www.everybodyeatslunch.com/>]. I could see engaging Los Gatos residents in conversation over meals sourced from many of our local restaurants, making this a real community and business collaboration. This effort might involve NUMU as a convener/host for a potential exhibit to report the results of such project. I know that the artist who created Everybody Eats Lunch is working on a new iteration of this project in Palo Alto. If we approach the DEI challenges from a post-Pandemic perspective, there's an opportunity to address community well-being, both from a mental health standpoint (and other physical health care concerns) and generally as a way to learn more about the diversity of our community members.

We should also consider the parameters of how we engage—are we expected to provide guidance on how to act when one encounters an act of discrimination, bias or bigotry? Will the Commission serve as a clearinghouse for reports or complaints of discrimination and bigotry or investigating incidents of such conduct? I would certainly like to see a return to civil discourse, where issues can be discussed with respect, candidness and openness, and where we will not tolerate hate speech or conduct. We should consider other ways where we can uncover and share individual stories—my hope is that these stories will reveal shared values that can help build empathy and compassion within our community.

How will you balance your personal interests with the broader role of the Commission?

If I understand the question correctly, I would honestly hope that my personal interests are consistent with the broader role of the Commission. If the question is addressing the balance of personal time and time for the Commission, I would commit to putting in the necessary time required by the Commission. I don't believe that I otherwise have any conflicts of interests, real or perceived, in serving on the Commission.

What skills or attributes do you bring to this Commission?

I bring an ability to listen carefully, a life-time of experiences and a curiosity to discover and learn new things and ideas. As a lawyer, we were trained to solve problems. I have a great interest in the arts and am inspired by how artists communicate and solve problems, often with scarce resources. I have participated in nonprofit social justice organizations—mainly at the board level—in leading them through periods of change and financial challenges. Having sat on two advisory committees for the Town of Los Gatos, I've got some familiarity with the Town's processes and protocols.

Describe your involvement in community activities or civic organizations.

I've had the privilege and fortune of retiring at a relatively young age and decided to devote my time to philanthropy, sitting on the boards of numerous charitable organizations and helping finance philanthropic objectives. My board work includes serving as board chair in many instances or as chair of a board committee. I've had the opportunity to teach a course on corporate governance at Santa Clara University Law School for about 10 years as an adjunct lecturer in law.

What emerging needs do you see in our community that you would like the Commission to address?

Like all communities within the Bay Area, I think we face issues of housing (shortages and affordability), homelessness, worker shortages and perhaps mental healthcare services. We have an aging population. To what extent does DEI impact or inform on these issues? We have been labeled as one of the most segregated communities within the Bay Area, which may come as a surprise to many local residents. How do we deal with that fact, reputationally, practically and pragmatically? As a third generation Los Gatos, my grandparents and parents faced the vestiges of alien land laws, restrictive covenants and displacement in American concentration camps or forced removal based on racist ideology. So there has been an historic legal structure with explicit racist elements that had to be dismantled. Although some states persist in enacting laws explicitly targeting ethnic minorities, we also need to examine laws, ordinances, regulations and practices that may provide implicit barriers to improving DEI conditions. For example, when I look at my own experiences in personal real estate transactions in our town, I don't see a lot of diversity in the realtor industry serving our community. Is that a contributing factor to segregation? Maybe not, but I think it's a question worth raising.

Please let us know how you heard about the recruitment:

- |  |   |   |
|--|---|---|
| <input type="checkbox"/> Town Website        | <input checked="" type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                            |
| <input type="checkbox"/> Town Newsletter     | <input checked="" type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad  |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting                 | <input checked="" type="checkbox"/> Other <u>Los Gatos Weekly Times</u> |
| <input type="checkbox"/> Los Gatos Ad        | <input type="checkbox"/> Service Group                |   |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: \_\_\_\_\_

*Maria Gomez*

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

**11-10-23**

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# TOWN OF LOS GATOS

## HISTORIC PRESERVATION COMMITTEE APPLICATION

RECEIVED  
TOWN OF LOS GATOS

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

NOV 06 2023

CLERK DEPARTMENT

General eligibility requirement: Resident of the incorporated limits of the Town of Los Gatos.  
Other requirements may apply to specific Boards, Commissions, or Committees.

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### IMPORTANT NOTICES

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Gregory Gentile  
FIRST NAME: \_\_\_\_\_ LAST NAME: \_\_\_\_\_  
STREET ADDRESS: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_  
PHONE: \_\_\_\_\_ Cell Home Work EMAIL: \_\_\_\_\_  
EMERGENCY CONTACT: \_\_\_\_\_ PHONE: \_\_\_\_\_ Cell Home Work  
Retired Attorney Attorney  
EMPLOYER: \_\_\_\_\_ JOB TITLE: \_\_\_\_\_  
HOW LONG HAVE YOU LIVED IN LOS GATOS? 27 years \_\_\_\_\_

Please list what experience, education, or volunteer positions that you have held.

- Rhode Island College; BA with majors in History and English.
- Awarded Senator Clairborne Pell Award for Excellence in American History.
- Golden Gate University School of Law, San Francisco, CA.
- 1989 Admitted to California Bar.
- Retired December 2022 Ropers Majeski PC. Partner.

33 years experience as a practicing California attorney.

- Litigation Partner responsible for litigation matters through trial.
- Experienced in legal matters dealing with real estate, construction law and general business issues.
- Member of the Real Estate Executive Committee of the Santa Clara County Bar Association.
- Member of the Ropers, Majeski, Kohn & Bentley Real Estate Practice Group.

-Incidental duties. Prepared and analyzed contracts for business, construction and real estate including commercial and residential leases, purchase agreements, construction contracts and architectural plans. Analyze disputes and legal problems and issues pre-litigation and through mediation and trial

Los Gatos Rotary member since 2013; Board of Directors 2017-2019.

Why are you interested in serving on the Historic Preservation Committee?

I wish to serve the Community in which I reside and believe that my background is well-suited for being appointed as a Commissioner on The Historical Preservation Committee. As an attorney I analyzed dispute, and legal problems, many of which related to real property and construction issues. As a history and english major I developed a passion for American history. As a former New Englander growing up in Rhode Island, the preservation of historical landmarks has significant import for our culture. We cannot move forward, if we do not know where we have been. The historical landmarks in Los Gatos need to be preserved within the dictates of the Town's codes



Have you ever attended a Historic Preservation Committee meeting? If yes, please provide a summary of your observation. If not, why not?

Yes. I attended an HPC meeting on October 25, 2023 at the invitation of Commissioner Cheskin and observed the docket hearings relating to homeowner residents seeking application for approvals for construction and/or modifications on their respective historical homes. I found the issues relating to the analysis of the applications to be compatible with my experience as a real estate and construction attorney. Likewise the interface with my interest in American history and the need to preserve historical homes within the strictures of our Town Code. Observing the matters that were heard by the HPC provided to me clarity as to the tasks charged by Planning and the HPC, and the applicability of my background. I was impressed with the applicants and the Commission's and Town Planners preparation for the hearings and the fairness and courtesy accorded the applicants by the Commissioners and Town staff.

How will you balance your personal interests with the broader role of the Committee which requires impartiality in the decision making process?

I am retired from the practice of law. I have the time devote to the Committee tasks.

What do you see as the role of this Committee?

Based on my readings of the relevant Town Code: The Committee's role is to advise the Planning Commission as to the property owners' applications seeking modifications and improvements of their designated historical property and the interface of the issues relating to preservation of historically designated structures, sites and areas that reflect Town and State history. The historical landmarks are assets to the Town's identity and its neighborhoods and reflect the character of Los Gatos and how past generations lived. My understanding of the role of the Committee is to preserve Los Gatos historical structures and neighborhoods within the context of the desires of property owners applications seeking to modify their property. Following evaluation of the "applications" the Committee is to make recommendations to the Planning Commission as to the applications.

Describe your background in architecture, history, architectural history, city planning, archeology, or other historic preservation related disciplines.

I was a litigation attorney for thirty-three years and as part of my case-load I handled real property and construction-related matters within a variety of contexts. As such, I have experience with buildings and construction practices, including the statutory interpretation of law and application of construction and real property issues attendant to construction, re-build's and remodels brought before the Committee. My legal and construction-related experience included the representation of homeowners, general contractors, and subcontractors within the context of real property. It also provided me with experience in building-trade practices, including the interpretation of architectural plans and details attendant to the construction.

Moreover, I was a history major in college. History remains one of my continued interests; and as such, I recognize the importance of preserving the Town's past which include its older structures for future generations. Los Gatos has beautiful historical residential areas and its history needs to be cared for and preserved. American and California history has been relatively brief in comparison to the other civilizations that came before, especially the ancient ones, and consideration must be given to maintaining and preserving our Town's historical sites and structures for the benefit of Town history and future generations.

Describe your knowledge of the Town's residential and commercial design guidelines, and/or historic preservation regulations.

I have read the relevant Town Codes Section 29.80.215 et. seq. and understand that there needs to be adherence to the principles and purpose of the law and that the preservation of the Town's historic neighborhoods and structures must be guarded and that applications for modifications needs to be carefully considered to ensure that the purpose of the Town's Codes are maintained. While there may be desires for construction improvements to historic property due to changes in lifestyle of the occupants, they should not conflict with the purpose of the Town's ordinance which requires preservation of historic sites and their respective artifacts and to the extent that modifications are sought they should be conducted within acceptable guidelines.

How would you describe your philosophy on planning?

A very broad question. From my perspective Planning within the context of zoning, subdivisions, buildings and land use must adhere to the principles set forth in State law the Town' Plan and its ordinances.

Have you discussed the role of a Committee member with any current or former Historic Preservation Committee member or with anyone on the Planning staff?

If yes, who and what did you learn?

Yes. Chairman Barry Cheskin invited me to attend a meeting of the Committee on October 25, 2023. Please see above as to my observations. I was impressed with the Committee and the well-prepared Town staff which, together with the Commission, sought to provide a fair and balanced hearing to each applicant who appeared before it while seeking to ensure preservation of the historical aspects of the structures which were the subject of the applications.

Are you able to attend at least one State approved workshop or conference relating to historic preservation each year? ☒ Yes ☐ No

Please let us know how you heard about the recruitment:

- |  |   |  |
|--|---|--|
| <input checked="" type="checkbox"/> Town Website | <input type="checkbox"/> Social Media             | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter         | <input type="checkbox"/> Friend / Neighbor        | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad     | <input type="checkbox"/> Town Meeting             | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad            | <input checked="" type="checkbox"/> Service Group |  |

The **application deadline is 4:00 p.m. Friday, November 10, 2023.** Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.,** and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

I understand the scheduled interview date and time is **Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: \_\_\_\_\_

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

11/6/23

**IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.**

**NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]**

# TOWN OF LOS GATOS

## HISTORIC PRESERVATION COMMITTEE APPLICATION

RECEIVED  
TOWN OF LOS GATOS

Contact: Clerk Department

NOV 09 2023

110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

CLERK DEPARTMENT

General eligibility requirement: Resident of the incorporated limits of the Town of Los Gatos.  
Other requirements may apply to specific Boards, Commissions, or Committees.

If you would like to apply for more than one Board, Commission, or Committee please complete a separate application. Only applications for current openings will be considered at this time. Qualified applicants will be notified for an interview with Town Council.

For more information about each Board, Commission, and Committee (e.g. responsibilities, meeting date, time, and frequency, agendas, and minutes) please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#)

### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed.
- All appointed applicants are required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.
- Applicants appointed to the Planning Commission are also required to complete Ethics Training AB 1234 every two years.

FIRST NAME: Lee LAST NAME: Quintana

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] Cell Home Work

EMPLOYER: Retired City of San Jose JOB TITLE: Planner

HOW LONG HAVE YOU LIVED IN LOS GATOS? +/- 45 years

Please list what experience, education, or volunteer positions that you have held.

**Education:**

- BA in Anthropology from UC Berkeley
- MA in Geography from San Jose State

**Volunteer Positions:**

- Redevelopment Advisory Committee - citizen representative
- General Plan Committee - citizen representative during the 2000 and 2040 General Plan Updates and as a citizen representative HEAB during the first phase of the 6th Housing Element update
- Two terms on the Planning Commission during which I also served on the Architectural Standards and Hillside Committee (during the development of the Hillside Development Standards and Guidelines), on CDAC and on the Historic Preservation Committee
- PD Zoning Update Committee - citizen representative.
- Volunteer for Friends of the Library and The New Museum of Los Gatos
- Secretary of the Early Childhood Education Committee at Daves Avenue
- Berkeley Student Co-op Board Member

Why are you interested in serving on the Historic Preservation Committee?

Historic Preservation is a Town-wide issue that should play an important part in the Town's planning process. The Town's designated Landmarks, Historic Districts and pre 1941 homes are major elements of how Los Gatos is perceived by both visitors and residents.

- Have you ever attended a Historic Preservation Committee meeting? If yes, please provide a summary of your observation. If not, why not?

