



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: LEE PRICE
CITY CLERK

SUBJECT: CIVIL SERVICE COMMISSION
INTERVIEWS

DATE: 11-01-07

RECOMMENDATION

That the Council interview five applicants and make appointments to three, four-year terms ending November 30, 2011 on the Civil Service Commission.

BACKGROUND

The Office of the City Clerk advertised during the months of August-October for three, four-year terms ending November 30, 2011. Six applications were received, one applicant withdrew.

ANALYSIS

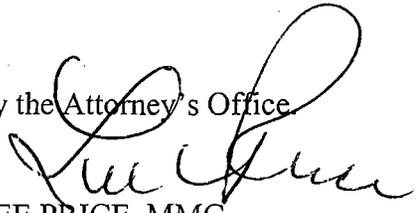
The five applicants for interview are:

Cynthia Cobb
Qi Deng
Gopi Niduvadan
Peter Soule
Roy Truitt

Following the interviews, Council Members will cast written ballots to be read into the record and tallied by the City Clerk. The applicant receiving six or more votes, or the highest number of votes over six, will be appointed to serve on the Board.

COORDINATION

The applicants were screened for conflict of interest by the Attorney's Office.



LEE PRICE, MMC
CITY CLERK

LP:np

Attachments: Applications
Memorandum from City Attorney
Memorandum from Code Enforcement



CITY OF SAN JOSÉ, CALIFORNIA

APPLICATION FOR BOARDS AND COMMISSIONS

MEMBERS OF SAN JOSÉ'S BOARDS AND COMMISSIONS MUST BE RESIDENTS OF SAN JOSÉ. PLEASE USE BLACK TYPE OR PRINT. Submit application to the Office of the City Clerk, 200 East Santa Clara Street, San José, California, 95113, Telephone (408) 535-1260. If more space is needed, please attach additional pages. Applications are valid for one year from the date of receipt and are public record.

Board or Commission applying for: Civic Service Commission

Are you a resident of San José? Yes Length of Residency 43 years Council District No. 1

Name (last, first, middle) Cobb, Cynthia LaVerne Home Phone No. [REDACTED] Work Phone No. [REDACTED] E-Mail Address [REDACTED]

Address [REDACTED] City [REDACTED] Zip [REDACTED]

Present Employer (Name/Address) Hitachi Data Systems [REDACTED] Job Title/Description of Duties: Program Administrator Coordinate and setup online meetings Coordinate and produce podcasts

Current Employer of Spouse (Name/Address) NA Spouse's Job Title/Description of Duties: NA

College, Professional, Vocational or Other Schools Attended	Major Subject	Dates Attended	Degree & Date
San Jose State Univeristy	Journalism - TV Radio Broadcast	1982 - 1987	05/87

List any position or office held in any governmental agency, civic or charitable organization including the dates:
Chair and commissioner, San Jose Appeals Board 2000 - 2007
Member and past chair of Winchester Strong Neighborhood Initiative 2000-2006
V-Day San Jose Chair 10/01- 08/04
Stork's Nest Coordinator & member of March of Dimes Health Committee 09/02- 02/04
President Alumni Chapter of Zeta Phi Beta Sorority, Inc. 06/00 - 06/04

RECEIVED
San Jose City Clerk
2007 OCT 0 12:31

Languages spoken:
English



Special Awards or Recognitions Received:

Zeta Phi Beta Member of the Year, Hats Off (Hitachi Data Systems)

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

I would like to sit on the Civil Service Commission to ensure that all city employees are treated equally. I would also like to ensure that San Jose attracts the best qualified for the job and our City.

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Board or Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold.

Please state any other information which you feel would be useful in reviewing your application.

SAN JOSÉ REFERENCES:

Name Julie Constant

Phone No. [REDACTED]

Address [REDACTED]

Name Elizabeth Taylor

Phone No. [REDACTED]

Address



SIGNATURE OF APPLICANT

10.05.07

DATE SIGNED

SOCIO-DEMOGRAPHIC INFORMATION: (OPTIONAL)

Male Female 18-35 36-45 46-55 56-65 65+

Disability: Yes No Any special needs during interview process? Yes No

Racial/Ethnic Identification: Black

Sexual Orientation _____

How did you learn of this vacancy? Pete Constant



CITY OF SAN JOSÉ, CALIFORNIA

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Board or Commission applying for: Civil Service Commission, Human Rights Commission

Are you a resident of San José? Yes Length of Residency 1 year Council District No. 4

