



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**SUPPLEMENTAL Meeting Agenda**

**Thursday, January 17, 2019**

**(Special Meeting)**

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber  
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**
- 2. Open Forum**

**ACTION ITEMS**

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

The Selection Panel will conduct interviews for the Selection Panel appointment of the Alternate Police Commissioner vacancy. The Selection Panel may deliberate and take possible action regarding the interview and selection process and/or appointment for the Alternate Police Commissioner vacancy.

Note: The interview schedule is included as part of the agenda materials but is subject to change.

Attachments:

- Selection Panel Interviews for Alternate Police Commissioner Vacancy Memorandum Dated January 15, 2019

**4. Selection Panel Consideration of Establishing a Reserve Pool of Candidates**

The Selection Panel will reconsider the idea of establishing a reserve pool of 3 candidates for when the Selection Panel is required to select a replacement Alternate Police Commissioner. This idea was recommended by the Ad Hoc Committee established on May 23, 2018 to review and make recommendations regarding future processes in its report to the full Selection Panel dated October 10, 2018. At the November 19, 2018 meeting, the Selection Panel decided to revisit the idea at the next Selection Panel meeting.

Attachments:

- Process Analysis and Recommendations of Enhanced Operational Protocols for the Oakland Police Commission Selection Panel Memorandum Dated October 10, 2018 [see page 9 - *Establishment of "Reserve Pool" of Police Commissioners*]

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**SUPPLEMENTAL Meeting Agenda (Continued)**

**Thursday, January 17, 2019  
(Special Meeting)**

5:30 PM – 7:30 PM

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Oakland, CA 94612

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5. **Scheduling of Next Selection Panel Meeting(s), if Necessary**  
[There are no agenda materials for this item.]

**Open Forum**

The meeting will adjourn upon the completion of the Selection Panel's business.

A member of the public may speak on any item appearing on the agenda. All speakers will be allotted a maximum of three minutes unless the Chairperson allocates additional time.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [wwoo@oaklandnet.com](mailto:wwoo@oaklandnet.com) or call (510) 238-7798 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a [wwoo@oaklandnet.com](mailto:wwoo@oaklandnet.com) o llame al (510) 238-7798 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 [wwoo@oaklandnet.com](mailto:wwoo@oaklandnet.com) 或 致電 (510) 238-7798 或 (510) 238-2007 TDD/TTY.



# MEMORANDUM

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**TO:** Selection Panel for  
Oakland Police Commission

**FROM:** Stephanie Hom  
Deputy City Administrator

**SUBJECT:** Selection Panel Interviews for  
Alternate Police Commissioner  
Vacancy

**DATE:** January 15, 2019

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The Selection Panel is tasked with appointing a new Alternate Police Commissioner to fill the vacancy created by the appointment of Maureen Benson, who replaced Mike Nisperos, as Police Commissioner effective November 8, 2018.

This appointment of a new Alternate Police Commission (with a term that expires on October 16, 2019) requires the following steps:

1. Selection Panel Determination of new Alternate
2. Complete Background Check
3. Submit Alternate to City Council for Acceptance/Rejection

At the Selection Panel meeting on November 19, 2018, the Selection Panel decided to select the new Alternate by interviewing the top 10 (interested) finalists of the 23 finalists that remain from the 2017 Police Commissioner selection process. Based on a survey of all finalists that received a vote from a Selection Panel member, only 8 finalists expressed interest.

Since the initial posting of the January 17, 2019 meeting agenda, 3 initially interested candidates have withdrawn their interest. In consultation with the Chair of the Selection Panel, staff is in the process of surveying the 8 remaining finalists for their interest and availability to participate in an interview with the Selection Panel on January 17.

To assist the Selection Panel in this interview process, attached are the following:

1. List of 23 remaining finalists from 2017 with demographic information, Selection Panel member votes used to narrow down the list of finalists from 28 to 8, and applicant interest in being considered for the Alternate Police Commissioner vacancy. (Page 2)
2. Tentative interview schedule for January 17. (Pages 3)
3. Interview Notes Form From 2017 Process that Each Selection Panel Member Can Use to Take Notes (Page 4)
4. Applications for each of the 8 remaining finalists that may have an interview with the Selection Panel, in alphabetical order. (Pages 5 – 46)

