

# **Police Commission**

Application Form

BBK city clerk 05-01-23041156

Profile

STEPHEN R HAGER
First Name Middle Initial Last Name

[Redacted]
Email Address

[Redacted] WEST BURBANK BLVD
Home Address Suite or Apt

BURBANK CA 91506
City State Postal Code

[Redacted] CELL [Redacted] WORK
Primary Phone Alternate Phone

CHILI JOHNS OF CA OWNER / EXECUTIVE CHEF ENTREPRENEUR
Employer Job Title Occupation

Which Boards would you like to apply for?

None Selected
POLICE COMMISSION

Length of time as a Burbank Resident: 6 YEARS

Burbank Registered Voter?

Yes No

Interests & Experiences

Please tell us about yourself and why you want to serve.

Why are you interested in serving on a board, commission or committee?

MY PRIOR SERVICE AND TRAINING WILL MAKE ME A VALUABLE ASSET TO THE COMMUNITY
I LOVE BURBANK

Education HIGH SCHOOL, AA PHOTOJOURNALISM, EMT/COMBAT TRAUMA MEDICAL TECHNICIAN

Additional Pertinent Courses or Training

US COAST GUARD MILITARY RADIOMAN
US COAST GUARD OS (A) SCHOOL (NAVAL INTELLIGENCE AND COMMUNICATIONS)
US COAST GUARD MK (A) SCHOOL (MECHANIC)
US COAST GUARD MARITIME LAW ENFORCEMENT ACADEMY
US COAST GUARD LEADERSHIP ACADEMY
US COAST GUARD CERTIFIED ALL SMALL ARMS
US AIR FORCE HAZMAT TECHNICIAN
LEVEL V KRAV MAGA

**Other Pertinent Skills, Experience or Interests**

---

Upload a Resume

---

**Community Involvement**

Specify current or prior service on a City Board, Commission or Committee: **NONE**

---

List Community activities in which you are involved: **BURBANK KIWANIS MEMBER**

**BURBANK CHAMBER OF COMMERCE AMBASSADOR**  
**BURBANK ROSE PARADE FLOAT**

---

If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A. **N/A.**

---

---

**Conflict of Interest**

**Conflict of Interest:**

Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?

---

Yes  No

If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)

---

**AB 1234 Training**

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

**AB 1234 Training**

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

**First Choice**

**FIRST choice for Board/Commission/Committee appointment:**

POLICE COMMISSION

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

PRIOR US COAST GUARD LAW ENFORCEMENT/ANTITERRORISM

**What are your goals in serving on this Board/Commission/Committee?**

PROMOTE AND FACILITATE PUBLIC SAFETY IN THE COMMUNITY

---

**Second Choice**

**SECOND choice for Board/Commission/Committee appointment:**

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

**What are your goals in serving on this Board/Commission/Committee?**

---

**Supplemental Questions**

Question applies to Infrastructure Oversight Board

**Please list your experience, knowledge and/or expertise with City infrastructure and affiliated processes and procedures for projects (both major and routine/regular) and maintenance.**

Question applies to Infrastructure Oversight Board

Please list your expertise and knowledge as it pertains to City infrastructure in any of the following areas (indicate which of the following apply and further explain each item below):

- Civil Engineering
- Architecture
- Project Management
- Urban Planning
- Traffic Engineering (including parking)
- Structures/Buildings
- Construction Management
- Budget/Financing
- Other related and pertinent experience

***(Please type your response in the comment box below)***

Question applies to Infrastructure Oversight Board

---

---

## **Acknowledgement**

### **Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

## Application Form

---

### Profile

Jennifer

First Name

Spincic

Last Name

Middle Initial

[REDACTED]  
Email Address

[REDACTED] N Lincoln St

Home Address

Suite or Apt

Burbank

City

CA

State

91504

Postal Code

Home: [REDACTED]

Primary Phone

Alternate Phone

Havaianas

Employer

HR Director

Job Title

Head of HR in North America  
for a flip flop company

Occupation

---

### Which Boards would you like to apply for?

Park, Recreation and Community Services Board: Submitted

Police Commission: Submitted

---

### Length of time as a Burbank Resident:

8 years

---

### Burbank Registered Voter?

Yes  No

---

### Interests & Experiences

Please tell us about yourself and why you want to serve.

---

### Why are you interested in serving on a board, commission or committee?

I think I would offer a fair and diverse opinion. I can see both sides to any situation, have a knack for bringing people together amicably, and am fair and logical. I would like to be more involved in my community and think this is a fantastic way to do it

---

### Education

High school degree, some college

## Additional Pertinent Courses or Training

---

HR management from e Cornell

## Other Pertinent Skills, Experience or Interests

---

I enjoy helping the community and bringing smiles to peoples faces. Which is why I put those Halloween and holiday maps out every year. It brings the entire community together. Love kids and animals My child attends Burbank usd I'm a renter and I heard you need more renters on your board And my family make and release children's albums as a hobby!

Upload a Resume

---

## Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

---

None

List Community activities in which you are involved:

---

I run the Holidays & Events in Burbank Facebook group that 5000 members I volunteer my time and put out a Halloween and Holiday map every year of all the decorated homes in Burbank. Last year we got over 100k views on the map and over 200 submissions. I'm a notary public

If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.

---

N/A

---

## Conflict of Interest

Conflict of Interest:

Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?

---

Yes  No

If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)

---

Burbank

Jennifer Spincic

## AB 1234 Training

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

### First Choice

**FIRST choice for Board/Commission/Committee appointment:**

Parks & rec

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

I'm a HR director

**What are your goals in serving on this Board/Commission/Committee?**

To bring ideas, encourage collaboration, and be a voice for our community

---

### Second Choice

**SECOND choice for Board/Commission/Committee appointment:**

Police

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

I'm a HR Director. I'm not aware of what qualifications you are looking for in this position

**What are your goals in serving on this Board/Commission/Committee?**

To bring ideas, encourage collaboration, and be a voice for our community

---

### Supplemental Questions

---

### Acknowledgement



**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

# JENNIFER SPINCIC

Burbank, CA | [REDACTED]

---

**PROFESSIONAL SUMMARY:** A high-impact people leader with over 20 years of people operations management. Highly skilled in full-cycle recruiting with sourcing and hiring top talent for Fortune 500 companies. Demonstrated ability to meet the requirements of a dynamic environment in support of corporate and business goals. Established reputation for strategically interfacing with all levels of organization, initiating and implementing recruiting strategies, HR policies and procedures for divisional departments. Exceptional interpersonal and communication skills with an ability to influence, translating between business owners and teams.

## KEY AREAS

---

People Management | Technical Recruiting | Organizational Strategy and Development | Employee and Labor Relations | Talent Acquisition | Learning Development | Strategic Operations | Performance and Workforce Management | Compliance | Reporting and Analysis | Customer Support Management |

## PROFESSIONAL EXPERIENCE

---

On the Road Again Notary | Los Angeles, CA

2019-Present

### *Owner- Loan Signing Company*

- Created and established a profitable Loan Signing Company serving the greater Los Angeles area
- Successfully expanded business by marketing key services to Escrow and Title companies and then developing and maintaining relationships with them
- Recording of all appointments, expenses, and P&L spreadsheets
- Traveled to client's homes at all hours to walk clients through their Real Estate documents for a successful loan closing
- Maintained a high level of communication with all parties involved to ensure a timely, efficient, and accurate loan closing
- Tremendous attention to detail
- Provided and maintained exceptional customer service to internal and external clients
- Created my own website and social media presence
- Established relationships within the Burbank community regarding my Loan Signing and Real Estate services by giving back to local families during the pandemic

TESLA | Los Angeles, CA

2018-2019

### *Manager*

- Sourced candidates and conducted weekly phone and in person interviews to establish a pipeline of Technicians
- Led new hires through new hire orientation and implemented hands on training, mentorship, as well as weekly coaching sessions
- Liaised with managers to implement growth and development initiatives with teams by installing monthly check-ins, work-plans, goal setting, and performance improvement plans
- Introduced behavior based interview techniques to leadership teams by assigning competencies to job roles and alignment on consistent interview questions to implement non biased interviews
- Oversaw daily operations of the customer service center in the Los Angeles office to ensure a client-focused, people-first environment that exceeded corporate and client expectations
- Increased staff retention, morale and productivity by championing open communication, active problem solving, and a positive work environment

- Successfully increased the customer satisfaction index surveys with top results in the entire North America region
- Coached and elevated a dynamic team of 100+ in service excellence by engaging with cross-functional staff to increase efficiency and drive continuous improvement in all aspects of operations
- Integrated process solutions and cost saving measures including pioneering a paperless service center for repair orders and 24/7 customer vehicle pickups to increase customer satisfaction

APPLE | Los Angeles, CA

2008- 2018

### *People Manager*

- Oversaw recruitment functions including technical sourcing, interviewing, offer negotiation, on boarding, and training for up to 60+ open requisitions at a time within HRIS. Well versed in utilizing behavior based interviewing techniques in identifying talent selection
- Participated in market-wide recruitment hiring events, college job fairs, and acquisition strategies
- Delivered a full spectrum of strategic and tactical HR support to employees and managers including technical recruiting, success planning, career development, recognition/rewards, attendance/performance issues, and performance management
- Fostered learning/development and goal setting initiatives via mid-year/ annual employee review process. Encouraged an environment of open and honest feedback and connections by scheduling consistent one on ones with Managers and their teams and tracking progress
- Oversaw pulse checks on company culture through anonymous questionnaires to employees. Analyzed the results of employee surveys, fostered employee engagement, and composed plans to enrich the employee experience through out the market
- Oversaw five departments (Sales, Store Inventory, Computer Technicians, Trainers, Business Sales) and 200+ direct reports within complex, fast paced, high profile Apple locations
- Achieved store awards for performance through the implementation of tailored strategic plans that positively impacted the customer journey, sales, product launches, and new company priorities
- Managed all aspects of store sellable and non-sellable inventory including shrink, expense, and physical inventory, ensuring compliance with operational and visual standards
- Navigated a technical environment by resolving and repairing relationships with complex VIP client escalation issues

---

## EDUCATION

Human Resources Management Certificate; 2018

ECORNELL UNIVERSITY

Notary Commission; 2019

STATE OF CALIFORNIA, SECRETARY OF STATE

Real Estate Salesperson License; 2020

STATE OF CALIFORNIA, DEPARTMENT OF REAL ESTATE

# Application Form

## Profile

James L. Atwell  
 First Name Middle Initial Last Name

[Redacted]  
 Email Address

[Redacted] W Clark Ave  
 Home Address Suite or Apt

BURBANK CA 91506  
 City State Postal Code

Mobile: [Redacted] Home: [Redacted]  
 Primary Phone Alternate Phone

not currently employed N/A Psychology Instructor  
 Employer Job Title Occupation

## Which Boards would you like to apply for?

Police Commission: Submitted

## Length of time as a Burbank Resident:

32 years

## Burbank Registered Voter?

Yes  No

## Interests & Experiences

Please tell us about yourself and why you want to serve.

