

**Application Form****Profile****Office Use Only:**☒ Ward 7**Which Boards would you like to apply for?**

Community Police Review Commission: Submitted

**Ms./Mr.**

Mr.

William

First Name

H.

Middle Initial

Densmore

Last Name

Home Address

Suite or Apt

Riverside

City

CA

State

Postal Code

Home:

Primary Phone

Home:

Alternate Phone

Email Address

Employer

Job Title

**Business Address****Business Phone****Length of residence in City of Riverside****Are you a registered voter of the City of Riverside?**☒ Yes ☐ No**Have you ever been convicted of a crime of moral turpitude?**☐ Yes ☒ No**Do you have adequate time to serve?**☒ Yes ☐ No

\*Eligibility requirements per City Charter Article VIII Section 805.  
Applications may be screened on the basis of information submitted with this form.  
You are welcome to provide a resume and/or letters of endorsement.

---

**Interests & Experiences**

**WHY YOU WANT TO SERVE ON A CITY BOARD OR COMMISSION:**

---

**EXPERIENCE OR SPECIAL KNOWLEDGE PERTAINING TO AREA(S) OF INTEREST:**

---

**EDUCATIONAL BACKGROUND:**

---

**OCCUPATIONAL EXPERIENCE:**

---

**PROFESSIONAL OR TECHNICAL ORGANIZATION MEMBERSHIPS:**

---

**CIVIC OR COMMUNITY EXPERIENCE, MEMBERSHIPS, OR PREVIOUS PUBLIC SERVICE APPOINTMENTS:**

---

COMMISSION ON AGING  
AIRPORT COMMISSION \*  
BUDGET ENGAGEMENT COMMISSION  
COMMUNITY POLICE REVIEW COMMISSION  
CULTURAL HERITAGE BOARD \*  
COMMISSION ON DISABILITIES  
BOARD OF ETHICS  
HUMAN RELATIONS COMMISSION  
HUMAN RESOURCES BOARD  
BOARD OF LIBRARY TRUSTEES \*  
METROPOLITAN MUSEUM BOARD  
PARK AND RECREATION COMMISSION \*  
PLANNING COMMISSION \*  
BOARD OF PUBLIC UTILITIES \*  
TRANSPORTATION BOARD \*

\*A Statement of Economic Interests is required. Any information listed on this application is a matter of public record and will be disclosed upon request.

Under existing California law, a member of a board or commission may not make, participate in making, or attempt to influence a governmental decision if it is reasonably foreseeable that the decision could have a material financial effect on that member, the member's immediate family, or any of his or her financial interests. There is also a special category of conflicts of interest which strictly forbids members and/or their employers from having financial interests in city contracts. Careful consideration should be given to this issue and applicants are encouraged to contact the City Clerk's Office if they have any questions.

Question applies to Community Police Review Commission

#### COMMUNITY POLICE REVIEW COMMISSION

CPRC applicants must undergo a limited background check by the Police Department prior to serving on the Commission due to the sensitivity and confidentiality of the materials you will review that have certain legal restrictions. The background check consists of completion of a Background Personal Information form, live scan fingerprint process through the FBI and Department of Justice, a local police records check, a records check of the National Crime Information Center (NCIC), and a DMV records check that includes vehicles registered to the applicant. The DMV records check relates to City liability issues since Commissioners occasionally give their personal vehicles to public outreach events. The background check takes approximately two weeks to complete.

Question applies to Community Police Review Commission

**Have you ever been convicted of a felony or misdemeanor?**

---

☐ Yes ☐ No

Question applies to Community Police Review Commission

**Do you have basic computer skills?**

---

☐ Yes ☐ No

## NOTICE REGARDING INCOMPATIBLE OFFICES

Under existing California law, no member of City boards or commissions may simultaneously hold two public offices that are incompatible. (California Government Code Section 1099)

Offices are incompatible if one of the offices has supervisory, auditory or removal power over the other, if there would be any significant clash of duties or loyalties between the offices, or if public policy considerations make it improper for one person to hold both offices.

**Do you currently hold a position as an appointed or elected member of a governmental board, commission, committee, or other body?**

☐ Yes ☒ No

**If “Yes”, please state position:**

Members of boards and commissions are covered by Workers’ Compensation insurance while serving. If appointed, completion of a LiveScan background screening is required prior to commencement of service.

Please call the City Clerk’s Office at 826-5557 or visit [RiversideCA.gov/city\\_clerk](http://RiversideCA.gov/city_clerk) for more information. City Clerk’s Office, City Hall, 3900 Main Street, 7th floor, Riverside, CA 92522

[7 - Densmore William H..pdf](#)

Upload a Resume

Additional document(s)

**How did you learn about the Board and Commission vacancies?**

None Selected

**Are you interested in being contacted by the Registrar of Voters to volunteer as a poll worker?**

☒ Yes ☐ No

---

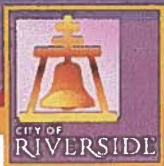
## Demographics

The following information will be detached from your application and used for research and statistical purposes only.

**BOARDS OR COMMISSIONS APPLIED FOR:**

**APPLICATION DATE:**

**Female or Male?**



# BOARDS AND COMMISSIONS

RECEIVED

WARD: 7 Voter Registration: Yes  
Interviewed: \_\_\_\_\_  
Term Dates: \_\_\_\_\_  
Reactivated: \_\_\_\_\_

City of Arts & Innovation

BOARD(S) OR COMMISSION(S) APPLYING FOR:

SEP 23 2014

(210 Characters Max)

Police Review Commission

City of Riverside  
City Clerk's Office

☒ Mr.

☐ Ms.

Densmore  
LAST NAME

William  
FIRST NAME

H  
M.I.

HOME ADDRESS

ZIP

PHONE

Retired

EMPLOYER

JOB TITLE

E-MAIL ADDRESS

BUSINESS ADDRESS

ZIP

BUSINESS PHONE

LENGTH OF RESIDENCE IN CITY OF RIVERSIDE	*ARE YOU A REGISTERED VOTER OF THE CITY OF RIVERSIDE	*HAVE YOU EVER BEEN CONVICTED OF A CRIME OF MORAL TURPITUDE?	DO YOU HAVE ADEQUATE TIME TO SERVE?
<input checked="" type="checkbox"/> 16 YEARS <input type="checkbox"/> MONTHS	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

\*Eligibility requirements per City Charter Article VIII Section 805.

Applications may be screened on the basis of information submitted with this form.

You are welcome to provide a resume and/or letters of endorsement.

WHY YOU WANT TO SERVE ON A CITY BOARD OR COMMISSION:

(474 Characters Max)

I am interested in City government and how it interacts with the City's residents. I am especially interested in insuring a meaningful dialogue - built on trust and mutual respect - between City residents and the police department that serves them.

EXPERIENCE OR SPECIAL KNOWLEDGE PERTAINING TO AREA(S) OF INTEREST:

(474 Characters Max)

I worked for County government for 34 years, the last 18 as a department head of the Department of Veterans Services. I had a great deal of contact with all sorts of clients and, working one-on-one with veterans, in representing clients before the county as well as state and federal governments. I was able to successfully advocate for veterans while cooperating with and working successfully within the framework of local government.

EDUCATIONAL BACKGROUND:

(474 Characters Max)

BA from University of California, Berkeley  
2 years at University of California's Hastings College of the Law  
3 classes at Tulane University in child development

OCCUPATIONAL EXPERIENCE:

(474 Characters Max)

34 years working for the Riverside County Department of Veterans' Services, the last 18 as department head.



