



Thomas Lloyd Smith
Associate

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Practice Groups

Municipal & Special District Law
Labor & Employment
Public Contracts

Bar Numbers

314631 (CA)
686826 (MA)

Education

Harvard Law School, JD

Harvard Kennedy School, Master in Public
Policy

Seton Hall University, BS, Education,
magna cum laude

Practicing Since: 2012

Thomas Lloyd Smith advises cities, special districts, educational institutions and other public entities on a range of legal issues they confront daily.

Thomas serves as Assistant City Attorney for the City of San Leandro. He also assists in the provision of general counsel services to the City of El Cerrito, City of Larkspur, and Central Contra Costa Sanitary District.

Thomas has developed notable experience in contract law, conflicts of interest, executive employment agreements, workplace investigations, employee discipline, and DFEH/EEOC matters. Thomas also deals extensively with issues of constitutional law, the Political Reform Act, Ralph M. Brown Act, the Public Records Act. Thomas' practice also extends to issues of public contract bidding, public-private partnerships, land use and environmental issues.

Thomas' broad scope of experience also includes:

- Drafting a proposal to combine the personnel and resources of two separate cities to create a central fire district
- Conducting a constitutional analysis and offering a city guidance concerning its aggressive solicitation ordinance
- Offering guidance to a city seeking to establish a disadvantaged business enterprise program for businesses owned by minorities and women, in compliance with Proposition 209
- Drafting executive employment agreements, dismissal recommendations, statements of charges, termination letters, and settlement agreements
- Advising the board of a community college in evaluating land use options for a potential public private partnership
- Drafting a letter of intent and a purchase and sale agreement for a \$7 million community college property

- Responding to an investigation by the District Attorney and the Department of Environmental Health on underground storage tank site remediation issues
- Drafting pleadings and representing clients in court proceedings, arbitration and mediation
- Investigating complaints, reporting findings of fact, and recommending corrective action
- Drafting articles of incorporation, IRS Form 1023 for 501(c)(3) incorporation, board bylaws, consents, resolutions and minutes, conflict of interest codes and policies, and service contracts

Thomas' legal experience also includes providing governance training services to boards of non-profit organizations; advisory services to founders of new non-profit organizations and schools; and guidance regarding choice of entity, residency, founder shares, ESOs, etc. For start-ups and venture capital clients, he has conducted company and investor-side due diligence, and drafted charters, stock purchase agreements, investors rights agreements, voting agreements, and IPO applications.

Thomas is the Chairperson of the Police Commission for the City of Oakland. The purpose of the Police Commission is to oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and to oversee the Community Police Review Agency that investigates police misconduct and recommends discipline. The Commission is comprised of seven regular and two alternate members, all of whom are Oakland residents and serve in a volunteer capacity.

Thomas has specialty expertise in the education field, having served as the Founder and Executive Director of a 6th-8th grade charter school. His responsibilities included the direct management and professional development of all school administrators; oversight of teachers and staff; drafting the school charter, annual reports, business plans, and development plans; and managing the school operating budget, and working with the Board on fundraising and development. Thomas reported directly to the Board and served on and supported all Board committees.

Thomas' senior management experience includes managing four departments across all offices of a global corporate law firm with more than 500 attorneys. He also worked with the firm's managing partners and executive committee to develop a post-merger integration strategy and implement a balanced scorecard management system throughout the firm. At the law firm, Thomas' business planning and P&L responsibilities covered paralegals, secretaries, marketing, accounting, collections, and procurement. Thomas' business analysis expertise has also been utilized by private, public and social sector institutions that were his clients at McKinsey & Company, a global management consulting firm. Thomas provided these organizations with an extensive range of business strategy advice, including e-commerce, change management, and growth planning.

Honors and Awards

- Appointment to the Oakland Police Commission by City of Oakland Mayor Libby Schaaf. Confirmation by Oakland City Council.
- Seton Hall University Annual Alumni Achievement Award, the highest alumni achievement award offered by the College of Education and Human Services for making significant contributions to one's profession and community
- Public Policy and International Affairs Fellowship, Harvard Kennedy School
- University Merit Scholar, Seton Hall University
- Kappa Delta Pi Scholar, International Honor Society in Education

Professional Affiliations and Community Service

- Chairperson, Oakland Police Commission
- Political Action Chairperson, Oakland NAACP
- Member, Equity Pledge Committee, Oakland Unified School District
- Member, Charles Houston Bar Association
- Member, California Council of School Attorneys
- Member, American Bar Association
- Member, National Bar Association

Presentations and Publications

- Presenter, "Public Safety, Policing, and Disaster Preparedness in Oakland," Leadership Oakland, Oakland Chamber of Commerce, 2019
- Presenter, "Blockchain: What All Lawyers Need to Know," California Minority Counsel Program, 29th Annual Business Conference, 2018
- Keynote Speaker, "Inclusive Leadership," Seton Hall University, 2018