



RENNE PUBLIC LAW GROUP

Proposal for Independent Police Auditor Investigation Services

March 10, 2021

Primary Contact:

Julian Gross

Renne Public Law Group

jgross@publiclawgroup.com

350 Sansome Street, Suite 300

San Francisco, CA 94104



March 10, 2021

Via Email

Laurel Prevetti
Town Manager
Town of Los Gatos – Town Manager’s Office
110 E. Main St.
Los Gatos, CA 95030
Manager@losgatosca.gov

Re: Proposal for Independent Police Auditor Investigation Services

Dear Ms. Prevetti:

Renne Public Law Group® LLP (“RPLG” or “Offeror”) is pleased to submit this Proposal for Independent Police Auditor Investigation Services to the Town of Los Gatos (“Town”).

RPLG is a San Francisco-based law firm that serves the public sector, including cities, counties and special districts, throughout the state of California. The firm is headed by Louise Renne, the former long-time City Attorney for the City and County of San Francisco, and includes attorneys with decades of experience in public sector governance, public safety – including the operation of police and fire departments, labor relations, and litigation.

With experience in nearly every area of public law, our attorneys have the knowledge necessary to conduct thorough, impartial, and fair investigations, and to produce well-written, comprehensive reports that will withstand scrutiny. Our thorough and impartial investigations have been key to resolving workplace misunderstandings, deciding matters of discipline, preventing unsafe or discriminatory working environments, and demonstrating that a public entity has complied with its policies prohibiting discrimination, retaliation and harassment.

RPLG is associated with RPLG.Solutions (Solutions Group), a public policy advisory group, which advises public entities on important public issues, such as crisis management, and police and fire department operations. RPLG also includes a Public Safety Reform and Innovations Practice Group that currently advises public entities on police reform issues in the wake of the death of George Floyd. The group works across disciplines with a focus on common sense, pragmatic, public safety reform, as well as racial and economic equity.

RPLG brings to this project a fundamental commitment to good government, including fair and equitable policing, a critical component of which, as noted in the RFQ, is building and maintaining trust with the community. To that end, RPLG has assembled a diverse project team with extensive

experience in investigations, municipal governance, public safety reform, police department administration, labor and employment law, criminal law and procedure, as well as community involvement and engagement.

In 2019, the Daily Journal recognized RPLG as a Top Boutique Law Firm in the State of California; of the twenty firms honored, RPLG is the only firm that represents public agencies. The Daily Journal also named two of the firm's partners, Linda Ross, and Louise Renne, as among the top 100 women lawyers of 2019 in California, and in 2020 named Art Hartinger and Linda Ross as among the State's top labor and employment lawyers. The Recorder newspaper has named four of the firm's attorneys as "Superlawyers." Firm partners Louise Renne, Art Hartinger and Jon Holtzman have been named Superlawyers in each of the 16 years since the inception of the award.

RPLG was founded on the principle that representing government is public interest work. We provide the tools to strengthen and preserve public services, and to devise and implement government innovation. Although we are a "private" firm, our attorneys work with our clients to form a collaborative team with in-house staff to identify workable solutions to complex problems. For more information about our practice and team, please visit our [website](#).

I will be our firm's point of contact for this proposal and Jamal Anderson will be the Project Manager. Our contact information is:

Julian Gross, Partner
Renne Public Law Group® LLP
350 Sansome Street, Suite 300
San Francisco, CA 94104
t: 415.848.7200 | f: 415-848-7230
jgross@publiclawgroup.com

Jamal Anderson, Senior Associate
Renne Public Law Group® LLP
350 Sansome Street, Suite 300
San Francisco, CA 94104
t: 415.848.7200 | f: 415-848-7230
janderson@publiclawgroup.com

We understand the scope of services required, as set forth by the Town, and affirm our commitment to perform these services if selected. We have also reviewed the Town's contract template for the Consultant Services Agreement, which is acceptable to us. We look forward to the Town's review and consideration of our firm for such services.

