



# OAKLAND POLICE COMMISSION PERSONNEL COMMITTEE MEETING AGENDA

September 12, 2019 • 5:00 PM  
City Council Chamber, 3<sup>rd</sup> Floor  
1 Frank H. Ogawa Plaza, Oakland, CA 94612

**I. Call to Order**

**II. Roll Call and Determination of Quorum**

**III. Welcome, Purpose, and Open Forum (2 minutes per speaker)**

The Committee will welcome and call public speakers. The purpose of the Oakland Police Commission Personnel Committee is to review personnel policies and procedures and make recommendations on hiring decisions.

**IV. Meeting Minutes Approval**

The Committee will vote to approve the minutes from May 6, June 26, and July 25, 2019. ([Attachment 4](#)).

- a. Discussion
- b. Public Comment
- c. Action, if any

**V. Inspector General Position Update**

The Committee will provide updates on the status of the Inspector General position, and the process for recruiting and hiring someone to fill that position.

- a. Discussion
- b. Public Comment
- c. Action, if any

**VI. Adjournment**



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**Because some persons are sensitive to certain chemicals, persons attending this meeting are requested to refrain from wearing scented products.**



**OAKLAND POLICE COMMISSION  
PERSONNEL COMMITTEE  
MEETING MINUTES - DRAFT**

**May 6, 2019 • 10:00 AM  
Hearing Room 1, 1<sup>st</sup> Floor  
1 Frank H. Ogawa Plaza, Oakland, CA 94612**

**I. Call to Order**

Regina Jackson called the meeting to order at 10:03 am.

**II. Roll Call and Determination of Quorum**

Commissioners Present: Tara Anderson, Ginale Harris, and Regina Jackson. Quorum was met.

**III. Welcome, Purpose, and Open Forum (2 minutes per speaker)**

The Committee will welcome and call public speakers. The purpose of the Oakland Police Commission Personnel Committee is to review personnel policies and procedures and make recommendations on hiring decisions.

Comments were provided by the following public speakers:  
Rashidah Grinage

**IV. Review of Regular Meeting Schedule**

The Committee will review the regular meeting schedule and may adjust the schedule. Adjustments may include adding an additional meeting each month.

Comments were provided by the following public speakers:  
There were no public speakers

**V. Meeting Minutes Approval**

The Committee will vote to approve the minutes from February 4, 2019 and March 11, 2019.

A motion was made by Ginale Harris, seconded by Regina Jackson, to approve the February 4, 2019 minutes. The motion carried by the following vote:

Aye: Harris, Jackson  
No: 0  
Abstain: Anderson

A motion was made by Regina Jackson, seconded by Ginale Harris, to approve the March 11, 2019 minutes. The motion carried by the following vote:

Aye: Harris, Jackson  
No: 0  
Abstain: Anderson

Comments were provided by the following public speakers:  
There were no public speakers

**VI. Community Police Review Agency (CPRA) Interim Executive Director Position**

The Committee will discuss the vacant CPRA Interim Executive Director position, and a process and timeline for selecting candidates for consideration.

Comments were provided by the following public speakers:

Rashidah Grinage  
Bruce Schmiechen  
Henry Gage, III

**VII. CPRA Executive Director Search**

The Committee will review the next steps and process for hiring a permanent CPRA Executive Director and may vote on establishing a process.

Comments were provided by the following public speakers:

Rashidah Grinage  
Henry Gage, III

**VIII. Inspector General Position Update**

The Committee will discuss the status of the Inspector General position, and the process for recruiting and hiring someone to fill that position.

Comments were provided by the following public speakers:

Rashidah Grinage  
Bruce Schmiechen  
Cathy Leonard

A motion was made by Regina Jackson, seconded by Ginale Harris, that timelines from May 16<sup>th</sup> on are facilitated, acknowledged, respected, and followed through to the conclusion of the Inspector General job posting. The motion carried by the following vote:

Aye: Anderson, Harris, and Jackson

**IX. Pro Bono Legal Services Agreement**

The Committee will discuss and review an agreement from Henry Gage, III for pro bono legal services, and may vote on the agreement to send to the Police Commission.

Comments were provided by the following public speakers:

Rashidah Grinage  
Henry Gage, III

A motion was made by Ginale Harris, seconded by Regina Jackson, to move forward with the pro bono legal services agreement for Commission consideration based on Mr. Gage sending edits on document. The motion carried by the following vote:

Aye: Anderson, Harris, and Jackson

**X. Investigator Staffing**

The Committee will provide an update on filling the vacant Investigator II positions.

Comments were provided by the following public speakers:

Rashidah Grinage

Bruce Schmiechen

Cathy Leonard

Henry Gage, III

A motion was made by Tara Anderson, seconded by Ginale Harris, to support Personnel Committee input on the individuals who will represent the panel that's made on June 17<sup>th</sup>; to vet, as a Commission, the prompt questions and scenarios, that will be presented for consideration for that panel review; that the next phase of hiring be paused until the yet to be hired CPRA Executive Director is in place. The motion was carried by the following votes:

Aye: Anderson, Harris, and Jackson

**XI. Criteria for Performance Review of Oakland Police Department (OPD) Chief**

The Committee will discuss the development of performance criteria. Several oversight agencies were contacted to determine if they had any criteria to share, but none did. The Committee may vote on establishing criteria or next steps.

