

## Dave Hook Resume

# David E. Hook, PE

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<b>Summary</b>	<p>40 years of successive responsibility as a public sector civil engineer in water resources, with major experience in the planning, design, construction, and maintenance of large diameter water pipelines, flood protection, dams and their appurtenances, and pump stations and water treatment plants.</p> <p>Core competencies include a full range of water pipeline design and construction practices, dam safety program practices, the review and critique of plan sets and documents, coordination with agencies, and an understanding of common O&amp;M needs as they impact the design of facilities.</p>
<b>Objective</b>	<p>To perform water resource related civil engineering that will be both personally rewarding and socially worthwhile</p>
<b>Experience</b>	<p>7/2012 - 7/2018      Johnson Services Group (contract employee for Santa Clara Valley Water District)</p> <p><b>Senior Engineer (Civil)</b></p> <ul style="list-style-type: none"><li>▪ Liaison and senior technical lead for the relocation of two Santa Clara Valley Water District pipelines for the Bay Area Rapid Transit South Bay Extension.</li></ul>
	<p>11/2000 - 12/2011      Santa Clara Valley Water District ("District")</p> <p><b>Engineering Unit Manager</b></p> <ul style="list-style-type: none"><li>▪ Managed District Dam Safety Program and developed and implemented a state of the art program, including:<ul style="list-style-type: none"><li>▪ Supervision of the on-going seismic stability evaluation program.</li><li>▪ Incorporating and executing dam maintenance into the program.</li><li>▪ Development of quality process standards for the Dam Safety Program.</li><li>▪ Initiating Dam Maintenance Program EIR and related permits to allow programmatic execution of dam maintenance.</li></ul></li><li>▪ Responsible for providing civil engineering support to District Water Utility Operations Division until 2008, including:<ul style="list-style-type: none"><li>▪ Managed inspection and rehabilitation of a number of large diameter District water pipelines.</li><li>▪ Provided Water Utility Operations Division feedback to Community Projects Review Unit on a number of projects by other agencies which impacted District pipelines, such as the BART extension into Santa Clara County.</li></ul></li><li>▪ Responsible for providing mechanical engineering support and corrosion control program to Water Utility Operations Division from 2005 to 2008.</li><li>▪ Project manager for Water Infrastructure Reliability Project and Vulnerability Assessment for the Water Utility Operations Division.</li><li>▪ Interim security manager, Water Utility Operation Division, from 2002 to 2008</li></ul>