## PROFESSIONAL OR TECHNICAL ORGANIZATION MEMBERSHIPS:

(190 Characters Max)

None since retirement in 2007

## CIVIC OR COMMUNITY EXPERIENCE, MEMBERSHIPS, OR PREVIOUS PUBLIC SERVICE APPOINTMENTS:

Served 8 years on City of Riverside's Planning Commission. Created the Salute To Veterans Parade Committee which staged 9 parades in downtown Riverside honoring veterans, the last being in 2014.

- AIRPORT COMMISSION\*
- COMMUNITY POLICE REVIEW COMMISSION
- COMMISSION ON DISABILITIES
- CULTURAL HERITAGE BOARD\*
- HUMAN RELATIONS COMMISSION
- HUMAN RESOURCES BOARD
- BOARD OF LIBRARY TRUSTEES\*
- MAYOR'S COMMISSION ON AGING
- METROPOLITAN MUSEUM BOARD
- PARK AND RECREATION COMMISSION\*
- PLANNING COMMISSION\*
- BOARD OF PUBLIC UTILITIES\*
- TRANSPORTATION BOARD\*

\*A statement of Economic Interests is required. Any information listed on this application is a matter of public record and will be disclosed upon request.

Under existing California law, a member of a board or commission may not make, participate in making, or attempt to influence a governmental decision if it is reasonably foreseeable that the decision could have a material financial effect on that member, the member's immediate family, or any of his or her financial interests. There is also a special category of conflicts of interest which strictly forbids members and/or their employers from having financial interests in city contracts. Careful consideration should be given to this issue and applicants are encouraged to contact the City Clerk's Office if they have any questions.

Note: Board and Commission Chairs may be called upon to serve as members of an adjudicating body to review complaints alleging violations of the City's Code of Ethics and Conduct by elected officials or members of boards and commissions.

## COMMUNITY POLICE REVIEW COMMISSION:

Have you ever been convicted of a felony or misdemeanor? ☐ Yes ☒ No

CPRC applicants must undergo a limited background check by the Police Department prior to serving on the Commission due to the sensitivity and confidentiality of the materials you will review that have certain legal restrictions. The background check consists of the following:

Completion of a Background Personal Information form; live scan fingerprint process through the FBI and Department of Justice, a local police records check, a records check of the National Crime Information Center (NCIC), and a DMV records check that includes vehicles registered to the applicant. The purpose of the DMV records check is due to liability issues since Commissioners occasionally drive their personal vehicles to public outreach events. The background check takes approximately two weeks to complete.

## COMMISSION ON DISABILITIES:

It is the policy of the City of Riverside to promote the full integration and participation of persons with disabilities into all areas of economic, political, and community life. In order to adequately represent the needs of residents with disabilities, the following criteria applies:

- Members should consist of both persons with and without disabilities.
- Members should represent a cross-section of the City's disability groups and include persons with professional experience representing or supporting persons with disabilities.

How would your experience or qualifications help the Commission on Disabilities meet its membership goals? (255 Characters Max)

If applying for membership on the Commission on Disabilities, please complete and return a Supplemental Application.

## CULTURAL HERITAGE BOARD:

If applying for membership on the Cultural Heritage Board, please complete and return a Supplemental Application.

## HUMAN RELATIONS COMMISSION:

The Commission shall consist of fifteen members in accordance with the Municipal Code. So far as is reasonably possible, the Commission shall include representation in the following fields: education, medicine, health and welfare, law, real estate, industry, business, finance, law enforcement, and labor. Further, the diversity of the Commission is important to achieving its stated objective.

Please state your field of endeavor as it applies to the Human Relations Commission:

## MAYOR'S COMMISSION ON AGING:

Members must be at least 55 years old and not be a paid representative of an elder service.

Are you age 55 or older?

☐ Yes

☐ No

Are you a paid representative of an elder service?

☐ Yes

☐ No

## NOTICE REGARDING INCOMPATIBLE OFFICES

Under existing California law, no member of City boards or commission may simultaneously hold two public offices that are incompatible. (California Government Code Section 1099)

Offices are incompatible if one of the offices has supervisory, auditory or removal power over the other, if there would be any significant clash of duties or loyalties between the offices, or if public policy considerations make it improper for one person to hold both offices.

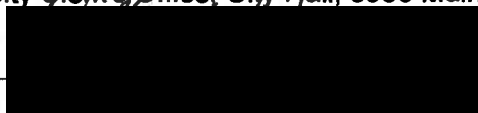
Do you currently hold a position as an appointed or elected member of a governmental board, commission, committee, or other body? ☐ Yes ☒ No

If "Yes", please state position:

Please call the City Clerk's Office at 826-5557 or visit [RiversideCa.gov/city\\_clerk](http://RiversideCa.gov/city_clerk) for more information.

RETURN TO: City Clerk's Office, City Hall, 3900 Main Street, 7th floor, Riverside, CA 92522

SIGNATURE: \_\_\_\_\_



DATE: \_\_\_\_\_

7-20-2014

THANK YOU FOR YOUR INTEREST IN THE CITY OF RIVERSIDE.

How did you learn about the Board and Commission vacancies?

☐ Newspaper ☐ Utility Bill Insert ☐ Web site

☒ Other

Are you interested in being contacted by the Registrar of Voters to volunteer as a poll worker?

☒ Yes ☐ No

**Application Form****Profile****Office Use Only:**☒ Ward 7**Which Boards would you like to apply for?**

Community Police Review Commission: Appointed

**Ms./Mr.**

Mr.

David

First Name

A.

Middle Initial

Huerta

Last Name

Home Address

Suite or Apt

Riverside

City

CA

State

Postal Code

Home:

Primary Phone

Mobile:

Alternate Phone

Email Address

Employer

Job Title

**Business Address****Business Phone****Length of residence in City of Riverside****Are you a registered voter of the City of Riverside?**☒ Yes ☐ No**Have you ever been convicted of a crime of moral turpitude?**☐ Yes ☒ No**Do you have adequate time to serve?**☒ Yes ☐ No



\*Eligibility requirements per City Charter Article VIII Section 805.  
Applications may be screened on the basis of information submitted with this form.  
You are welcome to provide a resume and/or letters of endorsement.

---

**Interests & Experiences**

**WHY YOU WANT TO SERVE ON A CITY BOARD OR COMMISSION:**

---

**EXPERIENCE OR SPECIAL KNOWLEDGE PERTAINING TO AREA(S) OF INTEREST:**

---

**EDUCATIONAL BACKGROUND:**

---

**OCCUPATIONAL EXPERIENCE:**

---

**PROFESSIONAL OR TECHNICAL ORGANIZATION MEMBERSHIPS:**

---

**CIVIC OR COMMUNITY EXPERIENCE, MEMBERSHIPS, OR PREVIOUS PUBLIC SERVICE APPOINTMENTS:**

---

COMMISSION ON AGING  
AIRPORT COMMISSION \*  
BUDGET ENGAGEMENT COMMISSION  
COMMUNITY POLICE REVIEW COMMISSION  
CULTURAL HERITAGE BOARD \*  
COMMISSION ON DISABILITIES  
BOARD OF ETHICS  
HUMAN RELATIONS COMMISSION  
HUMAN RESOURCES BOARD  
BOARD OF LIBRARY TRUSTEES \*  
METROPOLITAN MUSEUM BOARD  
PARK AND RECREATION COMMISSION \*  
PLANNING COMMISSION \*  
BOARD OF PUBLIC UTILITIES \*  
TRANSPORTATION BOARD \*

\*A Statement of Economic Interests is required. Any information listed on this application is a matter of public record and will be disclosed upon request.

