

Application for the Appointment of the Elective Office of the County of San Diego Treasurer-Tax Collector

This is your application for consideration of appointment of County Treasurer-Tax Collector until the election of a successor.

Read the tips below to
make sure your
application is complete.

ZEB

First Name

NAVARRO

Last Name

Make sure you have all the pages.

There are nine (9) total pages that make up this application, including this page. The pages are numbered in the bottom right corners.

Initial the top right corner of pages 2-9 in the "Initial Here" box. This will make sure your application stays together.

Print clearly and legibly or type your application. Doing so will speed up processing time. Unclear handwriting may cause delays.

Questions? Learn more at www.sandiegocob.com or PublicComment@sdcounty.ca.gov.

This application must be received no later than Monday, September 22, 2025, at 12 noon. See page 9 for submittal instructions.

COSD CLERK OF THE BOARD
2025 SEP 19 PM3:45





Application Timeline

- | | |
|---------------------------|---|
| September 22, 2025 | Applications must be submitted to the San Diego County Clerk of the Board of Supervisors no later than 12 noon. |
| September 30, 2025 | Hearing on all applicants. Please plan to attend this meeting. |

Important Things to Know

- The questions in this application ensure you are eligible to serve as Treasurer-Tax Collector if you are appointed.
- Answer the questions to the best of your ability.
- You must attach a current resume containing, at a minimum, all employment for the past five years and a completed Statement of Economic Interest (Form 700) with your application.

Additional Required Documents

The following additional materials are also included with this application for your reference:

1. Form of Notice
2. Minute Order and Board Letter - "Filling the Vacancy of the San Diego County Elective Office of County Treasurer-Tax Collector" dated August 26, 2025
3. Board of Supervisors Policy A-105: Process to Fill Vacancies of Elected Offices other than Board of Supervisors
4. County Charter to reference applicable provisions about the Office of the County Treasurer-Tax Collector
5. Administrative Code Sections pertaining to the requirements to serve as a Treasurer-Tax Collector
6. Class Specifications of the County Treasurer-Tax Collector
7. Rules for County Treasurer-Tax Collector Regarding Incompatible Activities
8. Conflict of Interest Code for the Office of the Treasurer-Tax Collector
9. Statement of Economic Interest Form (Form 700)

How This Application Will Be Used

I understand the contents of this application will be made available to the public.

☒ **Yes, I understand**

I understand that while this application is a public document, my personal e-mail address, street address, and phone number(s) will be kept confidential to the extent authorized by law.

☒ **Yes, I understand**

INITIAL
HERE: →



A. Tell us About Yourself

First Name: ZEB

Last Name: NAVARRO

Current Address (where you are registered to vote)

Street Address:

City:

State:

Zip Code:

Current Mailing Address (if different than the address listed above)

Street Address:

City:

State:

Zip Code:

Contact Information

Phone 1:

Phone 2:

E-mail:

Type:

Mobile

Type:

Have you lived at your current address for more than five years?

If no, please list your previous addresses on page 4.

☒ Yes

☐ No



If you have not lived at your current address for more than five years, please list your addresses for the past five (5) years:

Date From: _____ Date To: _____

Street Address: _____

City: _____

State: _____ Zip Code: _____

Date From: _____ Date To: _____

Street Address: _____

City: _____

State: _____ Zip Code: _____

Date From: _____ Date To: _____

Street Address: _____

City: _____

State: _____ Zip Code: _____

Date From: _____ Date To: _____

Street Address: _____

City: _____

State: _____ Zip Code: _____

Date From: _____ Date To: _____

Street Address: _____

City: _____

State: _____ Zip Code: _____



B. Questions to Determine Eligibility

Please check the appropriate box for each question. Applicants may be asked to verify and update information at various points in the process.

1. I am a registered voter of the County of San Diego. ☒ Yes ☐ No
2. I am a citizen of the United States and of the State of California. ☒ Yes ☐ No
3. I meet at least one of the following criteria to serve as the Treasurer-Tax Collector (pursuant to Administrative Code Section 840): ☒ Yes ☐ No
Select all that apply and attach appropriate verification.
 - ☐ Served in a senior financial management position in a county, city, or other public agency dealing with similar financial responsibilities for a continuous period of not less than three years, including, but not limited to, treasurer, tax collector, auditor, auditor-controller, or the chief deputy or an assistant in those offices.
 - ☒ Possess a valid baccalaureate, masters, or doctoral degree from an accredited college or university in any of the following major fields of study: business administration, public administration, economics, finance, accounting, or a related field, with a minimum of 16 college semester units, or their equivalent, in accounting, auditing, or finance.
 - ☐ Possess a valid certificate issued by the California State Board of Accountancy pursuant to Chapter 1 (commencing with Section 5000) of Division 3 of the Business and Professions Code, showing that I am permitted and authorized to practice as a certified public accountant.
 - ☐ Possess a valid charter issued by the Institute of Chartered Financial Analysts showing that I am designated a Chartered Financial Analyst, with a minimum of 16 college semester units, or their equivalent, in accounting, auditing, or finance.
 - ☐ Possess a valid certificate issued by the Treasurer Management Association showing that I am designated a Certified Cash Manager, with a minimum of 16 college semester units, or their equivalent, in accounting, auditing, or finance.
4. I have not been convicted of a crime that disqualifies me from holding elected office. ***If no, please explain (attach additional sheets if necessary):*** ☒ Yes ☐ No

Application for the Appointment of the Elective Office of the
County of San Diego Treasurer-Tax Collector

INITIAL
HERE: →



5. I am able to formally assume the position not later than twenty (20) business days following the selection by the Board of Supervisors.
6. I am not involved in outside activities that may be in conflict with the functions and responsibilities of the County Treasurer-Tax Collector as listed in the Rules for Incompatible Activities for the County Treasurer-Tax Collector. ***If no, please explain (attach additional sheets if necessary):***

☒ **Yes** ☐ **No**

☒ **Yes** ☐ **No**



C. Experience Qualifications

1. **Attach a current resume containing, at a minimum, all employment for the past five years.**
2. **Provide a written statement outlining the qualifications to serve as Treasurer-Tax Collector (500 words maximum).**

I am fully qualified to serve as Treasurer-Tax Collector based on my academic preparation, professional experience, and longstanding commitment to public service. My educational background includes a Bachelor of Science in Business Administration, a Master of Business Administration from California State University Monterey Bay, a Master of Public Administration from San Diego State University, and a Doctorate in Education from Northcentral University (now National University).