Very truly yours,



Julian Gross

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Review of Scope of Services

RPLG is uniquely suited to provide the services requested in the Request for Qualifications given the firm's familiarity with and proximity to the Town of Los Gatos, and other Bay Area municipalities. In addition, RPLG has a longstanding and demonstrated commitment to working with and advising public entities throughout California, including through the provision of comprehensive, independent, and transparent investigative services.

RPLG has a dedicated Investigations Practice Group, comprised of seasoned attorney investigators with years of public sector experience. Our attorney investigators are not only familiar with the best practices associated with investigations, but are also expert in several relevant areas of the law including criminal law and procedure, labor and employment law, and administrative law. In addition, our project team brings to this work a commitment to improving the relationship between law enforcement and the community, and each team member has extensive experience working with government officials and employees, as well as individual members of the community. Consequently, we would approach our work on this project understanding that our role is unique, but also part of a broader goal, shared by the Town and members of the community alike, to facilitate independent investigative processes that are fair to complainants and subjects alike.

We understand the importance of impartial investigations and the fact that well-reasoned investigative findings can support a public entity's actions if they are challenged in disciplinary proceedings or in a state or federal court. But beyond the legal implications, we also understand the importance of impartial and transparent investigations to the community and commit to conducting our work in a manner that is beyond reproach. To that end, and to the extent any modifications could be made to the scope of services already detailed, we would recommend focused efforts to keep the public informed about this work and engaged in the associated processes, when possible.

In addition to our investigations work, our public safety reform work will also be important to this project. RPLG has extensive experience representing public agencies in the area of public protection and labor & employment.

We are poised to provide support to public agencies in the area of public safety reform by advising on policy, procedures, legal limits on police powers, legislation and related issues including:

- The Meyers-Milias-Brown Act and the scope of bargaining regarding police practices
- Policy changes including the use-of-force, chokeholds, and officer responsibility for fellow officers' misconduct
- Revisions to language in peace officer collective bargaining agreements and model contract language
- Qualified Immunity
- Changes to the disciplinary process for police officers, including evaluation of requirements of the Peace Officers' Bill of Rights
- Treatment of personnel files and disciplinary documents
- Changes to judicial appeal in excessive use of force discipline cases

Our role in public safety reform efforts has been varied. In some cases, we have been asked to facilitate blue-ribbon committees, in others, to propose oversight bodies, revise policies, and to negotiate and defend changes in policies. RPLG is a source of information on best practices and the state of the field for California jurisdictions: we have assembled a database on what jurisdictions across California are doing on police reform, and track innovations and best practices from around the country. This deep level of knowledge will aid in the investigations conducted by our project team.

Experience and Expertise

Investigations

The firm and proposed project team bring years of experience to this work. Among the project team members are a former Deputy District Attorney, several former Deputy City Attorneys, the former City Attorney for the City and County of San Francisco, and a national leader in policy development and analysis. These RPLG team members have conducted numerous independent investigations, including for the clients listed below.

- Bay Area Air Quality Management District
- City of Berkeley
- City of Burbank
- City and County of San Francisco
- City of Fremont
- City of Fullerton
- City of Pleasanton
- City of Stockton
- City of Sunnyvale
- Kensington Police Protection and Community Services District
- Metropolitan Transportation Commission
- Moraga-Orinda Fire District
- Solano County
- Santa Clara Valley Water District
- Santa Clara County Fire District
- Seneca Healthcare District
- Tehama County
- UC Hastings College of the Law

Representative Investigations

Listed below are representative samples that our attorneys and consultants have handled, both at RPLG and in other employment.

Police Chief Investigation. We recently conducted a comprehensive investigation of a complaint against a Chief of Police alleging more than 10 incidents of misconduct. We interviewed multiple witnesses, reviewed extensive documentation including organizational charts, emails, policy statements, peace officer personnel records, training records, City Council documents, budgetary documents, and photographs and made factual findings regarding each of the misconduct allegations.

