

BOARD of SUPERVISORS



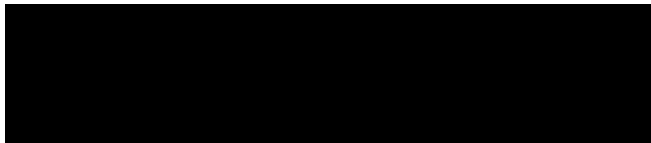
City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: \_\_\_\_\_

Seat # (Required - see Vacancy Notice for qualifications): \_\_\_\_\_

Full Name: \_\_\_\_\_



Zip Code: \_\_\_\_\_

Occupation: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Employer: \_\_\_\_\_

Business Address: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Business Email: \_\_\_\_\_ Home Email: \_\_\_\_\_

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes [ ] No [ ] If No, place of residence: \_\_\_\_\_
18 Years of Age or Older: Yes [ ] No [ ]

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: Yes [ ] No [ ]

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:

Large empty rectangular box for providing qualifications.

**Business and/or Professional Experience:**

**Civic Activities:**

Have you attended any meetings of the body to which you are applying? Yes  No

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An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: \_\_\_\_\_ Applicant's Signature (required): *C Elias*  
*(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

Please Note: Your application will be retained for one year. Once completed, this form, including all attachments, become public record.

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**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

# CINDY N. ELIAS

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## Application for Boards, Commissions, Committees, & Task Forces

**Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:**

Both as a police commissioner and as a resident of Bayview-Hunters Point, I am familiar with the issues currently facing our police department and our community. The need for community safety, police accountability and best policing practices are needed now more than ever. As an attorney for the Labor Commissioner's Office, I am responsible for enforcing the Labor Code, including violations resulting from our various programs which include wage adjudication, retaliation, public works, field enforcement, judgment enforcement, licensing and registration, and administration. Through this work, I help shape policies and practices which protect workers' rights, particularly the most vulnerable from exploitation, while ensuring law-abiding businesses are not harmed by unfair competition.

Having dedicated my life to public service and helping people that have been marginalized and ostracized by society, I am in a better position to understand and relate to different communities. My desire to help others who are unable to help themselves and to speak up for those who are unable has been a guiding force in my life. Being born and raised in a small, farm working community has taught me how people are viewed or judged not only by the color of their skin but also by the amount of money one has. Where I grew up, words like diversity and inclusion were not words, much less ideals, people lived by or tried to emulate. If you were different, you stood out. This experience has taught me to be more compassionate and understanding of others.

# CINDY N. ELIAS

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## **Business and/or professional experience:**

In my current role as Special Counsel to the Labor Commissioner, I create policies that ensure workers' voices are amplified and exploitative employers are held accountable. I also hope to strengthen and expand our enforcement and litigation efforts to make the Labor Commissioner's Office a robust enforcement agency. Prior to becoming Special Counsel, I served as a Bureau of Field Enforcement attorney for the Labor Commissioner's Office, where I enforced California's labor laws and prosecuted employers' who have disregarded the rights of their employees. Since joining the Labor Commissioner's Office in 2018, I have recovered nearly \$8 million dollars in unpaid wages and penalties. I was also responsible for working with law enforcement and District Attorney's offices in combating wage theft and insurance fraud. As such, I have conducted wage theft trainings for various District Attorneys and law enforcement agencies all throughout California. I also worked with a team of California District Attorneys and California Department of Justice Attorneys on human trafficking cases and assisting in the certification process for these victims.

Additionally, as a Bureau of Field Enforcement attorney for the Labor Commissioner's Office, I am familiar with the Administrative Procedures Act which establishes procedures and standards for state and local agencies. Being familiar with the process is extremely beneficial as a police commissioner because this is similar to what is used in the police officers misconduct hearings.

As a Police Commissioner, I have established policies and procedures for the San Francisco Police Department ("SFPD"), including revising the Police Department's general orders ("DGO") which instruct police officers on how to conduct effective law enforcement. I have assisted in executing and implementing the 272 policy recommendations from the United States Department of Justice ("DOJ") Community Oriented Policing Services ("COPS") aimed at improving the SFPD policies and procedures to increase public trust in law enforcement, requiring officers be professional and accountable for their actions. I have continually worked in collaboration with the California DOJ, the Hillard Heintze consulting firm, the community, and the Police Department to establish best practices aimed at bringing the SFPD into compliance with best police enforcement practices and 21<sup>st</sup> century policing.