### Why are you interested in serving on a board, commission or committee?

I want to help the City of Burbank.

## Education

MA Counseling Psychology, Goddard College, Plainfield, VT BA Psychology, California State University, Northridge, CA AA Criminal Justice, Los Angeles Pierce College, Woodland Hills, CA AS-T Administration of Justice, Los Angeles Pierce College, Woodland Hills, CA AA-T Political Science, Los Angeles Pierce College, Woodland Hills, CA AA-T Psychology, Los Angeles Pierce College, Woodland Hills, CA AA-T General Studies: Social and Behavioral Sciences, Los Angeles Pierce College

## Additional Pertinent Courses or Training

---

## Other Pertinent Skills, Experience or Interests

---

Genetics & Forensics

Upload a Resume

---

## Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

---

None

List Community activities in which you are involved:

---

Genetics, Psychology & Forensics Discussion Group every Wednesday 3pm - 5pm at the Joslyn Center, 1301 W. Olive, Burbank, CA 91506 President of Burbank Horseshoe Pitching Club for 39 years 1st Vice President Southern California Horseshoe Pitchers Association 27 years Member National Horseshoe Pitchers Association 69 years

If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.

---

N/A

---

## Conflict of Interest

Conflict of Interest:

Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?

---

Yes  No

If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)

---

## **AB 1234 Training**

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

### **First Choice**

**FIRST choice for Board/Commission/Committee appointment:**

Police Commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

MA Counseling Psychology, Goddard College, Plainfield, VT BA Psychology, California State University, Northridge, CA AA Criminal Justice, Los Angeles Pierce College, Woodland Hills, CA AS-T Administration of Justice, Los Angeles Pierce College, Woodland Hills, CA AA-T Political Science, Los Angeles Pierce College, Woodland Hills, CA AA-T Psychology, Los Angeles Pierce College, Woodland Hills, CA AA-T General Studies: Social and Behavioral Sciences, Los Angeles Pierce College Private Patrol Operators license

**What are your goals in serving on this Board/Commission/Committee?**

To help the citizens of Burbank, Burbank Police Commission and City Council the best I can.

---

### **Second Choice**

**SECOND choice for Board/Commission/Committee appointment:**

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

**What are your goals in serving on this Board/Commission/Committee?**

---

### **Supplemental Questions**

---

### **Acknowledgement**

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

█ W. Clark Ave.  
Burbank, CA 91506

Dear Sir or Madame:

I am interested in volunteering to work for the Burbank Police Commission. I have owned my home in Burbank for 33 years and I now want to volunteer to work for the City of Burbank. My resume is attached for your review.

I possess a Master of Arts Degree in Counseling Psychology and a Bachelor of Arts Degree in Psychology. I also possess five Associates Degrees in Criminal Justice, Administration of Justice, Political Science, Psychology and General Studies.

I worked seven years as an armed response patrol officer and I received my Private Patrol Operator's license.

I was an instructor in psychology at Platt College, Los Angeles for 13 years. I also taught psychology at American Sports University in San Bernardino. I was also an Ordinance Supply instructor for the 7<sup>th</sup> Infantry Division in the U. S. Army.

I have written and published a book *How to Improve Your Life: Dreams, Self-Therapy and Genetics*. I am now writing my second book on genetics and forensics.

I would welcome the opportunity to discuss my qualifications with you. I can be reached by phone at (818) 319-6196 or by email [73burbank@gmail.com](mailto:73burbank@gmail.com).

Sincerely,

James L. Atwell



James L. Atwell

██████ W. Clark Ave., Burbank, CA 91506  
████████████████████  
████████████████████

**Volunteer Objective**  
Burbank Police Commission

**Education**

MA Counseling Psychology, Goddard College, Plainfield, VT  
BA Psychology, California State University, Northridge, CA  
AA Criminal Justice, Los Angeles Pierce College, Woodland Hills, CA  
AS-T Administration of Justice, Los Angeles Pierce College, Woodland Hills, CA  
AA-T Political Science, Los Angeles Pierce College, Woodland Hills, CA  
AA-T Psychology, Los Angeles Pierce College, Woodland Hills, CA  
AA-T General Studies: Social and Behavioral Sciences, Los Angeles Pierce College

**Work History**

2007 – 2020    Instructor – Platt College, Alhambra, CA  
                  Instructor in Introductory Psychology  
                  Instructor in Principles of Psychology  
                  Instructor in Environmental Science  
                  Instructor in Introductory Algebra  
                  Instructor in Intermediate Algebra  
                  Instructor in Statistics  
                  Instructor in Speech  
                  Instructor in Ethics

2008 – 2012    Armed Response Patrol Officer – David Walker & Associates

2006 – 2008    Armed Response Patrol Officer – StrikeForce Security, Van Nuys, CA

2006 – 2007    Instructor – American Sports University, San Bernardino, CA  
                  Instructor in Introductory Psychology  
                  Instructor in Sports Psychology  
                  Instructor in Statistics

1981 – 2006    President – Atwell Advertising LLC, Hollywood, CA  
                  Managed advertising agency

1974 – 1980    Counselor/Facilitator – Freeman Institute, Santa Monica, CA

1970 – 1975    Supervisor - Blue Chip Stamps, Los Angeles, CA

1965 – 1971    Instructor – Ordinance Supply Specialist 76D20  
                  7th Infantry Division, U.S. Army

# Application Form

## Profile

Kenzie \_\_\_\_\_ Bond \_\_\_\_\_  
 First Name Middle Initial Last Name

\_\_\_\_\_  
 Email Address

\_\_\_\_ N Parish Pl. \_\_\_\_\_  
 Home Address Suite or Apt

Burbank \_\_\_\_\_ CA \_\_\_\_\_ 91504 \_\_\_\_\_  
 City State Postal Code

Mobile: \_\_\_\_\_  
 Primary Phone Alternate Phone

RethinkED \_\_\_\_\_ Director of Account Management \_\_\_\_\_ Ed Tech \_\_\_\_\_  
 Employer Job Title Occupation

## Which Boards would you like to apply for?

Police Commission: Submitted  
 Sustainable Burbank Commission: Submitted

## Length of time as a Burbank Resident:

1 year

## Burbank Registered Voter?

Yes  No

## Interests & Experiences

Please tell us about yourself and why you want to serve.

## Why are you interested in serving on a board, commission or committee?

As a resident of this city, I am deeply invested in its growth and development, and I believe that my skills and experience would be a valuable asset to the committee. I am particularly interested in issues related to sustainability, community policing, and affordable housing, and I believe that these are all important areas of focus for the city as it continues to grow and evolve.

## Education

Doctorate in Education Administration M. Ed. Bachelor of Science in Criminal Justice

**Additional Pertinent Courses or Training**

---

**Other Pertinent Skills, Experience or Interests**

---

Upload a Resume

---

**Community Involvement**

**Specify current or prior service on a City Board, Commission or Committee:**

---

None at this time, looking to obtain experience

**List Community activities in which you are involved:**

---

None at this time, looking to become more involved

**If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.**

---

NA

---

**Conflict of Interest**

**Conflict of Interest:**

**Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?**

---

Yes  No

**If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission’s Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)**

---

## AB 1234 Training

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

### First Choice

#### FIRST choice for Board/Commission/Committee appointment:

---

Police Commission

#### Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.

---

Undergraduate degree in Criminal Justice and decade of professional experience in the criminal justice sector.

#### What are your goals in serving on this Board/Commission/Committee?

---

Increase transparency and accountability in the Burbank Police Department: The commission could work to ensure that the public has access to information about police practices, policies, and incidents. This could include advocating for body cameras for police officers, creating a system for civilian oversight of police misconduct investigations, and promoting transparency in the department's budget and spending. Build community trust and improve police-community relations: The commission could work to establish positive relationships between the police and the community they serve. This could include promoting community policing practices, organizing community events that bring together police officers and community members, and advocating for policies that prioritize the safety and well-being of all members of the community. Address issues of bias and discrimination in policing: The commission could work to identify and address any biases or discriminatory practices within the police department. This could include promoting implicit bias training for police officers, advocating for the use of non-discriminatory policing practices, and ensuring that the department has a diverse workforce that reflects the diversity of the community. Review and make recommendations for police policies and practices: The commission could review the department's policies and practices to ensure they align with best practices and community needs. This could include reviewing use of force policies, ensuring that the department is using evidence-based policing practices, and working to ensure that the department's policies and practices are fair and equitable. Improve communication and collaboration between the police department and the commission: The commission could work to improve communication and collaboration between the police department and the commission. This could include regular meetings with the police chief and other department leaders, creating channels for community members to share concerns and feedback with the commission, and promoting transparency and accountability in all interactions between the department and the commission.

---

### Second Choice

#### SECOND choice for Board/Commission/Committee appointment:

---

Sustainable Burbank

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

---

**What are your goals in serving on this Board/Commission/Committee?**

---

Develop and implement strategies to reduce the city's carbon footprint: Work with city officials, businesses, and residents to identify and implement measures to reduce greenhouse gas emissions, such as increasing renewable energy use, promoting energy-efficient buildings, and encouraging alternative transportation options. Advocate for sustainable policies and practices: Raise awareness and promote sustainable practices in the community through education, outreach, and collaboration with other organizations. Encourage the adoption of policies and practices that promote environmental sustainability, such as sustainable land use, water conservation, and waste reduction. Monitor and evaluate the city's sustainability efforts: Assess the effectiveness of existing sustainability programs and initiatives, and identify areas for improvement. Evaluate the city's progress towards meeting its sustainability goals and make recommendations for new policies and programs. Foster community engagement: Build partnerships and engage with the community to promote sustainable practices and raise awareness of environmental issues. Encourage community members to take action and participate in sustainability initiatives. Support green infrastructure and open space initiatives: Advocate for the creation and maintenance of parks, greenways, and other open spaces that provide environmental and social benefits. Promote the use of green infrastructure, such as rain gardens and bioswales, to manage stormwater and improve water quality. Collaborate with other sustainability organizations: Partner with other sustainability organizations in the region to share best practices, collaborate on joint initiatives, and leverage resources. By working towards these goals, the Sustainable Burbank Commission can help promote a more sustainable future for the City of Burbank and its residents.

---

## **Supplemental Questions**

---

### **Acknowledgement**

#### **Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

# KENZIE BOND ED.D.

---

Burbank, CA 91504 • [REDACTED] • [REDACTED]

## Executive Summary

Dedicated executive leader known for revitalizing strategy to re-establish high-performing cultures valuing excellence. Expert ability to lead planning efforts that promote sustainable program development and process improvements. Analytic professional developing strategy and delivering on a vision of success for all stakeholders.

## Core Strengths

- Executive Leadership Development
- Strategic Design Facilitation
- Organizational Leadership
- Sustainable Systems & Structures Development
- Process Improvements
- Comprehensive Needs Analysis

## Professional Experience

**K12 Education Strategist, 07/2021 to 12/2022**

### Engage2Learn

- Support business development efforts and coordinate with Chief of Strategy on new and renewal initiatives. Enhance profitability by developing pipelines utilizing marketing and sales strategies, resulting in 1M+ new partnership revenue in first year.
- Prepare and implement strategic growth plans for territory based on company goals and expectations.
- Facilitate a variety of in-person and virtual events, including new business meetings, informational webinars and knowledge sharing sessions.