In addition to these degrees, I have completed the specific coursework required under Administrative Code Section 840, exceeding the 16-unit threshold. My completed coursework includes:

3 units in Principles of Accounting (University of Phoenix)

3 units in Finance for Business (University of Phoenix)

3 units in Finance for Decision Making (University of Phoenix)

3 units in Accounting for Decision Making (University of Phoenix)

6 units in Accounting and Finance (California State University Monterey Bay)

3 units in Public Financial Management (San Diego State University)

3 units in Finance and Facilities Management (Concordia University – Portland)

Altogether, these courses demonstrate a comprehensive foundation in accounting, finance, and fiscal management.

Beyond academic preparation, I bring over 20 years of professional experience in the public sector as both a manager and an educator. I currently serve as the elected City Clerk for the City of Oceanside, where I oversee complex administrative operations, public records, elections, and budget responsibilities with transparency and accountability. In higher education, I teach Public Finance and Budgeting at Franklin University in Columbus, Ohio, further reinforcing my expertise in governmental finance and fiscal policy.

My combined experience ensures that I can carry out the responsibilities of Treasurer-Tax Collector with integrity and competence. I am committed to ensuring the office provides exceptional customer service, operates with transparency, and safeguards the public's tax dollars through prudent fiscal management and sound investment practices.

With my academic achievements, extensive financial training, and proven leadership in public service, I am confident in my ability to serve effectively as Treasurer-Tax Collector.



3. Please explain the reasons for wishing to be appointed to the office of County Treasurer-Tax Collector.

I seek appointment to the office of San Diego County Treasurer-Tax Collector because I am deeply committed to public service and dedicated to ensuring the highest standards of transparency, accountability, and accessibility in government. My professional background, combined with my philosophy of servant leadership, uniquely positions me to advance the mission of this office in serving the people of San Diego County.

As the elected City Clerk for the City of Oceanside, I have successfully overseen programs and initiatives designed to strengthen public trust and enhance transparency. From modernizing records management systems to ensuring compliance with open government laws, my work has focused on building confidence between residents and their local government. These experiences have prepared me to bring the same level of openness, efficiency, and integrity to the Treasurer-Tax Collector's office.

At the heart of my leadership approach is servant leadership—a belief that those in public office exist to serve others, not themselves. This philosophy has guided my work as a public official and as an educator, where I teach subjects such as public finance and administration. In both roles, I strive to empower individuals through knowledge, access, and fairness, creating opportunities for the public to fully understand and engage with the systems that affect their daily lives.

As an educator, I also recognize the importance of outreach and education in financial matters. The Treasurer-Tax Collector's office plays a vital role in the financial health of our county, and I am committed to ensuring that residents understand how the office works for them. Whether through clear communication, public workshops, or community engagement, I will prioritize efforts to help taxpayers navigate processes, make informed financial decisions, and see the office as a resource rather than simply a point of transaction.

My interest to be appointed is motivated not only by my qualifications, but by my genuine desire to serve. I believe that government should be responsive, transparent, and rooted in integrity, and I am eager to apply my professional expertise, academic knowledge, and personal commitment to strengthen public confidence in the Treasurer-Tax Collector's office.

You are encouraged to limit your response to one page, however if more space is needed, you may attach an additional page.



D. Signature

I, **ZEB NAVARRO**, as a candidate for appointment of the County of San Diego Treasurer-Tax Collector declare that all information provided on this form by me, including all attachments, is true and correct. If requested, I agree to provide written responses to any questions.

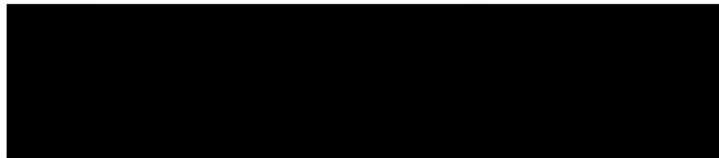
I have received the application packet and have read and understand Board of Supervisor's Policy A-105, which establishes the procedures for appointment to fill vacancies of elected offices other than Board of Supervisors, as well as the other codes and rules applicable to the County Treasurer-Tax Collector.

I understand that finalists will be subject to a full background investigation and the selected candidate will be required to pass the County's standard medical exam and full background investigation.

I certify under penalty of perjury that the foregoing is true and correct.

Executed on this 17th day of SEPTEMBER, 2025, at OCEANSIDE, California.

Signature:



E. Submittal

Completed applications must be received by the Clerk of the Board of Supervisors no later than Monday, September 22, 2025, at 12 noon. Double check your answers in the application; once submitted, applications cannot be amended. Remember that you must answer all questions on this application to be considered and must attach the following additional documents:

- ☐ Current resume containing, at a minimum, all employment for the past five years; and
- ☐ Completed Statement of Economic Interest Form (Form 700).

Pursuant to Board Policy A-105, all applicants must personally appear to submit the required application forms. Please submit your completed application in person to:

County Administration Center
Clerk of the Board of Supervisors
1600 Pacific Highway, Room 402
San Diego, CA 92101-2471
(619) 531-5434

Incomplete applications and applications submitted by e-mail or USPS will not be considered.

Applications must be received by Monday, September 22, 2025, at 12 noon.

