



CITY OF POMONA
505 S. GAREY AVENUE
POMONA, CA 91766

RCVD

JUL 10 2025

City Clerk

POLICE OVERSIGHT COMMISSION PUBLIC SERVICE APPLICATION
Updated 2023

Please Note:

- Applications are kept on file for one (1) year from the date submitted.
- Submitted applications are considered a public record and are subject to review by anyone upon request.
- This commission has specific qualifications, duties and responsibilities, and training requirements set forth by Ordinance No. 4333. Please review, initial, and sign the supplemental portion of this application.

(Please print or type all information)

In which Council District do you reside? 6

Name of Applicant

Yanez Armando D Home [REDACTED] Work [REDACTED]
Last Name First Name M.I. Telephone Number

Home Address

[REDACTED] [REDACTED] Pomona CA 91767
Street Number Street City State Zip Code

Mailing Address (if different from above)

Number and Street Name or P.O. Box City State Zip Code

Business Address

Street Number Street City State Zip Code

E-mail Address [REDACTED]

Daytime Contact Telephone Number (between 8:00 a.m. and 6:00 p.m.) [REDACTED]

✓ The City's Conflict of Interest Code requires that members of City Boards/Commissions file a Statement of Economic Interests. Would you be willing to file a financial disclosure statement? Yes ☒ No ☐

Please provide the following information. You may attach additional pages

HOW LONG have you resided in the City of Pomona? 27 years

COMMUNITY SERVICE (List boards, commissions, committees and community organizations on which you are currently serving or have served, and the number of years, offices held and in what city)

EMPLOYMENT HISTORY FOR THE LAST 5 YEARS *(Required per Section 2-653)*

I have worked at Mathematica since 2016. I currently work from home at the add

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EDUCATIONAL BACKGROUND *(Optional – Include professional or vocational licenses or certificates)*

M.S. Public Policy and Management, Carnegie Mellon University; B.A. Political S

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WHAT IS YOUR UNDERSTANDING of the objectives and goals of the Police Oversight Commission?

I understand that the goal of the Police Oversight Commission is to advise city of

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BRIEFLY EXPLAIN what in your background, training, education or interests, you feel qualifies you to serve on the Police Oversight Commission?

I hold a master's degree in public policy and management and for the last 9 year

+

HOW would you utilize the above-stated qualifications to help achieve the commission's objectives and goals?

I plan to use my experience to be an impartial member of the commission by leve

+

Have you ever been disciplined for employee misconduct? If so, list the date, type of employment, and reasons for discipline. *(Required per Section 2-653.F and 2-656.B)*

No.

If you are a practicing attorney, do you currently handle, or are members of firms or entities that currently handle, criminal or civil matters involving the Pomona Police Department? *(Required per Section 2-653.G)*

N.A.

I have used all reasonable diligence in completing this application. I have reviewed the application and to the best of my knowledge the information contained herein and on any attached pages is true and complete. I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Signature of Applicant

Date

07/07/2025

Return completed original to the City Clerk's Office.

EMPLOYMENT HISTORY FOR THE LAST 5 YEARS *(Required per Section 2-653)*

I have worked at Mathematica since 2016. I currently work from home at the address stated above.

EDUCATIONAL BACKGROUND (Optional – Include professional or vocational licenses or certificates)

M.S. Public Policy and Management, Carnegie Mellon University

B.A. Political Science, University of La Verne

WHAT IS YOUR UNDERSTANDING of the objectives and goals of the Police Oversight Commission?

I understand that the goal of the Police Oversight Commission is to advise city officials and the police department on relevant issues and practices pertaining to the police department. Additionally, the goal of the commission is to increase public trust in the police department. I believe the commission can achieve these goals by being objective in its interpretation of all presented information, having a firm understanding of the data and appropriate interpretation, and providing clear recommendations that are grounded in the evidence and not personal opinions.

BRIEFLY EXPLAIN what in your background, training, education or interests, you feel qualifies you to serve on the Police Oversight Commission?

I hold a master's degree in public policy and management and for the last 9 years I have worked on conducting evaluations of community violence prevention strategies such as the city of Oakland's Ceasefire programming and the U.S. Department of Labor's reentry portfolio. My extensive work as a researcher in this space has afforded me the skills to effectively review complex information and make practical recommendations to various audiences. Additionally, through my use of participatory research methods I have worked closely with local law enforcement agencies to analyze information and make appropriate recommendations. As part of my work I have also presented findings to various audiences including city officials and law enforcement professionals and national conferences.