I have attended Historic Preservation Committee meetings in the past as a Planning Commissioner and an interested resident. I most recently attended the May 2023 Historic Preservation Committee meeting

How will you balance your personal interests with the broader role of the Committee which requires impartiality in the decision making process?

I do not believe that anybody can be 100% objective. However, I try hard to base decisions on the facts of a project in the context of existing regulations.



**What do you see as the role of this Committee?**

- The role of the Historic Preservation Committee is largely quasi-judicial.
- The HPC acts as an advisory body to the Planning Commission, the DRC and the Director of Community Development on historic matters.
- The HPC is also the deciding body for applications for minor exterior alterations to historic structures.

**Describe your background in architecture, history, architectural history, city planning, archeology, or other historic preservation related disciplines.**

**See page 2-6**

Describe your knowledge of the Town's residential and commercial design guidelines, and/or historic preservation regulations.

*They often put me to sleep at night!*

How would you describe your philosophy on planning?

The planning process:

- Should rely on common sense whenever possible
  - Should encourage public participation
  - Should be open, transparent, responsive, respectful
  - Should be receptive ideas, evidence and facts from many sources
  - Should encourage out of the box thinking
  - Should result in consistent decisions based on consistent interpretation of goals, policies, codes and regulations.
  - Should avoid conflicts between long and short term goals.
  - Should keep plans, documents and regulations up to date, internally consistent and consistent with each other.
- 
- Should present information in a clear, simple, balanced manner

Have you discussed the role of a Committee member with any current or former Historic Preservation Committee member or with anyone on the Planning staff?  
If yes, who and what did you learn?

I have talked with Jennifer Arner and Susan Burnett, a current Planning Commissioner who currently serves on HPC

Are you able to attend at least one State approved workshop or conference relating to historic preservation each year? ☒ Yes ☐ No

Please let us know how you heard about the recruitment:

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> Town Website               | <input type="checkbox"/> What's New Email Blast       | <input type="checkbox"/> Social Media        |
| <input checked="" type="checkbox"/> Town Newsletter | <input checked="" type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad        | <input type="checkbox"/> Town Meeting                 | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Service Group              | <input type="checkbox"/> Incumbent                    | <input type="checkbox"/> Other _____         |

The application deadline is 4:00 p.m. Friday, May 26, 2023. Applications received after the deadline will be held for the next recruitment.

Interviews will be held June 6, 2023, tentatively scheduled to begin at 5:00. You will be notified via email the week of December 6th of the interview details and be requested to RSVP no later than 4:00 p.m. Monday, June 5, 2023. **All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

I understand the scheduled interview date and time is Tuesday, June 6, 2023, tentatively scheduled to begin at 5:00 p.m.

Signature:

*Lee Cunningham*

Date:

*Nov 8<sup>th</sup> 2023*  
*May 24, 2022*

IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.

NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]

# TOWN OF LOS GATOS

## LIBRARY BOARD APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Resident of the incorporated limits of the Town of Los Gatos.  
Other requirements may apply to specific Boards, Commissions, or Committees.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

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FIRST NAME: Richard LAST NAME: Capatosto

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] Cell Home Work

EMPLOYER: Backblaze, Inc. JOB TITLE: IT Manager

HOW LONG HAVE YOU LIVED IN LOS GATOS? 4 years

Please list what experience, education, or volunteer positions that you have held.

- Campbell Civic Improvement Commission

Why are you interested in serving on the Library Board?

- To continue our great tradition of having a wonderful public library with so many opportunities for all residents (and non-residents) who need books, e-media, story times, cultural awareness programs, equipment that can be borrowed, meeting spaces, etc

What are your unique perspectives and experiences that you would bring to this role?

I'm in technology (not really unique in this area) however it does lend itself to how we can make things more efficient and reachable our library resources are.

I grew up "living" in multiple libraries in both the Bay Area and New York City so understand how important libraries are as 3rd spaces for kids and anyone who has challenges with internet connectivity or mobility issues.

As a parent I also have unique perspectives from my childrens' POV as to what, and how they search for things that interest them in the library. They enjoy both the books as well as play/educational activities in the building.

How will you balance your personal interests with the broader role of the Board?

My personal interests already overlap with those of the board and our populace but where they differ I will keep them out of public policy or if they are helpful to people I will always mention them as alternative methods to how things are currently codified. I'll only bring personal POVs in as "additional things" we may not have already considered vs making any drastic or disruptive changes. We serve our neighbors and the community...not ourselves.

What do you see as the role of this Board?

To augment and provide a more "public" review of what the library director and their team already does. We can offer support and other points of view when reviewing how policies, budgets, new initiatives are perceived before implementation.

We gain a lot of great insight when reviewing documentation in the meetings along with the youth commissioners!

How do you connect with the community?

I'm active in many community-oriented groups with varying populations and viewpoints - elementary school / parents groups, Facebook, my neighbors, NextDoor, Boy Scouts, and my gym :)



What Library services do you currently use or have used in the past?

Books, meeting rooms, Friends of the Library book purchases, but also looking into more events for my kids (but they're only available on weekends unfortunately).

☐ Chamber of Commerce

☐ Social Media

☐ Town Website

☐ KCAT Ad

☐ Friend / Neighbor

☐ Town Newsletter

☐ LG Web Site

☐ Other

☐ Town Meeting

☐ Los Gatos Weekly Ad

☐ Service Group

☐ Los Gatos Ad

Have you ever attended a Library Board meeting? If yes, please provide a summary of your observation.  
If not, why not?

Yes, as I'm a current member (Vice Chair)

Are you a member of the Friends of the Library? ☐ Yes ☒ No

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                 |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                             |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <u>LG Web Site</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |  |

The application deadline is 4:00 p.m. Friday, November 10, 2023. Applications received after the deadline will be held for the next recruitment.

Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m., and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.

Signature: \_\_\_\_\_

Date: 10/09/23

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# TOWN OF LOS GATOS

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FIRST NAME: Sabiha LAST NAME: Chunawala

STREET ADDRESS: [REDACTED]

PHONE: [REDACTED]

EMERGENCY CONTACT: [REDACTED]

EMPLOYER: Contentful Inc. JOB TITLE: VP, Deputy General C

HOW LONG HAVE YOU LIVED IN LOS GATOS? 11 years

Please list what experience, education, or volunteer positions that you have held.

Commissioner, Town of Los Gatos Library, May 2018-present; Vice Chair 2021, Chair 2022  
Board Member, City of Santa Clara Library Foundation, 2011-17, President 2016-17; VP 2014-16; Treasurer 2013-14; Secretary 2012-13  
Board Member OPEN Silicon Valley 2022 to Present  
Mentor to law students at Santa Clara School of Law Tech JD Program and ChIPs

Education: Stetson University, 1994, BBA Finance University of Miami School of Law, 1997, Juris Doctorate

Experience: Practicing attorney since 1997.

Why are you interested in serving on the Library Board?

As you can see from my participation and experience, I have a passion for literacy and libraries as a central pillar of our community. The Library Board is here to ensure the voice of the community is continually monitored and discussed so that we can ensure that the services the Library provides and how they are provided are meaningful and valuable to our community and reflect our communities' needs and interests.

What are your unique perspectives and experiences that you would bring to this role?

I believe I bring uniquely diverse ideas and perspectives to the Library being a 1st generation American Indian Muslim daughter of immigrant parents. I also grew up in Florida and only moved to California in 1997. I'm also active in the online book community on Instagram: @literarylbgirl so comfortable with and understanding of the power of social media for outreach to the community.

How will you balance your personal interests with the broader role of the Board?

I believe I can balance my personal interests with the broader role of the Board very well as I've had practice and experience doing so for over 12 years of participation on Library Boards and I understand that my role is to prioritize and share the voice of the Los Gatos community above my own.

What do you see as the role of this Board?

The role of this Library Board is to ensure the voice of the community is continually monitored and discussed so that we can ensure that the services the Library provides and how they are provided are meaningful and valuable to our community and reflect our communities' needs and interests.

How do you connect with the community?

I connect with the community through participation in the Library Board, other charitable organization events, local events and activities with the schools and other children's recreational organizations and exercising my right to vote on local representation and issues.

What Library services do you currently use or have used in the past?

I mainly use the physical book services as well as donating books to the Friends. I also use the ballot drop box for my ballots and find refuge in the Library on rainy days.

Have you ever attended a Library Board meeting? If yes, please provide a summary of your observation. If not, why not?

Yes, I've attended many Library Board meetings as a Commissioner for the Library since May 2018. My observations are that the Library Board serves as a voice of the community and ensuring that the services the Library provides and how they are provided are meaningful and valuable to our community and reflect our communities' needs and interests while also balancing the priorities of the broader Town of Los Gatos strategic plan.



Are you a member of the Friends of the Library? ☐ Yes ☐ No

---

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce           |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                       |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <u>email</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |  |
- 

The **application deadline is 4:00 p.m. Friday, November 10, 2023**. Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023**. *All applicants are required to be interviewed to be considered for appointment as a Commissioner.*

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Sabiha Chunawala

Date: 10/6/2023

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# TOWN OF LOS GATOS

## LIBRARY BOARD APPLICATION

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110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

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FIRST NAME: Mary "Megan" LAST NAME: Grasser

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Effectv JOB TITLE: Political Sales Manager

HOW LONG HAVE YOU LIVED IN LOS GATOS? 2 years

Please list what experience, education, or volunteer positions that you have held.

I am an advertising sales manager for Effectv (Comcast Cable) specializing in political for the state of CA. Over the course of 10+years working in media, I have developed expertise in strategy, negotiation, problem solving and leadership.

I previously served on the board of the Bay Area Advetising Relief Committee in which we provided access to financial services and resources to those who have fallen on hard times in the Bay Area media community. I also guest lectured at San Francisco State University in my spare time discussing the business side of the media.

I am currently an active member of the Junior League of San Jose in which we partner with many organizations, however, the main charity of focus right now is foster aged youth who term out of the system. Within JLSJ, I also serve on the Fund Development Committe which focuses on training our members on how to ask and raise money for the organization.

Why are you interested in serving on the Library Board?

I am interested in serving on the Library Board because I am passionate about reading for all ages and think that our library is such an imporant resource in our community! In the 2 years that I've lived in Los Gatos, many a day has been spent either upstairs browsing the collections, downstairs with my daughter or on the lawn attending one of the many fabulous events.

What are your unique perspectives and experiences that you would bring to this role?

I believe that I can bring youth (even though I'm not very young! ha), excitement, vast relationships in this community as well as a different and unique point of view to this role. I just want the opportunity to serve Los Gatos while making them aware of the wonderful resources we have.

How will you balance your personal interests with the broader role of the Board?

This is something I do in my daily life as the Political Sales Manager for the state of CA at Effectv (Comcast cable). I'm not a stranger to voicing my opinions while remaining a small part of a bigger whole.

What do you see as the role of this Board?

To serve as an advisor to the Los Gatos town council regarding library programs, services and policies.

How do you connect with the community?

While only a resident for 2 years, my husband was borned and raised here. We moved down from San Francisco in the pandemic to increase our quality of life here in Los Gatos. Myself, my husband and his family are passionate about this community and I feel very lucky to be here. I currently am attending local events to meet people in the community but it's my hope that by serving on the Library Board I can better connect with LG folks that way.

What Library services do you currently use or have used in the past?

Everything kids related we've used!

Have you ever attended a Library Board meeting? If yes, please provide a summary of your observation.  
If not, why not?

I have not yet attended a library board meeting yet. I wasn't aware that there was such a thing until I was browsing the LG website today and then knew I immediately wanted to get involved!

Are you a member of the Friends of the Library? ☐ Yes ☐ No

---

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input checked="" type="checkbox"/> Town Website | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter         | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad     | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad            | <input type="checkbox"/> Service Group     |  |
- 

The **application deadline is 4:00 p.m. Friday, November 10, 2023.** Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023.** *All applicants are required to be interviewed to be considered for appointment as a Commissioner.*

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Mary Megan Grasser

Date: 10/16/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*



# TOWN OF LOS GATOS

## PARKS COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirement: Resident of the incorporated limits of the Town of Los Gatos.  
Other requirements may apply to specific Boards, Commissions, or Committees.

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### IMPORTANT NOTICES

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Appointed applicants may be required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.

FIRST NAME: Mike LAST NAME: Buncic

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Santa Clara USD JOB TITLE: Teacher

HOW LONG HAVE YOU LIVED IN LOS GATOS? 24 yea4s

Please list what experience, education, or volunteer positions that you have held.

I have been a member of the parks commission since 2015

Why are you interested in serving the Parks Commission?

My interest in the Parks Commission stems largely from the fact that I am an outdoor enthusiast and I would like to promote these experiences to a larger segment of the public, so that they too may experience the wonderful outdoor environment as I have been fortunate to. I feel I can make a contribution to the future efforts in promoting such activities.

Have you ever attended a Parks Commission meeting? If yes, please provide a summary of your observation. If not, why not?

I sm a current member

What do you see as the role of this Commission?