Under existing California law, a member of a board or commission may not make, participate in making, or attempt to influence a governmental decision if it is reasonably foreseeable that the decision could have a material financial effect on that member, the member's immediate family, or any of his or her financial interests. There is also a special category of conflicts of interest which strictly forbids members and/or their employers from having financial interests in city contracts. Careful consideration should be given to this issue and applicants are encouraged to contact the City Clerk's Office if they have any questions.

Question applies to Community Police Review Commission

#### COMMUNITY POLICE REVIEW COMMISSION

CPRC applicants must undergo a limited background check by the Police Department prior to serving on the Commission due to the sensitivity and confidentiality of the materials you will review that have certain legal restrictions. The background check consists of completion of a Background Personal Information form, live scan fingerprint process through the FBI and Department of Justice, a local police records check, a records check of the National Crime Information Center (NCIC), and a DMV records check that includes vehicles registered to the applicant. The DMV records check relates to City liability issues since Commissioners occasionally give their personal vehicles to public outreach events. The background check takes approximately two weeks to complete.

Question applies to Community Police Review Commission

**Have you ever been convicted of a felony or misdemeanor?**

---

☐ Yes ☒ No

Question applies to Community Police Review Commission

**Do you have basic computer skills?**

---

☐ Yes ☐ No

## NOTICE REGARDING INCOMPATIBLE OFFICES

Under existing California law, no member of City boards or commissions may simultaneously hold two public offices that are incompatible. (California Government Code Section 1099)

Offices are incompatible if one of the offices has supervisory, auditory or removal power over the other, if there would be any significant clash of duties or loyalties between the offices, or if public policy considerations make it improper for one person to hold both offices.

**Do you currently hold a position as an appointed or elected member of a governmental board, commission, committee, or other body?**

☐ Yes ☒ No

**If “Yes”, please state position:**

Members of boards and commissions are covered by Workers’ Compensation insurance while serving. If appointed, completion of a LiveScan background screening is required prior to commencement of service.

Please call the City Clerk’s Office at 826-5557 or visit [RiversideCA.gov/city\\_clerk](http://RiversideCA.gov/city_clerk) for more information. City Clerk’s Office, City Hall, 3900 Main Street, 7th floor, Riverside, CA 92522

[7 - CPRC - Huerta David Abel.pdf](#)

Upload a Resume

Additional document(s)

**How did you learn about the Board and Commission vacancies?**

None Selected

**Are you interested in being contacted by the Registrar of Voters to volunteer as a poll worker?**

☐ Yes ☒ No

---

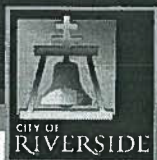
## Demographics

The following information will be detached from your application and used for research and statistical purposes only.

**BOARDS OR COMMISSIONS APPLIED FOR:**

**APPLICATION DATE:**

**Female or Male?**



# BOARDS AND COMMISSIONS

WARD: 7 Voter Registration: Yes  
Interviewed: 8/25/15  
Term Dates: 8/25/15-3/1/16 CPRC  
Reactivated: \_\_\_\_\_  
Reappted CPRC 3-1-2016 thru 03-01-2020

City of Arts & Innovation

BOARD(S) OR COMMISSION(S) APPLYING FOR:

**RECEIVED**

(210 Characters Max)

Community Police Review Commission

JUL 10 2015

☒ Mr.

☐ Ms.

City of Riverside  
City Clerk's Office

Huerta	David	A.
LAST NAME	FIRST NAME	M.I.
[REDACTED] Riverside	[REDACTED]	[REDACTED]
HOME ADDRESS	ZIP	PHONE

Keller Williams Realty	Real Estate Agent	[REDACTED]
EMPLOYER	JOB TITLE	E-MAIL ADDRESS
[REDACTED] Corona	[REDACTED]	[REDACTED]
BUSINESS ADDRESS	ZIP	BUSINESS PHONE

LENGTH OF RESIDENCE IN CITY OF RIVERSIDE	*ARE YOU A REGISTERED VOTER OF THE CITY OF RIVERSIDE	*HAVE YOU EVER BEEN CONVICTED OF A CRIME OF MORAL TURPITUDE?	DO YOU HAVE ADEQUATE TIME TO SERVE?
<input checked="" type="checkbox"/> 58 YEARS <input type="checkbox"/> MONTHS	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

\*Eligibility requirements per City Charter Article VIII Section 805.  
Applications may be screened on the basis of information submitted with this form.  
You are welcome to provide a resume and/or letters of endorsement.

WHY YOU WANT TO SERVE ON A CITY BOARD OR COMMISSION:

(474 Characters Max)

The City Riverside has been my home for over 55 years. I have witnessed and participated in the growth of it's infrastructure. As the City of Riverside advances in providing it's citizens a better place to live and thrive, the need for checks and balance grows along with it. I feel my life time experience and residency could provide objective support for it's Law Enforcement and citizens.

EXPERIENCE OR SPECIAL KNOWLEDGE PERTAINING TO AREA(S) OF INTEREST:

(474 Characters Max)

Worked closely with law enforcement in EMS involved incidents, Instructor at Ben Clark Public Safety Training Center, served as a Reserve Police Officer for the City of Riverside. Served ten years as a sworn Peace Officer for the City of Corona. Instructed courses in Officer Safety Training, Community Oriented Policing, Cultural Sensitivity Awareness, First Aid and CPR training per POST.

EDUCATIONAL BACKGROUND:

(474 Characters Max)

Graduate of La Sierra High School, Certification as a Clinical Lab Assistant and Phlebotomy, National Registry of Paramedics Certification, Peace Officer Standards and Training, State of California Adult Vocational Education Teaching Credential, Nuclear Biological and Chemical Weapons of Mass Destruction Awareness Instructor and OSHA Certified Occupational Health & Safety Instructor,

OCCUPATIONAL EXPERIENCE:

(474 Characters Max)

Provided Advanced Medical Care to the sick and injured, Instructed new EMT's and Paramedics at RCC, MTSJAC, Crafton Hills and Chaffey Community Colleges, Enforced CA Penal Code, CA Vehicle Code, Business and Professions Code, Health and Safety Code, Served as a Volunteer Firefighter - Riverside County, Corporate Safety Director of Occupational Health & Safety for the Construction and Industrial industry of a multi-state plumbing company. CA Real

**PROFESSIONAL OR TECHNICAL ORGANIZATION MEMBERSHIPS:**

(190 Characters Max)

The Law Enforcement Network, Emergency Medical Services Network, OSHA Discussion & Support / Occupational Safety / EH&S, National Association of REALTORS®, CALIFORNIA ASSOCIATION OF REALTORS

**CIVIC OR COMMUNITY EXPERIENCE, MEMBERSHIPS, OR PREVIOUS PUBLIC SERVICE APPOINTMENTS:**

Safety Chair representing the California Professional Association of Specialty Contractors (3 Yrs), Current Board Member for the La Sierra Little League, Safety Board Member for the La Sierra University Church, Security Deacon for La Sierra University Church.

- |                                      |                                   |
|--------------------------------------|-----------------------------------|
| - AIRPORT COMMISSION*                | - MAYOR'S COMMISSION ON AGING     |
| - COMMUNITY POLICE REVIEW COMMISSION | - METROPOLITAN MUSEUM BOARD       |
| - COMMISSION ON DISABILITIES         | - PARK AND RECREATION COMMISSION* |
| - CULTURAL HERITAGE BOARD*           | - PLANNING COMMISSION*            |
| - HUMAN RELATIONS COMMISSION         | - BOARD OF PUBLIC UTILITIES*      |
| - HUMAN RESOURCES BOARD              | - TRANSPORTATION BOARD*           |
| - BOARD OF LIBRARY TRUSTEES*         |                                   |

\*A statement of Economic Interests is required. Any information listed on this application is a matter of public record and will be disclosed upon request.