Name (last, first, middle) DENG, QI Home Phone No. [REDACTED] Work Phone No. [REDACTED] E-Mail Address [REDACTED]

Address [REDACTED] San José, CA Zip [REDACTED]

Present Employer (Name/Address) Job Title/Description of Duties: Micrel Semiconductor Senior Product Marketing Manager Manage analog semiconductor products

Current Employer of Spouse (Name/Address) Spouse's Job Title/Description of Duties: Super Talent Marketing Manager Manage memory module products

College, Professional, Vocational or Other Schools Attended	Major Subject	Dates Attended	Degree & Date
The University of Michigan	Business Administration	9/1996 - 12/2001 (pt)	MBA, December 2001
Purdue University	Electrical Engineering	1/1994 - 5/1995	MSEE, May 1995
Peking Univeristy	Physics	9/1987 - 7/1991	BS, July 1991

List any position or office held in any governmental agency, civic or charitable organization including the dates:

Languages spoken: English, Chinese



Special Awards or Recognitions Received:

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

I would like to help facilitate open and fair administration of city personnel.

If selected as a commissioner, I would like to set agendas on protecting the rights of city and public sector employees from under-represented ethnic and religious groups, while at the same time staying 100% neutral and fair.

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Board or Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold.

Please state any other information which you feel would be useful in reviewing your application.

Serving the people in my community and my city has always been one of my personal goals, and for that I have lots of energy and dedication.

SAN JOSÉ REFERENCES:

Name John T Lee

Phone No. [REDACTED]

Address [REDACTED]

Name Mike Ju

Phone No. [REDACTED]

Address [REDACTED]


SIGNATURE OF APPLICANT

08-29-07
DATE SIGNED

RECEIVED
San Jose City Clerk
2001 SEP -11 A 9:05

SOCIO-DEMOGRAPHIC INFORMATION: (OPTIONAL)

Male Female 18-35 36-45 46-55 56-65 65+

Disability: Yes No Any special needs during interview process? Yes No

Racial/Ethnic Identification: Chinese American

Sexual Orientation straight

How did you learn of this vacancy? San Jose City website



CITY OF SAN JOSÉ, CALIFORNIA APPLICATION FOR BOARDS AND COMMISSIONS

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Board or Commission applying for:

CIVIL SERVICE COMMISSION

Are you a resident of San José?

YES

Length of Residency

9 Yrs

Council District No.

1

Name (last, first, middle)

NIDUVADAN
GOPI NATHAN

Home Phone No.

Work Phone No.

E-Mail Address

[Redacted phone and email information]

Address

[Redacted address]

Zip

Present Employer (Name/Address)

American Water
[Redacted address]

Job Title/Description of Duties:

NETWORK SUPERINTENDENT
MANAGE WATER SYS
of the city of E. Palo Alto

Current Employer of Spouse (Name/Address)

N/A

Spouse's Job Title/Description of Duties:

College, Professional, Vocational or Other Schools Attended

Major Subject

Dates Attended

Degree & Date

SSSU	Program & Project Mgmt	2001	CERT
I.G. OPEN UNIV.	Bus Admin	1997-1999	MBA
UNIV. OF KERALA	MECH ENGG	1965-1974	MSME
DEPT OF HEALTH SVCS, CA			DB/TI CERTS.

List any position or office held in any governmental agency, civic or charitable organization including the dates:

Small Business Dev. Commission
City of San Jose, 2001 - 2007
Vice Chair in 2004

Languages spoken:

Hindi, Malayalam

PROJECT



Diversity

Special Awards or Recognitions Received:

N/A - RESUME ATTACHED

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

WANT TO SERVE THE COMMUNITY BY BEING A COMMISSIONER

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Board or Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold.

NONE AT PRESENT

Please state any other information which you feel would be useful in reviewing your application.

SAN JOSE REFERENCES:

Name DHEZ WOODWORTH Phone No. [REDACTED]

Address [REDACTED]

Name ANSALY BANERJEE Phone No. [REDACTED]

Address [REDACTED]

G. D. [REDACTED]

10/11/07

SIGNATURE OF APPLICANT

DATE SIGNED

SOCIO-DEMOGRAPHIC INFORMATION: (OPTIONAL)

Male Female 18-35 36-45 46-55 56-65 65+

Disability: Yes No Any special needs during interview process? Yes No

Racial/Ethnic Identification: ASIAN

Sexual Orientation: STRAIGHT

How did you learn of this vacancy? INTERVIEW

GOPINATHAN.

email: [REDACTED]

OBJECTIVE:

A suitable position, in General Management, Marketing, Sales, Customer Service or Program & Project Management in a progressive, professionally managed organization, where my diverse professional background and rich experience could be utilized for mutual benefit.