Respectfully submitted,

/s/  
STEPHANIE HOM

Selection Panel Meeting  
Item #3  
January 17, 2019

City of Oakland - 2017 Finalists for Police Commission													
Objective: Identify Top 10 for Interviews to Fill Alternate Police Commissioner Position (Vacant - November 2018)													
Top 10	App Number	Last Name	First Name	Zip Code	Council District	Race	Gender	Disability	August 14, 2018 (Each had 8 Votes to Narrow List from 28 to 8 Finalists)		December 2018 / January 2019 Staff Survey of Interested Finalists and Scheduled Interviews		
									Total Votes	Voting Members	Interested (Yes / No)	Jan 16, 2019 Interview	Jan 17, 2019 Interview
1	23	Anderson	Tara	94608	1	White	Female	No	6	JC, CJ, TK, MV, SP, AP	Yes	7:10	x
2	107	Cobb	Gay	94607	3	Black/AA	Female	No	4	TK, SP, AP, JJ	Yes	5:50	x
3	121	Cowan	Melvin	94611	4	Black/AA	Male	No	4	SCY, MV, AP, JJ	Yes	6:30	x
4	114	Alheri	Onyinye	94601	5	Decline	Decline to state	Decline to state	3	SP, JJ, SCY	No, moved out of Oakland	x	x
5	128	Lambert	Elan	94608	1	Black/AA	Female	No	3	JC, SCY, MV	No, current City employee	x	x
6	63	Leitner	R. Elaine	94611	4	White	Female	No	2	TK, MV	Not at this time	x	x
7	45	Raffanti	Susan	94606	2	White	Female	No	2	JC, TK	No	x	x
8	56	Takenouchi	Jason	94611	1	Asian	Male	No	2	JB, CJ	Not at this time	x	x
9	144	Brown	Ernest	94612	3	Black/AA	Male	No	1	JB	No	x	x
9	54	Davenport	Leigh	94609	3	Black/AA	Female	No	1	JJ	No	x	x
9	58	Hauck	Brian	94618	1	White	Male	No	1	SCY	No	x	x
9	110	Mao	Sokhom	94606	2	Asian	Male	No	1	CJ	No	x	x
9	7	McDonnell	Logan	94607	3	White, Black/AA	Male	No	1	JB	Yes	6:50	x
9	19	Tuttle	Chiquita	94605	6	Black/AA	Female	No	1	CJ	Yes	6:10	x
9	81	Wertheim	Suzanne	94609	1	White	Female	No	1	SCY	No	x	x
	21	Altobelli	Erika	94602	4	White	Female	No	0		Yes, but unavailable on 1/17		
	30	Gage	Henry	94612	3	Black/AA	Male	No	0		Yes		5:40
	92	Hosman	Elliot	94621	6	White	Transgender	Decline to state	0		Yes		6:20
	142	Iqbal	Sikander	94619	4	Asian	Male	No	0		TBD		
	102	Tagami	Phillip	94610	2	White, Asian	Male	No	0		Yes		6:00
	115	Tucker-Dawson	Vildred	94606	2	Black/AA	Female	Yes	0		TBD		
	123	Wilkins	David	94602	4	Black/AA	Male	Yes	0		TBD		
	48	Williams	Walter	94601	4	Black/AA	Male	No	0		Yes, but unavailable on 1/17		
<b>Selection Panel Appointments to Police Commission - 2017</b>													
	67	Dorado	Jose	94619	6	Latino	Male	No	n/a	9 Ayes from previous motion			
	84	Nisperos	Mike	94602	4	Mixed	Male	No	4	JC, TK, MV, JJ			
	15	Harris	Ginale	94605	6	White, Black/AA, Latino	Female	No	7	JB, JC, CJ, TK, MV, SP, AP			
	53	Ahmad	Mubarak	94605	7	Black/AA	Male	No	7	JB, JC, CJ, TK, SP, AP, JJ			
	2	Benson	Maureen	94605	7	White	Female	Decline to state	8	SCY, JB, JC, CJ, TK, SP, AP, JJ			

Police Commission - Selection Panel - Interviews for Alternate Commissioner Replacement

# Thursday, January 17, 2019

Location: City Hall, Council Chamber

<b>Thursday, January 17</b>	
<b>Time Slot</b>	<b>Applicant Name</b>
5:40 PM	Henry Gage (Application Number 30)
6:00	Philip Tagami (102)
6:20	Elloit Hosman (92)
6:40	TBD
7:00	TBD
7:20	TBD



**Selection Panel for the Police Commission  
Interview Notes Form**

**Applicant Name:** \_\_\_\_\_

Criteria	Notes
Knowledge and/or experience in the fields of <u>human resources</u> practices, <u>management</u> , <u>policy development</u> , <u>auditing</u> , <u>law</u> , <u>investigations</u> , <u>law enforcement</u> , <u>youth representation</u> , <u>civil rights</u> and <u>civil liberties</u> , as well as representation from communities experiencing the most frequent contact with the [Oakland Police] Department.	
Contributes to demographic diversity of Police Commission (e.g., race, gender, disability, residency, etc.).	
Ability to make tough decisions, fairly and objectively based on evidence.	
Familiar with challenges of the Oakland Police Department.	
Possesses integrity a. is consistent in actions, values, methods, measures, principles, expectations, and outcomes, b. is honest and truthful through intentionality and thought.	