When a group is developing outdoor spaces for the public's appreciation there are a multitude of issues to consider. Besides the typical financial struggles of providing parks, a major issue is the interplay between the immediate neighbors in a park area with the desires of the larger public's intended experience. These two groups may perceive the possible use of the area very differently. It is vital that these concerns be considered carefully. Traffic, parking, maintenance, group activities, are only a few of the topics that are valid issues in this interplay.

How will you balance your personal interests with the broader role of the Commission?

I have extensive interest in outdoor experiences, so it is not a difficult choice, However I must realize the emphasis is for the broader group of residents, not my own interests

What, from your perspective, are the major priorities in the areas of parks with respect to policies, capital investment, and/or maintenance?

Currently the struggle maintaining our parks while residents also yearn for expand service in the constr of the town budget

Have you visited any of the Town parks? If yes, which ones? What did you like most and least about them?

I have been to all of them. Worcester is my favorite

Please let us know how you heard about the recruitment:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                          |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                                      |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <u>Current commissioner</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |   |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Mike Buncic

Date: 10/31/23

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*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

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# TOWN OF LOS GATOS

## PARKS COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
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FIRST NAME: Craig LAST NAME: Gleason

STREET:

PHONE:

EMERG:

EMPLOYER: Synopsys JOB TITLE: Principal Engineer

HOW LONG HAVE YOU LIVED IN LOS GATOS? 28 years



Please list what experience, education, or volunteer positions that you have held.

Education: BSEE in electrical engineering from RPI in Troy NY.  
39 years experience in computer design, VLSI chip development, and Electronic Design Automation.  
Frequent trail building/maintenance and land stewardship volunteer for Santa Cruz Mountains Trail Stewardship, Grassroots Ecology, Midpen, SCV Open Space Authority, and other groups and agencies.  
I've served on the MROSD (Midpen) Board of Directors for Ward 1 (Los Gatos/Saratoga area) since 1/2023 and on the Los Gatos Parks Commission for the past two years.

Why are you interested in serving the Parks Commission?

I'm an avid open space user with a keen interest in how access to the natural world enhances not only our health and well-being, but encourages people to value the open space and environment. I feel that improving access to and experiences in parks and open space, in combination with great stewardship of the land, is critical to a sustainable future for plants, animals, and humans.

Have you ever attended a Parks Commission meeting? If yes, please provide a summary of your observation. If not, why not?

Yes, I've served on the Commission for two years. I've contributed to the ad-hoc committee for trail connectivity as well as advocating for joint discussions with the Arts and Culture Commission. I've also spoken in favor of a more strategic and visionary approach, as Los Gatos Parks have been somewhat in incremental/maintenance mode for decades. 50+ years ago the town took a visionary approach to create the parks system; it's time to update that vision as the world around us and our understanding of that world has changed in so many ways.

What do you see as the role of this Commission?

The Commission is only an advisory body, but it can be enthusiastic and visionary. It provides a non-partisan forum for the public to get engaged and let us know what they'd like to see. We should be identifying opportunities to improve the town for residents and visitors.

How will you balance your personal interests with the broader role of the Commission?

In my advocacy with Midpen and on the Commission, I've always tried to understand how our parks and open spaces can work not just for one group of users but for all - this is a critical aspect of modern trail system design and I think the concepts can apply to other facilities such as parks and playgrounds.

What, from your perspective, are the major priorities in the areas of parks with respect to policies, capital investment, and/or maintenance?

In the recent past I think the parks department has been operating in an incremental mode and larger projects have come up on a one-off basis (connection to Creek Trail, bandstand, etc.). I would like to see a visioning process (with robust public input) and strategic plan that looks out decades in the future so that we know how these different features and priorities fit together, and where we might find funding for bigger ticket items, through grants, bond measures, etc.

Have you visited any of the Town parks? If yes, which ones? What did you like most and least about them?

Yes, I've visited all of them. My favorite parks are those that have more of a natural/open space character, like Belgatos/Heintz/Santa Rosa and Worcester. As indicated above, I feel that the overall system has not been re-thought in many years, and consequently doesn't have some of the more creative aspects that are found in many town and city parks around the world.

Please let us know how you heard about the recruitment:

- |  |   |  |
|--|---|--|
| <input checked="" type="checkbox"/> Town Website | <input type="checkbox"/> Social Media                 | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter         | <input checked="" type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad     | <input checked="" type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad            | <input type="checkbox"/> Service Group                |  |

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**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: \_\_\_\_\_

*Craig Gleason*

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

**11/6/2023**

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# TOWN OF LOS GATOS

## PARKS COMMISSION APPLICATION

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FIRST NAME: Gregory LAST NAME: Lovely

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] Cell Home Work

EMPLOYER: Just Lovely Training LLC JOB TITLE: President

HOW LONG HAVE YOU LIVED IN LOS GATOS? 4 months



Please list what experience, education, or volunteer positions that you have held.

**Experience:**

- Operate and own Just Lovely Training, LLC a personal fitness training company for over 12 years (2011-present)
- Committee Member for the Charlie Wedemeyer High School All Star Game (October 2023-present)
- Founded a non-profit corporation, Just Lovely Touch Inc., in 2017
- Served as a Commissioner on the Board of Commissions-Parks and Recreation for the City of San José (June 2017-May 2020)
- Volunteered as an Assistant Coach for Oak Grove High School (May 2010-July 2011)
- Volunteered as defensive back coach started-up former NFL Player James Jones (WR Green Bay Packers) Annual Youth Football Camp for children ages 7-14 at Love Jones, 4 Kids Foundation, Inc. (June 2008-June 2011)
- Volunteer Second-Harvest Food Bank Food Drive (Just Lovely Training given Award for Food and Fund Drive Efforts September 10, 2014)
- Liason for the Live Oak Senior Nutrition Center (Kiwanis Club of Los Gatos)
- Active Member of Kiwanis International-Club of Los Gatos

**Education:**

- In the process of completing an MBA from the University of Phoenix
- BS in Sociology from Missouri State University
- AA in Psychology from Foothill College

Why are you interested in serving the Parks Commission?

I am interested in serving on the Parks Commission for a few reasons. First, my passion for healthy living and coming from a diverse background, combined with my commitment to enhancing the community, make me a strong candidate for the position. Second, I love parks and being outdoors. I believe city parks are an essential part of any community and offer a wide range of benefits, including increased community engagement, reduced crime, improved public health, and encouragement of active lifestyles.

Serving on the Parks Commission would provide me with an opportunity to give back to the community and help make a positive impact on the environment and people's lives. I would have the chance to work with other members to make decisions and recommendations on policies related to parks and recreation, and ensure that the community's needs and interests are represented. I believe that my experience and background, combined with my passion for parks and healthy living, would allow me to make a valuable contribution to the commission and help make a positive difference in the community.

Have you ever attended a Parks Commission meeting? If yes, please provide a summary of your observation. If not, why not?

No, I have not attended a Parks Commission meeting yet. However, I am familiar with the structure of policies and rules set within the meeting as I have previously served as a Commissioner in another community. I have reviewed the Agendas and Minutes of previous meetings to gain an understanding of the topics discussed and the issues faced by the committee.

From listening to the audio, I can summarize my observation of the Parks Commission meeting as follows: there is a "speaker card" system in place for public input, the meeting is called to order, rules of decorum and civility are established, Commissioner reports are given, and the meeting is adjourned. I understand that the meetings are conducted in an organized and professional manner to ensure that all voices are heard and that important issues are addressed.

What do you see as the role of this Commission?

The Parks Commission is responsible for providing community input and feedback on issues related to parks and recreation, as well as making recommendations to the City Council regarding policies, programs, and facilities related to parks and recreational activities. The Commission also plays a vital role in developing and implementing plans for the maintenance and improvement of parks and recreational facilities, ensuring they meet the needs of diverse populations and are accessible to all members of the community. In addition, the Parks Commission works to promote public awareness and support for parks and recreational activities through outreach and educational programs. Ultimately, the goal of the Parks Commission is to enhance the quality of life for residents of the community by providing safe, accessible, and high-quality parks and recreational activities that contribute to the overall well-being of the community.



How will you balance your personal interests with the broader role of the Commission?

As a member of the Parks Commission, I would prioritize the broader role of the Commission over my personal interests. I have an understanding that my primary responsibility would be to serve the community and ensure that the parks and recreational activities meet their needs and provide maximum benefit to them.

To balance my personal interests with the broader role of the Commission, I would make an effort to remain objective and impartial when making decisions and recommendations. I would consider all viewpoints, including those that may differ from my own, and would base my decisions on facts, data, and the best interests of the community.

I would also seek to engage with the community and solicit their input and feedback on key issues related to parks and recreation. This would help me to better understand their needs and priorities, and ensure that the decisions and recommendations of the Commission are aligned with the community's goals and interests.

Ultimately, I would strive to ensure that the parks and recreational activities meet the needs of the community and contribute to the overall well-being of the community.

What, from your perspective, are the major priorities in the areas of parks with respect to policies, capital investment, and/or maintenance?

From my perspective, the major priorities in the areas of parks with respect to policies, capital investment, and maintenance include accessibility and inclusivity, safety and security, environmental sustainability, capital investment, and community engagement. It is important to ensure that parks and recreational facilities are accessible, safe, sustainable, and meet the needs of the community. Adequate capital investment is also necessary to ensure that facilities are well-maintained, and engaging with the community is important to ensure their input and feedback are considered.

Have you visited any of the Town parks? If yes, which ones? What did you like most and least about them?

Here is a list of the town parks I have visited along with what I like most and least about them:

1. Oak Meadow Park: I like that many families come to the park. However, the play structures are outdated and there is a lot of feces on the ground. In addition, there is no maintenance occurring. There needs to be an outdoor bulletin board to engage with the community.
2. Live Oak Manor Park: The benches are outdated and it has a small outdated play area. Dogs are not on leashes. There is a single basketball hoop and there should be two. It needs to have a restroom. There should also be an outdoor bulletin board.
3. Creekside Park: Overall, it is an up-to-date facility. However, during my visit, I was blocked from being part of the field. There should be a transparent bulletin board that can be online or on the park as notice if the field is reserved.

In summary, while these parks have some great features, there are also areas that need improvement. Some of the issues include outdated facilities, lack of maintenance, and insufficient signage. Overall, these parks have the potential to be great community spaces, but improvements are needed to ensure that they meet the needs of the community and provide a safe and enjoyable experience for all visitors.

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                   |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad                               |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other <u>Nextdoor engagement post</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |  |

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I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.

Signature:

Dorothy Lovely

Date:

10/31/2023

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# TOWN OF LOS GATOS

## PARKS COMMISSION APPLICATION

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FIRST NAME: Lydia M. LAST NAME: Norcia

STREET ADDRESS: [REDACTED] ZIP CODE: [REDACTED]

PHONE: [REDACTED] Cell Home Work EMAIL: [REDACTED]

EMERGENCY CONTACT: [REDACTED] PHONE: [REDACTED] Cell Home Work

EMPLOYER: Semi-Retired/Coldwell Banker Realy - Los Gatos JOB TITLE: Real Estate Agent and I am CA licensed Marriage Family Child Therapist.

HOW LONG HAVE YOU LIVED IN LOS GATOS? 24 years

Please list what experience, education, or volunteer positions that you have held.

I have served on many boards - extensive experience in volunteer postions.  
If needed I have a

In the Town of Los Gatos I have been on the Los Gatos Health and Community Senior Services Commission for many years. I have also been on the Los Gatos Library Commission.

I am currently interested in serving on the Community Parks and Public Works Commission.

Why are you interested in serving the Parks Commission?

I love the Town of Los Gatos and I have the time to devote to make it the charming and beautiful town that it is and hope to make it even more beautiful and charming.

I am an active member of the Los Gatos Rotary Noon Club and I am on the committee that plants and maintains our Garden Box in Los Gatos on North Santa Cruz Ave.

Since I joined this Rotary Committee, I have become more aware of the individual gardens that are along North Santa Cruz Avenue and I am eager to become part of the community that keeps our town beautiful and thriving.

I am a devoted garden in my own home and love to garden and I create succulent walls and plants for charity auctions that are in Los Gatos and as well as for the Stanford Lucile Packard Children's Hospital Foundation.

Have you ever attended a Parks Commission meeting? If yes, please provide a summary of your observation. If not, why not?

Yes, I attended the joint meeting with the Arts and Culture Commission in October 2023. I was very impressed with all of the members and the comments that they offered at this meeting.

What do you see as the role of this Commission?

The role of this commission can include different levels. The commission covers a wide variety of locations - One of the main roles would be to continue the beautification of the parks in Los Gatos and to maintain them. In addition, the downtown area of Los Gatos has many locations that are tended by the the commission. This downtown of Los Gatos is the shining glory of this town. Los Gatos is a walking town and a gathering place for our residents, visitors of surrounding towns and cities and the many tourists who are drawn to its charm and beauty. We have a vibrant downtown and the commission members are part of the many other groups that keep the town alive and thriving.

I would be honored to be one of the many that keep the Town of Los Gatos beautiful and charming.