Santa Clara County Jail. We conducted an investigation of the actions of correctional officers at the Santa Clara County Jail that resulted in the death of one inmate and the injury to another. In connection with this investigation, we reviewed video footage, jail layout, jail policies and practices, and reviewed the interviews done by homicide officers with dozens of inmates. We produced a written report that included a timeline based on the video and documentary evidence, summarized witness testimony, and provided conclusions on officer responsibility.

Oscar Grant Shooting. One of our partners, and a member of the proposed project team, participated in the investigation of the fatal shooting of Oscar Grant on a BART platform by BART police. The investigation included a forensic analysis of video recordings, and re-positioning a BART train to recreate the scene at the platform at the time of the shooting.

Oakland “Riders:” One of our partners participated in the prosecution of the termination of several police officers known infamously as the “Riders.” These officers were accused of beating suspects, planting drugs on them, making unjustified arrests and filing false reports. The disciplinary appeals were stayed pending the outcome of criminal trials – both of which ended in mistrials. The arbitrator upheld the terminations.

Andaya v. City and County of San Francisco. This case involved SFPD officers subduing and pepper spraying a suspect. The suspect was bound with wrist and ankle cuffs, and was placed face down in a police van. He later died, and discipline ensued. San Francisco prevailed in upholding the discipline imposed by the Police Commission.

Investigation for a major Bay Area public employer into allegations of systemic gender and race discrimination. A professional employee claimed that high level supervisors discriminated in making promotions and in the day-to-day treatment of women and minorities. We interviewed two dozen witnesses, examined hundreds of pages of documents and produced a 76-page report. We also conducted a follow-up investigation, involving multiple witnesses and extensive documentation, into the employee’s claim that he was a whistleblower and was retaliated against for coming forward.

Investigation for a Bay Area City into allegations of gender discrimination and retaliation. We investigated allegations of retaliation committed by the director of a local agency and harassment committed by a coworker. As part of the investigation, we evaluated an earlier internal investigation of a gender discrimination complaint, making this an “investigation of an investigation.” In connection with this investigation, we interviewed over 10 witnesses, reviewed extensive documentation, and drafted a 45-page report regarding the retaliation allegations against the director and a 28-page report regarding the harassment allegations against the coworker.

Police Reform. The City of Fresno retained Jon Holtzman to serve as General Counsel for its Commission on Police Reform. Holtzman also assisted the City of Berkeley in crafting a ballot measure for November 2020, which would create a new Police Accountability Board.

Through PolicyLink, a nationally-recognized racial equity advocacy organization, Julian Gross represented a coalition of community stakeholders in negotiation and advocacy regarding police accountability measures in San Francisco, as the City moved to implement the recommendations of its Blue Ribbon Panel on Transparency, Accountability, and Fairness in Law Enforcement.

Additionally, Julian Gross and Jamal Anderson currently serve as consultants to the City of Berkeley and the Reimagining Public Safety Task Force. In their roles, Mr. Gross and Mr. Anderson are conducting analysis of local and national policies related to the use-of-force and police discipline, advising the City and Commission on best practices, and participating in a robust community engagement effort to include residents in conversations about public safety reform.

Attachment A contains a copy of a redacted investigative report.

Qualifications of Key Personnel

We work as a team, providing a network of legal and consulting support for our public sector clients. The Los Gatos RFQ seeks qualified investigators who can independently investigate Police Department complaints submitted by the public or any other source. Accordingly, we include in our team experts in City governance, police department administration, investigations, including public safety investigations, criminal law and procedure, crowd control and after-action reports.

The proposed primary project team will be led by RPLG Senior Associate Jamal Anderson, a former Deputy District Attorney and member of firm's Investigations Practice Group. Additional members of the team include RPLG attorneys Ruth Bond, Jenica Maldonado and Julian Gross.