HOW would you utilize the above-stated qualifications to help achieve the commission's objectives and goals?

I plan to use my experience to be an impartial member of the commission by leveraging my research background and analytical skills to make recommendations grounded in evidence and to develop reports for the appropriate audiences.

Armando Yañez

Pomona, CA 91767

EDUCATION

Carnegie Mellon University, Pittsburgh, PA
H. John Heinz III College
Master of Science, Public Policy and Management

May 2016

University of La Verne, La Verne, CA
Bachelor of Arts, Political Science, *magna cum laude*

January 2014

EXPERIENCE

Mathematica Policy Research, Work from home, CA

July 2016 - Present

Human Services Researcher

- Design and conduct evaluations of violence prevention, law enforcement, and reentry programs
- Collaborate with public and private-sector clients to design and carry out research and consulting projects to identify organization-wide and program-specific learning objectives
- Lead key evaluation activities including: developing research questions, identifying metrics, overseeing data collection activities, carrying out analysis, ensuring data security, managing reporting and other deliverables, negotiating contracts with clients, and monitoring spending
- Use mixed-methods approach to understand how programs are being implemented and how their work is contributing to performance objectives and report findings to inform decision-making
- Lead the development of data collection instruments including interview and focus group protocols, observation guides, and surveys
- Led over 100 virtual and in-person qualitative data collection activities such as site visits, key informant interviews, focus groups with youth and adult program participants, and observations of program implementation
- Use equitable research and evaluation practices to facilitate discussions with experts and program practitioners using human centered design approaches to ensure diverse perspectives are included when designing evaluations and developing change strategies for program improvement efforts
- Lead consulting projects with over 20 public and private-sector clients to implement best practices related to team engagement, staff and participant retention, team leadership, goal setting, performance management, data capacity and infrastructure, and other challenges faced
- Lead the development and implementation of evidence-based strategies using continuous quality improvement and rapid-cycle evaluation frameworks
- Provide direct supervision to Mathematica staff to assess performance, set SMART goals, promote employee well-being and retention, and guide career growth
- Build and maintain relationships with stakeholders within the company and across different organizations to ensure buy-in and shared understanding of project objectives by using participatory and human-centered design research methods
- Lead key project activities including: developing work plans, identifying metrics to assess success, overseeing data collection activities, ensuring data security, managing reporting and other deliverables, negotiating contracts with clients, and monitoring spending
- Work with project managers to ensure work is completed in a timely manner and on budget
- Develop dissemination materials including reports, tip sheets, briefs, memos, dashboards, and presentations to provide project updates and present findings to technical and non-technical audiences during check-ins, at community meetings, and policy briefings
- Present research findings at national conferences such as those hosted by the American Society of Criminology and National Reentry Workforce Collaborative

Field Representative

- Served as an official representative and liaison to the Assemblymember
- Researched issues affecting district and recommended policy initiatives to address challenges
- Presented legislative and budget updates as well as information on available state resources to district residents
- Developed relationships with community stakeholders and participated in various committees and task forces
- Collaborated with community organizations to organize town halls, resource fairs, and other community events
- Drafted budget presentations for community town hall meetings

SIGNIFICANT SCHOOL PROJECTS

Intuit, Pittsburgh, PA

Social Media Consultant, Course: Measurement and Analysis of Social Media Initiatives

Fall 2015

- Conducted market research to identify opportunities and provided client with insights on using social media to gain competitive advantage
- Managed project timeline and scheduled weekly meetings to keep client informed of project activities
- Used social media listening tools to collect and analyze social media data
- Analyzed how top competitors use social media comparatively to increase customer engagement
- Interpreted findings and presented client with recommendations on how to use social media to increase engagement with existing and potential clients

SKILLS & EXPERTISE

- | | | |
|--------------------------------------|----------------------------------------------------|----------------------------|
| • Program evaluation | • Survey tools (Survey Monkey, Google Forms, etc.) | • Logic model |
| • Research design | • Data collection and analysis | • Modeling and prototyping |
| • Continuous quality improvement | • Human-centered design research methods | • Design rationale |
| • Technical assistance | • Ethnographic research methods | • Literature reviews |
| • Workforce development and training | • Participatory research methods | • Public speaking |
| • Staff supervision and management | • Evaluative research methods | • Social media campaigns |
| • Qualitative study methods | • Root cause analysis | • Equitable practices |
| • Quantitative study methods | • Concept ideation | • Community outreach |
| • Implementation science | | • Project management |
| | | • Networking |

RELEVANT PAPERS

Jones, Rhiannon. Ren Schlosser, Armando Yañez, and Naihobe Gonzalez. "Implementation and Outcomes of Oakland's 2020 CalVIP Grant: June 2021 – June 2023." *Mathematica*, 2023.