How will you balance your personal interests with the broader role of the Commission?

I have the well honed ability to balance my family life, work and volunteer positions in an excellent balance. Unless, some dramatic change happens in my life, I do not see it being a problem.

What, from your perspective, are the major priorities in the areas of parks with respect to policies, capital investment, and/or maintenance?

The major priorities should be the most visible areas in town. I say that because we have to assist our business community by making and maintaining the down town of Los Gatos as beautiful and charming as possible within our budget means. If we do not have a thriving business community we will not have a strong downtown community.



Have you visited any of the Town parks? If yes, which ones? What did you like most and least about them?

I have visited all of the parks in Los Gatos. It is difficult for me to choose one. I like the Town Plaza for Jazz in the Plazz and to just sit on a bench and enjoy the fountain, flowers and watching the children, family and people enjoying our town. I love walking the trails in Vasona and the water area that is so calming and meditative.

Please let us know how you heard about the recruitment:

☒ Town Website

☐ Social Media

☐ Chamber of Commerce

☒ Town Newsletter

☐ Friend / Neighbor

☐ KCAT Ad

☐ Los Gatos Weekly Ad

☒ Town Meeting

☐ Other \_\_\_\_\_

☐ Los Gatan Ad

☒ Service Group

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I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.

Signature: Lydia M. Norcia

Date: October 22, 2023

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# TOWN OF LOS GATOS

## PERSONNEL BOARD APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

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FIRST NAME: David LAST NAME: Sabes

STREET ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_

EMERGENCY CONTACT: \_\_\_\_\_

EMPLOYER: Currently Searching JOB TITLE: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? 22 years in Los Gatos and grew up in Saratoga

Please list what experience, education, or volunteer positions that you have held.

I am a graduate of the Santa Clara University School of Law with a Jurist Doctorate degree. During my third year of Law School, I served as a Professor's TA. My responsibilities included lecturing, facilitating classroom discussions and legal research. As an undergraduate, I attended the University of California, at Berkeley where I received a Bachelors Degree from the College of Letters and Sciences in 'Peace and Conflict Studies' with an emphasis on 'Conflict Resolution'.

Currently I am volunteering with three different non-profit organizations in different capacities:

I am the supervisor and co-facilitator of a support group for Bay Area teens who stutter. The support group is sponsored by the National Stuttering Association. My daughter leads the group and is part of the stuttering community.

I am a volunteer teacher for the international ENgin program which provides free ESL lessons for people living in war torn Ukraine. I meet one on one via Zoom with a student who lives in Kyiv. My experience includes not only teaching English, but also as a person with whom they can help themselves process their experiences during this time of war.

I am a member of the Board of Directors for Congregation Sinai located in San Jose. The position is one of general responsibilities where I am serving as a sounding board for new ideas, solving issues, and helping to create and implement long term goals for the Synagogue including finding pathways to participate in the larger community.

Why are you interested in serving on Personnel Board?

My interest in serving on the Personnel Board stems from my desire to take part in supporting the Town of Los Gatos, its employees, and administration. It is a position where I can use my experience to give back to the community by helping ensure a safe, supportive working environment for our civic workers who are essential to the welfare of Los Gatos.

I feel that I can be a positive, engaged and active member of the Personnel Board because of my dedication to find just outcomes for conflict within our community and the workplace. I would look upon serving as a board member as a great responsibility to not be taken lightly. The issues that we will be discussing are personal, emotional, delicate and even uneasy for some. My strengths are as a listener, mediator, and problem solver. I want to utilize my skills to help the Board work effectively together to resolve the issues set before us.

Have you ever attended a Personnel Board meeting? If yes, please provide a summary of your observation. If not, why not?

I recently learned about the availability of joining the Personnel Board Commission and have not yet been able to attend a meeting. If I were to be selected, I will seek out any videos, or board minutes that are available prior to my first meeting with the board.

What do you see as the role of this Board?

I see the Personnel Board as check and balance to ensure a just and equitable process for appeals relative to any grievance, disciplinary action, or alleged violation of Town ordinance by a Town employee.

It is essential that our Town employees feel that they work in a safe environment where they are protected when important issues arise because of violations in the workplace. Both the aggrieved and the accused must feel that the process to reach a decision on the issue is fair and just. Those involved should know that multiple individuals who represent the community will participate in listening, analyzing, and addressing the issues that affect the welfare of our Town employees.

Making decisions type of issues should not be set upon on person. They should be adjudicated by a committee whose members do not have a personal stake in the outcome.

The type of issues put forth the the Board are deeply personal to individuals involved and the Board must serve as a trusted arbitrator of decisions. Everyone who leaves a Board meeting should come away with a deep understanding as to the evidence and reasons why the decisions were made.

What is your experience with labor relations and unionized environments?

When I worked in Human Resources at Tesla, I experienced the struggles of employees who were seeking the protections of a union. Those who brought up forming a union during meetings, or even in personal conversation were shunned and aggressively gone after by company management. It was difficult to hear some of the struggles of employees who were seeking a union not just to fight for more compensation, rather they needed to feel protected, and supported in what was felt to be an unsafe environment. To this day the same struggle continues for the employees. I am not certain that forming a union would solve all of the issues, but it would be a start to a much safer environment free of physical danger, emotional distress, discrimination, harassment, and unfair labor practices.

This past election I ran to be a member of my local High School Board of Trustees. During my candidacy, I met with members of the teachers union and went through intense questioning as I was seeking the support of the teachers union. It was an eye opening experience in which I saw and felt both the positives and potential negatives of an extremely strong union. I felt that the leadership demanded a great deal from the School District and their tone was as an adversary rather than a partner. As I was questioned, it seemed that they were not willing to support anyone who had even the slightest disagreement with their vision. It felt like the leadership created built in dysfunction with their approach. At the same time, I completely understood their need to feel protected in the workplace. The struggles that teachers described were well beyond the stereotype of their just wanting more money. I listened closely to each individual who openly shared their experiences with me and it gave me a greater understanding of their need for a union.

In my discussions with current School Board members I found that the attitude towards the union by some to be a hindrance to generating a trusting relationship with the union.

I believe that in labor relations it is imperative for management and union leaders to come together without prejudice. The relationship should be that as partners for achieving success.

What is your experience with personnel or human resources, specifically in regard to disciplines and appeals?

I worked for over a year in the Human Resources department at Tesla. There I served as a first point of contact for employees, workplace policy trainer for new employees, and I worked in the Learning and Development Department to rewrite and create the training for managers regarding understanding workplace legal regulations and policies for sexual harassment, discrimination and bullying.

Regarding discipline and appeals, I worked with Human Resource Business Partners who were interviewing employees regarding personal issues. I helped gather information from the individuals involved and presented the matters to the HRBP in charge of the investigation.

I was not part of the discipline and appeal process. I did however, hear anecdotal complaints from employees who trusted me in confidence to share their experiences. Often, the employees felt that their voices were not heard, evidence was overlooked and in general the process seemed to be broken.

What knowledge or experience do you have in regard to personnel boards in other agencies?

As I mentioned above, I have experience working at Tesla with how one company's Human Resources function when dealing with personnel. I also have experience in writing policy as well as training employees to follow best practices in hopes of avoiding any of these types of issues that arise and are put forth to personnel boards. Unfortunately, the majority of my experiences were witnessing a dysfunctional system which needed to be changed in order for employees to feel as if there were just resolutions available when issues arised that made them feel unsafe in their work environment.

Assuming you have read the Town's Personnel Rules, what thoughts or comments do you have related to fairness and enforceability of the rules?

Upon reading the Town Personnel Rules one of the things that comes to mind is the presentation of these rules when onboarding a new employee. I do not know how these rules are presented to new employees, but I hope that they are made quite clear and are discussed and presented in a way in which they are understood. I see that within the appeals processes there are strict timelines which must be adhered to which when misunderstood or not known it can lead to cases where an employee may feel as if the process was not fair or unjust as often mandatory dates seem arbitrary. I have been in cases where as a new employee a document such as this written in 'legalese' was handed to me with no further explanation. Often is the case when an employee disregards a deep look at the rules and processes in their workplace and it is to the detriment of the employee and the employer when this happens.

Prior to an employee being able to appeal it seems that within the process the Town Manager has tremendous power in the outcome of the proceedings. In this instance, an employee who feels agrieved may make the matter become quite personal if they have any type of relationship with the Town Manager. This can lead to an immediate rejection of the decsions made and will end up quickly in the appeals process. I am not necessarily disagreeing with the great responsibilities allowed to the Town Manager, rather I am just taking a look at it from the potenial view of a Town employee.

I believe that there is a clear process for rules to be enforced. As I have stated before, it is important to not only look at these rules and regulations but also the training that employees receive to ensure their understanding.

One note that I would like to include is that by the document I read it appears that the rules and policies have not been updated since 1994.

As workplace life has changed, employee protections enhanced and Human Resources functions have evolved, I believe that the Personnel Rules and Regulations should be analyzed and updated. I do not know the Town Process for this big endeavor, but if part of the question presented before me is regarding the 'fairness' of the rules then it is my contention that the Town should ensure that our policies are reassessed according to current best practive in the workplace.



Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce   |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad   |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <small>I was a previous candidate for a different Commission and it has been important</small> _____ |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |  |

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The **application deadline is 4:00 p.m. Friday, November 10, 2023.** Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023. All applicants are required to be interviewed to be considered for appointment as a Commissioner.**

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: David Sabes Date: 11/27/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

# TOWN OF LOS GATOS

## PLANNING COMMISSION APPLICATION

RECEIVED  
TOWN OF LOS GATOS

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

NOV 27 2023

CLERK DEPARTMENT

General eligibility requirements: A resident of the incorporated limits of the Town of Los Gatos. Other requirements may apply to specific Boards, Commissions, or Committees.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes), please visit [Boards, Commissions & Committees](#) | [The Los Gatos CA Official Site!](#).

### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed and will be included in the interview agenda packet.
- All appointed applicants are required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.
- Applicants appointed to the Planning Commission are also required to complete Ethics Training AB 1234 every two years.

FIRST NAME: JOHN LAST NAME: ALAN

STREET ADDRESS: [REDACTED]

PHONE: [REDACTED]

EMERG: [REDACTED]

EMPLOYER: SELF JOB TITLE: Registered Investment Advisor

HOW LONG HAVE YOU LIVED IN LOS GATOS? 30+ YRS

Please list what experience, education, or volunteer positions that you have held.

I started my professional career as an investment adviser in 1993. and was a top 15 adviser in the country for WAMU. In 2005, I left to become an independent equity portfolio manager as a registered investment adviser. From 2005 - 2008, I was a land developer in Stockton, Santa Rosa, and Idaho in large specific plans from 640-40 acre parcels with private, regional, and public builders. This experience, while in the wrong part of the economic cycle, taught me about zoning, land use policies, public meetings (which I moderated), and many other requirements as part of this process. I am no longer a developer, nor do I plan to be. I have done single-family remodels and have built new homes from the ground up. This experience taught me the good and bad parts of development and the process of single-family home construction..

From a volunteer perspective, I have served as the president of the Dads Club at Van Meter and a board member of LGEF. I have served as Trustee of San Jose #10 Masonic Lodge, Trustee of Los Gatos Mt. Moriah #292, Treasurer and Secretary of the Lodge. I have also served on the Board of Trustees for the Northern California Demolay, our Masonic youth group. I am on the Los Gatos' Masonic Housing Corp Board, which owns 131 E. Main St next to the LG Recreation Center. We manage and operate this building. We provide free use of our building to LGHS's various sports teams for banquets and to the Music Department.

Why are you interested in serving on the Planning Commission?

I am interested in serving on this commission to fulfill my civic duty to serve our Town and my fellow residents. I have significant life experience which can help offer expertise in this role.

How would you define the role of a Planning Commissioner in relation to the Town Council in planning matters?

We are the line of defense per se for the Town Council. Our duties are to review and rule on matters related to planning, zoning, zoning administration, projects related to subdivisions, residential remodels, and other regulatory matters as related to ordinances and state law. We are also to consider public input and research the validity of these concerns, if any, in our decision-making process.

Have you ever attended or viewed a Planning Commission meeting? If yes, please note which meeting you viewed or attended and provide a summary of your observation. If not, why not?

<https://meetings.municode.com/PublishPage/index?cid=LOSGATOS&ppid=a7cef0f9-a4a2-40e7-a6e3-056a78898413&p=1>

I attended the Blue Bird Lane project from the planning commission and the town council. The argument for the increased density was to create smaller lots and, therefore, more affordable homes. I knew this would not be the case, new home prices proved as such. The basements were generally not well received by most residents as they created much larger homes than typical on above-ground build-outs, yet this was a great way to build larger homes using below-grade and lower FAR.

I followed Ditto's Lane from planning to council. I researched the deed restrictions, which limited deeded access to this lot to a maximum of 2 single-family homes. I understand this was a Town-owned property. This is where a public-private partnership would have served well. The parcel that controlled the access would have made the best buyer, with the agreement that 25% of the project, a minimum of 4 units be workforce, senior, and/or affordable. I am aware RDA funds were used to acquire this unit.