SUMMARY OF EXPERIENCE:

- DHS, State of California – D3 & T1 – Water Distribution/ Treatment Certification - 07
- Sales, marketing and Customer service with in a CFT in a matrix environment..
- ISO 9000 standards implementation, drafting quality documents, manuals, internal Auditing.
- RAB certified Lead Internal Auditor for ISO 9000 certification.
- Extensive experience in Manufacturing, Quality, Program and Project management
- Proficient in Word, Excel, Power point, familiar with SAP, Oracle, Crystal, Mannex etc.
- Familiar with advanced material management concepts like Kaizen, Kanban, JIT

EXPERIENCE:

American Water, East Palo Alto, CA 93403

Oct 06 – Current – **Network Superintendent.**

As Superintendent, I manage the Water Distribution System for the City of East Palo Alto in CA. American water is part of RWE group, one of the largest Water Services Company in the world with various O & M contracts in many US states, UK, Germany etc. Responsible for the Operation, Maintenance and up keep of the City's Water Distribution business and liaising with all Statutory and Government agencies.

Pycon Inc, 3301 Leonard Ct, Santa Clara, CA 95054

Nov 05 – Oct 06 – **Program Manager**

Managed Customer Focused teams for Box build projects for wireless and networking OEMs. Responsible for material and manufacturing planning and driving customer projects through the plant by coordinating workflows through various departments like board level assembly, testing and box builds as required by the customers. Manage all information flows for NPI, Proto type build from customers and coordinate with all internal departments for project completion.

Menlo Worldwide Logistics, 41480 Boyce Street, Fremont, CA 94538

June 05 – Oct 05 – **Project Manager**

Worked as Project Manager, assigned to ISO 9000 Certification projects of AMD/CISCO/LAM groups in Fremont, CA. Assisted in Drafting and reviewing SOPs, work instructions, conducting internal audits, document reviews and training of internal auditors.

USI Manufacturing Services, Morgan Hill, CA 95037

Nov 02 – Jan 04 – **Program Manager:**

As PM, handled IBM account doing Original Repair Services and Refurbishments of their various lines of motherboards. Supported few emerging accounts in the communications sector for the NPI and Proto projects including purchasing and managing of spare parts and components. Steered the organization through ISO 9001:2000 Certification in May 03 and first Surveillance Audit in Nov 03

Celestica Inc, San Jose, CA 95138.

Sept 00 – Feb 02 – **Program Manager:**

As PM responsible for Account Management, handled multi million \$ projects for global customers in communications and network industry segments like HP, Lucent, Tellium, Agilent,

-2-

and Network Appliances. As focal point for customer interface, lead matrix teams and was responsible for Account Development, relationship building, New Product Introductions and for timely execution of projects from Proto type to Volume Production and smooth transition to overseas lower cost facilities. Handled disposition of EOL inventory of materials as per policy.

PDP Systems Inc, San Jose, CA 95131.

April 98 – April 00 - **Account Executive:**

Sold large volumes of memory products, computer peripherals and components to OEMs, VARs, Systems Integrators and other Distribution Channels in world markets.

Casmyn Corporation, Vancouver, BC, V6G 2Z6.

July 96 - Sept 97 – **Project Engineer:**

Casmyn is a resource management group with world- wide interests in mining, Water filtration and marketing of purified and mineral water bottling plants in developing countries. Managed multiple Water projects in Vietnam using latest Project Management tools, selected technology and Capital equipment for Water Filtration, and Iron and Manganese removal projects; procured plant & machinery and directed Infrastructure development. Supervised plant installations at multiple sites in Vietnam. Conducted trial runs and commissioned medium-scale Filtration plants. Trained personnel in O & M and upkeep of plant and machinery.

Keltron, Kannur 670562, Kerala, India, - 1974 - 1996.

A large Public Sector Corporation that manufactures wide range of Electronic products starting from Discrete components to Sub assemblies to Equipment and Control systems in Kerala.

Manager – Quality Assurance: Jan 94 - Feb. 96

Introduced ISO 9001 Standards in the plant. Drafted and introduced new Quality Manuals and Policy documents. Provided ISO 9000 awareness training to employees. Revised operating and manufacturing standards and procedures. Analyzed customer complaints and did FA for improving product reliability. Directed the organization towards Zero defects and TQM

Manager - Manufacturing: Jan 89 - Dec. 93.

Increased the plant capacity from 45 million to 150 million in 4 years by marginal investment.