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	<ul style="list-style-type: none"> <li>▪ Served as member of the External Review Board for SFPUC that selected the option of tunneling under the SF Bay for Bay Division Pipeline No. 5, currently being constructed for additional seismic reliability for their bay area customers.</li> <li>▪ Served as a Bargaining Unit representative to the District's Employee Safety Committee, gaining valuable perspective on facilities and staff safety.</li> </ul>
	<p>1/1998 - 10/2000                  District</p> <p><b>Supervising Engineer (AKA Senior Project Manager)</b></p> <ul style="list-style-type: none"> <li>▪ Matadero Creek Remediation Project</li> <li>▪ Milpitas Pipeline Relocation project for VTA lightrail project</li> <li>▪ Lexington (Lenihan) Dam Freeboard Restoration Project</li> <li>▪ Initial phase of Lenihan Dam Outlet Modification Project</li> <li>▪ Lenihan Dam Emergency technical lead for the SCVWD</li> </ul>
	<p>9/1989 - 12/1997                  District</p> <p><b>Senior Engineer (Civil)</b></p> <ul style="list-style-type: none"> <li>▪ For Water Distribution Design Division (would be called a unit currently), provided lead technical expertise and on pipeline and other water resources design for the District's Capital Program.</li> <li>▪ Provided review and technical input on design and construction of Milpitas Pipeline Phases 1, II and III, Mountain View Distributary, Parallel East Pipeline</li> <li>▪ Project Manager for Milpitas Pipeline and Transmission Pipeline, designed and constructed by District for South Bay Water Recycling Program.</li> <li>▪ Project Manager for Coyote Dam Outlet Works Replacement Project, which included an outlet tunnel across a fault.</li> <li>▪ Provided expert technical comments to Community Projects Review Unit on projects proposed by others that might impact District pipelines, such as the relocation of the Central Pipeline for Highway 87.</li> <li>▪ Repair of Lexington Dam Outlet Pipe due to buckling damage.</li> </ul>
	<p>5/1987 - 9/1989                  District</p> <p><b>Associate Civil Engineer</b></p> <ul style="list-style-type: none"> <li>▪ Served as project engineer for several flood protection projects in Palo Alto and other areas of the county, including flood walls, levees, and U-frame channels.</li> </ul>
	<p>3/1981 - 5/1987                  District</p> <p><b>Junior &amp; Assistant Engineer (Civil)</b></p> <ul style="list-style-type: none"> <li>▪ Worked on Almaden Valley Pipeline Phase 2, Unit II, Cross Valley Pipelines II, III, and IV, and Snell Pipelines Phases 1 and 2. Responsibilities included thrust restraint, plan and profile, structural (thickness), air release valves, hydraulic transient analyses, utility coordination, and design of other appurtenances.</li> <li>▪ Worked on relocation of Stevens Creek Pipeline in the City of Cupertino.</li> <li>▪ Worked on outlet modifications at Vasona Dam.</li> </ul>
<b>Prof. License</b>	California Civil Engineer # 38247 (Obtained 9/15/84)

## Dave Hook Resume

<b>Education</b>	<ul style="list-style-type: none"> <li>▪ 1983 - 1985 San Jose State University, additional undergraduate and graduate civil engineering courses</li> <li>▪ 1975–1980 University of California, Los Angeles, B. S., School of Engineering, Department of Mechanics and Structures</li> </ul>
<b>Publications</b>	<ul style="list-style-type: none"> <li>▪ Make Way for Progress—The Challenges of Relocating Large Diameter Water Mains for Light Rail System Expansion - ASCE Pipelines 2015 (co-author)</li> <li>▪ Seismic Stability Evaluations of Eight Dams in Santa Clara County, California - ASDSO 2012 (co-author)</li> <li>▪ Too Much Excitement under Highway 87 - ASCE Pipelines 2006 (with co-authors)</li> <li>▪ Lenihan Dam - Emergency Action Plan and Response - USCOLD 2000 (co-author)</li> <li>▪ Outlet Pipe Gone Bad - Emergency Investigation and Remedial Repair of Lenihan Dam Outlet - USCOLD 2000 (co-author)</li> <li>▪ The Coyote Dam Outlet Works Replacement Project: Hazard Reduction - ASCE Hydraulic Engineering 1993</li> </ul>
<b>Interests</b>	<p>KKUP 91.5 FM radio volunteer and programmer, Commonwealth Central Credit Union supervisory committee member, bicycling, City of San Jose Appeals Hearing Board member</p>

## Michele King

**From:** John Cleveland [REDACTED]  
**Sent:** Tuesday September 2, 2025  
**To:** Clerk of the Board  
**Subject:** PFFC board member application  
**Attachments:** John Cleveland Resume 2021.pdf

\*\*\* This email originated from outside of Valley Water. Do not click links or open attachments unless you recognize the sender and know the content is safe. \*\*\*

❖ Name, phone number, residential address, and email address

John Cleveland  
[REDACTED]

❖ Summary of educational background, professional work experience, and any relevant knowledge of or training in the areas listed above  
BA Industrial Psychology from UC Berkeley and a MBA from Pepperdine University Over 40 years of progressive Human Resources experience with key executive leadership roles Provide mentorship and leadership as an advisor for Skydeck (UC Berkeley start up incubator) and other start ups.