14926 Los Gatos Blvd. This proposed project received significant public input and opposition over many, many years. I did not track when it was zoned to 20 DU or if this resulted from a past GP zone change. I believe this was previously zoned commercial. The proposed commercial of 6100' and residential 4640' is and has long been opposed by surrounding neighbors. Architect reference to the "color palette" influenced by the N40 is not one I personally, nor the majority of residents would support per discussions I have had. The N40 design and color palette, which most residents do not favor, and Summerhill has blamed the Town Council for its design at the Los Gatos Lodge Neighborhood meeting, is not consistent with our towns historical design.

- How will you demonstrate impartiality in your role as a Commissioner with your personal beliefs with regards to land use and planning policies?

While I recognize commissioners have personal beliefs, our positions should be formed from facts, Town zoning, codes, policies, and public input - concerns. If decisions are made based on personal beliefs versus our Town's prior terms mentioned, legal and state law basis, then that Commissioner should resign. We have our guidelines for a reason, not using them as the majority-weighted factor in our decisions would undermine the trust of our town residents.

The Commission is expected to demonstrate knowledge of the Town Code and its land use and planning policies. What experience do you have that would be useful on the Commission?

My understanding of General Plans, land use policies, zoning, development requirements, and residential rebuild or remodel processes is knowledge that I believe can add value to our planning commission. Having lived in Los Gatos since 1992, I have a deep knowledge of our town's future challenges to meet our Housing Element conditions and fulfill our RHNA requirements while meeting the standards of our Town's policies. I have a skill of a moderator, and unifier based on life my life experience. I strongly feel commissioners should be free of conflicts in our decision-making process and work to compromise when needed to generate the best outcome. I have also read our General Plan and prior drafts of our Housing Element several times to be an informed citizen.

How would you describe your approach to planning and how it would relate to making a land use or policy determination?

My approach to planning is to abide by our land use and policies. Supporting a variance will be the extreme exception versus the norm. Variances, if any, should contain measurable public benefits with substantial support from our Town residents and the immediate neighbors. We have our General Plan, designated land use and policies for a reason.

The Planning Commission meets at least twice a month and requires a significant amount of homework. Are you prepared to make the commitment to spend the amount of time required to attend regular meetings, committee meetings, do site visits, and study the packet material? ☒ Yes ☐ No

You are expected to serve on at least one other Committee (General Plan Committee, Historic Preservation Committee, Conceptual Development Advisory Board). Will you have the time to serve on the additional Committee? ☒ Yes ☐ No

**CASE STUDY:** All Planning Commission applications must include the two completed case studies (see next page). Please complete the case studies before submitting your signed application. Thank you.



## PLANNING COMMISSION CASE STUDY #1 – Fictitious Location

PROPERTY LOCATION: 170 Smith Boulevard

PROPERTY OWNER: John Smith

APPLICANT: Superior Commercial Development

### OVERVIEW:

	<u>Existing</u>	<u>Proposed</u>
General Plan Designation	Neighborhood Commercial	Neighborhood Commercial
Zoning Designation	C-1	C-1
Existing Use	Vacant	Vacant
Property Size	15,000 Square Feet	

### PROJECT DESCRIPTION:

The applicant proposes to construct a 10,000-square foot two-story office building with underground parking that will be 32 feet tall. The maximum height allowed by Town Code is 35 feet and the maximum lot coverage would allow a 15,000-square foot building. The surrounding area on Smith Boulevard is comprised of other commercial buildings and single-family homes are located behind the existing parcel.

### NEIGHBORHOOD REACTION:

The surrounding neighborhood is divided on the issue of development. Some of the neighboring property owners are in support of the project and think it will provide needed office space, while others are opposed to the project because they feel it will create a significant traffic impact.

### PROCESS:

- The proposed project has been reviewed by staff and complies with all of the Town's technical requirements.
- A Traffic Impact Analysis has been prepared by the Town's Traffic Consultant.
- The Traffic Impact analysis shows that there would not be a significant traffic impact based on the Town's existing traffic policies.
- There are a number of residents at the Planning Commission meeting opposing the proposed project based on potential traffic impacts.

What is your initial reaction to the above referenced project?

The project is within the scope of allowable lot coverage with 2/3 coverage, it is under the required height limit, is within town technical specs, and the traffic analysis is within our policies. Surface level, it seems like a reasonable submission.



What issues do you feel will need to be investigated further?

I would investigate why the residents are concerned about traffic. Is it the conversion of a vacant lot to an improved one? Is the concern based on the traffic impact during specific hours, type of commercial use, directional traffic flow, ingress/egress location related, or other concerns?

How would you weigh your personal observations or experience regarding traffic and the professional input and recommendations of Town staff and Town consultants?

I would seek clarification of my observations and discrepancies, if any, related to the report with the Town staff and Town consultant to seek further clarification.

## PLANNING COMMISSION CASE STUDY #2 – Fictitious Location

PROPERTY OWNER: John Smith

APPLICANT: Design, Inc.

### OVERVIEW:

	<u>Existing</u>	<u>Proposed</u>
General Plan Designation	Low Density Residential	Low Density Residential
Zoning Designation	R-1:8	R-1:8
Existing Use	Residential	Residential
Property Size	8,000 Square Feet	8,000 Square Feet

### PROJECT DESCRIPTION:

The applicant proposes to demolish an existing one-story residence and construct a new 2,500-square foot two-story residence with a 700-square foot attached garage. The proposed two-story residence will be 29 feet tall and have a lot coverage of 31 percent. The maximum allowable floor area for the home is 2,608 square feet and 733 square feet for the garage. The maximum height allowed by Town Code is 30 feet and the maximum allowable lot coverage is 40 percent. The proposed home will result in the largest home in the immediate neighborhood in terms of square footage and floor area. The surrounding area on Rose Street is comprised of one and two-story single-family residences.

### NEIGHBORHOOD REACTION:

The surrounding neighborhood is divided on the issue of the construction of a new two-story residence. Some of the neighboring property owners think the proposed two-story residence will be compatible with the neighborhood, while others are opposed to the project because they feel it will not be compatible with the neighborhood in terms of bulk and mass. Additionally, privacy impacts to the adjacent one-story homes on either side have also been submitted.

### PROCESS:

- The proposed project has been reviewed by staff and complies with all of the Town's objective standards.
- A report has been prepared by the Town's Consulting Architect that the project complies with the Town's Residential Design Guidelines.
- There are a number of residents at the Planning Commission meeting opposing the proposed project based on potential privacy impacts and concerns with neighborhood compatibility.

What is your initial reaction to the above referenced project?

My initial reaction is the home fits within our guidelines. It's FAR is 77.5% of the maximum, with both building and garage under maximum floor area. The home complies with our objective standards there are however items to be further investigated.

What issues do you feel will need to be investigated further?

What are the maximum heights of other homes in the surrounding neighborhood?

What are the lot sizes of the surrounding lots?

Are the garages at the front of the home or in the rear?

How does this project compare with recent new or remodeled two-story builds? (5 house minimum cross sample required) What were their height limits, lot size, FAR, house and garage actual vs. maximum floor area ratio, and garage location?

How do we best address neighbor privacy concerns?

Can the window location placement be modified? Can privacy glass windows or clerestory windows solve the privacy concerns of adjacent neighbors?

How would you weigh your personal observations or experience regarding neighborhood compatibility and privacy and the professional input and recommendations of Town staff and the Town consultant?

I have personal experience with subjective metrics such as "bulk and mass" with my new home build process at 332 Johnson Ave as previously mentioned.

I would generally approach by objective standards and consider Town staff and Town consultant recommendations while working to provide solutions, if any, to alleviate neighbor privacy concerns. The height and size concerns of neighbors should be addressed with factual data so neighbors can gain additional perspective if the decision is not one they are supporting.

Please let us know how you heard about the recruitment:

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media                 | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter     | <input checked="" type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting                 | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group                |  |

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The **application deadline is 4:00 p.m. Friday, November 10, 2023.** Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.,** and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023.** *All applicants are required to be interviewed to be considered for appointment as a Commissioner.*

I understand the scheduled interview date and time is **Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: \_\_\_\_\_

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

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

# TOWN OF LOS GATOS

## PLANNING COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirements: A resident of the incorporated limits of the Town of Los Gatos. Other requirements may apply to specific Boards, Commissions, or Committees.

If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes), please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#).

### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed and will be included in the interview agenda packet.
- All appointed applicants are required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.
- Applicants appointed to the Planning Commission are also required to complete Ethics Training AB 1234 every two years.

FIRST NAME: Jeffrey LAST NAME: Barnett

STREET: 

PHONE: 

EMERG: 

EMPLOYER: Retired JOB TITLE: \_\_\_\_\_

HOW LONG HAVE YOU LIVED IN LOS GATOS? Over forty years

Please list what experience, education, or volunteer positions that you have held.

Education

University of California, Berkeley  
BA degree in Political Science. Distinction in General Scholarship; Honors Program Completed with great distinction.  
University of Santa Clara, School of Law. Magna Cum Laude

Volunteer Positions

Leadership Los Gatos  
Planned Development Study Committee  
General Plan Advisory Committee  
Planning Commission (January 1, 2020-December 31, 2023). Chair 2023  
Conceptual Development Advisory Committee (2020-2023). Chair 2020-2023  
Objective Standards Study Subcommittee  
Past director of San Jose Kiwanis  
Past director of Rotary Club of Los Gatos

Experience

Legal practice 1974-1999, specializing in real estate and construction

Why are you interested in serving on the Planning Commission?

I have lived in the Town of Los Gatos for over forty years. It has a very special place in my heart because of its natural beauty, charm, tightknit community, wonderful neighbors, numerous community resources and, as well, the tremendous schools which have provided excellent educations for my three children.

It has been a true privilege to serve the Town through many years as a volunteer. Having a small part in shaping its future has been very rewarding, as has been working together with so many intelligent, dedicated and caring citizen volunteers, as well our highly professional staff members. As a continuing member of the Planning Commission, I aspire to assist the Town in shaping its physical and economic development.

I welcome the challenge of making difficult land use decisions which require careful thought to the often valid competing interests.

How would you define the role of a Planning Commissioner in relation to the Town Council in planning matters?

In the broadest sense, the Town Council establishes the Planning Commission and determines its rules, procedures, and standards. California Government Code 65102.

Section 29.20.750 of the Los Gatos Municipal Code sets forth the duties of the Planning Commission, many of which relate to the Town Council. Some examples include: hearing and providing recommendations regarding all proposals for adoption and amendment of the general plan; hearing and providing recommendations for all proposals for adoption and amendment of specific plans; hearing and providing recommendations to the Town Council concerning proposals for zone changes, pre-zonings, and amendments to Chapter 20 of the Town Code, and forwarding a recommendation to the Town Council concerning mobile home park conversion permit applications.

Additionally, the Planning Commission participates with the Town Council in study sessions such as our meeting of September 12th, held to review important State housing laws including Senate Bill 330, The Builder's Remedy, The Density Bonus Law, and the California Environmental Quality Act (CEQA).

Have you ever attended or viewed a Planning Commission meeting? If yes, please note which meeting you viewed or attended and provide a summary of your observation. If not, why not?

<https://meetings.municode.com/PublishPage/index?cid=LOSGATOS&ppid=a7cef0f9-a4a2-40e7-a6e3-056a78898413&p=1>

I do not recall missing any Planning Commission meetings during my four year tenure. I have certainly missed portions of some meetings because of recusals based on my home's proximity to the site or because I determined that I have a conflict of interest.

My observations are that the Staff Reports are well written, the Planning Commissioners are prepared, and the hearings are conducted with courtesy, and with attention paid to the submissions and testimony of the applicants, appellants and the public.



How will you demonstrate impartiality in your role as a Commissioner with your personal beliefs with regards to land use and planning policies?

I have demonstrated impartiality during my four years on the Planning Commission. I carefully review the Staff reports, and consider the presentations made by Staff, applicants, appellants and members of the community. Polite questions to the parties, and confirmation of their talking points, demonstrates respect for their opinions and broadminded interest in the matter.

I bring bring open-mindedness to all meetings. Many times my preliminary thoughts on a matter have changed based on evidence presented at the hearing and insights of my fellow Commissioners.

The Commission is expected to demonstrate knowledge of the Town Code and its land use and planning policies. What experience do you have that would be useful on the Commission?

Through my service on the Planning Commission and Conceptual Development Advisory Committee, I have become familiar with applicable provisions of the Town Code and the Town planning policies. These include the Zoning Code, Residential Design Guidelines, Commercial Design Guidelines, Hillside Development Standards and Guidelines, and Objective Design Standards.

Futher, my training as an attorney for over forty years has been useful in applying the Town Code and land use policies to specific factual contexts.

How would you describe your approach to planning and how it would relate to making a land use or policy determination?

I do not have a specific agenda as a Commissioner. My approach to land use decisions is to adhere to California laws and to the Town ordinances and policies of the Town, including the grant of variances when warranted.