Additional expert personnel will be consulted as needed based on their expertise in police administration, City governance, and police reform. They include RPLG attorneys Louise Renne, Art Hartinger, Jonathan Holtzman and Linda Ross.

RPLG is committed to maintaining the same personnel throughout the Project.

Louise Renne

Louise Renne is a founding partner of Renne Public Law Group and leads the firm's public interest litigation. As a nationally recognized and respected leader in municipal law, she often testifies before federal, state, and other governmental bodies. She also is frequently requested to conduct impartial investigations for local public agencies in high-profile cases. Ms. Renne pioneered the model of public interest plaintiff coalitions comprised of government agencies, individuals, and non-profit organizations during her 16-year tenure as San Francisco City Attorney.

Ms. Renne served as President of the San Francisco Police Commission, after her tenure as City Attorney. She is actively involved in numerous matters on behalf of community-based organizations that represent African-American residents, including affirmative litigation against private corporations that discriminate in the selection of Board members.

Ms. Renne's detailed resume is included in Attachment B.

Jonathan "Jon" Holtzman

RPLG founding partner Jonathan Holtzman is an expert on police reform and labor relations matters. Mr. Holtzman leads the firm's Public Safety Reform and Innovations Practice Group, and the firm's labor relations practice. Mr. Holtzman also advises public agencies on a wide variety of public matters. Prior to private practice, he served variously as former San Francisco Mayor Willie L. Brown's Director of Labor and Policy, San Francisco's Chief Deputy City Attorney, and head of the Labor and Employment Team at the San Francisco City Attorney's Office.

The City of Fresno recently retained Mr. Holtzman to serve as General Counsel for its Commission on Police Reform. Mr. Holtzman also assisted the City of Berkeley in crafting a ballot measure for November 2020, which would create a new Police Accountability Board. Mr. Holtzman is a veteran of innumerable negotiations with police unions over wages, hours, and departmental policies.

Mr. Holtzman's detailed resume is included in Attachment B.

Arthur “Art” Hartinger

Named by the Daily Journal on multiple occasions as a “Top Labor and Employment Lawyer,” “Top 100 Lawyer” and “Top Municipal Law Lawyer, Art Hartinger brings decades of experience with local government and police agencies. His expertise derives from handling numerous collective bargaining projects involving law enforcement unions; prosecuting police discipline matters; advising about adherence to the Police Officer Procedural Bill of Rights Act; conducting investigations, providing advice and handling litigation on behalf of police departments and Sheriffs. Mr. Hartinger is frequently called upon to evaluate police investigations, and to recommend follow up action. He regularly handles police civil rights litigation in state and federal courts.

Mr. Hartinger has represented public entities in high profile police excessive force cases. He represented the City of Oakland in disciplining the officers involved in the infamous “Rider” cases, and was a member of the investigative team that conducted the investigation into the Oscar Grant killing on BART.

Mr. Hartinger’s detailed resume is included in Attachment B.

Ruth M. Bond

Ms. Bond is a Partner at RPLG, and is a key member of the firm’s government, labor law and investigations practice groups. Before joining the firm, Ms. Bond served as Deputy City Attorney for the City and County of San Francisco.

Ms. Bond’s practice focuses on representing public entities in labor and employment matters as well as other areas of public law. The labor and employment matters include litigation in state and federal court, arbitrations, labor relations, day-to-day advice regarding compliance with relevant statutes and regulation, and more. Ms. Bond also conducts workplace investigations and oversees the firm’s investigations practice.

As part of the San Francisco City Attorney’s Labor and Employment team, Ms. Bond often represented San Francisco in employment litigation in state and federal court, grievance arbitrations, and labor negotiations. She advises city agencies on compliance with federal, state and local laws relating to employment including Title VII, the Fair Labor Standards Act, the Americans with Disabilities Act, the California Fair Employment and Housing Act and San Francisco’s Civil Service Rules. Ms. Bond’s experience furthermore includes extensive motion practice, trial and appellate work in the California Court of Appeal, Ninth Circuit Court of Appeals and the California Supreme Court. She was a member of the San Francisco City Attorney’s Affirmative Litigation Task Force from June 2015 – June 2017.