In my roles as the CHRO of Seagate I was responsible for managing the labor budget for 45,000 global employees, multi million dollar health and welfare benefits and \$2.2 billion employee retirement plans. The Human Resources budget was in excess of \$40,000,000 that I managed.

❖ Any contribution or participation on a Valley Water commission, committee and/or volunteer opportunity, etc.

None

❖ A commitment to attend scheduled PFFC meetings as required

As a retired professional I have the time and am committed to attending meetings.  
see attached resume for additional information

John Cleveland  
[REDACTED]  
[REDACTED]

# John W. Cleveland

## Executive Leader | Human Resources (CHRO)

Highly respected Human Resources and Total Rewards leader with experience in technology and aerospace. A trusted advisor to the executive team who partners with the Board of Directors and Compensation Committee on strategies including executive compensation design and competitive positioning of Seagate programs for talent and attraction strategies. Over 20 years' experience working with Board of Directors of public companies. Key areas of expertise include:

- Executive Compensation • Succession Planning • M&A | Divestitures
- Diversity and Inclusion
- Equity Programs

### Board Experience

Supported public Board of Directors on Executive Compensation matters, Succession Planning, Diversity and Inclusion, and Total Rewards.

### Board Leadership

#### Advisor to SkyDeck, UC Berkeley Start Up Accelerator

Lead advisor to pre-IPO companies providing HR expertise and recommendations.

#### Vice Chair of the Personnel Board for the town of Los Gatos

## Experience

SEAGATE, INC. 2006 – 2020

### CHRO, Senior Vice President Human Resources (2017 – 2020)

Responsible for leading key global human resources initiatives and people strategies. • Provided

strategic and functional leadership to a global Human Resources team. • Drove the globalization of the company's diversity and inclusion commitment.

- Stewards the company culture.
- Strategic Business Partner to an evolving leadership team.

### Vice President Human Resources

#### Global Compensation, Benefits, M&A, Compliance and Mobility (2006 – 2017)

Overall responsibility for global total rewards strategy inclusive of executive, variable, and equity compensation, global sales incentive design, health and welfare benefits, new growth opportunities, mergers and acquisitions and compliance.

- Built and drove the transformation of Seagate's Total Rewards programs to a pay for performance compensation strategy.

- Partnered closely with executive management, Board of Directors, and the external advisor to the

Compensation Committee on the total rewards strategy and executive compensation programs. • Chaired the Benefits Administration Committee (fiduciary and non-fiduciary).

- Implemented a multi-year benefits strategy that resulted in substantially below market costs. • Partnered with HR leadership team to develop programs that support the business.

SYNOPTICS, INC. 2003 – 2006

### Director Global Compensation

Overall leadership for total compensation programs for executive, sales, and non-sales employees • Developed human resources impact and presented quarterly to the Compensation Committee of the Board of

Directors.

- Introduced a Total Rewards Summary that improved employee awareness of the value of the programs the company offered.
- Proposed and managed an employee stock option exchange and similar cash bonus for executives.

John W. Cleveland [REDACTED] Page Two

SIEBEL SYSTEMS, INC. 2003

#### **Director World Wide Compensation**

Worked with Tom Siebel to reengineer Siebel's worldwide compensation and benefits strategy, including recommended changes and global implementation.

GLOBESPANVIRATA, INC (Virata) Santa Clara, CA 2001 – 2003

#### **Vice President, Human Resources West Coast, Acting Director Compensation, Vice President, Human Resources - Virata**

Managed multi-site Human Resources needs for a high technology company.

- Provided business partner senior leadership as well as advice and counsel to senior management. • Collaborated with strategic business partners to develop succession-planning process to ensure the continued pool of key talent for current and future organizational needs.
- Attended Board meetings to present HR initiatives and updates.

EMPOWERTEL NETWORKS, INC., Milpitas, CA 2000 – 2001

#### **Vice President, Human Resources**

Managed the world wide Human Resources needs of a multi- national high growth startup company in Canada, India and Corporate office in Milpitas.