As Planning Commissioners we must, within the constraints of the law, protect what makes our Town special, including appropriate architecture, protecting the character of our neighborhoods, historic preservation, streetscapes, tree protection, hillside views, and traffic safety.

The question below concerning service on another committee should be checked yes, but that part form of the Application is inoperable.

The Planning Commission meets at least twice a month and requires a significant amount of homework. Are you prepared to make the commitment to spend the amount of time required to attend regular meetings, committee meetings, do site visits, and study the packet material? ☒ Yes ☐ No

You are expected to serve on at least one other Committee (General Plan Committee, Historic Preservation Committee, Conceptual Development Advisory Board). Will you have the time to serve on the additional Committee? ☐ Yes ☐ No

**CASE STUDY:** All Planning Commission applications **must** include the two completed case studies (see next page). Please complete the case studies before submitting your signed application. Thank you.

## PLANNING COMMISSION CASE STUDY #1 – Fictitious Location

PROPERTY LOCATION: 170 Smith Boulevard

PROPERTY OWNER: John Smith

APPLICANT: Superior Commercial Development

### OVERVIEW:

	<u>Existing</u>	<u>Proposed</u>
General Plan Designation	Neighborhood Commercial	Neighborhood Commercial
Zoning Designation	C-1	C-1
Existing Use	Vacant	Vacant
Property Size	15,000 Square Feet	

### PROJECT DESCRIPTION:

The applicant proposes to construct a 10,000-square foot two-story office building with underground parking that will be 32 feet tall. The maximum height allowed by Town Code is 35 feet and the maximum lot coverage would allow a 15,000-square foot building. The surrounding area on Smith Boulevard is comprised of other commercial buildings and single-family homes are located behind the existing parcel.

### NEIGHBORHOOD REACTION:

The surrounding neighborhood is divided on the issue of development. Some of the neighboring property owners are in support of the project and think it will provide needed office space, while others are opposed to the project because they feel it will create a significant traffic impact.

### PROCESS:

- The proposed project has been reviewed by staff and complies with all of the Town's technical requirements.
- A Traffic Impact Analysis has been prepared by the Town's Traffic Consultant.
- The Traffic Impact analysis shows that there would not be a significant traffic impact based on the Town's existing traffic policies.
- There are a number of residents at the Planning Commission meeting opposing the proposed project based on potential traffic impacts.

What is your initial reaction to the above referenced project?

On first consideration, this application appears straightforward. Often there are issues related to height and FAR in large commercial developments, but none are presented here. Office buildings are certainly allowed in the C-1 Zone, and contribute to the economic vitality of the Town. However, as with the Consulting Architect's response letter, traffic consultant reports must be given careful consideration, and weight, but are not binding on the Planning Commission.

Traffic impacts may be somewhat mitigated through the use of appropriate signage. Section 6.8.3 of the Commercial Design Guidelines requires that signs provide easy visibility from passing vehicles so as to reduce backups from slowly moving vehicles looking for a business location.

Protection of the single-family homes behind the existing parcel from excess noise, privacy reduction and loss of views may ultimately be necessary, although the focus of the residents' current concern is on traffic impacts.

What issues do you feel will need to be investigated further?

The observations and experiences of concerned neighbors regarding existing traffic conditions must be seriously considered in combination with the report of the Traffic Consultant.

The observations and concerns of neighbors may be based on their experiences as drivers, cyclists and pedestrians. They are a valuable source of information to the Planning Commission.

Potential mitigation measures might include relocating ingress and egress points, modifying signal lights and signage as well as the imposition of traffic calming controls.

Traffic safety and congestion are very serious issues in Los Gatos. They should be evaluated as part of the review of applications for commercial improvements and, as well, dense residential developments.

How would you weigh your personal observations or experience regarding traffic and the professional input and recommendations of Town staff and Town consultants?

When observing a site in preparation for a Planning Commission hearing, I watch the surrounding traffic conditions. And, of course, I may have an opinion concerning relevant traffic patterns based on my long experience as a resident of the Town. This personal experience provides me with important perspectives on the actual field conditions. As noted the traffic report prepared by the Consultant is entitled to weight, but not deference.

## PLANNING COMMISSION CASE STUDY #2 – Fictitious Location

PROPERTY OWNER: John Smith

APPLICANT: Design, Inc.

### OVERVIEW:

	<u>Existing</u>	<u>Proposed</u>
General Plan Designation	Low Density Residential	Low Density Residential
Zoning Designation	R-1:8	R-1:8
Existing Use	Residential	Residential
Property Size	8,000 Square Feet	8,000 Square Feet

### PROJECT DESCRIPTION:

The applicant proposes to demolish an existing one-story residence and construct a new 2,500-square foot two-story residence with a 700-square foot attached garage. The proposed two-story residence will be 29 feet tall and have a lot coverage of 31 percent. The maximum allowable floor area for the home is 2,608 square feet and 733 square feet for the garage. The maximum height allowed by Town Code is 30 feet and the maximum allowable lot coverage is 40 percent. The proposed home will result in the largest home in the immediate neighborhood in terms of square footage and floor area. The surrounding area on Rose Street is comprised of one and two-story single-family residences.

### NEIGHBORHOOD REACTION:

The surrounding neighborhood is divided on the issue of the construction of a new two-story residence. Some of the neighboring property owners think the proposed two-story residence will be compatible with the neighborhood, while others are opposed to the project because they feel it will not be compatible with the neighborhood in terms of bulk and mass. Additionally, privacy impacts to the adjacent one-story homes on either side have also been submitted.

### PROCESS:

- The proposed project has been reviewed by staff and complies with all of the Town's objective standards.
- A report has been prepared by the Town's Consulting Architect that the project complies with the Town's Residential Design Guidelines.
- There are a number of residents at the Planning Commission meeting opposing the proposed project based on potential privacy impacts and concerns with neighborhood compatibility.

What is your initial reaction to the above referenced project?

This precise scenario presents itself often at Planning Commission meetings. Property owners have many incentives to build large homes in existing residential areas. These include accommodating large families and using the land to its full economic potential given its scarcity and the land costs in Los Gatos. Frequently the concerns for privacy by the immediate neighbors must be addressed, together with an analysis of the project's compatibility with the neighborhood, including bulk and mass.

All the merits and demerits of the applications must be carefully examined. The devil is in the details.

What issues do you feel will need to be investigated further?

Site visits and a careful review of the plans provide valuable perspectives to the Commissioners on the impacts that would be created by the proposed project, including the stated concerns regarding compatibility with the neighborhood and the personal privacy of the neighbors. Observing the larger neighborhood is important to understand developing trends on the street and in nearby areas.

It is important to remember that the Town's limitations on height, FAR and square footage are maximums, and not targets to be met. An application may be within allowable parameters, as is described in this Case Study, but still be unacceptable because of other factors. For example, the Residential Design Guidelines require that homes will respect the scale and character of the immediate neighborhoods, including mass, bulk and scale, the existing FAR's, residential square footages and lot sizes in the neighborhood.

Although Case Study #2 posits that the Town's Consulting Architect found that the project complies with the Residential Design Guidelines, it should again be remembered that under Council Resolution 2014-040 the Planning Commission may consider the architectural consultant's recommendations or alternatives as one of a number of factors that may be used in the consideration of any development project submitted to the Town. The Planning Commission may use its independent discretion in evaluating the recommendations of the Architectural Consultant, and may approve any design that meets all applicable Town Design Guidelines, ordinances, specific plan and the General Plan.

Here the Planning Commission might address the bulk and mass concerns as well as privacy objections in many ways, including stepping back the second story, suggesting building the second story into the existing roof, increasing setbacks, requiring opaque glass in sensitive locations, requiring a one foot lattice on the six foot boundary fence, and other design elements referenced in Section 2 " Neighborhood Patterns " in the Residential Design Guidelines.

How would you weigh your personal observations or experience regarding neighborhood compatibility and privacy and the professional input and recommendations of Town staff and the Town consultant?

My points above provide my opinion regarding the importance of attentively observing the site and the immediate and larger neighborhoods.

Although there is always an element of subjectivity in making decisions on neighborhood compatibility and privacy, as a Commissioner I examine the information and recommendations furnished by Staff, the report of the Consulting Architect, information and opinions of the applicant, the appellant, the members of the public, and the thoughts of my fellow Commissioners when formulating my opinions concerning compliance with the Residential Design Guidelines. The Consulting Architect's elevations depicting the heights and sizes of neighborhood homes are quite useful, as is the Staff's comparison of the lot sizes, square footage and FARs of the immediate neighbors in relation to the existing and proposed home.

It is extremely rare for the Planning Commission to craft a motion that fully satisfies all the concerns of the stakeholders. However, the Planning Commissioners often find compromises that are generally acceptable to the parties. Of course, some approvals or denials will inevitably be appealed to the Town Council.

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media            | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor       | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input checked="" type="checkbox"/> Town Meeting | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group           |  |

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The **application deadline is 4:00 p.m. Friday, November 10, 2023**. Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023**. ***All applicants are required to be interviewed to be considered for appointment as a Commissioner.***

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Jeffrey A. Barnett Date: October 31, 2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*



# TOWN OF LOS GATOS

## PLANNING COMMISSION APPLICATION

Contact: Clerk Department

110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirements: A resident of the incorporated limits of the Town of Los Gatos. Other requirements may apply to specific Boards, Commissions, or Committees.

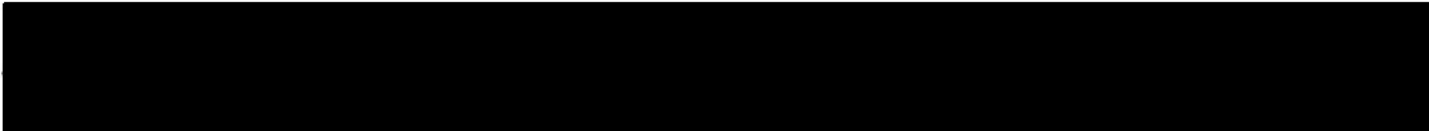
If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

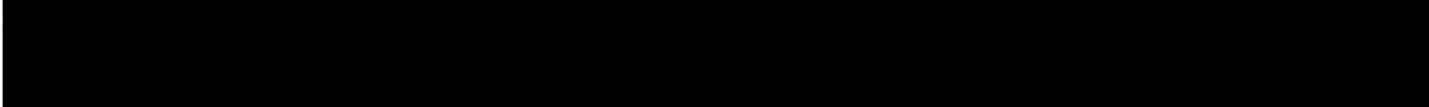
For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes), please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#).

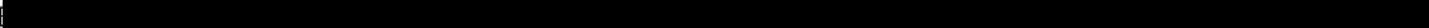
### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed and will be included in the interview agenda packet.
- All appointed applicants are required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.
- Applicants appointed to the Planning Commission are also required to complete Ethics Training AB 1234 every two years.

FIRST NAME: Adam LAST NAME: Mayer

STREET: 

PHONE: 

EMERGENCY: 

EMPLOYER: Studio-AMA JOB TITLE: Owner/Principal

HOW LONG HAVE YOU LIVED IN LOS GATOS? 23 years

Please list what experience, education, or volunteer positions that you have held.

Port of San Francisco  
Waterfront Plan Update  
Urban Design Advisory Committee Member,  
November 2015—October 2018

San Francisco Municipal Transportation Agency  
Van Ness Bus Rapid Transit Project  
Community Advisory Committee Member,  
April 2016—September 2020

Los Gatos Housing Element Advisory Board  
Board Member, 2021 - Current

Los Gatos General Plan Committee  
Committee Member, 2023 - Current

Education:  
Los Gatos High School (Class of 2001)  
University of Southern California (B. Architecture, 2006)

Why are you interested in serving on the Planning Commission?

As an architect by profession and training, I would offer a unique and informed perspective on land-use matters and proposed developments that come before the Planning Commission.

Having served on both the Housing Element Advisory Board and General Plan Committee, I am also aware of the upcoming changes to the Town Zoning and what the potential implications are both politically and physically for the Town. I want to ensure that the Planning Commission can continue to be a public body that works to get the best possible outcomes for the Town.

How would you define the role of a Planning Commissioner in relation to the Town Council in planning matters?

The Planning Commission is an advisory board to the Town Council, and the Town Council makes all final decisions regarding zoning changes, project entitlements and approvals. That said, the Council looks to the Planning Commission and typically weighs their recommendations heavily.

Have you ever attended or viewed a Planning Commission meeting? If yes, please note which meeting you viewed or attended and provide a summary of your observation. If not, why not?

<https://meetings.municode.com/PublishPage/index?cid=LOSGATOS&ppid=a7cef0f9-a4a2-40e7-a6e3-056a78898413&p=1>

Yes, I've tuned into several Planning Commission meetings over the years and have sometimes weighed in via public comment.

I watched the most recent meeting on 11/8/23 that reviewed two items related to appeals of the Town fence ordinance. The Planning Commission approved the first appeal but denied the second appeal. I thought the discussions of the Commission were thoughtful and the Commissioners did a good job of weighing each item individually based on the respective properties' unique circumstances and site characteristics.