Date Issued: 04/05/2017
 Record of: ZEBEDEE R. NAVARRO
 Student Number: [REDACTED]
 Birthdate: [REDACTED]
 Enrollment Status: Graduated
 Effective Date: 03/19/2012



SENT TO:
 ZEBEDEE NAVARRO
 [REDACTED]

Prior Schools Attended

	<i>Credits</i>	<i>Degrees</i>
PALOMAR COLLEGE	42.00	Associate in Arts De
PALOMAR COLLEGE	81.00	Associate in Arts De

<i>Mo/Year</i>	<i>Course ID</i>	<i>Course Title</i>	<i>Grade</i>	<i>Credits Attempted</i>	<i>Credits Earned</i>	<i>Quality Points</i>	<i>Rep</i>
UNIVERSITY OF PHOENIX							
11/2009	GEN/200	FOUNDATIONS FOR GENERAL EDUCATION AND PROFESSIONAL SUCCESS	A	3.00	3.00	12.00	
01/2010	ECO/212	PRINCIPLES OF ECONOMICS	A-	3.00	3.00	11.01	
02/2010	BIS/219	BUSINESS INFORMATION SYSTEMS	A-	3.00	3.00	11.01	
03/2010	MGT/216	ORGANIZATIONAL ETHICS AND SOCIAL RESPONSIBILITY	A-	3.00	3.00	11.01	
05/2010	ACC/280	PRINCIPLES OF ACCOUNTING	A	3.00	3.00	12.00	
06/2010	COM/285	BUSINESS COMMUNICATIONS	A	3.00	3.00	12.00	
07/2010	MGT/330	MANAGEMENT THEORY, PRACTICE, AND APPLICATION	A	3.00	3.00	12.00	
08/2010	MGT/307	ORGANIZATIONAL BEHAVIOR AND GROUP DYNAMICS	A	3.00	3.00	12.00	
10/2010	MGT/350	CRITICAL THINKING: STRATEGIES IN DECISION MAKING	A	3.00	3.00	12.00	
11/2010	RES/341	RESEARCH AND EVALUATION I	A-	3.00	3.00	11.01	
01/2011	RES/342	RESEARCH AND EVALUATION II	B	3.00	3.00	9.00	
02/2011	FIN/370	FINANCE FOR BUSINESS	A-	3.00	3.00	11.01	
03/2011	BUS/415	BUSINESS LAW	A	3.00	3.00	12.00	
04/2011	MKT/421	MARKETING	A	3.00	3.00	12.00	
05/2011	BUS/475	INTEGRATED BUSINESS TOPICS	A	3.00	3.00	12.00	
07/2011	MGT/437	PROJECT MANAGEMENT	A-	3.00	3.00	11.01	
08/2011	FIN/419	FINANCE FOR DECISION MAKING	A	3.00	3.00	12.00	
09/2011	ECO/415	APPLIED ECONOMICS IN BUSINESS	A-	3.00	3.00	11.01	
10/2011	ISCOM/305	SYSTEMS OPERATIONS MANAGEMENT	A	3.00	3.00	12.00	
11/2011	ACC/400	ACCOUNTING FOR DECISION MAKING	A	3.00	3.00	12.00	
01/2012	MGT/488	STRATEGIC BUSINESS MANAGEMENT AND PLANNING	A	3.00	3.00	12.00	
02/2012	PSY/425	CHEMICAL DEPENDENCY IN THE WORKPLACE	A	3.00	3.00	12.00	
				<i>GPA</i>	<i>Credits Attempted</i>	<i>Credits Earned</i>	<i>Quality Points</i>
Total Cumulative Credits:						66.00	
UOPX Cumulative: 3.85					66.00	66.00	254.07



Date Issued: 04/05/2017
Record of: ZEREDEE R, NAVARRO
Student Number: [REDACTED]
Birthdate: [REDACTED]
Enrollment Status: Graduated
Effective Date: 03/19/2012



BSB/A Program GPA 3.85

UNIVERSITY OF PHOENIX
DEGREES, CERTIFICATES

BACHELOR OF SCIENCE IN BUSINESS: COMPLETED 03/19/2012, CONFERRED 03/2012
GRADUATED WITH HONORS
CONCENTRATION IN ADMINISTRATION

*****End of Transcript*****



Page 2 of 2

AN OFFICIAL SIGNATURE IS WHITE WITH A BLUE BACKGROUND

A RAISED SEAL IS NOT REQUIRED

This officially sealed and signed transcript is printed on blue SCRIP-SAFE® security paper with the name of the university printed in white type across the face of the document. When photocopied, the name of the institution appears on one line and the word "COPY" appears on the next. A BLACK ON WHITE OR A COLOR COPY SHOULD NOT BE ACCEPTED!

Audra McQuarrie, Registrar



CALIFORNIA STATE UNIVERSITY MONTEREY BAY

Name: Zebedee Navarro
Student ID: [REDACTED]

Print Date: 04/06/2017
Alternate ID: [REDACTED]
Birthdate: [REDACTED]

Degrees Awarded
Degree: Master of Business Administration
Plan: Business Administration
Confer Date: 12/21/2014

	Attempted	GPA Units	Earned	Points
Term GPA	4.000		6.000	24.000
CSUMB GPA	3.880		30.000	116.400
All College GPA	3.880		30.000	116.400

Academic Standing Effective 01/08/2014: Good Standing

Beginning of Postbaccalaureate Record

Spring 2014
Program: Ex Ed Graduate
Plan: Business Administration Major

Course	Description	Attempted	GPA Units	Earned	Grade	Points
BUS 626	Marketing & Entrepreneurship	6.0	6.0	6.0	A	24.000
BUS 631	Global Business	6.0	6.0	6.0	A	24.000

	Attempted	GPA Units	Earned	Points
Term GPA	4.000		12.000	48.000
CSUMB GPA	3.914		42.000	164.400
All College GPA	3.914		42.000	164.400

Academic Standing Effective 06/19/2014: Good Standing

Summer 2014
Program: Ex Ed Graduate
Plan: Business Administration Major

Course	Description	Attempted	GPA Units	Earned	Grade	Points
BUS 691	Business Strategy	6.0	6.0	6.0	A	24.000

	Attempted	GPA Units	Earned	Points
Term GPA	4.000		6.000	24.000
CSUMB GPA	3.925		48.000	188.400
All College GPA	3.925		48.000	188.400

Postbaccalaureate Career Totals

	Attempted	GPA Units	Earned	Points
CSUMB GPA	3.925		48.000	188.400
All College GPA	3.925		48.000	188.400