**Executive Coach, 07/2019 to 07/2021**

### Engage2Learn

- Facilitate both in-person and virtual Strategic Design processes, including focus groups, summits and designing the district/campus Learning Innovation Framework.
- Facilitate executive trainings & coaching, observing clients' instructional and/or leadership practices and providing constructive and supportive feedback
- Supported multiple districts with Virtual Learning Platform rollout during the COVID-19 crisis through facilitation of best practices.
- Facilitate districts in creating a unique Learning Innovation Framework utilized in the application and implementation of TEA's Blended Learning Grant Program

**Academic Support Coach, 01/2021 to Current**

### Instructional Connections LLC (Contract)

Provide high quality instructional support for multiple graduate degree programs at reputable, public universities. Graduate courses supported include but are not limited to:

- The School Principal
- Managing School Leadership
- School & Community Relations
- Innovative School Leadership
- Multicultural Education for Diversity, Equity, & Inclusion

**Clinical Teacher Supervisor, 04/2020 to Current**

**Western Governors University (Contract)**

- Supervise and coach student teachers to improve their education practices and strategies.
- Communicate with student teacher, host teacher and campus administration routinely.
- Provide timely and constructive feedback on clinical teaching assignment to all parties.
- Ensure all activities and documentation are completed in accordance with state certification regulations/policies.

**High School Principal, 07/2015 to 06/2019**

**Snook Independent School District – Snook, TX**

- Led campus from multi-year "*Improvement Required*" status to "*Met Standard*" with three Distinctions (Math, Science & Student Progress) in one year; achieved success in year in which passing standards increased, along with new inclusion of STAAR-A in accountability ratings
- Created Accelerated Learning Center designed to meet needs of students at risk of dropping out; program allowed multiple students who would have otherwise not graduated to graduate in operation's first year
- Identified significant racial disparities in discipline incidents and exclusionary consequences for prior years; created new processes including comprehensive campus behavior management program which reduced serious and/or disruptive behavior and exclusionary consequences assigned by 50%
- Designed and implemented first-ever special education instructional model which doubled STAAR passing percentage for students receiving special education services
- Partnered with outside entities to provide adult continuing education classes and ongoing series of parent seminars by nationally recognized psychologist/author; efforts increased community & parental engagement
- Facilitated clinical learning agreement between Texas A&M University Health Science Center College of Nursing and Snook Independent School District for 2018-19 school year

**Assistant Principal, 08/2012 to 06/2015**

**Brazosport Independent School District – Clute, TX**

- Created comprehensive campus Behavior RTI program designed to reduce serious or disruptive behavior and to re-integrate students returning from DAEP to their home campus, resulting in 40% decrease of behavior-related incidents campus-wide
- Selected to present Behavior RTI program at 2014 & 2015 Texas Behavior Support Conferences, Region 4 ESC and to high-level administrators and staff
- Created program evaluation tool utilized by district to evaluate effectiveness of response to intervention, advanced academics and CTE program at each campus and accelerated

instructional programs at district alternative education campus

- Identified campus and community need for safe, supervised after-school alternatives, resulting in new partnership between school district, City of Lake Jackson and Boys & Girls Club; project funded after-school program at RMS for 2014-15 school year with enrollment reaching maximum capacity on first day
- Designed system to manage and track allegations of bullying/harassment on campus, which was adopted and integrated into administrative regulations district-wide
- Implemented new school-wide, PBIS-based rewards management system

**Secondary Teacher**, 08/2009 to 07/2012

**Brazosport Independent School District** – Clute, TX

- Trained staff, attended specialized workshops/conferences and coordinated activities to enhance parental involvement within school as 2010-12 Parental Involvement Committee Representative
- Developed reading intervention plan for eighth graders to remedy students' deficiencies in reading comprehension and meet state standards; identified and formulated plan to remedy seventh-grade math students' deficiencies in order to meet state standards
- Designed, implemented and assessed lesson planning for seventh-grade science students in accordance with district philosophy, goals and objectives

**Security Administrator**, 12/1999 to 08/2009

**Texas Department of Criminal Justice** – Huntsville, TX

- Correctional Officer (12/1999) Sergeant of Correctional Officers (02/03) Lieutenant (2004-2009)
- Supervised population of 2000+ inmates, including Youthful Offender Program consisting of offenders ages 14-18; managed team of five Sergeants and 45-60 Correctional Officers
- Nominated for State of Texas "*Unsung Heroes*" award for decisive action and leadership during large-scale riot
- Formulated training programs for staff development including verbal intervention, offender management, policy review and standard operating procedures
- Directed operational functions including response to assaults and use of force, riots, fires, suicides and medical emergencies

## **Education and Training**

**Doctorate:** Education Administration, 2015

**Texas A&M University - Commerce** - Commerce, TX

Superintendent Internship and Certification

*Research:* Perceptions of Post Secondary Education of Graduates of an Alternative School

Graduate Level Teaching Assistant for Educational Leadership Program

- Using Evaluation and Data to Improve Leadership
- Leading the Learning Community
- Using Research for Best Practice

**Master of Education:** Educational Leadership and Policy Studies, 2011



**University of Texas** - Arlington, TX  
Principal Internship and Certification

**Bachelor of Science:** Criminal Justice, 2002  
**Sam Houston State University** - Huntsville, TX

**Professional Coach Certification:** Success Coaching, 2018  
**The Coach Training Academy** - Blaine, WA

- International Coaching Federation approved (ACSTH)
- 60 hours of Coach Training + 10 hours of ICF Mentor Coaching
- Success Conversion Coaching based on the 11 Core Competencies & Ethical Standards recognized by the International Coach Federation

**Change Management Certification:** 2022  
**Acuity Institute** - Online

**Application Form****Profile**

Anne M Wenzel  
First Name Middle Initial Last Name

[REDACTED]  
Email Address

[REDACTED] North Myers Street  
Home Address Suite or Apt

Burbank CA 91506  
City State Postal Code

Mobile: [REDACTED] Business: [REDACTED]  
Primary Phone Alternate Phone

Burbank Unified School District Teacher Special Education Teacher  
Employer Job Title Occupation

**Which Boards would you like to apply for?**

Police Commission: Submitted

**Length of time as a Burbank Resident:**

26 years

**Burbank Registered Voter?**

Yes  No

**Interests & Experiences**

Please tell us about yourself and why you want to serve.

**Why are you interested in serving on a board, commission or committee?**

I believe in public service and giving back to one's community. My husband and family have lived in Burbank for 26 years, and we have enjoyed the benefits of living here; it's important to give something back. I recently completed the Burbank Police Department's Community Academy (August, 2022), and gained valuable insight into the relationship between law enforcement and the community. And citizen involvement is a vital part of that relationship. I also realized that my almost two decades of teaching in Burbank allows me to bring a valuable perspective to the police commission. The engagement between young people and law enforcement is critical to the present and future of our city. As a teacher, I believe I am uniquely qualified to help young people understand the mission of law enforcement, and to help our city's law enforcement engage more fully with our diverse younger population. This is particularly important, because many of our young people will remain in Burbank and raise their own families here.

## Education

---

BA - English/Speech Communication Lehman College, Bronx, NY MA - Speech Communication University of Massachusetts, Amherst, MA Multiple Subject Credential National University, Los Angeles, CA Mild/Moderate Teaching Credential National University, Los Angeles, CA

## Additional Pertinent Courses or Training

---

Autism Certification - National University, Los Angeles, CA Completed Burbank Community Police Academy

## Other Pertinent Skills, Experience or Interests

---

As a special education teacher, I maintain a caseload of 24 to 28 students. I monitor these students for social, health, family and emotional issues impacting their education.

[Upload a Resume](#)

---

## Community Involvement

**Specify current or prior service on a City Board, Commission or Committee:**

---

N/A

**List Community activities in which you are involved:**

---

Teacher Representative - School Site Committee, John Burroughs High School Teacher Representative - Covid Compliance Committee, John Burroughs High School

**If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.**

---

N/A

---

## Conflict of Interest

**Conflict of Interest:**

**Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?**

---

Yes  No

If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)

---

## **AB 1234 Training**

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

## **First Choice**

**FIRST choice for Board/Commission/Committee appointment:**

---

Burbank Police Commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

---

Completed Burbank Police Department Community Academy Former Reporter - KNX Radio 25 years experience in broadcast journalism Director of Public Relations and Special Events - Metropolitan Chicago Easter Seal Society Volunteer - Public Relations Department - American Red Cross, San Gabriel Valley Chapter Excellent communication skills

**What are your goals in serving on this Board/Commission/Committee?**

---

Completing the Community Academy gave me a different perspective on the role of law enforcement and the responsibility of citizens in maintaining peace. My primary goal is to improve methods of communication between residents and the department. Other goals include supporting our police department in maintaining its overall mission, and ensuring that our police - as individual officers and as a department - are held accountable to the highest standards. I also want to help improve safety on our school campuses and to improve staff and student training in emergency response management.

---

## **Second Choice**

**SECOND choice for Board/Commission/Committee appointment:**

---

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

---

**What are your goals in serving on this Board/Commission/Committee?**

---

---

## Supplemental Questions

---

### Acknowledgements

#### Acknowledgment No. 1 - General

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

#### Acknowledgement No. 2 - City of Burbank COVID-19 Vaccination Policy

---

**I have read the City of Burbank Covid-19 Vaccination Policy and hereby agree to provide proof of vaccination or either a medical or religious exemption form. Upon receipt of the application City Clerk's Office staff will contact me with further instruction. Vaccination documentation will not be disclosable to the public.**

---

I Agree

# Anne M. Wenzel

■ N. Myers Street  
Burbank, CA 91506

## Professional Experience

### Special Education Teacher

John Burroughs High School  
Burbank, CA

2012- present

### Substitute / Long Term General Ed Teacher

Burbank Unified School District  
Burbank, CA

2006 - 2012

### Reporter

KNX / CBS Radio  
Los Angeles, CA

### Producer / Host

WEHS-TV  
Chicago, IL

### Associate Producer

WMAQ-TV  
Chicago, IL

### Production Assistant

WGBH TV  
Boston, MA

## Education

### MA - Speech Communication

University of Massachusetts  
Amherst, MA

### BA - English/Speech Communication

Lehman College  
Bronx, NY

## Application Form

---

### Profile

Aime \_\_\_\_\_ Del Valle \_\_\_\_\_  
First Name Middle Initial Last Name

\_\_\_\_\_ \_\_\_\_\_  
Email Address

\_\_\_\_\_ n screenland drive \_\_\_\_\_  
Home Address Suite or Apt

Burbank \_\_\_\_\_ CA \_\_\_\_\_ 91505 \_\_\_\_\_  
City State Postal Code

Mobile: \_\_\_\_\_ \_\_\_\_\_  
Primary Phone Alternate Phone

Kaiser Permanente \_\_\_\_\_ Nurse Practitioner \_\_\_\_\_ Nurse Practitioner \_\_\_\_\_  
Employer Job Title Occupation

---

### Which Boards would you like to apply for?

Police Commission: Submitted

---

### Length of time as a Burbank Resident:

39 years

---

### Burbank Registered Voter?

Yes  No

---

### Interests & Experiences

Please tell us about yourself and why you want to serve.