How will you demonstrate impartiality in your role as a Commissioner with your personal beliefs with regards to land use and planning policies?

As a licensed architect, it is my professional duty to respect the codes and laws of local jurisdictions when it comes to planning and designing a building. I would bring this same approach to the Planning Commission and look to the Town Code as a guide for decision-making, along with professional judgment.

The Commission is expected to demonstrate knowledge of the Town Code and its land use and planning policies. What experience do you have that would be useful on the Commission?

In my professional capacity, I spend way too much time looking not only at the Los Gatos Town Code, but the Codes of neighboring jurisdictions. Planning jargon is a second language to me.

How would you describe your approach to planning and how it would relate to making a land use or policy determination?

My approach to planning is pragmatic - I understand that legally, property owners have the right to build on their land in conformance with the local Town Code and wouldn't deny their right to do this, even if I didn't personally like the project.

That being said, there are sometimes gaps that are open to interpretation, which is often where the Planning Commission comes into play. I will always evaluate items based on the following question "does the proposal/project enhance the character of the Town of Los Gatos?"

Of course, what enhances the character of the Town is subjective, but being an architect, I care about aesthetics and don't think it is taboo or off limits as a topic of discussion (The Town's various design guidelines and objective standards can serve as a guide for these discussions so they don't become \*too\* subjective).

The Planning Commission meets at least twice a month and requires a significant amount of homework. Are you prepared to make the commitment to spend the amount of time required to attend regular meetings, committee meetings, do site visits, and study the packet material? ☒ Yes ☐ No

You are expected to serve on at least one other Committee (General Plan Committee, Historic Preservation Committee, Conceptual Development Advisory Board). Will you have the time to serve on the additional Committee? ☒ Yes ☐ No

**CASE STUDY:** All Planning Commission applications must include the two completed case studies (see next page). Please complete the case studies before submitting your signed application. Thank you.



## PLANNING COMMISSION CASE STUDY #1 – Fictitious Location

PROPERTY LOCATION: 170 Smith Boulevard

PROPERTY OWNER: John Smith

APPLICANT: Superior Commercial Development

### OVERVIEW:

	<u>Existing</u>	<u>Proposed</u>
General Plan Designation	Neighborhood Commercial	Neighborhood Commercial
Zoning Designation	C-1	C-1
Existing Use	Vacant	Vacant
Property Size	15,000 Square Feet	

### PROJECT DESCRIPTION:

The applicant proposes to construct a 10,000-square foot two-story office building with underground parking that will be 32 feet tall. The maximum height allowed by Town Code is 35 feet and the maximum lot coverage would allow a 15,000-square foot building. The surrounding area on Smith Boulevard is comprised of other commercial buildings and single-family homes are located behind the existing parcel.

### NEIGHBORHOOD REACTION:

The surrounding neighborhood is divided on the issue of development. Some of the neighboring property owners are in support of the project and think it will provide needed office space, while others are opposed to the project because they feel it will create a significant traffic impact.

### PROCESS:

- The proposed project has been reviewed by staff and complies with all of the Town's technical requirements.
- A Traffic Impact Analysis has been prepared by the Town's Traffic Consultant.
- The Traffic Impact analysis shows that there would not be a significant traffic impact based on the Town's existing traffic policies.
- There are a number of residents at the Planning Commission meeting opposing the proposed project based on potential traffic impacts.

What is your initial reaction to the above referenced project?

The project complies with its site zoning and is not asking for any special variances. That said, increased traffic is a valid concern of nearby residents.

What issues do you feel will need to be investigated further?

I think the Traffic Impact Analysis should be looked into with more scrutiny to see how it specifically relates to neighbors' concerns. If there are specific traffic issues that could be mitigated by the developer, they should be discussed.

How would you weigh your personal observations or experience regarding traffic and the professional input and recommendations of Town staff and Town consultants?

I wouldn't let my own personal observations about Town traffic supersede the professional input of the Town staff and Town consultants. But I would rely on the staff and consultants to help craft a solution that helps abate neighborhood concern about traffic without denying the conforming project.



## PLANNING COMMISSION CASE STUDY #2 – Fictitious Location

PROPERTY OWNER: John Smith

APPLICANT: Design, Inc.

### OVERVIEW:

	<u>Existing</u>	<u>Proposed</u>
General Plan Designation	Low Density Residential	Low Density Residential
Zoning Designation	R-1:8	R-1:8
Existing Use	Residential	Residential
Property Size	8,000 Square Feet	8,000 Square Feet

### PROJECT DESCRIPTION:

The applicant proposes to demolish an existing one-story residence and construct a new 2,500-square foot two-story residence with a 700-square foot attached garage. The proposed two-story residence will be 29 feet tall and have a lot coverage of 31 percent. The maximum allowable floor area for the home is 2,608 square feet and 733 square feet for the garage. The maximum height allowed by Town Code is 30 feet and the maximum allowable lot coverage is 40 percent. The proposed home will result in the largest home in the immediate neighborhood in terms of square footage and floor area. The surrounding area on Rose Street is comprised of one and two-story single-family residences.

### NEIGHBORHOOD REACTION:

The surrounding neighborhood is divided on the issue of the construction of a new two-story residence. Some of the neighboring property owners think the proposed two-story residence will be compatible with the neighborhood, while others are opposed to the project because they feel it will not be compatible with the neighborhood in terms of bulk and mass. Additionally, privacy impacts to the adjacent one-story homes on either side have also been submitted.

### PROCESS:

- The proposed project has been reviewed by staff and complies with all of the Town's objective standards.
- A report has been prepared by the Town's Consulting Architect that the project complies with the Town's Residential Design Guidelines.
- There are a number of residents at the Planning Commission meeting opposing the proposed project based on potential privacy impacts and concerns with neighborhood compatibility.

What is your initial reaction to the above referenced project?

The project complies with its site zoning and Town design standards and is not asking for any special variances. That said, decreased privacy is a valid concern of nearby residents.

What issues do you feel will need to be investigated further?

For this one, I would put my architect hat on and analyze the floor plans - especially the second floor which could potentially have windows or balconies that look down into neighboring properties. The Commission should take a look to see if there are opportunities to mitigate the privacy issues through the use of clerestory windows or skylights so that the quality of the interior space is not reduced.

How would you weigh your personal observations or experience regarding neighborhood compatibility and privacy and the professional input and recommendations of Town staff and the Town consultant?

I wouldn't let my own personal observations about neighborhood compatibility supersede the professional input of the Town staff and Town consultants. But I would rely on the staff and consultants (as well as my own professional expertise) to help craft a solution that helps abate neighborhood concern about privacy without denying the conforming project.

Please let us know how you heard about the recruitment:

- |  |  |  |
|--|--|--|
| <input checked="" type="checkbox"/> Town Website | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce |
| <input type="checkbox"/> Town Newsletter         | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad             |
| <input type="checkbox"/> Los Gatos Weekly Ad     | <input type="checkbox"/> Town Meeting      | <input type="checkbox"/> Other _____         |
| <input type="checkbox"/> Los Gatan Ad            | <input type="checkbox"/> Service Group     |  |

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The **application deadline is 4:00 p.m. Friday, November 10, 2023.** Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023.** *All applicants are required to be interviewed to be considered for appointment as a Commissioner.*

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature: Adam Mayer  Digitally signed by Adam Mayer

Date: 11/9/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*

# TOWN OF LOS GATOS

## PLANNING COMMISSION APPLICATION

Contact: Clerk Department  
110 East Main Street, Los Gatos, CA 95030  
(408) 354-6834 or Clerk@LosGatosCA.gov

General eligibility requirements: A resident of the incorporated limits of the Town of Los Gatos. Other requirements may apply to specific Boards, Commissions, or Committees.

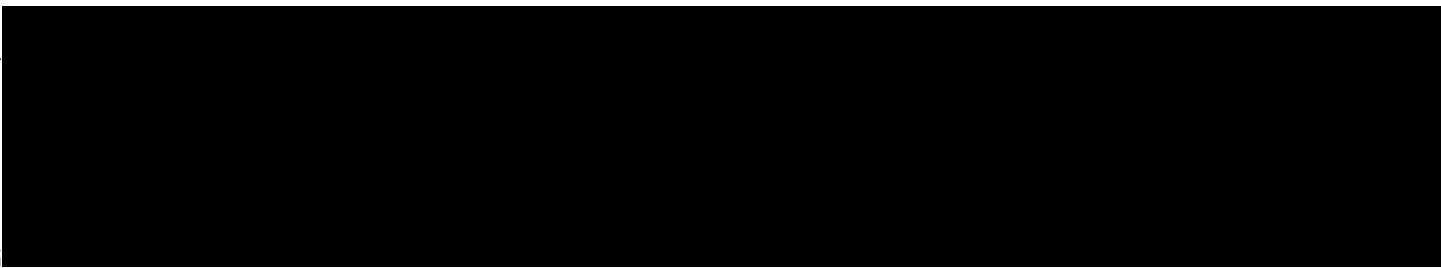
If you would like to apply for more than one Board, Commission, or Committee, please complete a separate application for that particular Board, Commission, or Committee. Please note you may only serve on one Board, Commission, or Committee. Only applications for current openings will be considered at this time. Qualified applicants will be notified and must interview with Town Council to be considered for appointment.

For more information about each Board, Commission, and Committee (e.g., responsibilities, meeting date, time, and frequency, agendas, and minutes), please visit [Boards, Commissions & Committees | The Los Gatos CA Official Site!](#).

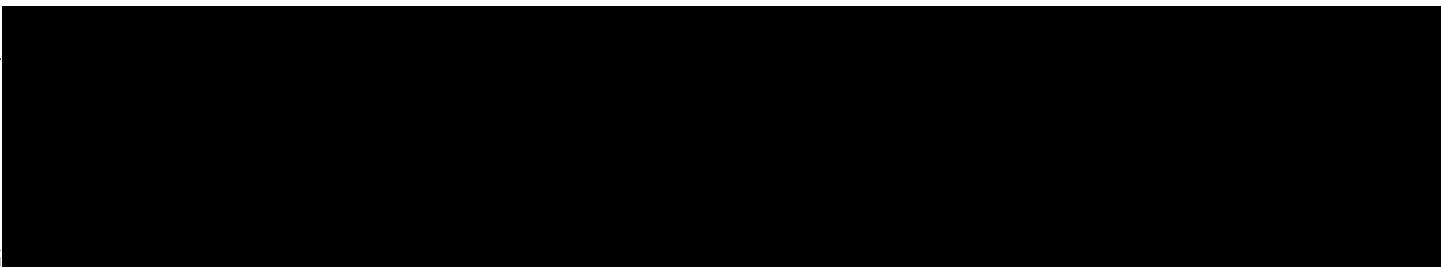
### IMPORTANT NOTICES

- Please note that all information provided on the application becomes a public record after it is officially filed and will be included in the interview agenda packet.
- All appointed applicants are required to file the Fair Political Practices Commission (FPPC) Statements of Economic Interest (Form 700) annually, which are also a public record.
- Applicants appointed to the Planning Commission are also required to complete Ethics Training AB 1234 every two years.

FIRST NAME: Emily LAST NAME: Thomas

STREET 

PHONE 

EMERG 

EMPLOYER: Saint Francis High School JOB TITLE: Teacher

HOW LONG HAVE YOU LIVED IN LOS GATOS? About 25 years

Please list what experience, education, or volunteer positions that you have held.

Experience:

I have served on the Planning Commission since January 2021. In that time I have also been on the General Plan Update Advisory Committee, Housing Element Advisory Board, and General Plan Committee. I also served on the first Youth Commission in Los Gatos (many years ago!).

Education:

B.S. Environmental Science, Santa Clara University  
MSc. Ecosystem Services, University of Edinburgh  
M.A. Teaching, Santa Clara University

Why are you interested in serving on the Planning Commission?

I am interested in continuing to serve on the Planning Commission because I am extremely invested in the future of the Town of Los Gatos. As an (almost) lifelong resident I care about the current and future economic, social, and environmental sustainability of our Town. I think that my perspective, experience, and skills have allowed me to contribute to key decisions as a Planning Commissioner and member of the General Plan Update Advisory Committee, Housing Element Advisory Board, and General Plan Committee. I believe that local civic engagement is an important part of the success of our democracy and I have the privilege to spend the time and energy required to be on the Planning Commission.

How would you define the role of a Planning Commissioner in relation to the Town Council in planning matters?

The role of a Planning Commissioner in relation to the Town Council in planning matters includes the following: to make recommendations and review projects. Each of these "hats" requires a different approach as a Commissioner and relates to Town Council in planning matters in different ways. When a Planning Commissioner is making a recommendation, their role is to discuss, analyze, and ultimately advise the Town Council on a specific topic or policy recommendation. This can come in the form of thoughtful and thorough discussion on a topic, a specific direction on a policy, or approval of a policy document such as the General Plan or Housing Element. In these scenarios, a Planning Commissioner is providing advice and perspective to Town Council, who will ultimately make the final decision. When reviewing projects, a Planning Commissioner is acting in their quasi-judicial role. These decisions can be less relevant to Town Council, unless the decision of the Planning Commission is appealed. In the case of an appeal. The Planning Commissions' minutes and decision will be provided to Town Council who will be making a final decision on a project. Overall, a Planning Commissioner's work should be supporting the work of Town Council when it comes to planning matters.