Ms. Bond’s detailed resume is included in Attachment B.

Linda M. Ross

Linda Ross, recently named by the Daily Journal as a Top 100 female attorney in California, is a key member of RPLG’s government and investigation practice groups. Prior to joining the firm, Ms. Ross was a Deputy City Attorney for the City and County of San Francisco. There, she served for eight years as general counsel to the Mayor’s Office, under then-Mayor Gavin Newsom, and before that for many years as General Counsel to the San Francisco Police Department and Police

Commission. Ms. Ross has experience in high profile investigations involving law enforcement activities, and in law enforcement policies. During her tenure with San Francisco, she advised four separate police chiefs and currently advises other cities on police practices. In addition, Ms. Ross is an expert litigator and appellate lawyer. In recent years, her practice has focused on representing counties, cities and other public agencies on a wide variety of public law issues in complex litigation.

Ms. Ross's detailed resume is included in Attachment B.

Julian Gross

RPLG partner Julian Gross provides additional capacity on police reform and labor relations components of the engagement. His expertise includes a range of high-profile matters involving negotiation with community stakeholders. These include labor negotiations, police accountability efforts, project labor agreements, and community benefits agreements.

Through PolicyLink, a nationally-recognized racial equity advocacy organization, Mr. Gross represented a coalition of community stakeholders in negotiation and advocacy regarding police accountability measures in San Francisco, as the City moved to implement the recommendations of its Blue Ribbon Panel on Transparency, Accountability, and Fairness in Law Enforcement against the backdrop of collective bargaining negotiations.

Mr. Gross's detailed resume is included in Attachment B.

Jamal H. Anderson

Jamal Anderson is a Senior Associate in the firm's Litigation, Investigations and Public Safety Reform and Innovations practice groups. Prior to joining RPLG, Mr. Anderson served as a Deputy District Attorney in the San Mateo County District Attorney's Office, where he was lead counsel in nearly two dozen jury trials.

As a Deputy District Attorney, Mr. Anderson participated in numerous investigations, reviewed and analyzed thousands of police reports, and made critical determinations regarding the filing of charges and the prosecution of individuals accused of criminal conduct, including, on occasion, law enforcement officers. He also worked closely with members of the broader community including witnesses, victims, judicial officers, and law enforcement personnel. His practice focuses on representing and advising public agencies in litigation and general advice issues, conducting objective investigations, and assisting public agencies with police reform.

Prior to becoming an attorney, Mr. Anderson served as a Congressional Aide to three Members of Congress in Washington, DC, and brings years of experience in policy and legislative affairs to RPLG. In addition, Mr. Anderson previously served as Special Assistant, Policy Analyst and Federal Affairs Advisor to the former Mayor of Washington, DC, Adrian M. Fenty. Mr. Anderson also served as Policy Advisor on Washington, DC Mayor Muriel Bowser's 2014 mayoral campaign and worked as an aide on a 2004 presidential campaign.

Mr. Anderson's detailed resume is included in Attachment B.

Jenica Maldonado

Jenica Maldonado has dedicated her professional life to public service, having started her career in government over twenty years ago. She is an experienced municipal law and employment attorney, equally comfortable litigating and providing advice and counsel. Prior to joining RPLG, Ms. Maldonado served as a Deputy City Attorney in the San Francisco City Attorney's Office. During her tenure in the Office, she worked on the Ethics and Elections Team and the Labor Team. Ms. Maldonado also worked with the San Francisco Police Department (SFPD), advising their Internal Affairs staff, and served as co-counsel on *Daugherty v. CCSF*, in which she defended SFPD following termination of officers after discovery of racist and other offensive text messages.