Fall 2012
Program: Ex Ed Graduate
Plan: Business Administration Major

Course	Description	Attempted	GPA Units	Earned	Grade	Points
BUS 601	MBA Fundamentals	6.0	6.0	6.0	A	24.000

	Attempted	GPA Units	Earned	Points
Term GPA	4.000		6.000	24.000
CSUMB GPA	4.000		6.000	24.000
All College GPA	4.000		6.000	24.000

Academic Standing Effective 01/10/2012: Good Standing

Spring 2013
Program: Ex Ed Graduate
Plan: Business Administration Major

Course	Description	Attempted	GPA Units	Earned	Grade	Points
BUS 632	Organization & Leadership	6.0	6.0	6.0	A	24.000
BUS 687	Accounting & Finance	6.0	6.0	6.0	A-	22.200

	Attempted	GPA Units	Earned	Points
Term GPA	3.850		12.000	46.200
CSUMB GPA	3.900		18.000	70.200
All College GPA	3.900		18.000	70.200

Academic Standing Effective 06/21/2013: Good Standing

Summer 2013
Program: Ex Ed Graduate
Plan: Business Administration Major

Course	Description	Attempted	GPA Units	Earned	Grade	Points
BUS 602	Micro-Macro Economics	6.0	6.0	6.0	A-	22.200

	Attempted	GPA Units	Earned	Points
Term GPA	3.700		6.000	22.200
CSUMB GPA	3.350		24.000	92.400
All College GPA	3.350		24.000	92.400

Academic Standing Effective 10/24/2013: Good Standing

Fall 2013
Program: Ex Ed Graduate
Plan: Business Administration Major

Course	Description	Attempted	GPA Units	Earned	Grade	Points
BUS 661	Innovation & Tech Leadership	6.0	6.0	6.0	A	24.000



STUDENT NAME: NAVARRO, ZEBEDEE ROCKY

CAMPUS ID : [REDACTED]

SSN : [REDACTED]

BIRTH DATE MONTH/DAY: [REDACTED]

TRANSFER CREDIT

INSTITUTION	TO DATE	SEMESTER ATTEMPT	UNITS ACCEPT	GRADE POINTS	
PALOMAR COLL	05/11	RECORD	ON FILE	*	
U PHOENIX	03/12	0.0	0.0	0.0	DEGREE AWARDED: BS
CSU MONTEREY BAY	08/14	0.0	0.0	0.0	DEGREE AWARDED: MBA
SIMS/R TRANSFER TOTALS		0.0	0.0	0.0	GPA: 0.00

* MAXIMUM 70.0 UNITS ALLOWED FROM COMMUNITY COLLEGES COURSES

GRADUATE RECORD

SPECIAL SESSION FALL 2015

P A	0600	SCOPE OF PUBLIC ADMIN	UA	UE	GRADE	PTS	REF
P A	0604	METH OF ANALYS PUB AFFAIR	3.0	3.0	A-	11.1	
P A	0606	SEM QUANT APPROACHES P A	3.0	3.0	A	12.0	
P A	0630	SEM PUBLIC PERSON ADMIN	3.0	3.0	A	12.0	

TERM TOTALS:

12.0 12.0 46.2 GPA: 3.85

SDSU CUMULATIVE TOTALS:

12.0 12.0 46.2 GPA: 3.85

SPECIAL SESSION SPRING 2016

P A	0531	GOV EMPLOYER-EMPLOYEE REL	UA	UE	GRADE	PTS	REF
P A	0620	SEM MANAGEMENT URBAN GOVT	3.0	3.0	A	12.0	Z
P A	0640	ASSESNG GOV NONPROFT PERF	3.0	3.0	A	12.0	
P A	0660	ADMIN&PUBLIC POLICY DEVEL	3.0	3.0	A	12.0	

TERM TOTALS:

12.0 12.0 48.0 GPA: 4.00

SDSU CUMULATIVE TOTALS:

24.0 24.0 94.2 GPA: 3.92

SPECIAL SESSION SUMMER 2016

P A	0642	SEMINAR IN ADMIN THEORY	UA	UE	GRADE	PTS	REF
P A	0650	SEM PUBLIC FINANCIAL MGMT	3.0	3.0	A-	11.1	

TERM TOTALS:

6.0 6.0 23.1 GPA: 3.85

SDSU CUMULATIVE TOTALS:

30.0 30.0 117.3 GPA: 3.91

SPECIAL SESSION FALL 2016

UA	UE	GRADE	PTS	REF
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CERTIFIED TO BE A CORRECT TRANSCRIPT OF RECORD.
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TRANSCRIPT VOID IF ALTERED.



ZEBEDEE NAVARRO

Layanne Williams
REGISTRAR

SAN DIEGO STATE UNIVERSITY
SAN DIEGO, CALIFORNIA 92182-7453
(619) 594-0266

SAN DIEGO STATE UNIVERSITY
OFFICIAL TRANSCRIPT

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Patent 5,772,248

ARS=C

PRINT DATE: 04/06/2017

PAGE: 2

STUDENT NAME: NAVARRO, ZEBEDEE ROCKY

CAMPUS ID :

SSN :

BIRTH DATE MONTH/DAY:

P A	0632	SEM ORG DEVEL PUB SECTOR	3.0	3.0	A	12.0	
P A	0798	SPECIAL STUDY	0.0	3.0	CR	0.0	CR/NCR

TERM TOTALS: 3.0 6.0 12.0 GPA: 4.00

SDSU CUMULATIVE TOTALS: 33.0 36.0 129.3 GPA: 3.91

TRANSFER CUMULATIVE TOTALS: 0.0 0.0 0.0 GPA: 0.00

OVERALL CUMULATIVE TOTALS: 33.0 36.0 129.3 GPA: 3.91

+ DECEMBER 30, 2016 AWARDED MASTER'S DEGREE +

+ DEGREE: MPA +

+ MAJOR : PUBLIC ADMINISTRATION +

*** END OF ACADEMIC RECORD ***

EFFECTIVE SPRING 1998: OPEN UNIVERSITY EQUALS RESIDENCE CREDIT

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ZEBEDEE NAVARRO

Layanne Williams
REGISTRAR



SAN DIEGO STATE UNIVERSITY
SAN DIEGO, CALIFORNIA 92182-7453
(619) 594-0266

Student No: [REDACTED]

