



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**Meeting Minutes**

**Wednesday, January 16, 2019**

**(Special Meeting)**

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room 1  
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

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

The meeting started at 5:34 pm.

Selection Panel members present: Sarah Chavez-Yoell (Chair), John Jones III (Vice Chair), Jean Blacksher, Jim Chanin, Tal Klement, Shikira Porter and Mary Vail.

Absent: Candice Jessie, Arnold Perkins

Staff present: Stephanie Hom

City Attorney Staff: Allison Dibley

**2. Open Forum**

Comments were provided by the following public speakers:  
Rashida Grinage

**ACTION ITEMS**

**3. Approval of Selection Panel Meeting Draft Minutes**

- November 19, 2018 Meeting

Motion to approve the meeting minutes for November 19, 2018 with an amendment to *Item #8 Determine Next Meeting Date(s)* to add the sentence, “Wednesday, January 16, 2019 was identified as a backup meeting date in the event one of the other dates could not be accommodated.” was moved (J. Jones) and seconded (J. Blacksher).

Motion passed with 6 ayes. Abstention: S. Chavez-Yoell. Absent: C. Jessie, A. Perkins.

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**4. Discuss Interview Structure and Questions for Selection Panel Appointment of Alternate Police Commissioner Candidates**

The Selection Panel reviewed the list of 2019 Interview Questions revised at the last meeting on November 19, 2018 and decided on six questions that they would ask of all interviewees.

Comments were provided by the following public speakers:  
Rashida Grinage

Motion by J. Jones and seconded by J. Chanin to use the following six questions during the interview process for the Alternate Police Commissioner vacancy:

1. Are you aware of the time commitment required to effectively serve on the Police Commission, which requires preparation for meetings, participation in regular meetings and potentially on ad hoc or standing committee meetings?  
(Question #5 from the list of 2019 Interview Questions)
2. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. Provide specific examples of how you built consensus using your interpersonal skills.  
(Variation of question #6 from the list of 2019 Interview Questions)
3. Scenario: The Commission is deadlocked on a decision and cannot move forward. How will you unite the conversation so the commission can come to a decision?  
(Question #7 from the list of 2019 Interview Questions)
4. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff, what skills and capacity will you draw on to manage this and stay true to the Commission's mission?  
(Question #11 from the list of 2019 Interview Questions)
5. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?  
(Question #13 from the list of 2019 Interview Questions)
6. What is your knowledge and/or experience with the criminal justice system and how it operates? What is your knowledge and/or experience with laws and policies as it relates to policing?

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Motion passed with 7 ayes. Absent: C. Jessie, A. Perkins.

**5. Selection Panel Interviews and Deliberations for Selection Panel Appointment of Alternate Police Commissioner**

The Selection Panel conducted interviews for the Selection Panel appointment of the Alternate Police Commissioner vacancy. Interviews were conducted with the following finalists from the 2017 process:

Chiquita Tuttle  
Logan McDonnell  
Tara Anderson

[Due to a gap in the interview schedule, the Selection Panel recessed at approximately 6:30 pm and resumed the meeting at approximately 6:50 pm to continue with the interviews.]

Motion by J. Jones and seconded by J. Blacksher for the Selection Panel to decide on an appointment to the Alternate Police Commissioner vacancy (with the term expiring on October 16, 2019) based on the three candidates interviewed this evening.

Motion passed with 7 ayes. Absent: C. Jessie, A. Perkins.

Motion by J. Jones and seconded by T. Klement to have the Selection Panel members rank the candidates interviewed in order of preference, with the option to rank/vote for one, two or three candidates.

Motion passed with 7 ayes. Absent: C. Jessie, A. Perkins.

Results of the ranking/votes indicate that Tara Anderson is the Selection Panel appointment to be submitted to the City Council for acceptance/rejection. The rankings were as follows:

Candidate	Blacksher	Chanin	Klement	Chavez-Yoell	Jones	Porter	Vail
Tuttle	1	2					
McDonnell			2				
Anderson	2	1	1	1	1	1	1

Based on the Selection Panel decision to appoint Ms. Anderson, the Selection Panel meeting for Thursday, January 17 will be canceled.

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Motion by S. Chavez-Yoell and seconded by J. Jones to request that the Mayor's Office submit the Mayor's Alternate Police Commission vacancy appointment simultaneous with the Selection Panel's appointment to the City Council.

Motion passed with 7 ayes. Absent: C. Jessie, A. Perkins.

**Open Forum**

Comments were provided by the following public speakers:  
Lorelei Bosserman

The meeting was adjourned at approximately 7:50 pm.