## Why are you interested in serving on a board, commission or committee?

---

I was born and raised in the City of Burbank. My mother and father both migrated to this country from Guatemala in the early 1980's. They settled in the City of Burbank with the hopes of creating a better life for themselves and raising a family. The City of and Community of Burbank helped provide them with the hope and opportunities to fulfill their dreams. Part of their dreams were to help provide for their children the chances and choices they never received themselves. The city of Burbank played an integral part of these dreams and these choices. Since I was old enough to attend school I began my career as a student in the City Of Burbank where I continued all the way until completion of High school. While I attended high school I not only sought out but held student body office positions where I dedicated my time to serving the students. As I moved on from high school and began to attend college I immediately sought out positions where I could give back to the student body. Not only did I believe putting myself in a position to serve the student body extremely fulfilling it was a continuous reminder of the opportunities the city of Burbank played in helping my parents fulfill their dreams. Upon completion of my undergraduate education I volunteered to travel to the Country Of Guatemala and work in the Community Hospital located in the Capital City. While working as a volunteer I was able to help people and serve the community by assisting Doctors in surgical procedures and in the emergency room. I currently hold a position in a medical facility as a Family Nurse Practitioner where I am able to serve the public by addressing their medical needs. I find this work to be exceptionally rewarding I believe I can serve the public on a wider scale by holding a position on this commission or committee. Growing up in the City of Burbank as a child, an adolescent, a teenager, a young adult and now a married woman with a family I have seen the evolution of this City and I wish to positively contribute to this city and this community moving forward.

## Education

---

Undergraduate education: Pepperdine University, majored in Sport medicine. Nursing Degree: Azusa Pacific University, Nursing Master's Degree: Azusa Pacific University, Nursing - Family Nurse Practitioner

## Additional Pertinent Courses or Training

---

First aid and CPR trained leadership training through Pepperdine University

## Other Pertinent Skills, Experience or Interests

---

I have a unique background and have been a part of many different activities in which I have held a position of leadership. I played many years on a competitive soccer team and traveled to different countries. I held a position of captain and in doing so led my friends and teammates. At Pepperdine University I was a resident advisor, overseeing 50 girls in a dorm. As an advisor I was available to listen, communicate back to my residents and at times enforce. Now in my career I continue to look for positions of leadership, whether it be as a charge nurse on the floor or educating future nurses.

[Upload a Resume](#)

---

## Community Involvement

### Specify current or prior service on a City Board, Commission or Committee:

---

No involvement as of yet but looking forward to serve my community.

### List Community activities in which you are involved:

---

None as of now.



If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.

---

N/A

---

## Conflict of Interest

Conflict of Interest:

Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?

---

Yes  No

If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)

---

## AB 1234 Training

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

## First Choice

FIRST choice for Board/Commission/Committee appointment:

---

Burbank Police Commission

Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.

---

Being a nurse practitioner I am responsible for the safety, both physically and mentally of my patients. I am required to think quickly and rationally all while multitasking. Part of my job requires me to assist in surgeries, where timing, accuracy and attention to detail are essential and I believe that these characteristics which I possess will be helpful in serving the public.

**What are your goals in serving on this Board/Commission/Committee?**

---

First and foremost serving the public. Ensuring the well being and security of the residents of Burbank. Taking a proactive approach and identifying potential problems in our community, rather than respond afterwards develop solutions to underlying conditions contributing to public safety issues. Identify and address obstacles which can derail the pursuit of happiness for our community members and assist and contribute to setting policies for Burbank Police Department.

---

**Second Choice**

**SECOND choice for Board/Commission/Committee appointment:**

---

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

---

**What are your goals in serving on this Board/Commission/Committee?**

---

**Supplemental Questions**

---

**Acknowledgement**

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

# AIME DEL VALLE



[REDACTED]



[REDACTED]



Burbank, CA 91505

## PROFESSIONAL SUMMARY

Compassionate, enthusiastic nurse eager to contribute to team success through hard work, attention to detail and excellent bedside manner. Experience in clinical and hospital setting with excellent critical thinking and communication skills to work with patients of all ages and from all cultures. Motivated to learn, grow and excel in a positive environment.

## SKILLS

- Nursing Honor Society
- Individual and family support
- Fluent in Spanish
- Strong clinical judgment
- Patient and family advocacy

## EDUCATION

### Azusa Pacific University

Azusa, CA • 04/2018

**Master of Science:** Nursing

### Azusa Pacific University

Azusa, CA • 04/2014

**Bachelor of Science:** Nursing

### Pepperdine University

Malibu, CA • 04/2007

**Bachelor of Science:** Sports  
Medicine

## CERTIFICATIONS

- Certified Nurse Practitioner in California, NP95009804
- Certificate to Prescribe in California
- [Registered Nurse First Assist Certified in California](#)
- Advanced Cardiac Life Support (ACLS) Certification 2020 to 2022
- Registered Nurse in California , License number 95034991, 2021
- Basic Life Support (BLS) Certification from 2020 to 2022

## WORK HISTORY

### Kaiser Permanente - General Surgery

*Panorama City, CA 10/2021 - Current*

Provide acute care to patients admitted to the hospital as well as in a clinical setting. Perform surgical procedures, including but not limited to: cholecystectomies; appendectomies; hernia repairs; mastectomies and minor procedures. Assist in care of patients pre-and post-operatively, as well as during hospitalization. Participate in quality improvement activities within the department and participated in educational opportunities regarding general surgery topics when available. Maintain current knowledge of new developments related to specialty practice area through participation in professional activities, reading professional publications, etc.

### Kaiser Permanente - Labor and Delivery

*Downey, CA 01/2020 - 10/2021*

Provided acute care and support, with constant monitoring of the pregnant patient and her fetus throughout the birthing process. Able to make sound clinical judgement and work as a team. Assist with and educate patients with labor and delivery conditions

### Orthopaedic Surgery Specialists Oss Burbank - Family Nurse Practitioner (Orthopaedics)

*Burbank, United States • 07/2018 - 12/2019*

Expected to conduct physical exams on patients, take detailed patient histories, prescribe tests and treatments, and analyze those tests and treatments as well as prescribe medication, assist in surgeries, place inpatient orders, take weekend and night call, and determine treatment plans. Primary position in a private orthopaedic practice with privileges at multiple hospitals

### Glendale Surgical Center - Circulating Nurse

*Glendale, CA • 11/2014 - 07/2018*

Preparing patients for procedures, providing emotional support for the patient as well as families, assisting the surgeon, sterilizing instruments

- Neonatal Resuscitation Protocols (NRP)
- AWHONN Advanced Fetal Heart Monitoring

and equipment, and making sure there are enough disposables in the operating room.

**White Memorial Medical Center - Registered Nurse, Labor and Delivery**

*Boyle Heights, CA • 09/2014 - 07/2018*

Provided support, medical care, and constant monitoring of the pregnant patient and her fetus throughout the birthing process. Assisted with and educated patients with labor and delivery conditions

**REFERENCES**

Susan Andersen  
Surgical Center Manager, Glendale Surgical Center  
(805) 807 - 2850

Hazel Haynes  
Registered Nurse (Charge), White Memorial Medical Center  
(909) 569 - 8557

Casandra Amara  
Registered Nurse St Joseph's Medical Center  
(818) 679-0704

## Application Form

---

### Profile

Joshua \_\_\_\_\_ E \_\_\_\_\_ Yakes \_\_\_\_\_  
First Name Middle Initial Last Name

\_\_\_\_\_  
Email Address

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
Suite or Apt

Burbank \_\_\_\_\_ CA \_\_\_\_\_ 91504 \_\_\_\_\_  
City State Postal Code

Home: \_\_\_\_\_  
Primary Phone Alternate Phone

Conquer All Things Fitness \_\_\_\_\_ Owner \_\_\_\_\_ Master Trainer \_\_\_\_\_  
Studio Employer Job Title Occupation

---

### Which Boards would you like to apply for?

Police Commission: Submitted

---

### Length of time as a Burbank Resident:

35 years

---

### Burbank Registered Voter?

Yes  No

---

### Interests & Experiences

Please tell us about yourself and why you want to serve.

---

### Why are you interested in serving on a board, commission or committee?

I am a fourth generation Burbank resident and have been on two board/committee's in the past (Luther Burbank representative (00) & Community Development Goals Committee (12). My term was cut short when I began experiencing random periods of vision loss and had to move Northridge, however, I enjoyed my time on the board and, after opening my first business in my hometown, I realized how much I wanted to be back involved in my city. I am a proud Burbank resident and want to give back to the city that has given me so much my entire life.

---

### Education

Masters of Entrepreneurship & Innovation from USC, Bachelors of Arts in Communications from Woodbury University.

Joshua E Yakes

## Additional Pertinent Courses or Training

---

While at Woodbury University I was in a total of 7 student organizations and always maintained an elected Executive Board position, to the extent that upon graduation I was given the Leadership Behind the Scenes Award by the faculty.

## Other Pertinent Skills, Experience or Interests

---

I was interested in joining the military and joining the BPD after high school, however, because of my visual disability I was unable to do so. That being said, I've maintained pride and support of our military, as well as our police force. Giving my time in this way would allow me to be involved in the only way that I can be.

Upload a Resume

---

## Community Involvement

**Specify current or prior service on a City Board, Commission or Committee:**

---

Luther Burbank Middle School Rep 00' Community Development Goals Committee 12'

**List Community activities in which you are involved:**

---

None Currently.

**If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.**

---

N/A

---

## Conflict of Interest

**Conflict of Interest:**

**Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?**

---

Yes  No

**If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)**

---

## **AB 1234 Training**

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

### **First Choice**

**FIRST choice for Board/Commission/Committee appointment:**

Police Commission.

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

Fourth generation Burbank Resident with 20 years leadership experience in education institutions, corporations, and startups.

**What are your goals in serving on this Board/Commission/Committee?**

To get back involved in the city i'm proud to call my hometown. One of, if not the most known facts about Burbank, is that our police force is respected and strong. So, I want to do whatever I can to help them do their job, as well as make sure that the residents of the city are protected and feel safe to live in Burbank.