Date of Birth: [REDACTED]

Date Issued: 04-AUG-2020
OFRecord of: Zebedee Navarro
Issued To: Concordia Univ St Paul
St Paul, MN

Page: 1

Course Level: Graduate

Current Program

Major : Higher Education

SUBJ NO.	COURSE TITLE	CRED GRD	PTS R	SUBJ NO.	COURSE TITLE	CRED GRD	PTS R
				Institution Information continued:			
INSTITUTION CREDIT:				Ehrs: 6.50 GPA-Hrs: 6.50 Qpts: 25.85 GPA: 3.98			
				Cum: 24.00 GPA-Hrs: 24.00 Qpts: 95.85 GPA: 3.99			
Summer Semester 2017				Fall Semester 2018			
EDDC 600A	NINE LIVES OF SCHOL WRIT I	0.50 A	2.00	EDDH 623	HIGHER ED:CURRICULUM & LDRSH	3.00 A	12.00
EDDC 615	THE ETHICAL EDUCATOR	3.00 A	12.00	EDDH 630	HIGHER ED:FINACE & FACILTS MGMT	3.00 A	12.00
Ehrs: 3.50 GPA-Hrs: 3.50 Qpts: 14.00 GPA: 4.00				Ehrs: 6.00 GPA-Hrs: 6.00 Qpts: 24.00 GPA: 4.00			
Cum: 3.50 GPA-Hrs: 3.50 Qpts: 14.00 GPA: 4.00				Cum: 30.00 GPA-Hrs: 30.00 Qpts: 119.85 GPA: 4.00			
Fall Semester 2017				Spring Semester 2019			
EDDC 600B	NINE LIVES OF SCHOL WRIT I	0.50 A	2.00	EDDH 633	HIGHER ED:HUMN ISS,ACCT&ADMIN	3.00 A	12.00
EDDC 602A	NINE LIVES OF SCHOL WRIT II	0.50 A	2.00	EDDH 638	HIGHER EDUCATION LAW	3.00 A	12.00
EDDC 605	TRANSFORMATIONAL LEARNING	3.00 A	12.00	Ehrs: 6.00 GPA-Hrs: 6.00 Qpts: 24.00 GPA: 4.00			
EDDC 620	CREATIVITY, INQUIRY & INNOVAT	3.00 A	12.00	Cum: 36.00 GPA-Hrs: 36.00 Qpts: 143.85 GPA: 4.00			
Ehrs: 7.00 GPA-Hrs: 7.00 Qpts: 28.00 GPA: 4.00				Summer Semester 2019			
Cum: 10.50 GPA-Hrs: 10.50 Qpts: 42.00 GPA: 4.00				EDDH 640	TECH & REV IN HIGHER ED	3.00 A	12.00
Spring Semester 2018				EDDT 653	RELIGION AND DENSE MEANING	4.00 A	16.00
EDDC 602B	NINE LIVES OF SCHOL WRIT II	0.50 A	2.00	Ehrs: 7.00 GPA-Hrs: 7.00 Qpts: 28.00 GPA: 4.00			
EDDC 603A	NINE LIVES OF SCHOL WRIT III	0.50 A	2.00	Cum: 43.00 GPA-Hrs: 43.00 Qpts: 171.85 GPA: 4.00			
EDDC 608	QUANTITATIVE RESEARCH METHODS	3.00 A	12.00	Fall Semester 2019			
EDDC 618	LEADING ORGANIZATIONAL CHANGE	3.00 A	12.00	EDDR 610	SCHOLARS BEFORE RESEARCH I	2.00 P	0.00
Ehrs: 7.00 GPA-Hrs: 7.00 Qpts: 28.00 GPA: 4.00				EDDR 619	SCHOLARS BEFORE RESEARCH II	2.00 P	0.00
Cum: 17.50 GPA-Hrs: 17.50 Qpts: 70.00 GPA: 4.00				Ehrs: 4.00 GPA-Hrs: 0.00 Qpts: 0.00 GPA: 0.00			
Summer Semester 2018				Cum: 47.00 GPA-Hrs: 43.00 Qpts: 171.85 GPA: 4.00			
EDDC 603B	NINE LIVES OF SCHOL WRIT III	0.50 A-	1.85	***** CONTINUED ON PAGE 2 *****			
EDDC 611	QUALITATIVE RESEARCH METHODS	3.00 A	12.00				
EDDH 621	CRITICAL ISSUES IN HIGHER ED	3.00 A	12.00				
***** CONTINUED ON NEXT COLUMN *****							


 Registrar
 Concordia University St. Paul Custodial Institution

Student No: [REDACTED]

Date of Birth: [REDACTED]

Date Issued: 04-AUG-2020
OF

Record of: Zebedee Navarro
Level: Graduate

Page: 2

SUBJ NO.	COURSE TITLE	CRED	GRD	PTS	R
Institution Information continued:					
Spring Semester 2020					
EDDR 620	IRM I	2.00	P	0.00	
Ehrs: 2.00 GPA-Hrs: 0.00		Qpts: 0.00	GPA: 0.00		
Cum: 49.00 GPA-Hrs: 43.00		Qpts: 171.85	GPA: 4.00		
Good Standing					
***** TRANSCRIPT TOTALS *****					
	Earned Hrs	GPA Hrs	Points	GPA	
TOTAL INSTITUTION	49.00	43.00	171.85	4.00	
TOTAL TRANSFER	0.00	0.00	0.00	0.00	
OVERALL	49.00	43.00	171.85	4.00	
***** END OF TRANSCRIPT *****					

[Signature]
Approved
Deaneville University of Post-Secondary Institution

CONCORDIA UNIVERSITY
Office of the Registrar
 2811 NE Holman St – Portland, OR 97211

ACCREDITATION

Concordia University was accredited by the Northwest Commission on Colleges and Universities (NWCCU) through December 2020, following university closure.

