

Item 7a - Gage Application

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Public Ethics Commission Application

Contact Information

Name Alea Gage

Address [REDACTED]
OAKLAND, CA 94602-1749

Phone [REDACTED]

Evening Phone [REDACTED]

Email [REDACTED]

Please answer the following questions

Are you an Oakland resident? Yes

Years of residency in Oakland 13

Your City Council District District 4

Do you attest that you already have or will attend a PEC meeting before your final interview with the Commission? Yes

If you said yes to the previous question, please let us know what date you attended or will attend. 8/24/2022

Are you currently employed by the City of Oakland or do you have any direct and substantial financial interest in any work, business, or official action by the City? No

Are you currently or are you planning to run for elective office in Oakland? No

Are you currently or are you planning to endorse, support or oppose an Oakland candidate or ballot measure? No

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Are you currently or are you planning to work on behalf of an Oakland candidate or ballot measure? No

Are you a registered Oakland lobbyist? No

Are you required to register as a lobbyist? No

Do you receive compensation from an Oakland lobbyist? No

Do you receive gifts from an Oakland lobbyist? No

How did you hear about this vacancy? From a friend

Supplemental Questions

1. Why do you want to serve on the Public Ethics Commission?

As a mom to young kids and a full-time professional, I have been itching for a way to serve my city. As a city planner and public sector worker, I prize transparency, openness and integrity in keeping an abiding faith in government and the positive impact it can have. I have always been called to work at the local level, the scale of government closest to people's lives. I have tremendous pride in Oakland and know our city's strength depends on the strength of the government institution itself.

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2. What skills and experience will you bring to the Commission? (Include any governmental experience, activities with civic and business organizations, neighborhood groups, or any other experience that would contribute to your effectiveness as a Commissioner.)

I have 15 years of experience working in the public sector (local, county and regional government) or provide consulting services and technical assistance to local governments. I have a master's in City Planning from the University of California, Berkeley, and am also an alumnus of the Coro Fellowship in Public Affairs, yearlong intensive training program providing cross-sector experiences and leadership development.

While at the City of Vallejo, I lead a community development program in 2013-4 known as participatory budgeting. I focused in restoring trust between residents and government. In that role, I oversaw the disbursement of over \$3 million in public funds across twelve projects, coordinated a steering committee of 25 residents of all backgrounds, liaised with department heads to help residents develop project proposals and engaged over 5,000 residents to select which projects to fund.

At present, I work for the San Francisco Mayor's Office of Housing & Community Development helping design and secure the affordable housing commitments of market rate developers. I enjoy working on a diverse and talented team, using negotiation and analytical skills and developing and applying the city codes and state and local legislation to center racial equity and inclusive neighborhoods and city services.

Throughout my career, I've staffed three boards and commissions subject to the Brown Act.

In the past, I've also done local organizing work in Oakland on issues related to criminal justice reform, climate action, allocation of CDBG funds through participatory budgeting, to name a few.

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3. What issues, projects, or goals would you like to pursue while serving on the Commission?

A note that these ideas may not reflect a perfect or even remedial understanding of the Commission's purview. Ultimately, I am excited to hear more about the Commission's current work and what roles there may be for me to contribute.

The perception is that Oakland operates with a constant sense of scarcity, whether that be staff capacity, funds for capital projects or time and resources to respond to the needs and concerns of Oakland residents to the fullest extent. I think it would be beneficial to develop a transparent, objective framework for evaluating competing demands within the City, aligned with the annual budget process.

I would also encourage greater transparency from neighboring cities, especially Emeryville, who receive tremendous sales tax revenue from the expenditures of Oakland residents. While attempts of regional tax-sharing haven't been widespread, perhaps there is the ability to initiate the conversation and identify issues of shared concern. Likewise, in the arena of education transparency, there are large disparities in the fundraising of the City's public elementary schools, influencing the provision of all kinds of enrichment and literacy offerings. It could be useful to document the landscape and make recommendations that would support a more equitable distribution of resources.