---

### **Second Choice**

**SECOND choice for Board/Commission/Committee appointment:**

N/A

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

N/A

**What are your goals in serving on this Board/Commission/Committee?**

N/A

---

### **Supplemental Questions**

---

### **Acknowledgements**

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

**Acknowledgement No. 2 - City of Burbank COVID-19 Vaccination Policy**

---

**I have read the City of Burbank Covid-19 Vaccination Policy and hereby agree to provide proof of vaccination or either a medical or religious exemption form. Upon receipt of the application City Clerk's Office staff will contact me with further instruction. Vaccination documentation will not be disclosable to the public.**

---

I Agree



# Joshua Everett Yakes

CEO & Master Trainer



██████ N Brighton St  
Burbank, CA 91504

LinkedIn.com/  
JoshuaEverettYakes



## PROFILE

Experienced and certified Master Trainer with 8 years industry experience. CEO & Master Trainer at Conquer All Things Fitness Studio. Former co-owner of private training gym and franchise supplement store in Northridge. Background in Operations and Management consulting in mixed martial arts industry, as well as other branches of the fitness sector. Masters from the University of Southern California.

## PROFESSIONAL EXPERIENCE

### CEO / MASTER TRAINER

*Conquer All Things Fitness Studio / Burbank, CA / 2020 - present*

### ELITE TRAINER

*Crunch Fitness / Burbank, CA / Jan 2019 – 2020*

### CO-FOUNDER / PERSONAL TRAINER

*Training Room LA / Northridge, CA / Jan 2018 – Dec 2018*

### MANAGING PARTNER / FRANCHISE CO-OWNER

*Nutrishop Northridge / Northridge, CA / May 2016 – Dec 2018*

### OPERATIONS CONSULTANT

*CFS MMA, Santa Monica/Santa Barbara, CA / Oct 2011 – Nov 2015*

### OPERATIONS MANAGEMENT CONSULTANT

*Paid to Play Media Group / Los Angeles, CA / Sept 2010 – Sept*

## EDUCATION

### M.S. ENTREPRENEURSHIP & INNOVATION

*University of  
Southern California  
Los Angeles, CA / 2018*

Certified Personal Trainer &  
Exercise Stress Management  
*PTA Global*

Certified Precision Nutritionist  
Level 1  
*Precision Nutrition*

Certified Suspension Trainer  
*TRX*

Certified Movement Enhancement  
*Hypervolt*

## KEY SKILLS

- Team Leadership
- Staffing/Training/Onboarding
- Gym Opening / Operations
- Project Management
- Gym & Franchise Accounting

# Application Form

## Profile

Mike Chapman  
 First Name Middle Initial Last Name

[Redacted]  
 Email Address

[Redacted] N. Lamer St  
 Home Address Suite or Apt

Burbank CA 91504  
 City State Postal Code

Home: [Redacted]  
 Primary Phone Alternate Phone

Retired / Sony Pictures Studios Production Operations Production Operations  
 Employer Job Title Occupation

## Which Boards would you like to apply for?

Police Commission: Submitted

## Length of time as a Burbank Resident:

40 Years

## Burbank Registered Voter?

Yes  No

## Interests & Experiences

Please tell us about yourself and why you want to serve.

### Why are you interested in serving on a board, commission or committee?

To participate and serve in the community I love

## Education

Elmhurst College, Elmhurst, IL George Williams College, Downers Grove, IL

## Additional Pertinent Courses or Training

Burbank Community Police Academy Leadership Burbank Ethics Training Also see attached resume

## Other Pertinent Skills, Experience or Interests

---

National Night Out Burbank Police Foundation Member of a minority group Also see attached resume

Upload a Resume

---

## Community Involvement

**Specify current or prior service on a City Board, Commission or Committee:**

---

Burbank Police Commission Burbank Library Board Burbank Community Development Goals Committee

**List Community activities in which you are involved:**

---

The Burbank Human Relations Council See attached resume for additional activities

**If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.**

---

N/A

---

## Conflict of Interest

**Conflict of Interest:**

**Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?**

---

Yes  No

**If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)**

---

## AB 1234 Training

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

Mike Chapman

---

**First Choice****FIRST choice for Board/Commission/Committee appointment:**

---

Burbank Police Commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

---

Currently serving on Police Commission 15 years with the Burbank Human Relations Council (BHRC) CAHRO (California Association of Human Relations Organizations) LACHRA (L.A. County Commission on Human Relations) L.A. County Network Against Hate Crimes California Department of Civil Rights - Community Conflict Resolution Unit (CCRU) Long time independent liaison between BPD and BHRC regarding hate incidents 40-year resident of Burbank with a history of participating in community organizations

**What are your goals in serving on this Board/Commission/Committee?**

---

To serve my community, support our Burbank Police Department, and promote positive BPD relations with our citizens, including Burbank's minority communities, and to relate community concerns making our city the best it can be. My interests include "The President's Task Force on 21st Century Policing", The California Racial Identity Profiling Advisory (RIPA), transparency to the public, the perspective of our citizens in relation to the BPD, and equality for all residents. As a Commission team member, I look forward to participating in the conversations on upcoming mental health and homeless interaction with BPD.

---

**Second Choice****SECOND choice for Board/Commission/Committee appointment:**

---

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

---

**What are your goals in serving on this Board/Commission/Committee?**

---

---

**Supplemental Questions**

---

---

**Acknowledgement**

---

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

Date: May 25, 2023

## **MIKE CHAPMAN**

Re: Police Commission

### **PERSONAL BACKGROUND & ACTIVITIES**

Current member of the Burbank Police Commission  
Burbank Police Community Academy graduate  
Active with the Los Angeles County Commission on Human Relations  
Active with LA County Network Against Hate Crimes

Burbank Public Library Board of Trustees (former member & chair)  
Community Development Goals Committee (former member)  
Burbank Human Relations Council (current board member & past president)

Leadership Burbank graduate  
League of Women Voters  
Precinct Captain during past Burbank elections  
Former Salvation Army Burbank Corps Advisory Board Member and Secretary  
Lifetime member of the Burbank Historical Society  
Burbank Civic Plant-A-Tree and Holiday Decorating Programs  
Work with Burbank Transportation and Traffic Committee  
Work with Burbank Coordinating Council

Past president & board member of Palm Village HOA in Burbank  
Past president & board member of Starlight Hills neighborhood  
Past Chair of Burbank Police Commission

Frontline Leadership graduate  
Ethics In Government (Burbank City Attorney's Office)

### **Education:**

Elmhurst College, Elmhurst IL  
George Williams College, Downers Grove IL

### **Personal Mission Statement**

My personal objective is to live, volunteer, and participate within the community of Burbank, and to promote equality toward maximizing the potential of our entire diverse community.

## Application Form

---

### Profile

Michael

First Name

A

Middle Initial

Elman

Last Name

Email Address

Jolley Dr.

Home Address

Suite or Apt

Burbank

City

CA

State

91504

Postal Code

Home:

Primary Phone

Mobile:

Alternate Phone

Retired from ATT

Employer

System Analyst/Network  
Desogner

Job Title

Retired

Occupation

---

### Which Boards would you like to apply for?

Police Commission: Submitted

---

### Length of time as a Burbank Resident:

38 years

---

### Burbank Registered Voter?

 Yes  No

---

### Interests & Experiences

Please tell us about yourself and why you want to serve.

---

### Why are you interested in serving on a board, commission or committee?

I want to be involved with my community and make sure we strive for excellence in our city. I have the background and experience to bring about excellence in Burbank. Having served 4 years on the Police Commission I feel that I have gained valuable knowledge and experience that helps make me to be an asset to the commission. The four years that I have served, the Commission has experienced several traumatic events, a Pandemic, the aftermath of George Floyd, and homelessness. These experiences have made me a stronger leader who can facilitate the strategic discussion and planning needed to address current and future challenges for the Police Dept. and the city.

---

### Education

B.A. History CSUN

Michael A Elman

## Additional Pertinent Courses or Training

---

After I retired I went back to college and took several Administration of Justice courses and have attended several Nacole events and seminars. Graduated from the Burbank Police Community Academy twice . Attended the 2023 Leadership Summit at LA Fleet Week put on by the Los Angeles Port Police.

## Other Pertinent Skills, Experience or Interests

---

Photography/ Information technology. So much of the future of law enforcement will be about new technology so my background in Information technology will be beneficial to the department.

---

Upload a Resume

---

## Community Involvement

### Specify current or prior service on a City Board, Commission or Committee:

---

Past member Burbank Charter Review Committee. Have taken the BPD community academy.

### List Community activities in which you are involved:

---

I am a block Captain for Neighborhood watch and I host the National Nightout in my neighborhood.

**If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.**

---

None

---

## Conflict of Interest

### Conflict of Interest:

**Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?**

---

Yes  No

**If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)**

---



## AB 1234 Training

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

### First Choice

**FIRST choice for Board/Commission/Committee appointment:**

Police Commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

During my 30 year long career with ATT I had many jobs and responsibilities which would be very helpful to the infrastructure committee. I was a broadband Engineer responsible for designing cable networks in the public right of way. I did conduit layout that involved trenching in the streets and sidewalks and repairs of these sidewalks roads and curbs. I was also a contract administrator who prepared cost estimates for projects that were bid upon by outside contractors. I monitored their progress, quality, and safety. I reviewed their completed work and authorized payment. Finally I was also a project Manager so I am very familiar with project management.

**What are your goals in serving on this Board/Commission/Committee?**

I think we have an excellent Police Dept. and my goal would be to preserve that excellence but still strive for improvement.

---

### Second Choice

**SECOND choice for Board/Commission/Committee appointment:**

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

**What are your goals in serving on this Board/Commission/Committee?**

---

### Supplemental Questions

---

### Acknowledgement

Michael A Elman

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

# Application Form

## Profile

Jenny Lynn Deahl  
 First Name Middle Initial Last Name

[Redacted]  
 Email Address

[Redacted] n Hollywood way [Redacted]  
 Home Address Suite or Apt

Burbank CA 91505  
 City State Postal Code

Home: [Redacted]  
 Primary Phone Alternate Phone

A & Z Marketing Team Leader Marketing Manager  
 Employer Job Title Occupation

## Which Boards would you like to apply for?

Sustainable Burbank Commission: Submitted  
 Police Commission: Submitted

## Length of time as a Burbank Resident:

35 years

## Burbank Registered Voter?

Yes  No

## Interests & Experiences

Please tell us about yourself and why you want to serve.

### Why are you interested in serving on a board, commission or committee?

I am interested in the Sustainable Burbank Commission because I have lived in Burbank most of my life, I want to make a impact in the city I love. I have served on many boards and I am comfortable in this capacity. I also like to work closely with council to make suggestions for he god of our city in the area of Sustainability.

## Education

Although I did not graduate college I have been in leadership roles my whole life. I have ran two successful businesses in Burbank.

## Additional Pertinent Courses or Training

---

I have a finance background and understand how to educate businesses in their finances. I am licensed in Long Term Care and Life and Health insurance in 2 states

## Other Pertinent Skills, Experience or Interests

---

I have sat on many school committees for the Burbank school district . These include Site Council President, Booster vice President. I also started the Valet Program at Roosevelt Elementary. I was also on the Magnolia Park Merchant board for 6 years. I am currently a ambassador for the Martial Arts History Museum in Burbank.