As a member of the Ethics and Elections Team at the San Francisco City Attorney's Office, Ms. Maldonado advised the Department of Elections regarding local and state election laws and municipal law matters, including public records and open meeting laws.

As a Deputy City Attorney on the Labor Team, Ms. Maldonado represented the City in employment litigation matters at the trial and appellate court levels. Her matters ranged from single plaintiff cases alleging discrimination or disability-related claims to large, multi-plaintiff lawsuits contesting promotional exams for alleged disparate impact based on race or age.

Prior to joining the Office of the City Attorney, Ms. Maldonado was an associate at Perkins Coie LLP and Hanson Bridgett LLP. During law school, she externed for Associate Justice Joyce Kennard of the Supreme Court of California and clerked for the Government Team at the San Francisco City Attorney's Office.

Ms. Maldonado's detailed resume is included in Attachment B.

Disclosure of Litigation/Discipline

Neither the firm nor the attorneys have been disciplined by a regulatory body or involved in litigation relating to the provision of services.

References

RPLG's references are in Attachment 3.

Insurance Coverage

A sample of our insurance with details regarding the carrier, type and limit is in Attachment C.

Preliminary Fee Schedule

Our fees for professional services are based on the fair value of the services rendered. To help us determine the value of our services, our attorneys and paralegals maintain time records for each client and matter. Our attorneys and paralegals are assigned hourly rates which are based on years of experience, specialization, training, and level of professional attainment. We adjust our rates periodically (usually at the beginning of each year) to account for inflation and the increased experience of our professional personnel.

To keep professional fees at a minimum, legal work that does not require more experienced attorneys will be performed, where feasible, by attorneys with lower billing rates. Paralegals and

law clerks are available to do a variety of tasks to support attorneys, including maintaining and organizing files, conducting research, and drafting documents.

RPLG will bill the Town on a monthly basis. Each bill will indicate the date of the work done, the nature of the work that was accomplished, the attorney that performed the work, and the fee for the work.

The following out-of-pocket expenses will be separately itemized and included in bills to the Town, without markup: (1) extraordinary operating expenses, including items such as messenger services, overnight mail charges, extraordinary copying and computer-assisted research; (2) necessary travel and subsistence expenses; (3) court costs, including filing fees, witness fees, and deposition and discovery costs not paid directly by the Town. All travel will be reimbursed at the IRS prevailing rate for mileage only.

The Town will review and, if it agrees with the amounts, approve RPLG's monthly statements and pay RPLG for services rendered and expenses incurred at the rates and in the amounts provided in this agreement within thirty (30) days of receipt of the monthly statements.

The following rates reflect our 2021 public sector hourly fee schedule:

Partners	\$375 - \$550
Of Counsel	\$305 - \$425
Associates	\$275 - \$350
Law Clerks	\$145 - \$155
Paralegals	\$135 - \$195
Analysts	\$95 - \$160
Consultants	\$175 - \$450



Julian Gross

Partner

415.848.7200 • jgross@publiclawgroup.com

Practice Areas

- Employment Law
- Labor Relations and Labor Law
- Public Safety Reform and Innovations

Bar Admission

- California

Education

- University of California at Berkeley, JD
- University of Virginia, BA, with High Distinction

Experience

Julian Gross is one of the nation's principal experts on community benefits in land use development and public infrastructure. For over 25 years, Mr. Gross has represented nonprofits and public entities in contract negotiations, legislative and administrative drafting, and policy development aimed at advancing racial and economic equity. He has negotiated dozens of community benefits agreements (CBAs), initiating and refining a groundbreaking contractual approach to resolution of challenging urban development issues. He has taught, published, and spoken widely on the subject of land use and community benefits, with a focus on public and private negotiation strategies. Mr. Gross has also drafted numerous local hiring and contracting policies, and has worked on living wage policies, disadvantaged-business policies, and many other community economic development initiatives. He has also represented public entities and nonprofit affordable housing developers in negotiation of project labor agreements that advance multiple policy goals. In addition, he has extensive experience advising California nonprofits on a wide variety of organizational legal needs.