I'm interested in projects that would advance access and participation in Oakland's government affairs. I also appreciated the thoughtful and righteous analysis in "Race for Power," and would be interested in assisting with Commission efforts to implement the report's findings, including possible engagement of Oakland-based philanthropies to pilot the voucher-based model in the 2024 or 2026 elections.

Finally, it's been nearly ten years since the release of the Commission's report "Towards Collaborative Transparency." It could be useful to assess progress made since that time. This could also be a useful primer for me as I gain greater knowledge of the present state of city's ethics initiatives and technologies.

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4. What do you think are the City's most pressing ethics, campaign finance, or transparency challenges?

One challenge is that Oakland's neighborhoods have been in significant demographic change over the past few decades with the real consequences of displacement on families, businesses and neighborhoods. This challenge is exacerbated by the spending disparities highlighted in "Race for Power." Census data tends to lag behind actual trends, which can better direct resources to and target disenfranchised community in campaign outreach.

With regard to trust and transparency:

-The recent report about the lack of oversight and transparency about \$70 million in homeless expenditures is also quite concerning, handicapping the City's efforts to evaluate where spending and which vendors have been most effective.

-The recent episodes with miscommunications about the requirements for qualifying for public office has been quite concerning. Residents interested in pursuing elected office deserve the benefit of clear goalposts.

These last two items also produce an impression of the functioning of the City and a sense of fairness and trust in City procedures and protocols, but also provide opportunities for improvement and repair.

I would be excited to learn more about campaign finance and ethics issues, if given the opportunity to serve on the Commission.

5. What else would you like the subcommittee to know as your application is considered?

I appreciate the opportunity to apply to serve in this capacity. My oldest child just turned 5, representing just over five years since my last significant volunteer commitment as a board president for a nonprofit organization. It would be an honor to serve on the Ethics Commission to ensure fair elections and transparent political process for the City I love and believe in.

Please provide two references

Reference 1

Name	Ginny Browne
Address	[REDACTED]
Phone	[REDACTED]
Email	[REDACTED]

Reference 2

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Name Jackie Tsou

Address

Phone

Email

Submit your resume

Upload your resume

<https://www.formstack.com/admin/download/file/13520092997>

Sign and submit application

Signature

A black rectangular redaction box covering the signature area. The name "Jackie Tsou" is faintly visible above the box.

Date/Time

Oct 11, 2022



[REDACTED] Oakland, California 94602

WORK EXPERIENCE

- **Inclusionary Housing Policy Manager, SF Mayor's Office of Housing & Community Development** 7/2019-Present
Provide key terms to City departments negotiating inclusionary housing in private developments and large-scale publicly-sponsored developments. Manage the implementation of inclusionary housing requirements across a 30 year old portfolio, including former Redevelopment Agency assets. Partner with the Planning Department to ensure inclusionary housing units are deed restricted and monitored in a manner responsive to new and existing local and state legislation. Coordinate the update and adoption of the Inclusionary Housing Procedures Manual as well as policy and legislation under development for consideration by Planning Commission & Board of Supervisors, including leading engagement with community advocates and developers. Issue pricing determinations for all new inclusionary projects. Contribute to compliance and enforcement efforts.

- **Manager of Economic Development Strategy & Project Manager, City of Vallejo** 12/2014-6/2019
Led negotiations on City-owned and private development sites, including Disposition & Development Agreements, Public Improvement (Tax Sharing) Agreements and Purchase & Sale Agreement. Served as project manager for 52-acre mixed use, transit-oriented development at Vallejo's Waterfront as well as for a 50-acre mixed use development with extraordinary physical constraints and infrastructure needs. Coordinated the effort to secure six federal Opportunity Zone designations. Led the City's efforts to identify and promote key development opportunity sites, including coordination of with property owners, developers and regulatory agencies. Provided key contributions to the City's long-range planning efforts, including the General Plan Update, specific plans, grant applications and Capital Improvement Program. Served as ombudsman to the City's permitting process and led a cross-developmental evaluation to identify and address problems to garner development and investment.