Adopted the techniques of cellular manufacturing, line balancing, processes and methods improvements. Reduced raw material wastage and enhanced yield by process improvements.

Manager - Facilities: Jan 87 - Dec. 88.

Maintained Plant, Machinery and Utilities of the 150 Mn Aluminum Electrolytic Capacitor plant. Redesigned Preventive maintenance strategies to increase resource availability. Managed spare parts inventory. Established and commissioned a modern Effluent Treatment Plant, the absence of which was causing environmental concerns.

Asst. Manufacturing Manager: Oct. 84 - Dec. 86.

Assisted Manufacturing Manager in meeting budgets and production targets. Provided on the job training to Operators. Visited equipment suppliers overseas to evaluate the performance and purchase Plant and Machinery for expansion projects.

COURSES:

Mission College, Santa Clara, CA. 99 - Network Technology courses.

British Columbia Institute of Technology, BC 97 – 98: 23 units in AutoCAD, C++, Data Base Mgmt, Business Process Re-engineering and Quality Management.

EDUCATION:

Certificate San Jose State University, San Jose, CA- 2001 Project and Program Management

MBA. IG National Open University, New Delhi, 1991 -Marketing Management.

MS University of Kerala, Trivandrum - Mechanical Engineering – Heat Power Engg.

BS University of Kerala, Trichur – Mechanical Engineering – Production Engg.



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Board or Commission
applying for: Civil Service Commission

Are you a resident of San José? Yes Length of Residency 17 Years Council District No. 9

Name (last, first, middle) Soule, Peter Sundin Home Phone No. [REDACTED] Work Phone No. [REDACTED] E-Mail Address [REDACTED]

Address [REDACTED] San José, CA Zip [REDACTED]

Present Employer (Name/Address) Job Title/Description of Duties:

Retired

Current Employer of Spouse (Name/Address) Spouse's Job Title/Description of Duties:
Campaign Superstore, [REDACTED] VP Marketing, Internet Marketing

College, Professional, Vocational or Other Schools Attended	Major Subject	Dates Attended	Degree & Date
Golden Gate University	Finance	1975-1982	MBA 6/15/1988
UCSB	History	1964-1968	BA 6/15/1968

List any position or office held in any governmental agency, civic or charitable organization including the dates:

Soule Foundation -- 2002-2206 Secretary/Treasurer 2006-present Vice Chairman
President Church Sunday School Class 1996 and 2002

Languages spoken:
English and some French



Special Awards or Recognitions Received:

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

As a commissioner I would seek to perform my duties so that city employees are treated impartially and with fairness according to the personnel policies of the city of San Jose. At this time in my life, I have more time and would like an opportunity to give back to the community.

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Board or Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold.

No. I own my home in San Jose and have a partial interest in a rental property in San Jose.

Please state any other information which you feel would be useful in reviewing your application.

SAN JOSÉ REFERENCES:

Name Dr. David Serigow

Phone No. [REDACTED]

Address [REDACTED]

Name Dick Holden

Phone No. [REDACTED]

Address [REDACTED]

Peter Duceé

10/4/07

SIGNATURE OF APPLICANT

DATE SIGNED

SOCIO-DEMOGRAPHIC INFORMATION: (OPTIONAL)

Male Female 18-35 36-45 46-55 56-65 65+

Disability: Yes No Any special needs during interview process? Yes No

Racial/Ethnic Identification: White

Sexual Orientation _____

How did you learn of this vacancy? Word of mouth



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Board or Commission applying for: Civil Svc Commission

Are you a resident of San José? YES Length of Residency 13 Council District No. _____

Name (last, first, middle) TRUITT, ROY LEE Home Phone No. _____
 Work Phone No. _____
 E-Mail Address _____

Address _____
 San José, CA Zip _____

Present Employer (Name/Address) HILTON SANTA CLARA HOTEL Job Title/Description of Duties: GENERAL MANAGER - RESPONSIBLE FOR TOTAL OPERATIONS OF HOTEL.