Under existing California law, a member of a board or commission may not make, participate in making, or attempt to influence a governmental decision if it is reasonably foreseeable that the decision could have a material financial effect on that member, the member's immediate family, or any of his or her financial interests. There is also a special category of conflicts of interest which strictly forbids members and/or their employers from having financial interests in city contracts. Careful consideration should be given to this issue and applicants are encouraged to contact the City Clerk's Office if they have any questions.

Note: Board and Commission Chairs may be called upon to serve as members of an adjudicating body to review complaints alleging violations of the City's Code of Ethics and Conduct by elected officials or members of boards and commissions.

**COMMUNITY POLICE REVIEW COMMISSION:**

Have you ever been convicted of a felony or misdemeanor? ☐ Yes ☒ No

CPRC applicants must undergo a limited background check by the Police Department prior to serving on the Commission due to the sensitivity and confidentiality of the materials you will review that have certain legal restrictions. The background check consists of the following:

Completion of a Background Personal Information form; live scan fingerprint process through the FBI and Department of Justice, a local police records check, a records check of the National Crime Information Center (NCIC), and a DMV records check that includes vehicles registered to the applicant. The purpose of the DMV records check is due to liability issues since Commissioners occasionally drive their personal vehicles to public outreach events. The background check takes approximately two weeks to complete.

**COMMISSION ON DISABILITIES:**

It is the policy of the City of Riverside to promote the full integration and participation of persons with disabilities into all areas of economic, political, and community life. In order to adequately represent the needs of residents with disabilities, the following criteria applies:

- Members should consist of both persons with and without disabilities.
- Members should represent a cross-section of the City's disability groups and include persons with professional experience representing or supporting persons with disabilities.

How would your experience or qualifications help the Commission on Disabilities meet its membership goals? (255 Characters Max)



If applying for membership on the Commission on Disabilities, please complete and return a Supplemental Application.

## CULTURAL HERITAGE BOARD:

If applying for membership on the Cultural Heritage Board, please complete and return a Supplemental Application.

## HUMAN RELATIONS COMMISSION:

The Commission shall consist of fifteen members in accordance with the Municipal Code. So far as is reasonably possible, the Commission shall include representation in the following fields: education, medicine, health and welfare, law, real estate, industry, business, finance, law enforcement, and labor. Further, the diversity of the Commission is important to achieving its stated objective.

Please state your field of endeavor as it applies to the Human Relations Commission:

## MAYOR'S COMMISSION ON AGING:

Members must be at least 55 years old and not be a paid representative of an elder service.

Are you age 55 or older?

☐ Yes

☐ No

Are you a paid representative of an elder service?

☐ Yes

☐ No

## NOTICE REGARDING INCOMPATIBLE OFFICES

Under existing California law, no member of City boards or commission may simultaneously hold two public offices that are incompatible. (California Government Code Section 1099)

Offices are incompatible if one of the offices has supervisory, auditory or removal power over the other, if there would be any significant clash of duties or loyalties between the offices, or if public policy considerations make it improper for one person to hold both offices.

Do you currently hold a position as an appointed or elected member of a governmental board, commission, committee, or other body? ☐ Yes ☒ No

If "Yes", please state position:

Please call the City Clerk's Office at 826-5557 or visit [RiversideCa.gov/city\\_clerk](http://RiversideCa.gov/city_clerk) for more information.

RETURN TO: City Clerk's Office, City Hall, 3900 Main Street, 7th floor, Riverside, CA 92522

SIGNATURE: \_\_\_\_\_



DATE: 06/10/15

THANK YOU FOR YOUR INTEREST IN THE CITY OF RIVERSIDE.

How did you learn about the Board and Commission vacancies?

☐ Newspaper ☐ Utility Bill Insert ☒ Web site

☒ Other

Are you interested in being contacted by the Registrar of Voters to volunteer as a poll worker?

☐ Yes ☒ No

**Application Form****Profile****Office Use Only:**☒ Ward 7**Which Boards would you like to apply for?**

Community Police Review Commission: Submitted

**Ms./Mr.**

Mr.

James

First Name

M.

Middle Initial

Martin

Last Name

Home Address

Suite or Apt

Riverside

City

CA

State

Postal Code

Home:

Primary Phone

Home:

Alternate Phone

Email Address

Tarbell Realtors

Employer

Agent - Part time

Job Title

**Business Address****Business Phone****Length of residence in City of Riverside****Are you a registered voter of the City of Riverside?**☒ Yes ☐ No**Have you ever been convicted of a crime of moral turpitude?**☐ Yes ☒ No

**Do you have adequate time to serve?**

---

☒ Yes ☐ No

\*Eligibility requirements per City Charter Article VIII Section 805.

Applications may be screened on the basis of information submitted with this form.

You are welcome to provide a resume and/or letters of endorsement.

---

## **Interests & Experiences**

**WHY YOU WANT TO SERVE ON A CITY BOARD OR COMMISSION:**

---

**EXPERIENCE OR SPECIAL KNOWLEDGE PERTAINING TO AREA(S) OF INTEREST:**

---

**EDUCATIONAL BACKGROUND:**

---

**OCCUPATIONAL EXPERIENCE:**

---

**PROFESSIONAL OR TECHNICAL ORGANIZATION MEMBERSHIPS:**

---

**CIVIC OR COMMUNITY EXPERIENCE, MEMBERSHIPS, OR PREVIOUS PUBLIC SERVICE APPOINTMENTS:**

---

COMMISSION ON AGING  
AIRPORT COMMISSION \*  
BUDGET ENGAGEMENT COMMISSION  
COMMUNITY POLICE REVIEW COMMISSION  
CULTURAL HERITAGE BOARD \*  
COMMISSION ON DISABILITIES  
BOARD OF ETHICS  
HUMAN RELATIONS COMMISSION  
HUMAN RESOURCES BOARD  
BOARD OF LIBRARY TRUSTEES \*  
METROPOLITAN MUSEUM BOARD  
PARK AND RECREATION COMMISSION \*  
PLANNING COMMISSION \*  
BOARD OF PUBLIC UTILITIES \*  
TRANSPORTATION BOARD \*

\*A Statement of Economic Interests is required. Any information listed on this application is a matter of public record and will be disclosed upon request.

Under existing California law, a member of a board or commission may not make, participate in making, or attempt to influence a governmental decision if it is reasonably foreseeable that the decision could have a material financial effect on that member, the member's immediate family, or any of his or her financial interests. There is also a special category of conflicts of interest which strictly forbids members and/or their employers from having financial interests in city contracts. Careful consideration should be given to this issue and applicants are encouraged to contact the City Clerk's Office if they have any questions.

Question applies to Community Police Review Commission

#### COMMUNITY POLICE REVIEW COMMISSION

CPRC applicants must undergo a limited background check by the Police Department prior to serving on the Commission due to the sensitivity and confidentiality of the materials you will review that have certain legal restrictions. The background check consists of completion of a Background Personal Information form, live scan fingerprint process through the FBI and Department of Justice, a local police records check, a records check of the National Crime Information Center (NCIC), and a DMV records check that includes vehicles registered to the applicant. The DMV records check relates to City liability issues since Commissioners occasionally give their personal vehicles to public outreach events. The background check takes approximately two weeks to complete.

Question applies to Community Police Review Commission

**Have you ever been convicted of a felony or misdemeanor?**

---

☐ Yes ☒ No

Question applies to Community Police Review Commission

**Do you have basic computer skills?**

---

☒ Yes ☐ No

## NOTICE REGARDING INCOMPATIBLE OFFICES

Under existing California law, no member of City boards or commissions may simultaneously hold two public offices that are incompatible. (California Government Code Section 1099)

Offices are incompatible if one of the offices has supervisory, auditory or removal power over the other, if there would be any significant clash of duties or loyalties between the offices, or if public policy considerations make it improper for one person to hold both offices.