Upload a Resume

---

## Community Involvement

### Specify current or prior service on a City Board, Commission or Committee:

---

I am currently serving on the Sustainable Burbank Commission,

### List Community activities in which you are involved:

---

I am a Member of the Burbank Noon Rotary. I help with many activities and events for the Martial Arts History Museum in Burbank where I serve as a Ambassador.

**If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.**

---

No relation

---

## Conflict of Interest

### Conflict of Interest:

**Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?**

---

Yes  No

**If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)**

---

## AB 1234 Training

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

### First Choice

**FIRST choice for Board/Commission/Committee appointment:**

Sustainable Burbank Commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

I am very very good at being on committees and I have served on many> I will go the extra mile to make sure that I serve my commission to the best of my ability. I want to have perfect attendance so I can be able to vote on important matters that need attention.

**What are your goals in serving on this Board/Commission/Committee?**

I want to be a voice for the commission and a advisory capacity to the City Council!

---

### Second Choice

**SECOND choice for Board/Commission/Committee appointment:**

Police Commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

I have always tried to be a advocate for Magnolia Park and working with the police department to increase parking and stop the theft in the district for businesses.

**What are your goals in serving on this Board/Commission/Committee?**

I want to be a voice and advocate to the Burbank Police department. I would want to work with the department to get a better handle on the recent school issues.

---

### Supplemental Questions

---

### Acknowledgement

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

# Jenny Deahl

## Operations Manager

Burbank, CA 91505  
[REDACTED]  
[REDACTED]

I have been responsible for company management for the past 30 years and would be an asset to any company looking for an operations manager. I have excellent people skills and am a very fair supervisor to all employees. I am very adept at conflict resolution.

Authorized to work in the US for any employer

## Work Experience

---

### Agent

New York Life – Glendale, CA  
Nov. 2021 to May 2022

To set appointments with businesses and individuals to discuss their financial planning needs.

### Operations Manager

Blue Dog Ranch Burbank, CA  
July 2015 to May 2021

Was responsible for but not limited to the following. Managed day to day operations, managed all employees scheduling, managed all human resources and responsibilities, was responsible for employee hiring and firing and disciplinary actions, managed all payroll, payroll reports, and payroll audits, was responsible for all workers compensation including workers compensation audit from State Fund Insurance, was responsible for all client transactions and relations, purchased all office supplies, purchased all retail products

I was solely responsible for tripling the business cash flow in the realm of day care, boarding, training, and grooming.

Was responsible for obtaining two PPP loans and a an EIDL Loan. All with total forgiveness.

### Store Manager

Peggy Wood's Pet Emporium - Burbank,  
CA August 1986 to July 2015

Was responsible for but no limited to the following. Managed day to day operations, Employees scheduling, Was responsible for all product purchasing, Responsible for Sales rep communications via in-person, phone, or email., Attended numerous out of state trade shows as a company representative, Travelled to numerous out of state breeders for the purpose of purchasing well-bred dogs, Managed all customers transactions and special orders, was responsible for solving all customer issues, Worked weekly with local veterinarians, and was responsible for maintaining all vaccination records for all animals and administered vaccinations as needed.

## Education

---

### Some College in Animal Husbandry

Moorpark College - Moorpark, CA

September 1984 to June 1985



## **High school diploma**

Royal High School - Simi Valley, CA

September 1980 to June 1983

## **Skills**

---

- Workers' Compensation
- Purchasing
- Human Resources
- Profit & Loss
- Procurement
- Payroll
- Management
- Human Resources Management
- Employee relations
- Employee evaluation
- Employment & labor law
- Customer relationship management
- Customer service
- Customer support
- Customer retention
- Customer acquisition
- Customer segmentation
- Sales Management
- Conflict Management

## Application Form

---

### Profile

Armin \_\_\_\_\_ Khachadourian \_\_\_\_\_  
First Name Middle Initial Last Name

\_\_\_\_\_  
Email Address

\_\_\_\_\_  
Home Address

\_\_\_\_\_  
Suite or Apt

Burbank \_\_\_\_\_ CA \_\_\_\_\_ 91503 \_\_\_\_\_  
City State Postal Code

Home: \_\_\_\_\_  
Primary Phone Alternate Phone

AT&T \_\_\_\_\_ PMTS \_\_\_\_\_ IT manager \_\_\_\_\_  
Employer Job Title Occupation

---

### Which Boards would you like to apply for?

Police Commission: Submitted

---

### Length of time as a Burbank Resident:

15 years

---

### Burbank Registered Voter?

Yes  No

---

### Interests & Experiences

Please tell us about yourself and why you want to serve.

---

### Why are you interested in serving on a board, commission or committee?

I have been a proud resident of Burbank for the past 15 years. During this time, I have had the privilege of raising my two children within the Burbank Unified School District. Additionally, my wife, Anet Abnous, co-owns an artistic boutique located in the heart of Downtown Burbank. My participation in the Burbank Community Academy course has inspired me to further explore opportunities where I can contribute to the betterment of both my community and the Burbank Police Department. It would be a great honor for me to serve on the Police Commission in Burbank.

---

### Education

B.Sc in Computer Engineering Various technical and management certificates including conflict management and negotiation techniques.

Armin Khachadourian

## Additional Pertinent Courses or Training

---

Burbank community police certificate

## Other Pertinent Skills, Experience or Interests

---

With a solid background in computer science, Internet Clouds, and analytics, I have honed my skills in leveraging data and algorithms to shape behavioral analytics. My passion lies in making a positive impact on my community and working alongside the police department as a liaison, utilizing technology to enhance processes and advance the field of use for the Burbank Police. By bridging the gap between available technologies and practical implementation, I strive to contribute significantly to improving efficiency and effectiveness within the department.

Upload a Resume

---

## Community Involvement

### Specify current or prior service on a City Board, Commission or Committee:

---

I have actively engaged in community service through my involvement in various PTA groups. One notable experience was my four-year commitment to the BHS swim team PTA in Burbank, where I dedicated my time and efforts to support the team. During my last term with the group from 2017 to 2020, I proudly served as the Vice President, working closely with other members to enhance the swimming program and provide valuable resources for the team's success. In addition to my PTA involvement, I have been a dedicated supporter of the Burbank Sharks Swim team, which operates out of the Verdugo Pool. By offering my time and assistance, I have contributed to the growth and development of young swimmers in our community, fostering a sense of camaraderie and promoting the importance of physical activity. Furthermore, I have extended my community service commitment through my employer's initiatives, both directly and indirectly. As a volunteer, I actively participate in various charitable organizations and engage in charity events. By leveraging the resources and support from my workplace, I am able to make a positive impact and contribute to the well-being of those in need. Through my involvement in PTA groups, support for the Burbank Sharks Swim team, and dedication to volunteering, I have consistently demonstrated my commitment to community service. These experiences have allowed me to actively engage with my local community, making a difference and fostering a stronger, more vibrant environment for all.

### List Community activities in which you are involved:

---

Burbank Armenian Association. Armenian National Committee of America Burbank chapter.

**If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.**

---

N/A

---

## Conflict of Interest

**Conflict of Interest:**

**Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?**

---

Yes  No

**If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)**

---

### **AB 1234 Training**

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

### **First Choice**

**FIRST choice for Board/Commission/Committee appointment:**

---

Burbank Policy Commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

---

With a background as a wireless networks designer, I possess a deep understanding of the intersection between technology and policing. This experience has equipped me with a keen insight into how technology can be effectively utilized in law enforcement. Moreover, my extensive 30+ years in the tech industry have allowed me to develop a strong skill set in conflict management and implementing results-driven strategies. In addition to my technical qualifications, my active involvement in neighborhood and community events has provided me with valuable perspectives and a practical approach to problem-solving. By engaging with the community, I have gained firsthand knowledge of the challenges and concerns faced by residents, enabling me to identify objective paths towards effective solutions. Overall, my combination of technical expertise, conflict management skills, and community engagement uniquely position me to contribute to the field of policing, utilizing innovative technologies while addressing community needs.

**What are your goals in serving on this Board/Commission/Committee?**

---

My goal in serving on the board/commission is to leverage my objectivity and scientific approach to effectively address issues based on their merits and factual evidence. I aim to act as an unbiased mediator between our cherished community and our esteemed Police forces, ensuring transparency and fairness in decision-making processes.

---

### **Second Choice**

Armin Khachadourian

**SECOND choice for Board/Commission/Committee appointment:**

---

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

---

**What are your goals in serving on this Board/Commission/Committee?**

---

---

### **Supplemental Questions**

---

### **Acknowledgement**

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

# Armin H. Khachadourian

---

- Qualifications**
- Extensive experience managing medium and small teams in a multitude of environments.
  - Strong ability to identify, analyze and provide solutions to unique business needs
  - Extremely broad knowledge of telecommunications and the data networking industry
  - Experienced in successful negotiations with a wide variety of customers and suppliers
  - Excellent oral and written communication, and presentation skills
  - An ability to learn rapidly and adapt quickly to changing situations

**Experience**      January 2019 – present      AT&T Wireless Technology, Pasadena, CA.

**Automation, Orchestration and Analytics**

November 2014 – January 2019      AT&T Operations, Pasadena, CA.

**Operational Certifications and Advanced Technical Support**

June 2007 – November 2014      AT&T Labs, Pasadena, CA.

**Technology Insertion and Development**

January 2005 – November 2007      AT&T, Middletown, NJ.

**Technology Insertion and Advanced Technical Support**

March 2003 – January 2005      AT&T, Middletown, NJ.

**Global Packet Sustaining Engineering, Realization and Test**

July 2000 – March 2003      AT&T, Middletown, NJ.

**AT&T IP Network Engineering**

August 1999 – July 2000      AT&T, Middletown, NJ.

**AT&T Infrastructure and Tier Support**

August 1998 – August 1999      TSR Consulting, Middletown, NJ.

**AT&T Authentication & Reporting Development.**

1997–1998      John Crane Inc. Morton Grove, IL.

**Engineering Support and Development Lab.**

1994–1997      CM Computers Inc.      Niles, IL.

**Software Consultant and Sales Lead**

1992–1994      M.S. consulting, Amman, Jordan.

**CAD Development**

**Education**      2022      **AT&T**      Redmond, WA.  
MS Azure Automation and Orchestration.

2020      **AT&T**      Redmond, WA.

IoT design and programming

2006           **AT&T**                            Bridgton, MO.  
Advanced routing and design for Juniper routers. JUNOS 7.0

2002           **AT&T**                            Middletown, NJ.  
Multi-level switching for CISCO routers.

2001           **AT&T**                            Middletown, NJ.  
Managing Traffic and Access over CISCO Routers.

2001           **AT&T**                            Middletown, NJ.  
CISCO ICND: Catalyst Switching and VLANs

2000           **Global Knowledge**            Long Beach, CA.  
Interconnecting Cisco Network Devices.

1999           **AT&T**                            Somerset, NJ.  
Negotiation and Conflict Management.

1997-1998      **Aquarius Software Institute**            Chicago, IL.  
RDBMS, Oracle 7.0 & 8.0 Database Administration, Advanced Oracle Database  
tuning and warehousing.