INSTITUTIONAL HISTORY

1905 – The school begins as a four-year academy to meet the needs of the area for pastors and parochial school teachers for the Lutheran Church.¹

1950 – The junior college department for men is introduced - The name was changed from Concordia Academy to Concordia College.

1954 – Concordia adds the co-educational program.

1962 – Concordia becomes accredited by the Northwest Association of Schools and Colleges (NASC).

1971 – Concordia converts to a quarter calendar.

1977 – Concordia becomes a four-year college.

1980 – Concordia's first students graduate with Baccalaureate Degrees.

1993 – Concordia joins the Concordia University System.

1995 – The school name changes to Concordia University and converts to a semester calendar.

1996 – Concordia is approved for graduate programs.

2004 – The NASC becomes the NWCCU.

2012 – Concordia University School of Law opens to students in Boise, Idaho.

2020 – Concordia University – Portland ceases operation.

¹ All transcripts are for Concordia University unless Concordia High School is specifically stated on the transcript

COURSE CREDIT

Fall 1905 – Summer 1971	Semester Calendar ³
Fall 1971 – Summer 1995	Quarter Calendar ³
Fall 1995 – Present	Semester Calendar ³

³Unless otherwise noted

PRIOR LEARNING ASSESSMENT

Concordia University has authorized a policy for assessment of prior experiential learning for credit through portfolio review.

GRADING SYSTEM

School of Law courses are graded on a numerical system, the scale ranging from 4.3 to 0.0. For all other programs, the grades and quality points for the grading system are as follows:

Grade	Quality Points
A	4.0
A-	3.7
B+	3.3
B	3.0
B-	2.7
C+	2.3
C	2.0
C-	1.7
D+	1.3
D	1.0
D-	0.7
F	0.0
AU Audit	None
CIP In-progress ⁴	None
I Incomplete ⁵	None
N No Count	None
NP No Pass	None
P Pass ("C" or better)	None
RD Registrar Delay	None
W Withdraw	None
X No basis for grade	None

⁴Courses that extend beyond one semester.

⁵Students who receive an incomplete in a course will have a grade of I, in which " " represents the backup grade the student has earned based on the course work completed. Normally, the grade will be changed to this backup grade if the student does not complete the course work by the end of the following semester.

COURSE NUMBERS

000-099 Non-baccalaureate (prior to 1996, all courses with an ELS prefix are also considered non-baccalaureate)

100-299 Lower division

300-499 Upper division

500-699 Graduate

800 Limited graduate seminar credit

400-level courses denoted with a "G" may meet graduate level course requirements at certain institutions with cooperative programs.

REPEATED COURSES

In such cases, the new grade and credit will replace the original in the calculation of the GPA. In the "R" column, "E" indicates excluded and "I" indicates included grade. Both occurrences and grades will remain on the permanent academic record.

CONTINUING EDUCATION COURSES

Courses designated with a CEU prefix reflect ten contact hours of participation per one hour of credit. CEUs may not be applied toward any Concordia University degree or certificate. "P" indicates completion of the requisite hours.

ACADEMIC STANDING

All students are considered to be in good standing unless otherwise noted. Since Fall of 1999, in order to remain academically eligible for enrollment, an undergraduate student must maintain a minimum cumulative and term grade point average of 2.00. Graduate students must maintain a cumulative and term grade point average of 3.00 to remain in good standing.

DEAN'S LIST/GRADUATION HONORS

Undergraduate students who attain a grade point average of 3.50 with a minimum of 12 units attempted for a semester are placed on the Dean's List. Since Fall of 1991, graduation honors are awarded on the undergraduate student's academic work at Concordia. They are awarded with three grades of distinction according to the following formula: summa cum laude – a 3.90 GPA; magna cum laude – a 3.70 GPA; cum laude – a 3.50 GPA.

GRADUATION REQUIREMENTS

Baccalaureate degrees require the completion of General Education Requirements, departmental requirements and a minimum of 124 semester credits of which 45 must be upper division. Masters degrees require a minimum of 30 semester credits of graduate level courses.

TRANSCRIPTS AND CONFIDENTIALITY OF RECORDS

Concordia University follows the policies of the American Association of College Registrars and Admissions Officers (AACRAO) with regard to the content and release of student records. This transcript of academic record is subject to the Family Educational Rights and Privacy Act of 1974, as amended. It is furnished for official use only. Official transcripts show the university's authorized signature and the college seal and are sealed in an official envelope; unofficial copies are marked "unofficial." Third parties are not authorized to release this transcript to other entities.

Concordia University – Portland ceased operation at the conclusion of the Spring 2020 academic semester, with exception to the following programs concluding following Summer 2020 academic semester: undergraduate HSEM, M.Ed. online accelerated track, and the School of Law.

AUTHENTICITY: Concordia University's Board of Regents elected Concordia University – St. Paul as custodial institution for Portland's academic records. Production and authenticity of all records and official transcript(s) is determined by Concordia University – St. Paul as custodial institution, will be produced by an approved third-party processor and/or bear the official seal of Concordia University – Portland.

This document cannot be released to a third party without the written consent of the student. This is in accordance with the Family Educational Rights and Privacy Act of 1974. If you have any questions about this document, please contact Concordia University – St. Paul. PLEASE NOTE: Alteration of this document may be a criminal offense.

ZEB NAVARRO, CMC, Ed.D.