**Do you currently hold a position as an appointed or elected member of a governmental board, commission, committee, or other body?**

☐ Yes ☒ No

**If “Yes”, please state position:**

Members of boards and commissions are covered by Workers’ Compensation insurance while serving. If appointed, completion of a LiveScan background screening is required prior to commencement of service.

Please call the City Clerk’s Office at 826-5557 or visit [RiversideCA.gov/city\\_clerk](http://RiversideCA.gov/city_clerk) for more information. City Clerk’s Office, City Hall, 3900 Main Street, 7th floor, Riverside, CA 92522

[7 - Martin\\_James\\_M..pdf](#)

Upload a Resume

Additional document(s)

**How did you learn about the Board and Commission vacancies?**

None Selected

**Are you interested in being contacted by the Registrar of Voters to volunteer as a poll worker?**

☐ Yes ☒ No

---

## Demographics

The following information will be detached from your application and used for research and statistical purposes only.

**BOARDS OR COMMISSIONS APPLIED FOR:**

**APPLICATION DATE:**

**Female or Male?**





# BOARDS AND COMMISSIONS

WARD: 7 Voter Registration: Yes  
Interviewed: \_\_\_\_\_  
Term Dates: \_\_\_\_\_  
Reactivated: 11-10-15

City of Arts & Innovation

MAR 22 2013

BOARD(S) OR COMMISSION(S) APPLYING FOR:

City of Riverside  
City Clerk's Office

COMMUNITY POLICE REVIEW COMMISSION

☒ Mr.

☐ Ms.

MARTIN

JAMES

M.

LAST NAME

FIRST NAME

M.I.

HOME ADDRESS

ZIP

PHONE

EMPLOYER

JOB TITLE

E-MAIL ADDRESS

BUSINESS ADDRESS

ZIP

BUSINESS PHONE

LENGTH OF RESIDENCE  
IN CITY OF RIVERSIDE

17 YEARS 0 MONTHS

\*ARE YOU A REGISTERED VOTER OF  
THE CITY OF RIVERSIDE?

☒ YES ☐ NO

\*HAVE YOU EVER BEEN CONVICTED  
OF A CRIME OF MORAL TURPITUDE?

☐ YES ☒ NO

DO YOU HAVE ADEQUATE  
TIME TO SERVE?

☒ YES ☐ NO

\*Eligibility requirements per City Charter Article VIII Section 805.  
Applications may be screened on the basis of information submitted with this form.  
You are welcome to provide a resume and/or letters of endorsement.

WHY YOU WANT TO SERVE ON A CITY BOARD OR COMMISSION: I BELIEVE THAT EVERY CAPABLE CITIZEN IN OUR SOCIETY HAS AN OBLIGATION TO SERVE THE COMMUNITY IN SOME WAY. FOR ME, VOLUNTEERING ON THE CPRC IS AN EXCELLENT OPPORTUNITY TO SERVE MY COMMUNITY AND MY CITY

EXPERIENCE OR SPECIAL KNOWLEDGE PERTAINING TO AREA(S) OF INTEREST: I HAVE BEEN INTERESTED IN THE CPRC FROM ITS GRASS ROOTS BEGINNING TO ITS INCLUSION INTO THE CITY CHARTER. I UNDERSTAND THE PURPOSE OF THE CPRC TO REVIEW AND ADVISE AND PROVIDE A BUFFER BETWEEN THE R.P.D. AND THE COMMUNITY.

EDUCATIONAL BACKGROUND: 240 UNDERGRAD HOURS @ UNIVERSITY OF AKRON, AKRON OHIO. A.A. DEGREE, WASHTENAU COMMUNITY COLLEGE, ANN ARBOR, MICHIGAN.

OCCUPATIONAL EXPERIENCE: MANAGEMENT, GOODYEAR TIRE & RUBBER SELFEMPLOYED, 16 YRS COMMUNICATIONS EQUIPMENT SALES, LIVE ANSWER SERVICE & PAGER BUSINESS. LICENSED REAL ESTATE AGENT.

PROFESSIONAL OR TECHNICAL ORGANIZATION MEMBERSHIPS:

CALIFORNIA ASSOCIATION OF REALTORS

THE INLAND GATEWAY ASSOCIATION OF REALTORS

CIVIC OR COMMUNITY EXPERIENCE, MEMBERSHIPS, OR PREVIOUS PUBLIC SERVICE APPOINTMENTS:

MEMBER, THE GROUP

MEMBER, RIVERSIDE COALITION FOR POLICE ACCOUNTABILITY

MEDIATOR CERTIFICATE (INACTIVE)

- |                                      |                                   |
|--------------------------------------|-----------------------------------|
| - AIRPORT COMMISSION*                | - MAYOR'S COMMISSION ON AGING     |
| - COMMUNITY POLICE REVIEW COMMISSION | - METROPOLITAN MUSEUM BOARD       |
| - COMMISSION ON DISABILITIES         | - PARK AND RECREATION COMMISSION* |
| - CULTURAL HERITAGE BOARD*           | - PLANNING COMMISSION*            |
| - HUMAN RELATIONS COMMISSION         | - BOARD OF PUBLIC UTILITIES*      |
| - HUMAN RESOURCES BOARD              | - TRANSPORTATION BOARD*           |
| - BOARD OF LIBRARY TRUSTEES*         |                                   |

\* A Statement of Economic Interests is required. Any information listed on this application is a matter of public record and will be disclosed upon request.

Note: Board and Commission Chairs may be called upon to serve as members of an adjudicating body to review complaints alleging violations of the City's Code of Ethics and Conduct by elected officials or members of boards and commissions.

## COMMUNITY POLICE REVIEW COMMISSION:

Have you ever been convicted of a felony or misdemeanor? ☐ Yes ☒ No

Applicants may be subject to a Livescan as part of the initial application process.

## COMMISSION ON DISABILITIES:

It is the policy of the City of Riverside to promote the full integration and participation of persons with disabilities into all areas of economic, political, and community life. In order to adequately represent the needs of residents with disabilities, the following criteria applies:

- Members should consist of both persons with and without disabilities.
- Members should represent a cross-section of the City's disability groups and include persons with professional experience representing or supporting persons with disabilities.

How would your experience or qualifications help the Commission On Disabilities meet its membership goals?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
If applying for membership on the Commission on Disabilities, please complete and return a Supplemental Application.

## CULTURAL HERITAGE BOARD:

If applying for membership on the Cultural Heritage Board, please complete and return a Supplemental Application.

## HUMAN RELATIONS COMMISSION:

The Commission shall consist of fifteen members in accordance with the Municipal Code. So far as is reasonably possible, the Commission shall include representation in the following fields: education, medicine, health and welfare, law, real estate, industry, business, finance, law enforcement, and labor. Further, the diversity of the Commission is important to achieving its stated objective.

Please state your field of endeavor as it applies to the Human Relations Commission: \_\_\_\_\_

## MAYOR'S COMMISSION ON AGING:

Members must be at least 55 years old and not be a paid representative of an elder service.

Are you age 55 or older?

☐ Yes

☐ No

Are you a paid representative of an elder service?

☐ Yes

☐ No

## NOTICE REGARDING INCOMPATIBLE OFFICES

Under existing California law, no member of City boards or commission may simultaneously hold two public offices that are incompatible. (California Government Code Section 1099)

Offices are incompatible if one of the offices has supervisory, auditory or removal power over the other, if there would be any significant clash of duties or loyalties between the offices, or if public policy considerations make it improper for one person to hold both offices.