1987–1992      **University of Baghdad**                            Baghdad, Iraq.  
Bachelor of Science in Computer Engineering.

**Knowledge**

UNIX/Linux, Windows, C++, Perl, HTML, XML, PHP, JAVA, SQL, LISP, shell  
scripting, SLAX, REST.  
MS-Office, Adobe PhotoShop, VISIO, Developer 2000, Oracle, SQL.  
Protocols: BGP, OSPF, TCP/IP, IPX, AppleTalk, Ethernet, FE, GE, IEEE 802.1Q,  
VRRP/HSRP, SIP, POS, ATM PVC, PPP, HDLC, Frame Relay, X.25, MPLS.  
Products – Cisco IOS, Juniper, Foundry switches, Motorola, ADC, Cisco Netflow,  
Sniffer, HP OpenView, OpenStack, Cloud Computing, MS Azure.  
Network Security – Packet/Port Filtering, SRX, Checkpoint Firewall, ISS Real Secure  
(IDS), CAR (QOS)

**Reference**

Available upon request.

## Application Form

---

### Profile

Robert \_\_\_\_\_ E \_\_\_\_\_ Deahl \_\_\_\_\_  
First Name Middle Initial Last Name

\_\_\_\_\_  
Email Address

\_\_\_\_ N. Hollywood Way \_\_\_\_\_  
Home Address Suite or Apt

Burbank \_\_\_\_\_ CA \_\_\_\_\_ 91505 \_\_\_\_\_  
City State Postal Code

Home: \_\_\_\_\_  
Primary Phone Alternate Phone

Active Window Products \_\_\_\_\_ Account Manager \_\_\_\_\_ Sales \_\_\_\_\_  
Employer Job Title Occupation

---

### Which Boards would you like to apply for?

Police Commission: Submitted

---

### Length of time as a Burbank Resident:

50 + years

---

### Burbank Registered Voter?

Yes  No

---

### Interests & Experiences

Please tell us about yourself and why you want to serve.

---

### Why are you interested in serving on a board, commission or committee?

I feel I would be a great asset to the Burbank police commission. I'm very interested in the inner workings of the Burbank Police Department and all of its resources. I'm interested in being able to stand up and make a change awareness and do the research as required by the commission

---

### Education

Bachelor's of Science in business management University of Phoenix

---

### Additional Pertinent Courses or Training

---



## Other Pertinent Skills, Experience or Interests

---

Upload a Resume

---

## Community Involvement

Specify current or prior service on a City Board, Commission or Committee:

---

None at this time

List Community activities in which you are involved:

---

I was involved with Boy Scouts troop 201 for approximately 8 years and prior to that it was Cub Scouts for a period of about 3 years. I coached on a parks and recs basketball team as well as Burbank Little League for about 3 years

If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.

---

N/A

---

## Conflict of Interest

Conflict of Interest:

Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?

---

Yes  No

If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)

---

## **AB 1234 Training**

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

### **First Choice**

**FIRST choice for Board/Commission/Committee appointment:**

Burbank police commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

N/A

**What are your goals in serving on this Board/Commission/Committee?**

To make a difference in the city that I live and went to school in

---

### **Second Choice**

**SECOND choice for Board/Commission/Committee appointment:**

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

**What are your goals in serving on this Board/Commission/Committee?**

---

### **Supplemental Questions**

---

### **Acknowledgement**

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

# Robert Deahl

## **Doors, Frames, and Hardware Specialist**

Burbank, CA 91505



Authorized to work in the US for any employer

## Work Experience

---

### **Sales Associate**

BMC-Building Materials and Construction Solutions - Los Angeles, CA

July 2017 to August 2020

- Sold commercial and residential windows and doors

### **Inside/Outside Sales Representative**

Windows N Things - Canoga Park, CA

July 2010 to June 2017

#### Responsibilities:

Consulting of contractors, architects, designers, home owners, and glazing contractors to help them with door, window, frame, and hardware needs.

Perform plan take offs for new construction and remodeled homes, multi-purpose project, commercial construction and apartment complexes.

Clarifying account strategy during sales process and determining project requirements, including assignments, identifying priorities, and establishing schedules

Aligning resources to deliver accurate and timely proposals, shop drawings, and maintaining project schedules to fulfill client expectations.

Process all orders

Purchase all doors, frames, hardware, and molding.

#### Accomplishments:

Increased market shares by 10 % during the first year while defending our product lines against low cost competitive threats, which included many of the big box stores like Home Depot and Lowes.

Increased Departmental Sales by 15%

Increased Gross Profit Margin by 5%

Exceeded Sales Plan by \$1 Million

### **Outside Sales Representative**

Besam US Inc (ASSA/Abloy) - Monroe, NC

July 2005 to June 2010

Made sales calls to and provide quotations to Contractors, Commercial Glazing Contractors, and End Users

Called on and made product presentations to architects.

Submitted product drawings as needed

To network with architects and specification writers through organizations such as the American Institute of Architects (AIA) and the Construction Specification Institute (CSI)

Attend industry meetings through AIA and CSI. This included but was not limited to monthly organizational meetings, display product at golf tournaments, displaying products at trade shows, and displaying product at conventions

Wrote specifications as required by architects and specification writers for all required products in division 8 as manufactured by Besam

Accomplishments:

Increased sales by 33 1/3 % in my Southern California Territory.

Increased Gross Profit Margin By 15%

Increased amount of specifications written involving Besam's manufactured products by 50% per year

Increased end user market penetration by 15%

Increased Architect lunch and learn presentations by 30%

Increased government product usage of the Besam product line by 20%.

Increased Glazing Contractor's use of the Besam product line in excess of 65%.

### **Hardware Inspector**

Los Angeles Unified School District - Los Angeles, CA

February 2001 to July 2005

Responsibilities include:

Worked closely with architects and General Contractors to enforce all specifications

Inspected doors, frames, and builders hardware for specification compliance for both new schools and the upgrading of existing schools

Accomplishments:

Decreased LAUSD's spending by enforcing specifications and not allowing specification substitutions for lesser brands.

### **Outside/Inside Sales Representative**

Openings Of California - Los Angeles, CA

March 1998 to February 2001

Responsibilities include:

Quoted architectural doors, frames, and builders hardware from plans and specifications

Performed take-offs on commercial projects and per plans and specifications

Project Management from quoting to installation of product

Submittal presentation to General Contractors as per the project specifications

Submitted all close-out documents and per project specifications

Developing relationships with the general contracting and architectural communities.

Accomplishments:

Increased sales revenue by 15% per year.

Increased market share with in the commercial sector in excess of 25 %.

## **Manager**

Magnolia Park Lock Shop - Burbank, CA

April 1978 to March 1998

Managed all aspects of operations from dispatching to our wholesale parts division

## Education

---

### **Bachelors of Science in Business Management**

University of Phoenix - Woodland Hills, CA

2002 to 2005

## Skills

---

- Construction Estimating
- Inside Sales
- Outside Sales
- Salesforce
- Project Planning
- Project Management
- Remodeling
- Account Management
- Presentation Skills
- CRM Software
- Business Development

## Awards

---

### **Besam Award**

Awards: Besam 2009

Elite award for having the top sales on the west coast and number fifth in sales in the United States

## Certifications and Licenses

---

### **Door, Frame, and Hardware Certificates**

Door Hardware Institute

Apprentice Door Consultant

Architectural Door hardware 2

Correspondence Course

Fundamentals of Architectural Hardware

Basic Hardware

Curries  
Hollow metal door and frame estimating and construction

Graham  
Wood door estimating and construction

## Assessments

---

### **Sales Skills: Influence & Negotiation — Expert**

August 2019

Using influence and negotiation techniques to engage with and persuade customers.

Full results: [Expert](#)

### **CRM Skills with Salesforce — Familiar**

August 2019

Measures a candidate's ability to demonstrate a knowledge of Salesforce objects, fields, and processes.

Full results: [Familiar](#)

### **Email — Completed**

August 2019

Measures a candidate's ability to effectively compose and organize email messages.

Full results: [Completed](#)

### **Sales: Influence & Negotiation — Proficient**

September 2019

Persuading reluctant customers to buy products or services, and influencing and negotiating with customers to meet sales goals.

Full results: [Proficient](#)

### **Problem Solving — Completed**

August 2019

Analyzing relevant information when solving problems.

Full results: [Completed](#)

### **Inside Sales — Proficient**

January 2020

Actively listening and responding appropriately; performing common sales calculations.

Full results: [Proficient](#)

### **Verbal Communication — Proficient**

January 2020

Speaking clearly, correctly, and concisely

Full results: [Proficient](#)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.

## Groups

---

### **Affiliates**

Affiliations: In the past I belonged to the following organizations

DHI

AIA

CSI

CLA

## Additional Information

---

References: Available upon request



## Application Form

---

### Profile

Hasmik

First Name

J

Middle Initial

Badalian Collins

Last Name

Email Address

N. Rose St.

Home Address

Suite or Apt

Burbank

City

CA

State

91505

Postal Code

Mobile

Primary Phone

Alternate Phone

City of Los Angeles

Employer

Deputy City Attorney

Job Title

Attorney

Occupation

---

### Which Boards would you like to apply for?

Police Commission: Submitted

---

### Length of time as a Burbank Resident:

11 years

---

### Burbank Registered Voter?

 Yes  No

---

### Interests & Experiences

Please tell us about yourself and why you want to serve.

---

### Why are you interested in serving on a board, commission or committee?

My main objective in serving on a City commission is to be involved in and serve the community I live in. I have essentially lived or attended school in Burbank since 1987. In 2012, when my husband and I were looking to purchase our first home, we were very excited at the prospect of returning to Burbank to raise our young and growing family. Now that our children are older and we each have more time, I am looking forward to becoming engaged in and volunteering in our city in a subject area that I have significant experience and interest in.

---

### Education

\*University of San Diego Juris Doctor (2007) \*University of California, Los Angeles Master's of Public Policy (2005) \*University of California, Los Angeles B.A., Public Policy (Minor: Public Policy) 2003

## Additional Pertinent Courses or Training

---

\*Leadership Burbank (2023) \*AB 1234 Ethics Training (~2016) \*Woodbury Leadership Academy (2016)  
\*AELE Public Safety Discipline and Internal Investigations (2016) \*California District Attorney's  
Association Training on Officer Involved Shootings and Legal Developments (2019) \*Various trainings  
and continuing legal education courses sponsored by City Attorney Association of Los Angeles County  
(CAALAC) and League of California Cities regarding employment law, employment investigations,  
discipline, and city policies (2014-present)

## Other Pertinent Skills, Experience or Interests

---

See both attached resume and answers below for pertinent experience, skills and interest.

Upload a Resume

---

## Community Involvement

### Specify current or prior service on a City Board, Commission or Committee:

---

None. My service to the community so far has been focused on our public schools, our PTAs, and our local AYSO chapter. I am looking forward to expanding my volunteer time and efforts to our City.