Yañez, Armando. Benjamin Christensen, Sonoi Omwenga. "Pathway Home Evaluation Brief: Establishing Reentry Services to Support People After Release." *Mathematica* 2023.

Sandoval, Mayra, Sharika Rakibullah, and Armando Yañez. "Workforce Supports for the Reentry Population During the COVID-19 Pandemic." *Pathway Home Evaluation Issue Brief. Mathematica*, August 2022.

Gonzalez, Naihobe, Johanna Lacoe, Ebo Dawson-Andoh, Armando Yañez, Natasha Nicolai, and Sarah Crissey. "Evaluation of Oakland Unite: Year 1 Strategy Report." Report submitted to the City of Oakland. Oakland, CA: Mathematica Policy Research, November 2017.

Stein, Jillian, Katie Bodenlos, Armando Yañez, Johanna Lacoe, and Jillian Berk. "Detour to Opportunity: A Guide on Young Adult Diversion from the Criminal Justice System." Submitted to the U.S. Department of Labor. Washington, DC: Mathematica Policy Research, August 2017.

Police Oversight Commission

My experience working as a researcher at Mathematica has provided me with the analytic, facilitation, and strategy development skills to effectively serve as a commissioner on the Police Oversight Commission.

For the last 9 years I have worked at Mathematica to design and carry out evaluations of policies authorizing social services including reentry-focused workforce training programs, community-based violence prevention programs, and other safety-net programs. For example, I served as the qualitative data collection lead for the city of Oakland's violence prevention strategies grants where I conducted over 50 interviews with city of Oakland staff and their partners to understand how partnerships were developed and whether they were working as intended. I also led an evaluation of the city of Oakland's Ceasefire strategy funded by a CalVIP grant. In both roles I presented findings to the city of Oakland, which informed strategy improvements such as increased pay to life coaches, the need to clarify partner roles, and the inclusion of grant-specific goals and metrics to understand improved coordination across partners. Most recently I led the early implementation study of the Partnerships for Reentry Opportunities in Workforce Development and the full Implementation Study of the Pathway Home grant programs.

During my time at Mathematica I have also used my research and analysis skills to lead strategy development projects. For example, I oversaw the implementation of a motivational interviewing strategy to help a responsible fatherhood program build stronger relationships with the fathers they served. Through motivational interviewing, we believed that case managers would be able to develop stronger relationships with the men while they were incarcerated which would then lead to continued engagement in the program after their release. To test whether the strategy was working, I then oversaw rapid-cycle tests to understand the extent to which the program staff used motivational interviewing with participants and whether they were seeing the anticipated responses from participants and increased post-release service engagement. By the end of the project case managers reported satisfaction with the strategy and its associated practices and principles and planned to use it more broadly across the organization.

My prior work experience has also contributed to my success in the research field. Through my community building work I have developed the ability to connect with and establish relationships with individuals from various backgrounds. This has proved helpful in building rapport with study participants during interviews and focus groups, as well as with community-based organizations implementing change strategies. Working with community members to identify challenges and develop solutions has also contributed to my ability to work well with both my colleagues and staff from partner agencies. My past work experience has been enriching and has allowed me to develop a passion for using research skills to solve complex challenges and inform decision-making. If given the opportunity, you would find me an excellent fit.

Thank you for your consideration. I look forward to hearing from you.

Sincerely,
Armando Yañez



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ROAD CITY CLERK

POLICE OVERSIGHT COMMISSION QUALIFICATIONS, REQUIREMENTS & POST-SERVICE RESTRICTIONS

Under Section 2-653, Section 2-655, and Section 2-656 of Ordinance No. 4333, the following commissioner qualifications, duties and responsibilities, and commissioner confidentiality and training restrictions were approved by the City Council.

All applicants must **READ and INITIAL** each section for qualifications, duties and responsibilities, and commissioner confidentiality and training restrictions before completing and submitting the attached application to serve on the Police Oversight Commission.

Sec. 2-653. Qualifications of Commissioners

Initial A.Y.