EDUCATION

Doctor of Education Northcentral University Dissertation: <i>A Qualitative Case Study on Online Adult Learners' Perceptions Toward Digital Isolation in a California Community College</i>	05/2021
Master of Public Administration San Diego State University	12/2016
Master of Business Administration California State University, Monterey Bay	12/2014
Bachelor of Science, Business Administration University of Phoenix Graduated with Honors	03/2012
Associate of Arts, Radio and Television Palomar College	05/2005

PROFESSIONAL EXPERIENCE

City of Oceanside, Oceanside, CA

City Clerk

02/2019 – present

Department director of the City Clerk's Office of the City of Oceanside. Serve as the city's head elections official, head records administrator, head archivist, and director of legislative services. Serve as clerk and secretary for the Oceanside City Council, Oceanside Harbor District, Oceanside Community Development Commission, Oceanside Finance Authority, and Manufactured Homes Fair Practices Commission. Maintain, publish, and archive meeting minutes and documentation. Maintain records and archives including certification, indexing, filing, and destruction of all records and preservation of historical documents and artifacts. Process public records requests and coordination of releasing responsive records with City Attorney's Office. Attest, publish, and post city ordinances and resolutions including maintaining City's Municipal Code. Supervise and chair all bid processes for the City including bid openings and maintenance of contracts. Work with multiple departments for the processing and publishing of legal notices. Conduct all municipal and special elections in accordance with state law and publish information guides on election processes. Responsible for document imaging and administering a retention schedule for all city documents. Serve as the liaison between the public and the Mayor and City Council. Serve as the City's compliance officer for federal, state, and local statutes including the Political Reform Act, the Brown Act, and the Public Records Act. Responsible for citywide re-districting process for elections and compliance with Fair Maps Act. Produce local public service announcements for board and commission recruitment with local

public access station KOCT-TV. Train and assist City staff on Brown Act requirements, parliamentary procedures, and processing public records requests.

College Radio Foundation, Hewitt, NJ

08/2018 – 08/2023

Vice-President

Served as vice-president of a national non-profit promoting college radio and responsible for organizing World College Radio Day. Lobbied and promoted the importance of college radio to local, state, and federal agencies, representatives, and stakeholders. Worked with the Federal Communications Commission on advancing college radio causes and testified on behalf of college radio stations in Washington, D.C. Actively communicated and networked with college radio stations to generate feedback on current issues. Helped colleges with establishing radio stations on campus. Worked with international counterparts in organizing World College Radio Day including generating content for a global simulcast including arranging interviews. Previous World College Radio Day guests included “Weird Al” Yankovic, Coldplay, Joan Jett, Brett Michaels, Dr. Demento, Ed Asner, Steven Van Zandt, and Mike Myers.

Palomar College, San Marcos, CA

Manager, Radio Station

04/2007 – present

Interim Manager, Radio Station

08/2006 – 04/2007

Responsible for daily operations and budgeting of a federally licensed radio broadcast facility and student lab. Train on-air staff and students on Federal Communications Commission (FCC) rules and regulations, equipment operation, and software applications. Work with student staff on programming, music, promotion, social media, and production aspects of the station. Ensure compliance with FCC guidelines including on-air content, frequency strength, Emergency Alert System (EAS) operations, and transmitter tower maintenance. Developed marketing and promotional materials for the station. Provide technical support for equipment and software. Supervised facility upgrades of radio station with the addition of performance space for live bands and music. Developed training and operation manuals for students. Guide and mentor students in developing on-air skills and production techniques. Conduct audience research for the creation of marketing strategies. Researched new software and equipment to keep the station current with industry trends. Participate in budget development and administration including analyzing need for additional funding and monitoring expenditures. Examined and evaluated data for program review and planning including monitoring student enrollment, goal milestones, and requesting resources. Guided the station to win Best Community College Radio Station in the Nation in 2015, 2017, 2019, and 2020. Oversaw station’s successful FCC license renewals in 2012 and 2021. Member of Professional Growth Program Committee, 2024 Educational Master Plan Committee, Enrollment Strategies Task Force, and past member of Instructional Planning Council and Human Resources Planning Council. Winner of the 2016 National Outstanding Faculty Adviser Award for Radio.

Peralta Community College District, Peralta, CA

Social Media Marketing Consultant and Trainer

07/2018 – 03/2019

Responsible for all social media marketing for the Peralta Community College District’s four colleges: Berkeley City College, Laney College, Merritt College, and College of Alameda. Created and implemented strategic social media marketing plan utilizing social media platforms (Facebook, Instagram, Twitter, TikTok, and Snapchat) and created buy-in from various

stakeholders across all colleges in the District. Worked with executive administration in the development of strategic social media marketing plan and generated feedback from college faculty. Created training manual and videos to help key personnel in the maintenance of social media accounts and provided technical support. Provided expertise regarding copyright and free-speech issues regarding social media. Identified low-enrolled classes to promote through enrollment analysis leading to an increase in enrollment. Created commercial copy and marketing collateral to help in the development of social media content. Trained staff on how to utilize various social media platforms.

TEACHING AND RELATED EXPERIENCE

Franklin University, Columbus, OH
Adjunct Faculty/Doctoral Faculty Advisor
Political Science and Public Administration

03/2022 – present

Teaching in the online Master of Public Administration and Bachelor of Public Administration programs. Courses taught include political science, U.S. government, public administration, non-profit management, and public finance and budgeting. Serve as capstone advisor for Master of Public Administration students. Serve on dissertation committees for doctoral students. Courses taught via Canvas with Zoom and Microsoft Teams utilized for virtual office hours, student presentations, and synchronous lectures.

Palomar College, San Marcos, CA
Adjunct Faculty, Media Studies Department

08/2018 – present

08/2005 – 05/2006

Teaching online, hybrid, and in-person courses in media studies, mass communication, radio production, and radio station operations and management. Developed online curriculum and converted in-person courses into online courses during COVID pandemic. Serve on instructional advisory committee for Media Studies Department, participate in curriculum development and review, oversee student academic work for broadcast, and participate in instructional planning. Member of college's accreditation review team. Boosted enrollment in classes through marketing and outreach. Nominated for Palomar College Distinguished Faculty Award and winner of a national faculty award in broadcast education. Courses taught via Canvas and previously on Blackboard. Zoom, Skype, and Microsoft Teams are used for virtual office hours.

University of the People, Pasadena, CA
Adjunct Faculty/Thesis Advisor
College of Education

09/2021 – 03/2024

Taught graduate-level courses in the Master of Education program. Courses taught include learning theory, global education, removing barriers to education, research methodologies, and curriculum design. Served as faculty thesis advisor for students in capstone courses and supervised research. Courses taught via Moodle with Microsoft Teams utilized for virtual office hours.