Do you currently hold a position as an appointed or elected member of a governmental board, commission, committee, or other body? ☐ Yes ☒ No

If "Yes", please state position: \_\_\_\_\_

Please call the City Clerk's Office at 826-5557 or visit [RiversideCa.gov/city\\_clerk](http://RiversideCa.gov/city_clerk) for more information.

RETURN TO: City Clerk's Office, City Hall, 3900 Main Street, 7th floor, Riverside, CA 92522

SIGNATURE: \_\_\_\_\_

DATE: 3/22/13

THANK YOU FOR YOUR INTEREST IN THE CITY OF RIVERSIDE.

How did you learn about the Board and Commission vacancies?

☐ Newspaper

☐ Utility Bill Insert

☐ Web Site

☒ Other

FRIEND

Are you interested in being contacted by the

Registrar of Voters to volunteer as a poll worker? ☐ Yes ☒ No

This information will be detached from your application and used for research and statistical purposes only.

**Application Form****Profile****Office Use Only:**☒ Ward 7**Which Boards would you like to apply for?**

Community Police Review Commission: Submitted

Human Relations Commission: Submitted

**Ms./Mr.**

Mr.

Ronald

First Name

Middle Initial

Shirley

Last Name

Home Address

Suite or Apt

Riverside

City

CA

State

Postal Code

Home:

Primary Phone

Home:

Alternate Phone

Email Address

RS Enterprise Consulting  
Services

Employer

Owner

Job Title

**Business Address****Business Phone****Length of residence in City of Riverside**

20 years

**Are you a registered voter of the City of Riverside?**☒ Yes ☐ No**Have you ever been convicted of a crime of moral turpitude?**☐ Yes ☒ No

**Do you have adequate time to serve?**

---

☒ Yes ☐ No

\*Eligibility requirements per City Charter Article VIII Section 805.

Applications may be screened on the basis of information submitted with this form.

You are welcome to provide a resume and/or letters of endorsement.

---

**Interests & Experiences**

**WHY YOU WANT TO SERVE ON A CITY BOARD OR COMMISSION:**

---

I have always been involved in my Community and now that I have retired I have more time to give back to my Community. I have selected this Board because it is extremely important that the Community and Law enforcement be aligned. I believe that one of the ways to reach this common ground is to bridge the gaps in the following areas : information, knowledge, common goals, cultural information sharing, heart listening, respect and good old humanity!

**EXPERIENCE OR SPECIAL KNOWLEDGE PERTAINING TO AREA(S) OF INTEREST:**

---

See attached Resume

**EDUCATIONAL BACKGROUND:**

---

See attached Resume

**OCCUPATIONAL EXPERIENCE:**

---

See attached Resume

**PROFESSIONAL OR TECHNICAL ORGANIZATION MEMBERSHIPS:**

---

See the attached Resume

**CIVIC OR COMMUNITY EXPERIENCE, MEMBERSHIPS, OR PREVIOUS PUBLIC SERVICE APPOINTMENTS:**

---

See attached Resume



COMMISSION ON AGING  
AIRPORT COMMISSION \*  
BUDGET ENGAGEMENT COMMISSION  
COMMUNITY POLICE REVIEW COMMISSION  
CULTURAL HERITAGE BOARD \*  
COMMISSION ON DISABILITIES  
BOARD OF ETHICS  
HUMAN RELATIONS COMMISSION  
HUMAN RESOURCES BOARD  
BOARD OF LIBRARY TRUSTEES \*  
METROPOLITAN MUSEUM BOARD  
PARK AND RECREATION COMMISSION \*  
PLANNING COMMISSION \*  
BOARD OF PUBLIC UTILITIES \*  
TRANSPORTATION BOARD \*

\*A Statement of Economic Interests is required. Any information listed on this application is a matter of public record and will be disclosed upon request.

Under existing California law, a member of a board or commission may not make, participate in making, or attempt to influence a governmental decision if it is reasonably foreseeable that the decision could have a material financial effect on that member, the member's immediate family, or any of his or her financial interests. There is also a special category of conflicts of interest which strictly forbids members and/or their employers from having financial interests in city contracts. Careful consideration should be given to this issue and applicants are encouraged to contact the City Clerk's Office if they have any questions.

Question applies to Community Police Review Commission

#### COMMUNITY POLICE REVIEW COMMISSION

CPRC applicants must undergo a limited background check by the Police Department prior to serving on the Commission due to the sensitivity and confidentiality of the materials you will review that have certain legal restrictions. The background check consists of completion of a Background Personal Information form, live scan fingerprint process through the FBI and Department of Justice, a local police records check, a records check of the National Crime Information Center (NCIC), and a DMV records check that includes vehicles registered to the applicant. The DMV records check relates to City liability issues since Commissioners occasionally give their personal vehicles to public outreach events. The background check takes approximately two weeks to complete.

Question applies to Community Police Review Commission

**Have you ever been convicted of a felony or misdemeanor?**

---

☐ Yes ☒ No

Question applies to Community Police Review Commission

**Do you have basic computer skills?**

---

☒ Yes ☐ No

Question applies to Human Relations Commission

#### HUMAN RELATIONS COMMISSION:

So far as is reasonably possible, the Human Relations Commission shall include representation in the fields of education, medicine, health and welfare, law, real estate, industry, business, finance, law enforcement, and labor. The diversity of the Commission is important to achieving its stated objective.

**Please state your field of endeavor as it applies to the Human Relations Commission:**

---

**NOTICE REGARDING INCOMPATIBLE OFFICES**

Under existing California law, no member of City boards or commissions may simultaneously hold two public offices that are incompatible. (California Government Code Section 1099)

Offices are incompatible if one of the offices has supervisory, auditory or removal power over the other, if there would be any significant clash of duties or loyalties between the offices, or if public policy considerations make it improper for one person to hold both offices.

**Do you currently hold a position as an appointed or elected member of a governmental board, commission, committee, or other body?**

---

☐ Yes ☒ No

**If “Yes”, please state position:**

---

Members of boards and commissions are covered by Workers’ Compensation insurance while serving. If appointed, completion of a LiveScan background screening is required prior to commencement of service.

Please call the City Clerk’s Office at 826-5557 or visit [RiversideCA.gov/city\\_clerk](http://RiversideCA.gov/city_clerk) for more information. City Clerk’s Office, City Hall, 3900 Main Street, 7th floor, Riverside, CA 92522

[Shirley\\_Ronald\\_Resume\\_6-26-18\\_.doc](#)

Upload a Resume

[Statement\\_of\\_Value\\_Add\\_-\\_HR.doc](#)

Additional document(s)

**How did you learn about the Board and Commission vacancies?**

---

☒ Other

**Are you interested in being contacted by the Registrar of Voters to volunteer as a poll worker?**

---

☐ Yes ☒ No

---

**Demographics**

The following information will be detached from your application and used for research and statistical purposes only.

**BOARDS OR COMMISSIONS APPLIED FOR:**

---

## Statement of Value Add

### Ronald Shirley

As you know, we are living in an ever changing world in our personal lives and in our business lives. Technology is one of the principle drivers to much of the change that we experience on a day to day basis. And as we try to keep pace with it all it can be rather challenging. And as one can imagine; large environments / organizations will need to have an ongoing and very flexible infrastructure that will enable it to handle the ongoing changes and to ensure that the organization remains extremely effective.