RELATED EXPERIENCE

Prior to joining RPLG, Mr. Gross founded and operated Law Office of Julian Gross, which served clients for over 20 years, prior to Mr. Gross bringing his practice into RPLG. He was the Legal Director at Partnership for Working Families / Community Benefits Law Center and the Executive Director of the San Francisco Independent Task Force on Affirmative Action in Public Contracting. Early in his career, Mr. Gross received a Skadden Fellowship, and was a staff attorney at Employment Law Center / Legal Aid Society of San Francisco. In recent years, Mr. Gross was honored to serve as the inaugural James O. Gibson Innovation Fellow at PolicyLink, a national advocacy organization advancing racial equity.

TEACHING

Mr. Gross's course offerings and guest lectures have included:

- University of California, Goldman School of Public Policy, 2016, 2017, 2018, 2019 – Guest Lecturer: "Tackling Inequality through Equitable Development: Perspectives on Race, Place and Class in the San Francisco Bay Area"

- Stanford Law School, 2017 – Guest Lecturer: Land Use Planning
- New York University, Wagner School of Public Service, 2015 – Guest Lecturer: multi-disciplinary course: Race, Ethnicity & Class in American Cities
- University of California, Hastings College of the Law, 2014 – Instructor, “Contract Drafting and Negotiation,” two-credit course. PACE evals: Global Index 4.52 out of 5; 19 out of 19 respondents “would recommend the course.”
- McGill University, School of Urban Planning, 2013 – Instructor, “Negotiation of Community Benefits: Power Dynamics and Practical Approaches.”
- Yale University, School of Law, 2013 – Guest Lecturer: Community Economic Development Clinic course
- Stanford Law School, 2013 – Guest Lecturer: Community Law Clinic
- University of California, Hastings College of the Law, 2008-2014 – Guest Lecturer and 2009 Practitioner in Residence, Civil Justice Clinic, Community Economic Development course.

PUBLICATIONS

- *“CBAs: The Future of Contractual Urbanism? An Interview with Julian Gross”* in *Urbanité*. (2012 – in French).
- *“Commentary”* in Ingram, Gregory K. and Yu-Hung Hong, *Value Capture and Land Policies*, Cambridge, MA: Lincoln Institute of Land Policy (May 2012).
- *“Public Contracting in the Proposition 209 Era: Options for Preventing Discrimination and Supporting Minority- and Women-Owned Businesses,”* (January 2012), with Tim Lohrentz, a publication of the Insight Center for Community Economic Development.
- *“Community Benefits Agreements,”* chapter in *Building Healthy Communities: A Guide to Community Economic Development for Advocates, Lawyers, and Policymakers*; a publication of the Forum on Affordable Housing & Community Development of the American Bar Association (2009).
- *“CBAs: Definitions, Values, and Legal Enforceability,”* (2008) in *Journal of Affordable Housing & Community Economic Development Law*, Volume 17, Issues 1-2, a publication of the Forum on Affordable Housing & Community Development of the American Bar Association. Selected by West Publishing as a leading land use article for 2009; reprinted in *Zoning and Planning Law Handbook*, West Publishing, Salkin (Ed.) (2009).
- *“Community Benefits Agreements: Making Development Projects Accountable,”* (2005) by Julian Gross, with Greg LeRoy and Madeline Janis-Aparicio.