- **Community Development Coordinator, City of Vallejo** 12/2013-11/2014
Coordinated the first citywide Participatory Budgeting (PB) process in the U.S., engaging over 5,000 residents in allocating public funds. Oversaw the implementation of twelve community designed and selected projects, totaling \$3.2m. Liaised to the 21 member Steering Committee of residents and community organizations. Conducted training and provided ongoing structured support to residents serving in facilitators. Prepared and delivered staff reports and public presentations to City Commissions and the City Council. Led evaluation efforts, including survey design and data collection.

- **Research Assistant, PolicyLink** 6/2012-11/2013
Provided technical assistance on behalf of HUD to recipients of the federal Sustainable Communities Initiative to align long-range planning with public and private investments. Developed toolkits, issue briefs and webinars on best practices for identifying community needs, fair housing, community engagement, neighborhood demographic shifts and equitable infrastructure financing.

- **Consultant, Seifel Consulting Inc.** 1/2009-1/2011
As part of my consulting practice: Provided project management on redevelopment plan adoptions and amendments throughout the state, principally for the San Francisco Redevelopment Agency at Bayview Hunters Point and Hunters Point Shipyard. Prepared implementation plans, impact fee nexus studies, and economic and real estate market analyses. Advised public sector clients on affordable housing, infrastructure and project financing and public-private partnerships.

+ Alea L. Gage

- **Assistant Planner, Marin County Community Development Agency** 10/2008-10/2010
As part of my consulting practice: Managed the Marin County Housing Workbook, a collaborative process across the County's twelve jurisdictions to assess land use policies. Authored the County's Housing Element Update, including data analysis and policy development. Authored the policies and procedures for the County's Housing Trust Fund. Coordinated public outreach and liaised to housing advocates.
- **Special Projects Planner, Metropolitan Transportation Commission** 9/2008-3/2009
As part of my consulting practice: Authored a white paper exploring a means-based transit discount for low-income households in the Bay Area region as part of the agency's long-range regional transportation plan. Led consultation efforts with stakeholders, including community-based advocacy organizations and the MTC's Minority Citizens Advisory Council.
- **Executive Assistant, HomeBase/The Center for Common Concerns** 7/2006-6/2007
Coordinated technical assistance on behalf of HUD for community leaders and government staff. Assisted in the preparation of county and state 10-Year Plans to End Homelessness and HUD McKinney-Vento Reauthorization Grants as well as program evaluation reports for the SF Human Services Agency.

EDUCATION & TRAINING

- **Urban Land Institute Development 360 & Young Leaders Programs**, San Francisco, 2015-2017
- **Master of City Planning (MCP), University of California, Berkeley, 2013**
Concentration in Housing, Community and Economic Development
- **Coro Fellow in Public Affairs, Coro Center for Civic Leadership, 2007-2008**
Completed full-time postgraduate leadership and management training program comprised of project-based work in business, government, labor union, electoral campaign, and nonprofit sectors.
- **Bachelor of Arts (BA), University of California, Los Angeles, 2006**
Major in American Literature & Culture; Minor in Public Affairs

SELECTED PUBLICATIONS, AWARDS & SPEAKING ENGAGEMENTS

- Speaker, "Finding Common Purpose: Confronting Regional Resegregation in the Bay Area," Federal Reserve Bank of San Francisco, January 2019.
- Principal author & modeler for *Propel Vallejo General Plan 2040*, which won 2018 Comprehensive Planning Award: Large Jurisdiction, California APA, Northern Section; 2018 Planning and Health Award of Merit, California APA, Northern Section.
- Panelist, "Building in the Bay Area: Public/Private Partnerships (P3), Opportunity Zones, and Getting Projects Delivered in Today's Tight Regulatory Environment," Bay Area Construction and Development Update Event, Bisnow, August 2018.
- Co-author, "Vallejo's Participatory Budgeting Builds Public Involvement, Generates Results," Western City, the Monthly Magazine of the League of California Cities, November 2014.
- Author, "Real Estate Development in a Post-Redevelopment World" Policy Brief for the Institute of Urban and Regional Development, UC Berkeley, May 2012.
- Co-author, "Sustainable Economic Strategies in Lean Fiscal Times" Policy Brief for the Institute of Urban and Regional Development, UC Berkeley, February 2012.