This agenda item was tabled.

**XII. Agenda Setting and Prioritization of Upcoming Agenda Items**

The Committee will review agenda items for future meetings.

This agenda item was tabled.

**XIII. Adjournment**

The meeting was adjourned at 12:50 pm.



**OAKLAND POLICE COMMISSION  
PERSONNEL COMMITTEE  
SPECIAL MEETING MINUTES - DRAFT  
June 26, 2019 • 5:00 PM  
Hearing Room 2, 1<sup>st</sup> Floor  
1 Frank H. Ogawa Plaza, Oakland, CA 94612**

**I. Call to Order**

Regina Jackson called the meeting to order at 5:10 pm.

**II. Roll Call and Determination of Quorum**

Commissioners Present: Tara Anderson, Ginale Harris, and Regina Jackson. Quorum was met.

**III. Request for Community Input**

The public is invited to submit questions, either in writing or orally, that they would like the Committee to ask of the candidates. The Committee will decide which questions, if any, they will ask.

Comments were provided by the following public speakers:  
Rashidah Grinage

**IV. Interviews for Executive Director of the Community Police Review Agency (CPRA)**

The Committee will conduct the following interviews for the position of Executive Director of CPRA:

5:20 pm – 6:05 pm	Saleemah Jones
6:15 pm – 7:00 pm	Sokhom Mao
7:15 pm – 8:00 pm	John Alden
8:15 pm – 9:00 pm	Branford Brown

Comments were provided by the following public speakers:  
Donald Smith, III

**V. Candidate Selection**

The Committee will vote to select the candidates who will go before the Police Commission on June 27, 2019.

Comments were provided by the following public speakers:  
Donald Smith, III

A motion was made by Regina Jackson, seconded by Ginale Harris, to select Sokhom Mao and John Alden to move forward in the process. The motion carried by the following vote:

Aye: Anderson, Harris, and Jackson

**VI. Open Forum (2 minutes per speaker)**

The Committee will welcome and call public speakers.

Comments were provided by the following public speakers:  
There were no public speakers

**VII. Adjournment**

The meeting was adjourned at 9:32 pm.



# OAKLAND POLICE COMMISSION PERSONNEL COMMITTEE MEETING AGENDA

July 25, 2019 • 5:00 PM  
City Council Chamber, 3<sup>rd</sup> Floor  
1 Frank H. Ogawa Plaza, Oakland, CA 94612

**I. Call to Order**

Ginale Harris called the meeting to order at 5:11 pm

**II. Roll Call and Determination of Quorum**

Commissioners Present: Tara Anderson, Ginale Harris, and Regina Jackson. Quorum was met.

**III. Welcome, Purpose, and Open Forum (2 minutes per speaker)**

The Committee will welcome and call public speakers. The purpose of the Oakland Police Commission Personnel Committee is to review personnel policies and procedures and make recommendations on hiring decisions.

Comments were provided by the following public speakers:

There were no public speakers

**IV. Inspector General Position Update**

Richard Luna will provide updates on the status of the Inspector General position, and the process for recruiting and hiring someone to fill that position.

Comments were provided by the following public speakers:

There were no public speakers

**V. Investigator Staffing**

Richard Luna will provide an update on filling the vacant Investigator II positions.

Comments were provided by the following public speakers:

There were no public speakers

**VI. Criteria for Performance Review of Oakland Police Department (OPD) Chief**

The Committee will discuss the development of performance criteria. Several oversight agencies were contacted to determine if they had any criteria to share, but none did. The Committee may vote on establishing criteria or next steps.

Comments were provided by the following public speakers:

There were no public speakers

A motion was made by Ginale Harris, seconded by Regina Jackson, to table to the item to the next meeting. The motion carried by the following vote:

Aye: Anderson, Harris, and Jackson

**VII. Criteria for Performance Review of Community Police Review Agency (CPRA)  
Executive Director**

The Committee will discuss the development of performance criteria. The Committee may vote on establishing criteria or next steps.

Comments were provided by the following public speakers:  
Rashidah Grinage

A motion was made by Regina Jackson, seconded by Tara Anderson, to table to the item to the next meeting. The motion carried by the following vote:

Aye: Anderson, Harris, and Jackson

**VIII. Agenda Setting and Prioritization of Upcoming Agenda Items**

The Committee will review agenda items for future meetings.

Comments were provided by the following public speakers:  
Henry Gage, III  
Jane Kramer

A motion was made by Regina Jackson, seconded by Tara Anderson, to add expectations for CPRA office to next agenda. The motion carried by the following vote:

Aye: Anderson, Harris, and Jackson

**IX. Adjournment**

The meeting was adjourned at 6:04 pm.