I have been involved in organizational effectiveness for the past 20 years within Xerox and with Community Based Organization. I believe that in order to stay in tune with an organization and its needs you need to have the following headset:

- ✚ Listen more than you talk. Obtaining accurate Voice of the Customer (VOC) is critical to effectiveness.
- ✚ Demonstrate effective interactive / interpersonal skills – create an environment where everyone's opinion counts.
- ✚ Ability to build positive relationships – know that true Organizational Effectiveness is based on collaboration and not an individual.
- ✚ Demonstrate financial responsibility – cost versus investment / bottom line.
- ✚ Ability to Task manage from an enterprise standpoint
- ✚ Demonstrate flexibility – as new data is uncovered or as directions change.
- ✚ Ability to communicate across all levels of the organization (written & verbal).
- ✚ Ability to collect data and accurately analyze it and then communicate it.
- ✚ Leadership – demonstrate the ability to lead groups that are not directly aligned to you. Create an environment of cooperative workgroups (the whole is greater than a part).
- ✚ Ability to asses the current culture and then help to understand and improve it.
- ✚ Awareness / use of the key tools that drive organizational change and effectiveness (i.e. employee involvement strategies, training, feedback, communication strategies, retention strategies, opinion / attitude surveys, focus groups, interviews, etc.).
- ✚ Be Systems literate – MS Office, Visio, Internal systems, Minitab
- ✚ And last but certainly not least, have Integrity. People work cooperatively with those that they trust. “Say what you mean and then do what you say”

Hiring manager I believe that I would bring all of the above to the Human Recourses position. I would also add that I would bring my passion, focus, a forward thought process, commitment to excellence, performance driven, collaborative mind set, balance approach to problem solving, organizational inclusiveness, critical thinking and collaborative partnership!

I look forward to hearing from you.

Regards,  
Ron

**“Remember that a great day begins with a decision”**

# Ronald Shirley

---

## **LEADERSHIP / TRAINING & ORGANIZATIONAL DEVELOPEMENT HUMAN RESOURCES . MANAGER OF OPERATION**

### **EMPLOYMENT NARRATIVE**

**BBSI, Inc.**

**Business Partner - Ocotber 2013 to 2019, March Retired**

Provides strategic leadership to a multi-million dollar business unit that consults on a broad range of organizational and management issues. The primary objective of the Business Partner and business unit is to maximize business owner/client investment in human capital through establishment of best practices. The Business Partner will collaborate with client companies to assess, advise and influence them on matters involving, but not limited to, organization design and development, change management, employee engagement, and performance management.

### **DUTIES AND RESPONSIBILITIES:**

- Act as business owners' advocate.
- Drive Tier movement within client companies.
- Benchmark, analyze and deliver measurable results to the business owner.
- Own client life cycle including client acquisition, development, and retention.
- Act as the performance improvement driver and promote positive change within client companies in human capital management.
- Collectively own P&L responsibility with fellow business unit members.
- Proactively lead business unit in the assessment and analysis of client company requirements in the areas of organizational development, risk and safety consulting, payroll administration, employment law compliance, and workers' compensation administration.
- Direct responsibility for individual components of consulting plan.
- Distribution channel and business community involvement.
- Self-guided professional development in areas including Organization Development and Design, Risk and Safety, Payroll, and Workers' Compensation.
- Other duties and responsibilities as assigned.

### **CORE TRAITS/COMPETENCIES:**

- Ability to operationalize concepts with true business acumen
- Understanding of economic environment and effect on business
- Results oriented
- Business-owner empathy
- Stakeholder mentality
- Drive and vision
- Innately curious
- Demonstrated leadership ability
- Highly ethical

## **Nulinx International Inc. COPA**

### **Human Resources Manager . May 2013 to October 2013**

#### **Responsibilities:**

Provide active HR leadership and execution in critical business initiatives.  
Manage frontline roundtable feedback process and other forms of upward feedback.  
Partner with business leaders to plan and execute leadership development strategies.  
Effectively present critical HR information to audiences at different levels.  
Train leadership teams on leadership and trust-building skills.  
Coach leaders on 360° feedback interpretation and follow-up.  
Counsel/guide leaders through complex employee relations issues.  
Investigate/address harassment complaints.  
Administer internal appeals procedure.  
Successfully develop and execute proactive union awareness/avoidance strategies.  
Lead frontline and leadership staffing initiatives.  
Ensure compliance with all applicable labor and employment laws; handle OFCCP audits or other inquiries from regulatory agencies, as needed.

## **Business Consulting Services**

### **Training & Development Professional . September 2012 to current**

Responsibilities included: meeting with clients to assess their training and development needs /gaps that potentially had an adverse impact on their bottom line performance. Once an assessment was made the client and I would prioritize the needed training and /or development based on key areas of the business (i.e. departments / divisions, etc.). The training / development areas were as follows: Building Highly Effective Teams (Team Building), Change Management, Sexual Harassment Awareness, Interpersonal /Interactive Skills, Safety Awareness – EH&S , Performance Management, Succession Planning, Conflict Resolution, Performance Improvement, Violence in the Workplace prevention, Effective Coaching and Counseling ,Effective Communication Skills and Leadership Development for new managers. If the client needed more specialized training or assessment (i.e. process improvement / workflow analysis that would also be address.

## **Xerox Corporation**

### **Business Development Manager • 2004 to July 2012**

Promoted continuously to areas of increased leadership and responsibility due to a track record of quickly assimilating and surpassing corporate goals. Leveraged Six Sigma Black Belt Certification, operations, financial, sales and HR experience to lead a team-centered effort with multiple departments to identify need and ensure client satisfaction.

Ensured customer accounts and service complied with corporate standards of excellence. Led a successful effort to boost referrals, renewals, upselling, cross-selling and account expansion. Documented exact cost savings and productivity improvements via before and after score cards. Reviewed company data to successfully increase client satisfaction/retention.

#### **Key Accomplishments**

- Saved \$2.5M in worker compensation costs in leading a Six Sigma Black Belt project to lean processes and select a better 3<sup>rd</sup> party vendor.
- Optimized processes, cut non-value steps, improved Process Cycle Time and reduced variation through DMAIC and effective project management.
- Worked with the Account Team to save costs, reduce waste and integrate operational efficiencies.



- Utilized a consultative sales approach to grow accounts as well as build new business opportunities.
- Troubleshoot operations, analyzing areas to improve and implementing proactive solutions.
- Collaborated with internal/external teams in upgrading workflow, HR, IT, SOPs and service delivery.

#### **HUMAN RESOURCES Manager • 1997-2004**

**\*Completed Human Resources Course (PHR) 2012**

Oversaw a total of 1400 exempt and non- exempt personnel from multiple departments including Finances, Sales and Administration. Learned quickly proprietary software such as EXPRO to track KPIs on a monthly, quarterly and year-end basis. Supervised Workers Compensation and Environmental Health & Safety initiatives.

Served as a key team member in identifying HR operational needs and cost saving opportunities including upgrading payroll systems and selection of a contract worker system that improved on-boarding processes such as background checks and project delegation/tracking. Tasked with maintaining compliance to state/federal HR requirements. I have delivered various key HR related trainings (e.g. Sexual Harrassment Awareness / Prevention, Performance Management, Ethics, Performance Improvement , Change Management, Conflict Resolution, etc.) Please see the attached listing for additional subject matter areas. Additionally, I handled the following core areas of HR: Employee Relations, Performance Management, Succession Planning, Policy, Conducted Investigations / Terminations, Training & Development, Employee / Customer Satisfaction, Coaching & Counseling, Benefits / Compensation, Recurting & Staffing, Interviewing, Communications concerning HR changes, Perfomance Improvement Process, Recognition Plans, Cross Functional Team sessions, Payroll Management, Objective Management (KPI's), Impelmentation of strategic programs, Procedures reviews, Expense Plan (P&L), Labor issues, and Workflow process improvements.