Have you ever attended or viewed a Planning Commission meeting? If yes, please note which meeting you viewed or attended and provide a summary of your observation. If not, why not?

<https://meetings.municode.com/PublishPage/index?cid=LOSGATOS&ppid=a7cef0f9-a4a2-40e7-a6e3-056a78898413&p=1>

Yes, I have been on the Planning Commission since January 2021.

How will you demonstrate impartiality in your role as a Commissioner with your personal beliefs with regards to land use and planning policies?

Maintaining impartiality in the role as a Commissioner is extremely important, but my strategy varies depending on the "hat" I am wearing. As a scientist and teacher, acknowledging and counteracting bias is something that I have a lot of experience doing on a daily basis.

I might have personal opinions about land use, however, as a Commissioner I do not let my personal beliefs influence my decision making on specific projects. I believe the most effective way to demonstrate impartiality is by being prepared for meetings and making concrete findings. This includes reading staff reports and exhibits, listening to public comment, and referring back to the appropriate sections of the General Plan and/or Town Code. Making sound findings by relying on staff reports, expert/consultant input, and citing Town Code helps me to remain impartial when it comes to making a decision about land use.

Another "hat" Planning Commissioners wear is acting as an advisory body, which can inform planning policies. In this case, I demonstrate my impartiality through approaching a discussion or agenda item with a lens of various stakeholders in the community, listening to public comment, and referring to priorities of the Town to provide recommendations on policy. I also do not hesitate to state that I am unsure about something and want to hear more from the public, staff, and/or other Commissioners to inform my decision making.

The Commission is expected to demonstrate knowledge of the Town Code and its land use and planning policies. What experience do you have that would be useful on the Commission?

I have served on the Planning Commission in the Town of Los Gatos since January 2021. Town Code including its land use and planning policies. During my time as a commissioner, I have also participated in the writing of the 2040 General Plan and Housing Element. My experience on the General Plan Committee provides me with the knowledge and perspective of the town's current land use and planning goals, policies, and implementation programs that will be driving decision-making for the next two decades. Although I have a lot of experience reading and interpreting the Town Code, I also know who to reach out to (Town Staff and/or Town Attorney) for clarification.



How would you describe your approach to planning and how it would relate to making a land use or policy determination?

My personal approach to planning is through prioritizing sustainability and equity. I value a comprehensive approach that strives to address the current social, economic, and environmental issues facing the Town so that all members of the community can thrive. Sometimes this approach is relevant to my role as a Planning Commissioner, such as my contributions to the 2040 General Plan and Housing Element, both of which inform policy in Town. Othertimes, this approach is not relevant because I am making a decision on a specific project. In these cases my approach to making land use or policy determination is very analytical. As a scientist, I use evidence to come to conclusions and make decisions; as a Planning Commissioner, I make findings! I always refer back to the policies and goals in the General Plan, Town Code, and the current town priorities set by the Town Council. In addition, I rely on expert opinions and reports including those from Town Staff, Town consultants, and the Town Attorney before making a land use or policy determination.

The Planning Commission meets at least twice a month and requires a significant amount of homework. Are you prepared to make the commitment to spend the amount of time required to attend regular meetings, committee meetings, do site visits, and study the packet material? ☒ Yes ☐ No

You are expected to serve on at least one other Committee (General Plan Committee, Historic Preservation Committee, Conceptual Development Advisory Board). Will you have the time to serve on the additional Committee? ☐ Yes ☐ No

**CASE STUDY:** All Planning Commission applications must include the two completed case studies (see next page). Please complete the case studies before submitting your signed application. Thank you.

## PLANNING COMMISSION CASE STUDY #1 – Fictitious Location

PROPERTY LOCATION: 170 Smith Boulevard

PROPERTY OWNER: John Smith

APPLICANT: Superior Commercial Development

### OVERVIEW:

	<u>Existing</u>	<u>Proposed</u>
General Plan Designation	Neighborhood Commercial	Neighborhood Commercial
Zoning Designation	C-1	C-1
Existing Use	Vacant	Vacant
Property Size	15,000 Square Feet	

### PROJECT DESCRIPTION:

The applicant proposes to construct a 10,000-square foot two-story office building with underground parking that will be 32 feet tall. The maximum height allowed by Town Code is 35 feet and the maximum lot coverage would allow a 15,000-square foot building. The surrounding area on Smith Boulevard is comprised of other commercial buildings and single-family homes are located behind the existing parcel.

### NEIGHBORHOOD REACTION:

The surrounding neighborhood is divided on the issue of development. Some of the neighboring property owners are in support of the project and think it will provide needed office space, while others are opposed to the project because they feel it will create a significant traffic impact.

### PROCESS:

- The proposed project has been reviewed by staff and complies with all of the Town's technical requirements.
- A Traffic Impact Analysis has been prepared by the Town's Traffic Consultant.
- The Traffic Impact analysis shows that there would not be a significant traffic impact based on the Town's existing traffic policies.
- There are a number of residents at the Planning Commission meeting opposing the proposed project based on potential traffic impacts.

What is your initial reaction to the above referenced project?

My initial reaction is that the proposed project meets the Town Code and, from the information provided, is compatible with the community. In addition, I am not surprised the neighborhood is divided on their support of the project due to concerns about traffic, which is a common concern amongst residents when new development is proposed. I would expect a number of residents to provide public comment about the project at the Planning Commission meeting. As a Planning Commissioner I would be ready to listen to public comment and take residents' concerns into account when considering a motion on the project. I would also be prepared to ask questions to staff that highlight the key takeaways from the Traffic Impact analysis in attempts to appease residents' concerns.

What issues do you feel will need to be investigated further?

Some issues that I feel will need to be investigated further include the Town's existing traffic policies, the reasons the neighbors are concerned about traffic, and the details of the Traffic Impact analysis.

In addition, I have the following list of questions for staff, the applicant, and/or potential public speakers:

- How did the applicant engage with the neighbors throughout the planning process?
- What are the main concerns regarding traffic from the neighbors? Increased wait times, pedestrian and cyclist safety, or something else?
- What specific traffic calming measures would make residents more comfortable with the development?
- What traffic mitigation strategies is the applicant willing to adopt?
- What traffic calming measures could be legally included as conditions of approval?
- Does this project help the Town maintain a balanced, well-designed mix of land uses?
- What modifications can be made or additional measures can be implemented to increase ease of pedestrian use and reduce vehicle miles traveled?
- How will the applicant ensure that the architectural style is consistent with existing development in the area?
- Other than traffic, are there any other perceived impacts of this project on infrastructure?
- Are there any major environmental concerns associated with the project?
- What are the conclusions of the Environmental Impact Assessment?

How would you weigh your personal observations or experience regarding traffic and the professional input and recommendations of Town staff and Town consultants?

I would value the professional input and recommendations of the Town staff and Town consultants and use that information to drive decision-making. Although I might have personal experience or observations regarding traffic, it is my responsibility as a Commissioner to listen to the public's concerns and make decisions and/or recommendations based on professional input from staff, the General Plan, and any applicable town policies and codes.

## PLANNING COMMISSION CASE STUDY #2 – Fictitious Location

PROPERTY OWNER: John Smith

APPLICANT: Design, Inc.

### OVERVIEW:

	<u>Existing</u>	<u>Proposed</u>
General Plan Designation	Low Density Residential	Low Density Residential
Zoning Designation	R-1:8	R-1:8
Existing Use	Residential	Residential
Property Size	8,000 Square Feet	8,000 Square Feet

### PROJECT DESCRIPTION:

The applicant proposes to demolish an existing one-story residence and construct a new 2,500-square foot two-story residence with a 700-square foot attached garage. The proposed two-story residence will be 29 feet tall and have a lot coverage of 31 percent. The maximum allowable floor area for the home is 2,608 square feet and 733 square feet for the garage. The maximum height allowed by Town Code is 30 feet and the maximum allowable lot coverage is 40 percent. The proposed home will result in the largest home in the immediate neighborhood in terms of square footage and floor area. The surrounding area on Rose Street is comprised of one and two-story single-family residences.

### NEIGHBORHOOD REACTION:

The surrounding neighborhood is divided on the issue of the construction of a new two-story residence. Some of the neighboring property owners think the proposed two-story residence will be compatible with the neighborhood, while others are opposed to the project because they feel it will not be compatible with the neighborhood in terms of bulk and mass. Additionally, privacy impacts to the adjacent one-story homes on either side have also been submitted.

### PROCESS:

- The proposed project has been reviewed by staff and complies with all of the Town's objective standards.
- A report has been prepared by the Town's Consulting Architect that the project complies with the Town's Residential Design Guidelines.
- There are a number of residents at the Planning Commission meeting opposing the proposed project based on potential privacy impacts and concerns with neighborhood compatibility.

What is your initial reaction to the above referenced project?

My initial reaction is that the proposed project meets Town Code, complies with objective standards, and complies with Residential Design Guidelines, however the neighbors' concerns and overall neighborhood compatibility and privacy need to be heard and taken into account. I would anticipate this project to have many public comments about privacy and neighborhood compatibility that would need to be considered and discussed before the Commission would be ready to vote on the project. In addition, I would anticipate that this project might require some additional conditions of approval, therefore, I would be ready to offer recommendations to improve the viability of the project and reduce the risk of an appeal to Town Council.

What issues do you feel will need to be investigated further?

Some issues that I feel will need to be investigated further include completing a site visit to see the story poles and investigate the neighborhood compatibility.

In addition, I have the following list of questions for staff, the applicant, and/or potential public speakers:

- How did the applicant engage with the neighbors throughout the planning process?
- Did the applicant consider below-ground square footage in lieu of above ground square footage?
- Are there any changes or mitigation strategies the applicant is willing to adopt to reduce the mass, bulk, or address neighbors' concerns?
- What specific concerns do neighbors have regarding bulk and mass?
- Are there specific changes the neighbors are asking for? Are they reasonable?
- Is there a way to reduce bulk and mass without compromising the integrity of the project?
- Can the footprint of the house be moved to reduce privacy concerns?

How would you weigh your personal observations or experience regarding neighborhood compatibility and privacy and the professional input and recommendations of Town staff and the Town consultant?

In this scenario I would make sure to do a site visit to investigate the wider-neighborhood compatibility. This project would be on the Planning Commission agenda most likely because the proposed project would be the largest home in the immediate neighborhood in terms of square footage and FAR. The immediate neighborhood includes just the surrounding properties, but neighborhood compatibility requires a look at a wider area. A site visit would allow me to determine overall neighborhood compatibility.

Some of the things I would look for when conducting this site visit to determine neighborhood compatibility would be:

- the bulk and mass of the structure compared to other homes in the neighborhood
- setbacks
- architectural style, color, and materials
- garage type and location

Additional things I would look at with regards to neighbor privacy concerns would include:

- comparison of the current structure and new structure footprint
- setbacks
- window sizes and directions
- second-story balconies
- current and potential landscape screening

In addition, I would look over and refer to the Consulting Architect's report with regards to the compliance of the Residential Design Guidelines. With regards to privacy, I would not take my personal opinions into account and would instead listen to residents, the applicant, and Town staff's recommendations.

Please let us know how you heard about the recruitment:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Town Website        | <input type="checkbox"/> Social Media      | <input type="checkbox"/> Chamber of Commerce                              |
| <input type="checkbox"/> Town Newsletter     | <input type="checkbox"/> Friend / Neighbor | <input type="checkbox"/> KCAT Ad  |
| <input type="checkbox"/> Los Gatos Weekly Ad | <input type="checkbox"/> Town Meeting      | <input checked="" type="checkbox"/> Other <u>I am currently on the PC</u> |
| <input type="checkbox"/> Los Gatan Ad        | <input type="checkbox"/> Service Group     |   |

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The **application deadline is 4:00 p.m. Friday, November 10, 2023**. Applications received after the deadline will be held for the next recruitment.

**Interviews are scheduled on December 6, 2023, beginning at 6:00 p.m.**, and may be subject to change. You will be notified via email the week of November 20<sup>th</sup> of the interview details and be requested to **RSVP no later than 4:00 p.m. Friday, December 1, 2023**. ***All applicants are required to be interviewed to be considered for appointment as a Commissioner.***

**I understand the scheduled interview date and time is Wednesday, December 6, 2023, at 6:00 p.m.**

Signature:  Date: 11/09/2023

*IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THE INTERVIEW PROCESS, PLEASE CONTACT THE CLERK DEPARTMENT AT (408) 354-6834.*

*NOTIFICATION 48 HOURS BEFORE THE MEETING WILL ENABLE THE TOWN TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY [28 CFR §35.102-35.104]*