SPEAKING ENGAGEMENTS

- Harvard/Kennedy School, Ash Center for Democratic Governance (March 2019)

- All-in Cities Convening, Austin, TX (November 2018)
- "Community Benefits for Health," presentation at San Mateo County Health System's Get Healthy San Mateo convening (May 2016)
- "Leveraging Equity for Economic Growth," presentation at PolicyLink's Equity Institute (October 2015)
- City Attorney's Conference, League of California Cities (May 2014)
- American Public Transportation Association Legal Affairs Seminar (February 2014)
- Partnership for Working Families conference (February 2014)
- McGill University, School of Urban Planning, Lecture Series (September 2013)
- Transportation Equity Network / Gamaliel webinar, "Jobs for America" (September 2013)
- Office of Federal Contract Compliance Programs/Transportation Equity Network webinar re U.S. Executive Order 11246 (April 2013)
- Lectures in Planning Series, Graduate School of Architecture, Planning, and Preservation at Columbia University (October 2012)
- "Best Practices in Developing and Implementing Targeted Hiring Policies," National Employment Law Project webinar (February 2012)
- Bay Area Contract Compliance Officers Association conference (January 2012 and May 2012)
- Lincoln Institute Land Policy Conference, Boston, MA (May 2011)
- School of Urban Planning, McGill University, Montreal, Canada, public symposium on community benefits agreements, and course on CBAs (February 2011)
- Public Dialogue on Community Benefits Agreements, Downtown East Side Neighborhood Coalition, Vancouver, Canada (February 2011)
- Green for All Communities of Practice conference (January 2011)
- Shaking the Foundations conference, Stanford Law School (October 2010)
- Green for All national webinar on contracting and hiring agreements in retrofit sector (October 2010)
- BetterBuildings Community Workshop, Chicago, IL, (September 2010)
- Forum on community benefits agreements, Legal Aid Society of San Francisco's public interest issues series, San Francisco (July 2010)
- C. Berkeley School of Law Symposium on federal procurement (2010)
- New York City Bar Association speaker series, special event re community benefits agreements (May 2010)
- American Bar Association Forum on Affordable Housing and Community Development Law Conference (May 2010).



Jamal H. Anderson

Senior Associate

415.848.7200 • janderson@publiclawgroup.com

Practice Areas

- Litigation
- Trials and Hearings
- Arbitrations
- Investigations
- Public Safety Reform and Innovations

Bar Admission

- California

Education

- University of San Francisco, JD
- The Johns Hopkins University, MA
- Howard University, BA

Experience

Jamal Anderson is a Senior Associate in the firm's Litigation, Investigations and Police Reform practice groups. Prior to joining RPLG, Mr. Anderson served as a Deputy District Attorney in the San Mateo County District Attorney's Office, where he was lead counsel in nearly two dozen jury trials. His practice focuses on representing and advising public agencies in litigation and general advice issues, conducting objective investigations, and assisting public agencies with police reform.

RELATED EXPERIENCE

Prior to becoming an attorney, Mr. Anderson served as a Congressional Aide to three Members of Congress in Washington, DC, and brings years of experience in policy and legislative affairs to RPLG. In addition, Mr. Anderson previously served as Special Assistant, Policy Analyst and Federal Affairs Advisor to the former Mayor of Washington, DC, Adrian M. Fenty. In that capacity, Mr. Anderson represented the interests of the District of Columbia and coordinated the District's appropriations request process and legislative agenda. Mr. Anderson also acted as liaison between the Mayor and the United States Congress, along with other federal entities, including the Office of Management and Budget at the White House. Additionally, Mr. Anderson served as Policy Advisor on Washington, DC Mayor Muriel Bowser's 2014 mayoral campaign and worked as an aide on a 2004 presidential campaign, traveling and working in a number of states including Vermont, Iowa, South Carolina and Michigan.

Mr. Anderson is a proud graduate of Howard University and the University of San Francisco School of Law, where he served as President of the Student Bar Association.

PROFESSIONAL AND COMMUNITY AFFILIATIONS

- South San Francisco High School, Mock Trial Coach

- Charles Houston Bar Association, Member
- Bay Area Lawyers for Individual Freedom (BALIF), Member
- Big Brothers Big Sisters of the Bay Area, Big Brother (2015 – 2019)
- New Leaders Council – San Francisco, 2017 Fellow; Board of Directors (2017 – 2019)