- Grew the company from 75 employees to over 250 in less than nine months while implementing the necessary infrastructure to support the growth.

### **Additional Relevant Experience**

SYZYGY CONSULTING GROUP, Los Gatos, CA

#### **Founder and Managing Director**

Marketed and provided total compensation and performance management consulting services to clients.

XILINX, INC., San Jose, CA

#### **Director, Strategic Management Processes**

#### **Director, Compensation and Benefits**

Managed the Human Resources needs of multiple U.S. and international sites in a high growth business. Initiated and drove the Strategy Planning process for the business.

VLSI TECHNOLOGY, INC., San Jose, CA

#### **Director, Worldwide Corporate Compensation, Benefits, HRIS**

### **Education**

**Master of Business Administration (M.B.A.)**, Pepperdine University, Malibu, CA

**Bachelor of Arts (B.A.)**, Industrial Psychology, University of California, Berkeley, CA,

### **Professional and Community Involvement**

Advisor to SkyDeck – UC Berkeley start up accelerator

Member of the Board of Directors - Santa Cruz Breakers Soccer Academy

Adjunct Faculty Lecturer – San Jose State University

Advisory Board - UC Berkeley Extension's Certificate of Business Administration

# FRANCIS ‘PANCHE’ CHANG

## EDUCATION AND FELLOWSHIPS

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[ 2009 – 2024 ] Fulbright fellow, US State Dept., Washington, DC  
*2024 Fulbright Specialist, Universitas Airlangga, Surabaya, E. Java, Indonesia*

*2020 Fulbright Specialist, Casa de los Amigos, Mexico City, DF, Mexico*

*2016 Fulbright Specialist, Shanxi Medical University, Taiyuan, Shanxi, Peking Union Health Science Center, Beijing, China*

*2013 Fulbright Specialist, SEWA Rural, Jhagadia, Gujarat, India*

[ 2003 - 2008 ] Wilson National Fellowship Program, Princeton, NJ  
*Woodrow Wilson Visiting Fellow*

[ 1998 - 2001 ] Rockefeller Brothers Foundation, New York, NY  
*Mentor, RBF Minority Teacher Fellows*

[ 1991 - 1994 ] Boston City Hospital/Kaiser Family Foundation  
*Kellogg National Leadership Fellow*

[ 1984 - 1985 ] The Rand Corporation, Santa Monica, CA  
*Pew Health Policy Career Development Fellow*

[ 1973 - 1976 ] Legal Services, San Jose and San Francisco, CA  
*Reginald Heber Smith Community Lawyer Fellow*

[ 1970 - 1973 ] Boston University Law School, Boston, MA  
*J.D. 1973*  
Co-founded legal services office in Boston Chinatown.

[ 1966 - 1970 ] Brandeis University, Waltham, MA  
*A.B. 1970 (Politics and Sociology)*

[ 1957 - 1966 ] The Fay School, St. Mark's School, Southborough, MA  
*Scholarship student, National Merit commendation.*

## PROFESSIONAL EXPERIENCE

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[2024 – present] La Comida de California, Palo Alto, CA

*Volunteer and Board advisor*

Volunteer and Board advisor for senior lunch non-profit serving 300 meals a day at 2 Palo Alto locations.

**[2023 – present] El Camino Hospital, Mountain View, CA**

***Appointed member, Quality and Patient Experience Committee***

Quality oversight for 420 bed public, non-profit hospital.

**[2022 – present] Channing House, Palo Alto, CA**

***Trustee, Audit Committee chair, Strategic Planning Committee member***

Governing Board member for single site Continuing Care Retirement Community (119 Independent Living units, 26 Assisted Living rooms, 24 Skilled Nursing beds)

**[2019 – present] The Health Trust, San Jose, CA**

***Member, Finance Committee***

Financial oversight for \$125M health conversion foundation.

