



NACOLE Candidate Election Questionnaire

Name: George Perezvelez

Position Sought: Vice-President

Geographic Location: Northern California

Current Employment:

Independent Consultant, Oversight of Law Enforcement Board Member

1. How long have you been involved with NACOLE, and how did you initially become involved?

I have had the great privilege of being an institutional member of NACOLE for 18 years, and an individual member for the past 8 years. My involvement with NACOLE began during my tenure as a long-time member of the Police Review Commission for the City of Berkeley and continues to this date.

2. Which NACOLE Committees have you served on? Have you had other involvement in NACOLE as a volunteer?

Since 2020, I have served as an At-Large Member of the NACOLE Board of Directors and currently serve as the organization's Treasurer. I have also been a member of the Executive Committee since 2020. In addition to these roles, I've had the opportunity to contribute to several key committees, including:

- **Co-Chair of the Conference Committee** (2023–Present)
- **Finance Committee** (2020–Present)
- **Internal Operations Committee** (2020–2024)
- **Policy and Procedure Committee** (2020–2022)

Prior to my election to the Board of Directors, I served on the Finance Committee, Conference committee and Scholarship Subcommittee. These roles have allowed me to support the organization's mission of strengthening civilian oversight.

3. Please share highlights of your background/experience in law enforcement oversight.

Civilian Oversight Leadership

- **Berkeley Police Review Commission (PRC)**

Commissioner (2006–2020)

- 14 years of closed-session review of investigative reports and Boards of Inquiry.
- Chaired the committee that authored the 2020 ballot measure establishing Berkeley's Office of Police Accountability—approved by 81% of voters.
- Co-led adoption of the City's first **Minimal Use of Force Standard Policy**.
- Implemented a Mediation Program for lower misconduct cases.

- **BART Police Civilian Review Board (BPCRB)**

Board Member (2010–Present)

- 16 years of oversight, review of investigative reports and visual evidence.
- Co-authored and submitted multiple oversight reform proposals:
 - 52 in 2018
 - 8 in 2024, with 7 approved by the BART Board of Directors.
- Helped implement the **first Minimal Use of Force Standard Policy** at BART.
- Implemented a Mediation Program for lower misconduct cases.

National Oversight Leadership – NACOLE

National Association for Civilian Oversight of Law Enforcement

- At-Large Board Member & Treasurer (2020–Present)
- Member: Executive, Finance, Internal Operations, Policy & Procedure, and Conference Committees
- Co-Chair: NACOLE Conference Committee (2023–Present)
- Mentor: Peer-to-Peer Program (PPP)
- Presenter on panels addressing:
 - Use-of-force review and trend analysis
 - Racial disparities in stops and arrests
 - Investigative methodologies
 - Ordinance and charter drafting

Oversight Projects & Legislative Advocacy

4. Contributor to **NAACP/ACLU “State of Policing in Minority Communities”** report (2014–2018)
5. Reviewed or authored over **400 law enforcement policies** via Lexipol and local subcommittees inclusive of first ever Body Worn Camera, Treatment of Homeless Individuals, Impartial Policing and First Amendment Rights directives
6. Co-chaired the 2014 PRC **After-Action Report** on the police response to Berkeley's December 6th BLM protests
7. CA Legislative advocacy:

- a. **SB 230** – Use-of-force policy standards
 - b. **AB 392** – “Necessary” use-of-force standard
 - c. **AB 1506** – Independent investigations of deadly force
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8. Why do you want to serve on NACOLE's Board? What makes NACOLE's mission important to you?

My desire to continue serving on NACOLE's Board stems from a long-standing commitment to the principles of civilian oversight, transparency, and accountability in law enforcement. Having spent nearly two decades involved with NACOLE—as both an institutional and individual member—and serving in various leadership capacities since 2020, I have seen firsthand the essential role this organization plays in shaping national oversight standards, supporting local efforts, and uplifting the voices of communities most impacted by policing practices.

NACOLE's mission is important to me because it provides the infrastructure, knowledge base, and professional support needed to ensure oversight bodies are not just symbolic, but effective. The organization cultivates a national community that affirms shared values while embracing the complexity of local conditions. In a time when public trust in institutions is under strain, NACOLE provides a path forward by equipping practitioners and communities with tools grounded in justice, professionalism, and community engagement.

I believe my background—as a former Police Review Commissioner in Berkeley, and former Chair of the BART Police Civilian Review Board, and my ongoing work on NACOLE's Executive, Conference, and Finance Committees—gives me both the perspective and the experience to continue contributing meaningfully. It would be an honor to build on that foundation and further advance NACOLE's mission in the years ahead.

9. What skills/qualities do you expect to contribute as a Board member?

As a Board member, I bring a combination of lived experience, institutional knowledge, and a deep understanding of oversight systems developed over nearly two decades of service. My strengths lie in strategic planning, policy development, financial stewardship, and collaborative governance.

I offer:

- **Proven leadership** in both local and national oversight bodies, including service as Treasurer and Executive Committee member for NACOLE.
- **Analytical and investigative expertise** built through years of reviewing misconduct cases, chairing Boards of Inquiry, and developing discipline recommendations.
- **Policy and procedural knowledge**, with hands-on experience drafting and reviewing hundreds of law enforcement policies and ordinances.

- **Fiscal responsibility**, informed by my ongoing role on the Finance Committee and my experience managing complex budgets.
- **Commitment to equity and inclusion**, shaped by years of community engagement and advocacy on behalf of marginalized communities.
- **Strong communication and coalition-building skills**, essential for navigating diverse perspectives and building consensus within oversight environments.

I aim to continue supporting NACOLE's growth as a national thought leader while ensuring that oversight remains grounded, accessible, and responsive to the communities it serves.

10. What goals do you have for your service on the NACOLE Board, what would you most like to accomplish as a Board member?

My primary goal as a NACOLE Board member is to continue to strengthen the infrastructure and support systems that empower local oversight bodies to function effectively and independently. I want to ensure that oversight practitioners—especially those in under-resourced jurisdictions—have access to the tools, training, and peer networks they need to succeed.

Specifically, I aim to:

- **Expand NACOLE's training and mentorship initiatives**, especially for new or emerging boards.
- **Continue showcasing the work of NACOLE nationwide** as one of the **paramount organizations advancing the oversight of law enforcement**. I want to ensure that NACOLE's voice remains central in national conversations around public safety, justice reform, and institutional accountability.
- **Elevate the visibility of civilian oversight** as a professional field and a vital component of democratic governance.
- **Strengthen NACOLE's strategic partnerships** with advocacy groups, research institutions, and government agencies.
- **Support the development of replicable best practices**, training models, and policy frameworks that oversight bodies across the country can adopt.
- **Advance equity and inclusion** within oversight by amplifying the voices of impacted communities and promoting culturally competent approaches.
- **Help steward NACOLE's continued financial health and operational growth**, building on my work as Treasurer and Executive Committee member.
- **Contribute to the evolution of oversight models**, ensuring they remain adaptable to legal, technological, and societal changes.

Ultimately, I hope to help NACOLE continue to lead—not just as a professional association—but as a driving force for justice, accountability, and public trust nationwide.