CERTIFICATIONS

Certified Municipal Clerk, International Institute of Municipal Clerks
Notary Public, State of California Commission #2416918
Registered Technician, Federal Communications Commission
Social and Behavioral Research Certification, CITI Program

AWARDS AND RECOGNITIONS

2023 – Nominee, Distinguished Faculty Award, Palomar College
2019 – Nominee, Distinguished Faculty Award, Palomar College
2019 – Finalist, Best Elected Official, *San Diego CityBeat*
2018 – Nominee, Best Training Method, Intercollegiate Broadcasting System
2018 – Outstanding Service Award, World College Radio Day
2016 – **Winner**, Jeff Tellis Award for Outstanding Faculty Advisor (Radio), Intercollegiate Broadcasting System
2016 – Nominee, Employee of the Year, Palomar College
2015 – Nominee, Jeff Tellis Award for Outstanding Advisor (Radio), Intercollegiate Broadcasting System
2014 – Nominee, Employee of the Year, Palomar College
2013 – Nominee, Employee of the Year, Palomar College

PROFESSIONAL ORGANIZATIONS

Los Angeles Breakfast Club
San Diego County Bar Association
National Notary Association
Association of Records Managers and Administrators (ARMA) International
International Institute of Municipal Clerks
California Municipal Clerks Association
American Cinematheque
Intercollegiate Broadcasting System
Broadcast Education Association

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Date Initial Filing Received
Filing Official Use Only

Please type or print in ink.

NAME OF FILER (LAST) NAVARRO (FIRST) ZEBEDEE (MIDDLE) ROCKY

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

COUNTY OF SAN DIEGO

Division, Board, Department, District, if applicable

TREASURER-TAX COLLECTOR

Your Position

► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)

Agency: _____ Position: _____

2. Jurisdiction of Office (Check at least one box)

☐ State

☐ Judge, Retired Judge, Pro Tem Judge, or Court Commissioner
(Statewide Jurisdiction)

☐ Multi-County _____

☒ County of SAN DIEGO

☐ City of _____

☐ Other _____

3. Type of Statement (Check at least one box)

☐ Annual: The period covered is January 1, 2024, through
December 31, 2024.

☐ Leaving Office: Date Left _____
(Check one circle below.)

-or-

The period covered is _____, through
December 31, 2024.

☐ The period covered is January 1, 2024, through the date of
leaving office.

-or-

☐ Assuming Office: Date assumed _____

☐ The period covered is _____, through
the date of leaving office.

☒ Candidate: Date of Election 9/30/25 and office sought, if different than Part 1: TREASURER/TAX-COLLECTOR

4. Schedule Summary (required)

► Total number of pages including this cover page: 2

Schedules attached

☐ Schedule A-1 - Investments - schedule attached

☒ Schedule C - Income, Loans, & Business Positions - schedule attached

☐ Schedule A-2 - Investments - schedule attached

☐ Schedule D - Income - Gifts - schedule attached

☐ Schedule B - Real Property - schedule attached

☐ Schedule E - Income - Gifts - Travel Payments - schedule attached

-or- ☐ None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS _____ STREET _____ CITY _____ STATE _____ ZIP CODE _____
(Business or Agency Address Recommended - Public Document)

DAYTIME TELEPHONE NUMBER _____ EMAIL ADDRESS _____

I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date Signed 9/18/25
(month, day, year)

Signature _____

SCHEDULE C
Income, Loans, & Business
Positions
(Other than Gifts and Travel Payments)

CALIFORNIA FORM 700
FAIR POLITICAL PRACTICES COMMISSION

Name

ZEBEDEE NAVARRO

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME

PALOMAR COLLEGE

ADDRESS (Business Address Acceptable)

1140 W. MISSION RD. SAN MARCOS CA 92001

BUSINESS ACTIVITY, IF ANY, OF SOURCE

EDUCATION

YOUR BUSINESS POSITION

MANAGER/ADJUNCT FACULTY

GROSS INCOME RECEIVED

☐ No Income - Business Position Only

☐ \$500 - \$1,000

☐ \$1,001 - \$10,000

☒ \$10,001 - \$100,000

☐ OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

☒ Salary ☐ Spouse's or registered domestic partner's income
(For self-employed use Schedule A-2.)

☐ Partnership (Less than 10% ownership. For 10% or greater use
Schedule A-2.)

☐ Sale of _____
(Real property, car, boat, etc.)

☐ Loan repayment

☐ Commission or ☐ Rental Income, list each source of \$10,000 or more

(Describe)

☐ Other _____
(Describe)

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME

FRANKLIN UNIVERSITY

ADDRESS (Business Address Acceptable)

201 S. GRANT, COLUMBUS, OH 43215

BUSINESS ACTIVITY, IF ANY, OF SOURCE

EDUCATION

YOUR BUSINESS POSITION

ADJUNCT FACULTY

GROSS INCOME RECEIVED

☐ No Income - Business Position Only

☐ \$500 - \$1,000

☒ \$1,001 - \$10,000

☐ \$10,001 - \$100,000

☐ OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

☒ Salary ☐ Spouse's or registered domestic partner's income
(For self-employed use Schedule A-2.)

☐ Partnership (Less than 10% ownership. For 10% or greater use
Schedule A-2.)

☐ Sale of _____
(Real property, car, boat, etc.)

☐ Loan repayment

☐ Commission or ☐ Rental Income, list each source of \$10,000 or more

(Describe)

☐ Other _____
(Describe)

▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD

* You are not required to report loans from a commercial lending institution, or any indebtedness created as part of a retail installment or credit card transaction, made in the lender's regular course of business on terms available to members of the public without regard to your official status. Personal loans and loans received not in a lender's regular course of business must be disclosed as follows:

NAME OF LENDER*

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF LENDER

HIGHEST BALANCE DURING REPORTING PERIOD

☐ \$500 - \$1,000

☐ \$1,001 - \$10,000

☐ \$10,001 - \$100,000

☐ OVER \$100,000

INTEREST RATE

_____% ☐ None

TERM (Months/Years)

SECURITY FOR LOAN

☐ None

☐ Personal residence

☐ Real Property _____
Street address

City

☐ Guarantor _____

☐ Other _____
(Describe)

Comments: _____