**[2014 – present] Patient Centered Outcomes Research Institute (PCORI), Washington, DC**

***Stakeholder reviewer***

Invited outside reviewer for applications to IHS, IMRI, Opioids, PCS, PLACER funding mechanisms.

**[2014 – 2020] Eunice Kennedy Shriver National Institute of Child Health and Human Development (NICHD), Bethesda, MD**

***Initial Review Group member, Health, Behavior and Context Subcommittee***

Appointed external reviewer for applications to R01, R03, R25, K01, K23, K99 funding mechanisms. Special Interest Panel member.

**[ 2017 – 2018] Ravenswood Family Health Center, East Palo Alto, CA**

***Strategic Business Advisor***

Strategic business development for \$27M East Palo Alto federally qualified health center. Began MediCal managed care contracting for Santa Clara County patients.



**[2011 – 2017] Asian Americans for Community Involvement, San Jose, CA**

***Chief Operating Officer***

Management team of \$19M San Jose nonprofit. Led development of integrated mental health/primary care health homes whose provider teams coordinate care with risk attached. Headed patient navigation center, recognized by the Center for Medicare and Medicaid Services with a 2012 Health Care Innovations award. <http://innovations.cms.gov/initiatives/Innovation-Awards/california.html> (Asian Americans for Community Involvement). Managed 2013 - 2014 New Access Point startup of Federally Qualified Health Center. <http://www.hrsa.gov/about/news/2013tables/newaccesspointawards/ca.html> (Asian Americans for Community Involvement). Supervised 2014 electronic health records upgrades across 7 clinical practices, along with clinic renovation, new site startup, and voice/data system upgrades. Oversaw 2015 NCQA Patient Centered Medical Home Level 2 recognition.

**[2001 - 2010] Walter S. Johnson Foundation, Menlo Park, CA**

***Executive Director***

Managed \$115M private family foundation, 3 staff.

Retooled grantmaking and budgeting for \$6M grants program. Revamped program areas and grant guidelines, overseeing program shift to education and workforce development for older youth. Moved offices, installed new computer network, renegotiated lease, restructured health benefits. Completed investment manager review, asset allocation review and audit rebid. Hired and trained program and administrative staff.

**[ 1997 - 2001 ] S.H. Cowell Foundation, San Francisco, CA**

***Senior Program Officer***

Managed \$3.8M Public Education, Affordable Housing grants portfolios, staff and consultants.

Brought forward representative grants in student achievement, teacher training and transitional housing for \$150M private family foundation. Developed pre-development revolving funds for charter school construction and for affordable housing site acquisition.

**[ 1993 - 1997 ] Kaiser Family Foundation, Menlo Park, CA**

***Program Officer***

Managed 4 year \$5.5M joint initiative (with the Robert Wood Johnson Foundation) on sociocultural barriers to health care for \$350M private family foundation. Developed guidelines, selected grantees, monitored results, oversaw evaluation and dissemination. Planned and implemented national forum on language services in health care.

Brought forward representative grants in telemedicine, health quality standards and judicial education.

**[ 1991 - 1993 ]      Boston City Hospital, Boston, MA**

***Director of Hospital Community Benefits***

Started and accredited public hospital community benefits program for 280 bed public hospital.

Recruited physicians for affiliated health centers. Planned and implemented patient origin study for 16 hospital-based ambulatory clinics.

**[ 1988 - 1991]      Bureau of Primary Care, Rockville, MD**

***Acting Deputy, Policy***

Policy deputy for federal agency overseeing community health centers.

Oversaw \$3M building rehabilitation/construction technical assistance program. Helped to develop financial performance indicators for 575 community health centers nationally.

**[ 1976 - 1988 ]      South Cove Community Health Center, Boston, MA**

***Executive Director***

Led growth of Asian community health center as it tripled its patient visits to 75,000 per year, doubled its staff to 125 FTEs, and quintupled its annual revenues to \$5.5M. Added new school health, adolescent, Southeast Asian refugee, and elderly services.