#### **Accounts Operations Manager • 1990-1997**

Responsible for planning, directing and coordinating the contracted operations of the account. Monitors daily operations to ensure contract requirements are met, keep abreast of major situations affecting service to the customer and ensure all aspects of customer satisfaction. Responsible for managing the budget and P&L for the assigned account(s). Generating (selling) revenue and seeking additional business opportunities.

Manage the assigned accounts to achieve required business results.

- Managing to the contract: SLAs and KPI's (Key Performance Indicators)
- Employee and Customer Satisfaction
- Customer retention
- Profitability of account

**CONTINUED...**

**Ronald Shirley • Page 2 •**

---



---

#### **EMPLOYMENT NARRATIVE CONTINUED...**

##### **Key Accomplishments**

- Served as a vital team member in boosting revenue 15%.
- Rocketed employee retention to 97%.
- Realized a 60% improvement in employee satisfaction.
- Reduced staff absence 30%.
- Slashed worker compensation cost 20%.

## **EDUCATION**

**Master of Arts, Management** National University, San Diego, CA  
**BA - Social Science** University of California, Irvine, CA

---

---

## **PROFESSIONAL DEVELOPMENT**

Six Sigma Black Belt  
Multiple courses at Xerox focusing on Quality, Leadership and Organizational Development

---

---

## **ORGANIZATIONAL MEMBERSHIPS**

YEMP Program - Youth Education Motivation Program  
Vice President and the Communications Chairperson, Los Angeles Black Employee Association,  
Inc.  
Vice President of Palisades HOA, Riverside, CA.  
President of Palisades HOA Architectural Committee, Riverside, CA.

**Application Form****Profile****Office Use Only:**☒ Ward 7**Which Boards would you like to apply for?**

Commission on Aging: Submitted  
Community Police Review Commission: Submitted  
Commission on Disabilities: Submitted  
Human Resources Board: Submitted

**Ms./Mr.**

Mr.

Antonius

First Name

B.

Middle Initial

Van Vegten

Last Name

Home Address

Suite or Apt

Riverside

City

CA

State

Postal Code

Home:

Primary Phone

Mobile:

Alternate Phone

Email Address

Retired

Employer

Quality Engineer Specialist Sr.

Job Title

**Business Address****Business Phone****Length of residence in City of Riverside**

42 years

**Are you a registered voter of the City of Riverside?**☒ Yes ☐ No**Have you ever been convicted of a crime of moral turpitude?**☐ Yes ☒ No

**Do you have adequate time to serve?**

---

☒ Yes ☐ No

\*Eligibility requirements per City Charter Article VIII Section 805.

Applications may be screened on the basis of information submitted with this form.

You are welcome to provide a resume and/or letters of endorsement.

---

## **Interests & Experiences**

### **WHY YOU WANT TO SERVE ON A CITY BOARD OR COMMISSION:**

---

I have lived in this city for over 42 years, been retired for 22 years and feel that I can contribute to this city that has been my home for all these years.

### **EXPERIENCE OR SPECIAL KNOWLEDGE PERTAINING TO AREA(S) OF INTEREST:**

---

### **EDUCATIONAL BACKGROUND:**

---

AA degree in Mechanical Drafting and Design and a BS Business Administration

### **OCCUPATIONAL EXPERIENCE:**

---

While I was working I was the lead quality engineer on a major US navy contract. My staff consisted of a number of other quality engineers and inspectors. I was responsible to monitor their progress in their individual fields and administer Performance Planning and appraisals for those salaried personnel. My other duties were to track budgets, assure accurate time charging, implement and manage a total quality system to optimize productivity and quality as well as assure conformance to contractual requirements.

### **PROFESSIONAL OR TECHNICAL ORGANIZATION MEMBERSHIPS:**

---

None

### **CIVIC OR COMMUNITY EXPERIENCE, MEMBERSHIPS, OR PREVIOUS PUBLIC SERVICE APPOINTMENTS:**

---

None

COMMISSION ON AGING  
AIRPORT COMMISSION \*  
BUDGET ENGAGEMENT COMMISSION  
COMMUNITY POLICE REVIEW COMMISSION  
CULTURAL HERITAGE BOARD \*  
COMMISSION ON DISABILITIES  
BOARD OF ETHICS  
HUMAN RELATIONS COMMISSION  
HUMAN RESOURCES BOARD  
BOARD OF LIBRARY TRUSTEES \*  
METROPOLITAN MUSEUM BOARD  
PARK AND RECREATION COMMISSION \*  
PLANNING COMMISSION \*  
BOARD OF PUBLIC UTILITIES \*  
TRANSPORTATION BOARD \*

\*A Statement of Economic Interests is required. Any information listed on this application is a matter of public record and will be disclosed upon request.

Under existing California law, a member of a board or commission may not make, participate in making, or attempt to influence a governmental decision if it is reasonably foreseeable that the decision could have a material financial effect on that member, the member's immediate family, or any of his or her financial interests. There is also a special category of conflicts of interest which strictly forbids members and/or their employers from having financial interests in city contracts. Careful consideration should be given to this issue and applicants are encouraged to contact the City Clerk's Office if they have any questions.

Question applies to Community Police Review Commission

#### COMMUNITY POLICE REVIEW COMMISSION

CPRC applicants must undergo a limited background check by the Police Department prior to serving on the Commission due to the sensitivity and confidentiality of the materials you will review that have certain legal restrictions. The background check consists of completion of a Background Personal Information form, live scan fingerprint process through the FBI and Department of Justice, a local police records check, a records check of the National Crime Information Center (NCIC), and a DMV records check that includes vehicles registered to the applicant. The DMV records check relates to City liability issues since Commissioners occasionally give their personal vehicles to public outreach events. The background check takes approximately two weeks to complete.

Question applies to Community Police Review Commission

**Have you ever been convicted of a felony or misdemeanor?**

---

☐ Yes ☒ No

Question applies to Community Police Review Commission

**Do you have basic computer skills?**

---

☒ Yes ☐ No

Question applies to Commission on Aging

#### COMMISSION ON AGING:

Members must be at least 55 years old and not be a paid representative of an elder service.

Question applies to Commission on Aging

**If you answered no to the above question, what year will you turn 55?**

---

Question applies to Commission on Aging

**Are you age 55 or older?**

☒ Yes ☐ No

Question applies to Commission on Aging

**Are you a paid representative of an elder service?**

☐ Yes ☒ No

Question applies to Commission on Disabilities

- Thank you for your interest in serving on the Commission on Disabilities.
- It is the policy of the City of Riverside to promote the full integration and participation of persons with disabilities into all areas of economic, political and community life. In order to adequately represent the needs of residents with access and functional needs.
- Please fill out supplemental [form](#).

**NOTICE REGARDING INCOMPATIBLE OFFICES**

Under existing California law, no member of City boards or commissions may simultaneously hold two public offices that are incompatible. (California Government Code Section 1099)

Offices are incompatible if one of the offices has supervisory, auditory or removal power over the other, if there would be any significant clash of duties or loyalties between the offices, or if public policy considerations make it improper for one person to hold both offices.

**Do you currently hold a position as an appointed or elected member of a governmental board, commission, committee, or other body?**

☐ Yes ☒ No

**If “Yes”, please state position:**

Members of boards and commissions are covered by Workers’ Compensation insurance while serving. If appointed, completion of a LiveScan background screening is required prior to commencement of service.

Please call the City Clerk’s Office at 826-5557 or visit [RiversideCA.gov/city\\_clerk](http://RiversideCA.gov/city_clerk) for more information. City Clerk’s Office, City Hall, 3900 Main Street, 7th floor, Riverside, CA 92522

Upload a Resume

Additional document(s)

**How did you learn about the Board and Commission vacancies?**

☒ Other

**Are you interested in being contacted by the Registrar of Voters to volunteer as a poll worker?**

☐ Yes ☒ No