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City Clerk's Office
City of Santa Clara

Board/ Commission/ Committee Applying For: *

Salary Setting Commission

Name *

Mihir Kakkad

Are you a registered voter and resident of the City of Santa Clara? *

(Must be a registered voter at time of application)

Yes

No

Address *

Street Address

Address Line 2

City

Santa Clara

Postal / Zip Code

State / Province / Region

CA

Country

USA

Email *

Primary Phone Number *

Secondary Phone Number

Provide two forms of Proof of Residency in the City of Santa Clara

(Must be a resident of the city of santa clara at time of application)

Attachment 1 *

DL.pdf

553.27KB

Attachment 2 *

EI.pdf

1.03MB

Present Employer *

None

Job Title *

NA

Previous Government Bodies/ Elective Offices Applicant has served

Government Bodies/ Elective Offices	Position/ Office Held:	Date
Row		
1		

Civic or Charitable Organizations to which Applicant has belonged:

Civic or Charitable Organizations	Position(s) Held:	Date
Row 1	Creative Director	
Row 2	Mentor and Coach for career advancements of women	4/1/2021
1		
2		

Special Interests, Hobbies or Talents

Mentoring and leadership development have not only been key passions of mine but have also evolved into a rewarding hobby. Through my involvement with organizations like HISPA and The Forem, I've found immense personal fulfillment in guiding others and driving positive change. This passion extends to my leisure time, where I actively seek opportunities to engage in community-building with the Devotional Associates of Yogeshwar. I also dedicate myself to self-learning and practicing ethics, morally, and kindness, which enriches my understanding of inclusivity and mutual respect across all backgrounds. These activities allow me to blend my professional skills in strategic planning and collaboration with a hobby that brings joy and purpose to my everyday life.

College, Professional, Vocational Schools Attend

High School, College, Professional, Vocational School	Major Subject	Date
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Special awards or recognition received:

Please state reasons why you want to become a member of this Board/Commission/Committee, including what specific objectives you would be working toward as a member of this advisory board:

City Clerk's Office
City of Santa Clara
1500 Warburton Avenue
Santa Clara, CA 95050

Dear Members of the City Clerk's Office,

I am writing to express my enthusiastic interest in serving on the Salary Setting Commission for the City of Santa Clara. As a long-time resident and active participant in our community, I am committed to upholding transparency, fairness, and fiscal responsibility in decisions that impact the governance of our city. I believe my professional background and dedication to civic engagement uniquely position me to contribute meaningfully to this role.

In my 17+ years of experience in customer success, strategic operations, and data-driven decision-making, I have developed a strong foundation in data analysis, policy evaluation, and ethical decision-making. Specifically, my expertise in evaluating compensation frameworks, designing equitable policies, and implementing budgetary optimizations aligns with the Commission's objectives to determine equitable and reasonable compensation for our elected officials. I am adept at balancing diverse perspectives and making impartial, evidence-based recommendations that serve the public interest.

Beyond my professional qualifications, I am deeply invested in the welfare of Santa Clara's residents. I have participated in mentoring professionals through HISPA and The Forem, as well as participating in Devotional Associates of Yogeshwar initiatives and have consistently advocated for initiatives that enhance transparency, ethics, morality and accountability in our individual lives and society (local government). I am excited by the opportunity to leverage my skills and experience to ensure that compensation decisions reflect both the responsibilities of our elected officials and the economic realities of our community.

The values of public service and civic duty have always guided my actions, and I am eager to bring these principles to the Salary Setting Commission. I welcome the opportunity to collaborate with fellow commissioners and engage with residents to foster trust and confidence in our city's governance.

Thank you for considering my application. I look forward to the opportunity to contribute to the important work of the Salary Setting Commission. Please feel free to contact me at [REDACTED] if additional information is needed.

Sincerely,
Mihir Kakkad

Any other information which you feel would be useful to the City Council in reviewing your application:

As a leader with over 17 years of experience in customer success and strategic operations, I bring a unique perspective that balances data-driven analysis with a deep commitment to fostering equitable outcomes. My experience in evaluating compensation structures, collaborating with cross-functional teams, and mentoring underrepresented professionals demonstrates my ability to navigate complex issues with fairness and inclusivity. These skills, combined with my active engagement in community initiatives such as HISPA, The Forem, and Devotional Associates of Yogeshwar, underscore my dedication to public service and civic responsibility.

Are you associated with any Organization/ Employment that might be deemed a conflict of interest in performing your duties if appointed to this position? *

Yes No Not Sure

City policy directs all advisory body members not to vote on matters where there exists a potential conflict of interest. Would you be willing to abstain from voting if such a conflict arises? *

Yes No Not Sure

Post Service Limitation Acknowledgment

If selected to serve on the City of Santa Clara Salary Setting Commission, by signing below, I hereby agree and acknowledge that I shall not do any of the following:

- 1) While serving on the Commission I should not work for or make a campaign contribution to a candidate for City of Santa Clara elective office.
- 2) Be a candidate for City of Santa Clara elective office for the time period in which my vote to affect compensation is in effect.
- 3) Be a registered lobbyist for 1 year after completing service on or resigning from the Commission.

In addition, I hereby pledge that I am not a family member or paid campaign staff member of an elected Santa Clara city official.

Signature *

[REDACTED]

Date