### List Community activities in which you are involved:

---

\*Burbank AYSO Region 254 -Current: Regional Commissioner -Former: Purchaser, Game Scheduler, Schoolyard (U5) coordinator, BU6 and BU8 Coordinator \*Theodore Roosevelt Elementary School -PTA: current - Auditor; former Treasurer, Executive Vice President, and Vice President of Fundraising -Site Council: member for 2 years \*Dolores Huerta Middle School -PTA: current - President; former - Vice President of Fundraising \*Burbank Chorale (est. 1920) -Former Publicity/Social Media Director - Member/singer (Alto) (since 2017)

**If you are related to any City of Burbank employee(s), please state their name(s), relationship(s), and department(s). If you are not related to a City of Burbank employee, please put N/A.**

---

Myles Collins (husband) - Burbank Water and Power

---

## Conflict of Interest

### Conflict of Interest:

**Rules of law and ethics prohibit members from participating in and voting on matters in which they may have a direct or indirect conflict of interest including a financial interest. Are you aware of any potential conflicts of interest which may develop from your occupation or financial holdings in relation to your responsibilities as a member of the Board, Commission or Committee to which you seek appointment?**

---

Yes  No

**If you answer yes, explain in detail any potential conflicts in the same manner as required by the Fair Political Practices Commission's Statement of Economic Interests (Form 700). (If you should have any questions about this matter or need further information as it relates to your situation, please advise the City Clerk prior to submitting your application.)**

---

## **AB 1234 Training**

The Board, Commission or Committee (collectively Board) you are seeking appointment to provides City reimbursement for attending trainings or conferences. Therefore, under State Law all members of the Board must receive at least two hours of ethic's training, as prescribed by the Fair Political Practices Commission, within one year of appointment and once every two years thereafter.

---

## **First Choice**

**FIRST choice for Board/Commission/Committee appointment:**

---

Police Commission

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position.**

---

I am a minority (Armenian) woman who has spent a majority of my childhood and life in Burbank and attended a local Burbank elementary/middle school. My husband and I purchased our Burbank home in 2012 and since then, we have both been heavily involved in our community - whether it be in our local schools or our local AYSO Board. Burbank has a large Armenian community that is historically a minority group with unique interests that should be addressed - at the very least by representation on this important commission. As a member of a minority community, I am uniquely situated to see and understand those impressions and relationships with our local police department. Additionally, as a woman and a mother of young but growing children, I am also attuned to the issues that face our youth as it relates to BPD. Lastly, I have extensive background, training in, and knowledge of law enforcement practices, the realities of the functioning of a law enforcement agency, and the importance of accountability. Until about a year ago, I represented police officers who were sued for constitutional rights violations. I currently advise the LAPD on policy issues and represent the City in disciplinary matters involving officers who are being disciplined. I am also a former criminal prosecutor and previously also represented public entities (e.g. cities and counties) who investigated law enforcement officers for criminal acts and administrative policy violations. In my previous professional positions, I have created police department policies, negotiated with police unions on those policies, conducted and reviewed nationwide surveys on police policies and their effects. I have also advised police chiefs and Internal Affairs investigators on investigations of officers for police discipline. As the attorney representing a local law enforcement agency, I have recommended discipline (up to and including termination) and then administratively defended the discipline/termination in Skelly hearings, arbitrations, writ proceedings in our state courts. I have also trained patrol officers on constitutional policing practices and been trained by them on the realities of 21st century policing. Thus, my current professional position is balanced by my varied employment experience and training and formal education in public policy. In fact, my Master's in Public Policy has been instrumental in providing me with the experience necessary to evaluate and assess city ordinances and law enforcement personnel policies and their effect on the agency and community.

**What are your goals in serving on this Board/Commission/Committee?**

---

Given our current climate relating to law enforcement agencies and officers, the Burbank Police Commission is at a critical juncture to bring transparency and provide a forum to the public in a seemingly complicated law enforcement world. Given my personal background, training, and professional experience (described above and in my resume), I bring a unique perspective to this commission and have much to offer in diversifying and rounding out its composition. Essentially, I know Burbank's past and wish to be part of its future.

---

**Second Choice**

**SECOND choice for Board/Commission/Committee appointment:**

---

**Describe any qualifications, experience, and education, as well as any technical or professional background you may have relative to the duties of this position**

---

**What are your goals in serving on this Board/Commission/Committee?**

---

**Supplemental Questions**

---

**Acknowledgement**

**Acknowledgment No. 1 - General**

---

**ALL INFORMATION SUBMITTED IS A PUBLIC RECORD AND WILL BE POSTED ON THE CITY'S WEBSITE. All City Board, Commission, and Committee members serve without compensation from the City. No person shall serve at the same time on more than one Board, Commission or Committee. All applicants must be electors of, and actually reside in the City of Burbank, with the exception of the Burbank Cultural Arts Commission and the Sustainable Burbank Commission. (Per BMC Section 2-1-405, 2-1-406, 2-1-407)**

---

I Agree

# Ms. HASMIK BADALIAN COLLINS

N. Rose Street, Burbank, CA 91505

---

## EDUCATION University of San Diego School of Law

Juris Doctor, December 2007 (early completion)

- Admissions*
  - California (2008), Colorado (2009)
  - Supreme Court of the United States, Central District of California, and all California state courts
- Honors*
  - Order of the Barristers (2008)
- Scholarships*
  - Dean's Outstanding Merit Scholarship
  - Courtright Scholarship Recipient (2006)
  - Warren Scholarship Recipient (2006)
  - Equal Access to Justice Scholarship (National Association of Women Judges) (2007)
  - Public Interest Law School Scholarship (California Bar Foundation) (2007)
- Activities*
  - Moot Court Team; National Trial Team; Negotiations Team; Public Interest Law Foundation

## University of California – Los Angeles

*School of Public Affairs*

Master of Public Policy, June 2005

- Honors*
  - Department Fellowship Recipient
  - Jeffrey L. Hanson Distinguished Service Award (Director of Graduate Student Interaction)
  - Public Policy Departmental Service Award (Chair of Public Policy Curriculum Committee)

## University of California – Los Angeles

*School of Letters & Sciences*

Bachelor of Arts, Political Science, June 2003

Minor: Public Policy

- Honors*
  - Political Science Departmental Honors
- Activities*
  - Mock Trial Team: Captain, Executive Board Member, Awarded "Outstanding Attorney"

---

## EXPERIENCE City of Los Angeles, City Attorney's Office

2022-Present

Deputy City Attorney IV (Public Safety General Counsel)

- Provide assistance and advice on Police operations and policy issues.
- Represent City of LA in writ proceedings in Superior Court regarding officer disciplinary cases.
- Advise LAPD on disclosure requirements of the California Public Records Act.
- Analyze court opinions, prepare legal updates, reports, legal opinions and written advice on court opinions and state statutes.

Deputy City Attorney IV (Police Litigation Unit)

2018-2022

- Defended City of LA and LAPD officers in civil lawsuits alleging constitutional rights violations.
- Responsible for all pretrial phases of litigation, including law and motion, depositions, discovery, mediation, and trials.
- Regularly interacted with and prepared officers and LAPD management during litigation.
- Attended City Council meetings, advised on pending litigation, & obtained settlement authority.

City of Pasadena, City Attorney's Office

2014-2018

Deputy City Attorney

- Primarily advised & represented Pasadena Police Department (PPD) and Human Resources (HR)
- Independently handled all phases of City litigation including formulation of litigation strategy, research, law and motion, written discovery, courts appearances, depositions, trials and appeals.
- Conducted administrative arbitration hearings for employment discipline grievances and prepared persuasive closing briefs.
- Advised Police Chief and Internal Affairs lieutenants and sergeants on administrative investigations and disciplinary charges (up to and including termination).
- Trained patrol officers on constitutional policing practices and legal developments in policing.

- Regularly conferred with and advised City departments concerning independent analysis of complex legal issues and provided recommendations that properly and strategically protected City interests.
- Attended City Council meetings, advised Council on pending litigation, & obtained settlement authority.
- Drafted & reviewed ordinances, resolutions, opinion letters, legal memoranda, and agenda reports.

**McCune & Harber, LLP**

2010-2014

Associate

- Represented various public entities and municipalities in employment and labor disputes, tort causes of action, and contract disputes.
- Successfully conducted employment discrimination and whistleblower retaliation trials.
- Solely prepared and argued successful Ninth Circuit brief asserting employer's right to conduct workplace search of public employee (May 2014 Memorandum opinion affirming MSJ grant).
- Solely prepared Brief In Opposition to Petition for Writ of Certiorari to United States Supreme Court regarding alleged 4<sup>th</sup> and 5<sup>th</sup> Amendment violations of a public employee.
- Prepared Responding Briefs in multiple appeals brought to reverse judgments granted in our favor.
- Interviewed and prepared hundreds of public employees for depositions or trial.
- Attended City Council and Board of Directors meetings to advise on pending litigation.
- Recipient of Super Lawyers Rising Star Award (July 2013, July 2014).
- Recognized as one of Top Women Attorneys of Southern California (September 2013).

*Honors*  
*Honors*

**Los Angeles County District Attorney's Office**

2009- 2010

Deputy District Attorney

- Independently conducted misdemeanor trials-selected juries, directed & cross-examined witnesses.
- Interacted with crime victims and law enforcement personnel during investigation of case.
- Examined and evaluated numerous documents to determine use in criminal trials.

**Orange County District Attorney's Office**

2008- 2009

Deputy District Attorney

- Solely conducted tens of misdemeanor trials (with over 93% success rate), preliminary hearing examinations & ran misdemeanor calendar.
- Solely handled all vehicular manslaughter cases in North Justice Center (only one DA per Court).
- Reviewed extensive discovery and determined its relevance and admissibility based on law.
- Recipient of Mother's Against Drunk Driving "Outstanding Prosecutor" Award (March 2009).

*Honors*

---

**COMMUNITY SERVICE**

- San Diego Volunteer Lawyers Program: Guardianship Clinic Volunteer (3 hrs/wk in law sch.)
- USD Pro Bono Legal Advocates: Vice President, Child Dependency Clinic Coordinator
- USD Student Bar Association: Community Service Chair and Honor Court Prosecutor
- ABA Ninth Circuit Lieutenant Governor of Public Interest (2007-2008)
- ABA Ninth Circuit Lieutenant Governor of Pro-Bono Partnership (2006-2007)
- Volunteer Debate, Mock Trial and Street Law instructor for local high schools (2006-2013)
- Theodore Roosevelt Elementary School Parent Teacher Association (2016-Present)
  - President; Executive Vice President; Vice President of Fundraising; Treasurer; Auditor (current)
- Dolores Huerta Middle School Parent Teacher Association (2021-President)
  - President (current); Vice President of Fundraising
- AYSO Region 254 Burbank Board Member (2015-Present)
  - Regional Commissioner (current)
  - Former Game Scheduler; Purchaser; U5 (Schoolyard), BU6, BU8 Division Coordinator

---

**LANGUAGES**

- Armenian (Native - Reading, Writing, Conversation)

---

**INTERESTS**

- Creative writing, community choir, ballet, yoga, musical theater
-