- (a) All members of the Commission shall reside in the City of Pomona.
- (b) Elected or appointed officers and employees serving the City shall not be eligible for appointment to the Commission.
- (c) Any person who is currently an employee of the Pomona Police Department shall not be eligible for appointment to the Commission.
- (d) Any person who was an employee of the Pomona Police Department shall not be eligible for appointment to the Commission for at least five (5) years following their separation date from the City.
- (e) Any person who was employed as a law enforcement officer for any local, county, state or federal agency shall not be eligible for appointment to the Commission for at least five (5) years following the date that they last served in that role.
- (f) Any person who has been charged and disciplined for official misconduct as defined in SB1421 in their position of employment as a law enforcement officer shall not be eligible for appointment to the Commission.
- (g) Practicing attorneys who handle, or are members of firms or entities that currently handle, criminal or civil matters involving the Pomona Police Department shall not be eligible to serve on the Commission.

Sec. 2-655. Duties and Responsibilities

Initial A.Y.

- (a) Advise the Mayor, City Council, City Manager, and/or Police Chief on all police and law enforcement community relations issues.
- (b) Conduct public outreach to educate the community on the purpose of the Commission and to hear from the Community with respect to policing.
- (c) Review information and statistics regarding police complaints, policies, and practices and advise the Pomona Police Department in matters pertaining to police policies and practices.
- (d) Receive notification from the Police Chief when a use of force complaint involving a sworn member of the police department is received or initiated. Complaints resulting in a criminal investigation may delay a report from the Police Chief as administrative investigations are conducted at the conclusion of criminal investigations.

- (e) Authorize the use of an independent auditor, investigator, or inspector general to review and/or investigate incidents arising out of or in connection with the actions of sworn personnel of the Pomona Police Department, including i) the death of any individual arising from the use of force or actions of sworn personnel, ii) complaints of use of force against a minor, and iii) other incidents involving sworn personnel of the Pomona Police Department as determined by a majority of the Commission's membership. With respect to such reviews and investigations, the Commission shall:
 - 1. Discuss results of reviews and investigations and share such results in public meetings to the extent legally permissible under State and Federal law.
 - 2. Following a review and/or investigation, make findings and recommendations to the City Manager and Police Chief related to allegations of misconduct who shall consider them when making disciplinary determinations, provided that the Commission makes such findings and recommendations and submits them to the Police Chief and City Manager prior to disciplinary action being taken.
- (f) Request reports from the Police Chief and conduct meetings on new incidents which meet the public disclosure requirements set forth in SB1421. SB 1421 gives the public the right to access records related to investigation and discipline of peace officers where a law enforcement officer fired a gun at a person, or used force that resulted in serious injury or death; where an officer committed sexual assault against a member of the public, including attempts to coerce sex or proposition sex while on duty and where an officer engaged in dishonesty in the investigation, reporting, or prosecution of crime or police misconduct.
- (g) Investigate, through the inspector general or a third-party investigator, any new incident which the Commission finds 1) has created a controversy in the community and (2) is the type of incident requiring public disclosure under SB1421.
- (h) Receive community complaints and concerns and refer them to the City Manager, Police Department, and/or an independent auditor, investigator, or inspector general for review and response.
- (i) Prepare and submit an annual report to the City Council on Commission activities and recommendations.
- (j) Perform other duties and exercise other powers as may be prescribed by this Charter or by Ordinance or Resolution of the City Council as more particularly set forth in Section 2-659.

Sec. 2-656. Commissioner confidentiality and training

Initial A.Y.

- (a) Prior to attending his or her first Commission meeting, each Commissioner shall take an oath and execute a confidentiality agreement stating that they will not divulge confidential information, including identities of witnesses and contents of confidential testimony and documents, either during their term of office or thereafter to ensure that private personnel information and other information subject to state law protections is not released or shared
- (b) Each Commissioner shall sign an acknowledgment that they have never been disciplined for employee misconduct.
- (c) No later than 90 days after appointment, each member shall:
 - 1. Participate in a ride-along with the Pomona Police Department; and
 - 2. Receive training in relevant subject matters facilitated by Inspector General, by attending training sessions sponsored by the National Association for Civilian



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Oversight of Law Enforcement or similar entities, or through presentations provided on topics including, at a minimum, constitutional rights and civil liberties, fundamentals of procedure, evidence, and due process, procedural rights and confidentialities afforded to police officers by California law (including, but not limited to, Government Code Section 3300 et seq. and Penal Code Sections 832.7 and 832.8), police department operations, policies, practices, and procedures, and duties, responsibilities, procedures, and requirements associated with all ranks and assignments.

I acknowledge that I have read and fully understand the commissioner qualifications, duties and responsibilities, and commissioner confidentiality and training restrictions for the Police Oversight Commission.

Armando Yanez

Printed Name

Signature of Applicant

07/07/2025

Date