I have conducted and adjudicated numerous police officer disciplinary hearings involving police misconduct charges filed by the Chief of Police or the Department of Police Accountability, including imposing discipline as warranted. I have drafted and implemented appellate procedures for police misconduct hearing appeals as well as the rules of conduct for these administrative hearings.

I have also attended community engagements and activities to develop positive and trusting relationships with the community and other government agencies. I participate and set the agenda for weekly commission meetings wherein the public discusses community concerns and policing issues related to SFPD.

# CINDY N. ELIAS

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## Civic Activities:

While having the honor of serving as a Police Commissioner, I have been able to reach out to and connect with my community on a greater level. After becoming a Police Commissioner, I began visiting the district stations at roll call to speak with the uniformed police officers patrolling the various districts. It was through these visits and interactions with the beat officers that I learned of the direct issues facing these officers as they interact with the community on a daily basis.

As a Police Commissioner, I have worked close with the Chief of Police and the Department of Police Accountability (“DPA”). During my tenure, I have worked on revising, editing, and drafting nearly twenty-five DGOs. These have included issues surrounding use of force, bias, discrimination, search and seizure, and the logistical process of how DGOs are created, amended, and implemented. This included establishing a system which allows both the public and police officers to provide feedback on the policies the police commission is working on or set to adopt. Additionally, I have met with various members of the department regarding policy and morale. The purpose of which is to ensure that the policies the police department and the police commission are making – will actually work when implemented. These discussions and candid conversations have helped me when making or revising department policies.

**STATEMENT OF ECONOMIC INTERESTS**  
**COVER PAGE**  
*A Public Document*

1445539

Please type or print in ink.

NAME OF FILER	(LAST)	(FIRST)	(MIDDLE)
Elias, Cindy			

**1. Office, Agency, or Court**

Agency Name (Do not use acronyms)

City and County of San Francisco

Division, Board, Department, District, if applicable

Your Position

Police Commission

Commissioner

► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

**2. Jurisdiction of Office (Check at least one box)**

- |   |   |
|---|---|
| <input type="checkbox"/> State              | <input type="checkbox"/> Judge, Retired Judge, Pro Tem Judge, or Court Commissioner<br>(Statewide Jurisdiction) |
| <input type="checkbox"/> Multi-County _____ | <input checked="" type="checkbox"/> County of <u>San Francisco</u>  |
| <input type="checkbox"/> City of _____      | <input type="checkbox"/> Other _____  |

**3. Type of Statement (Check at least one box)**

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> <b>Annual:</b> The period covered is January 1, 2021 through December 31, 2021.  | <input type="checkbox"/> <b>Leaving Office:</b> Date Left ____/____/____<br>(Check one circle)     |
| -or-   | <input type="checkbox"/> The period covered is January 1, 2021 through the date of leaving office. |
| The period covered is ____/____/____, through December 31, 2021.   | <input type="checkbox"/> The period covered is ____/____/____, through the date of leaving office. |
| <input type="checkbox"/> <b>Assuming Office:</b> Date assumed ____/____/____   |  |
| <input type="checkbox"/> <b>Candidate:</b> Date of Election _____ and office sought, if different than Part 1: _____ |  |

**4. Schedule Summary (must complete) ► Total number of pages including this cover page: 1****Schedules attached**

- |  |  |
|--|--|
| <input type="checkbox"/> <b>Schedule A-1 - Investments</b> – schedule attached | <input type="checkbox"/> <b>Schedule C - Income, Loans, &amp; Business Positions</b> – schedule attached |
| <input type="checkbox"/> <b>Schedule A-2 - Investments</b> – schedule attached | <input type="checkbox"/> <b>Schedule D - Income – Gifts</b> – schedule attached                          |
| <input type="checkbox"/> <b>Schedule B - Real Property</b> – schedule attached | <input type="checkbox"/> <b>Schedule E - Income – Gifts – Travel Payments</b> – schedule attached        |

-or-

- 
- None - No reportable interests on any schedule**

**5. Verification**

MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
<i>(Business or Agency Address Recommended - Public Document)</i>				
1245 3rd Street		San Francisco	CA	94158
DAYTIME TELEPHONE NUMBER	E-MAIL ADDRESS			
( 415 ) 837-7070	cindy.elias@sfgov.org			

I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date Signed 03/30/2022  
(month, day, year)Signature Cindy Elias  
(File the originally signed paper statement with your filing official.)