Obtained national foundation funding for community health insurance, elderly living at home and community thalassemia screening and treatment programs.

Helped to found national associations of Asian Pacific community health organizations and Chinese immigrant social service agencies.

**[ 1975 - 1976 ]      Legal Aid Society of Alameda County, Oakland, CA**

### ***Attorney***

Civil litigation on housing, consumer and domestic issues. Impact litigation on consumer and employment issues.

### **ACCREDITATIONS**

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Admitted to practice: California, Massachusetts, US Court of Appeals (1<sup>st</sup> Cir.), US Supreme Court.

Inactive Member: California State Bar, Massachusetts Bar.

### **PUBLICATIONS**

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Kong, G., Chang, Pancho, and Yogi, S., Bay Area Nonprofits: Myths and Realities, Nonprofit Sector Research Fund, The Aspen Institute, 1998.

Chang, Pancho and Fortier, Julia, Language Barriers to Health Care: An Overview. J. Health Care for the Poor and Underserved, 1998;9 (Supplemental):5-20.

Smith, Mark and Chang, Pancho, The Role of Race and Ethnicity in Health Services Research. Health Services Research, 1995;30(1):145-150.

Feldstein, Aaron, Chang, F., and Kucharski, J., Tryptophol-induced sleep in mice. Life Sciences, 1970;9:323-326.

### **PROFESSIONAL MEMBERSHIPS**

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Board of Directors, Cancer Prevention Institute of California, Fremont, CA (2010 – 2021, Audit Committee chair 2012 - 2017)

Board of Directors, Asian Health Services, Oakland, CA (2001 – 2011, President 2005 – 2011)

Board of Directors, Marine Science Institute, Redwood City, CA (2008 – 2010)

Examiner, Baldrige National Quality Award, National Institute of Standards and Technology, Washington, DC (2006, 2007)

Member, Committee on Group Insurance Programs, California State Bar (2003 – 2006)

Treasurer, Asian and Pacific Islander Health Forum, San Francisco, CA (1998 – 2002)

Treasurer, Legal Services section, California State Bar (1998 – 2000)

Executive Committee, Board of Directors, California Rural Legal Assistance, San Francisco, CA (1995 – 1999)

Trustee, The Boston Plan for Excellence in Education, Boston, MA (1990 – 1993)

Commissioner, Massachusetts Group Insurance Commission, Boston, MA (1990 – 1993)

Secretary, Chinatown Neighborhood Council, Boston, MA (1986 – 1993)

Trustee, Bunker Hill Community College, Charlestown, MA (1986 – 1992)

Trustee and President, Association of Asian Pacific Community Health Organizations, Oakland, CA (1984 – 1988)

Invited Reviewer, Community Development Financial Institutions Fund, US Department of the Treasury; Agency for Health Services Research, Bureau of Maternal and Child Health, Bureau of Primary Care, Office of Minority Health, US Department of Health and Human Services; National Endowment for the Arts; National Institutes for Health; Charter School and After-school Units, California Department of Education; Hewlett Foundation (1984 – present)

Chair, Asian Caucus, American Public Health Association, Washington, DC (1978 – 1982)

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## COMMUNITY ACTIVITIES

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Volunteer, Cambodian Cultural Dance Troupe, San Jose, CA (2001 – present)

Committee Chair, Assistant Scoutmaster, Eagle Scout advisor, Boy Scout Troop 87, Mountain View, CA (1996 - 2018)

Trustee, The Brookline Foundation, Brookline, MA (1991 – 1993)

Corporator, The Childrens Museum, Boston, MA (1991 – 1993)

Corporator, New England Home for Little Wanderers, Boston, MA (1991 – 1993)

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## AWARDS

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Brandeis University Distinguished Service award (1984).

Justice in Action award, Harry Dow Memorial Legal Assistance Fund (2010).

Silicon Valley Business Journal Excellence in Healthcare award (2014).