Current Employer of Spouse (Name/Address) WIFE JUDY IS RETIRED Spouse's Job Title/Description of Duties: _____

College, Professional, Vocational or Other Schools Attended	Major Subject	Dates Attended	Degree & Date
MOUNT SAINT MARY'S UNIVERSITY	B.S. BUSINESS	70-72	B.S. '72
FREDERICK COMMUNITY COLLEGE	BUSINESS	67-70	AA. '70
CORNELL UNIVERSITY	GENERAL MANAGER HOTEL SCHOOL	1995	GM '95

List any position or office held in any governmental agency, civic or charitable organization including the dates:

SANTA CLARA CHAMBER OF COMMERCE - (PRESIDENT IN 2005-2006) ON BOARD FROM 2001 TO PRESENT

SANTA CLARA TID COMMISSION - BOARD MEMBER - 2005 TO PRESENT

SANTA CLARA ROTARY - BOARD MEMBER - 2004 TO PRESENT

MISSION CITY COMMUNITY FUND - BOARD MEMBER - 2000 TO PRESENT

SOUTH BAY TEEN CHALLENGE - BOARD MEMBER 1995 TO PRESENT

Languages spoken: ENGLISH

RECEIVED
 SAN JOSE CIVIL CLERK
 2001 OCT 26 10:37



Special Awards or Recognitions Received: SANTA CLARA BUSINESSMAN OF YEAR 2004
SOUTH BAY HSMAI - BUSINESSMAN OF YEAR 2005
WHO'S WHO IN BUSINESS 2001.

Please state why you want to become a member of this Board or Commission including specific objectives which you would work toward as a member.

I AM OF THE IMPRESSION FOR OUR CITY TO BE SUCCESSFUL THAT MEMBERS OF COMMUNITY MUST GIVE THEIR TIME ASSIST OUR CITIES. BEING A SUCCESSFUL BUSINESS PERSON I HAVE HAD TRAINING IN HUMAN RESOURCES, PLANNING AND ORGANIZATION, CALIFORNIA BUSINESS LAW. I BRING A VISION & HISTORY WORKING SUCCESSFULLY WITH UNIONS. MY BACKGROUND HELPS ME TO OFFER A VISION FOR SUCCESS ON THE COMMISSION.

CONFLICT OF INTEREST: State and local law require that you abstain from participation in decisions that may affect your financial interests, including sources of income, interests in real property or investments. In addition, if appointed, you may be required to fill out a disclosure statement which identifies certain of your financial interests beginning with the immediate twelve-month period prior to your appointment. Based on your best judgement, does this Board or Commission make decisions that may affect sources of income, interests in real property or investments of you or your spouse? If yes, please explain. Please identify any organizations, associations, corporations or entities by which you are employed or associated that might be affected by decisions of this Board or Commission, and the positions you hold.

I AM NOT AWARE OF ANY.

Please state any other information which you feel would be useful in reviewing your application.

I AM A PERSON WHO IS PROUD TO LIVE IN SAN JOSE, AND WANT TO HELP WITH SUCCESS OF OUR CITY.

SAN JOSÉ REFERENCES:

Name PETER & JAN SOULE Phone No. [REDACTED]

Address [REDACTED]

Name ANNETTE MANHEART Phone No. [REDACTED]

Address [REDACTED]

BRAN & MAUREEN ABLEY - [REDACTED]

SIGNATURE OF APPLICANT :

Ray Smith

DATE SIGNED

10/16/07

SOCIO-DEMOGRAPHIC INFORMATION: (OPTIONAL)

Male Female 18-35 36-45 46-55 56-65 65+

Disability: Yes No Any special needs during interview process? Yes No

Racial/Ethnic Identification: WHITE

Sexual Orientation MALE

How did you learn of this vacancy? _____

Cynthia Cobb – Ms. Cobb is employed as a Program Administrator with Hitachi Data Systems. She is currently serving as Chair of the San Jose Appeals Hearing Board. Her application discloses neither incompatible offices nor apparent conflicts of interest.

Qi Deng – Mr. Deng is employed as a Senior Product Marketing Manager with Micrel Semiconductor. His application discloses neither incompatible offices nor apparent conflicts of interest.

Edgar “David” Parker – Mr. Parker is employed as a Justice Systems Clerk with the Santa Clara County Probation Department. His application discloses neither incompatible offices nor apparent conflicts of interest.

Peter Soule – Mr. Soule’s application indicates that he is retired. His application discloses neither incompatible offices nor apparent conflicts of interest.

Roy Truitt – Mr. Truitt’s application discloses that he is the General Manager of the Hilton Santa Clara Hotel. His application discloses neither incompatible offices nor apparent conflicts of interest.

CONCLUSION

None of these applicants appears to have any incompatible offices or pervasive conflicts that would prevent any of them from serving on the Civil Service Commission. The City Council may wish to consider the above comments in making its appointments to the Commission.

RICHARD DOYLE, City Attorney

By: 
SUSAN DEVENCENZI
Senior Deputy City Attorney

cc: Debra Figone
Lee Price