CITY OF OAKLAND  
OFFICE OF CITY MANAGER

# Police Commission

17 JUN 21 AM 11:23

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Altobelli Erika C. Date: 6/17/2017  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
Oakland CA 94602  
*City State ZIP Code*

Phone: [REDACTED] Email: [REDACTED]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

## References

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Wendy Musell Relationship: Friend/Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Barbara Nanney Relationship: Professional Colleague  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Rima Dasgupta Relationship: Colleague/Supervisor  
E-Mail: [REDACTED] Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa

Black or African American: a person having origins in any of the black racial groups of Africa

Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations

Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands

Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam

American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment

Other: \_\_\_\_\_

I do not wish to Self-Identify

2. What is your gender?

Female \_\_\_\_\_

I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.



*Question 1: Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the commission:*

I have been a resident of Oakland for the past 10 years, and currently am self-employed, operating a private psychotherapy and consultation practice located in Oakland. In 2014, I retired after serving 17 years as an employee of Sonoma County, working most of those years as a Court Investigator for Child Protective Services, as well as preparing evaluations for the Probate, Family and Juvenile Probation Courts. In this capacity, I was trained in investigative and evaluative protocols that allowed me to make unbiased and impartial decisions and recommendations based on review of available information, including first person interviews, law enforcement reports, and other collateral contacts. I was also trained in Child Forensic Interviewing at the advanced level, and used this skill set to interview children and adults with developmental disabilities who were victims of crime. I worked in both Sonoma and Contra Costa Counties as a forensic interview specialist, for total of five years, serving on multi-disciplinary teams which included district attorneys, detectives, child protective services workers and victim advocates. After retiring from county work in 2014, I worked for two years as the Foster Family Agency program supervisor at Youth Homes, Inc. in Contra Costa County. In this position, I was responsible for hiring and supervising 4 employees, completing performance reviews, and managing day to day operations of the program, including monitoring program compliance with State policies and procedures and program budget reconciliation.

In addition to being a licensed clinical social worker, I hold a Master's degree in Sociology, which has allowed me to teach Sociology at a number of Colleges, since 1993, including: Santa Rosa Junior College (where I remain currently employed, part-time), Diablo Valley College, Marin Community College and Yuba College. My courses include instruction on social institutions, including the legal system, as well as examinations of institutional racism and the way it impacts and/or impairs the functioning of social institutions.

I possess other skill sets, developed through work and volunteer positions, which would be valuable to the Commission should I be selected to serve. While living in Davis, California, I served on the Human Rights Commission, interacting with the public, holding public hearings, investigating complaints, and assisting with preparation of the annual report. I also staffed the Child Death Review Committee in Alameda County in 1994 & 1995, collaborating and working in a multi-disciplinary setting, and preparing the annual report for the Board of Supervisors. I have worked in a technical writing capacity (both paid and volunteer), including preparing state mandated evaluations of legislation and recently, preparing a section of the Santa Rosa Junior College accreditation report, addressing student services available to low-income students, veterans and former foster youth. For many years, I volunteered supervising master's levels interns enrolled at UC Berkeley, San Francisco State and Sacramento State. In this capacity, I provided employment and clinical training, as well as conducting written performance reviews and recommendations.

In conclusion, I feel that my work and volunteer experience would make me uniquely qualified to serve on the Police Commission. As a long-time Oakland resident, I am deeply committed to civic responsibility and improving our community. As I am semi-retired, I have time to serve in this capacity.

*Question 2: Please describe your contacts or experiences with the Oakland Police Department:*

As an Oakland resident, living in the Oakmore Neighborhood, I have had very limited contact with OPD, outside of regularly attending neighborhood briefings conducted by our Neighborhood Crime Prevention Council officer, in order to remain informed about local issues and concerns. I have, of course, had officers respond to take reports of property crimes and I have filed reports using the on-line system regarding vehicle break-ins (more than once). In my neighborhood, police presence is limited, which has resulted in our neighborhood hiring, for the past 4 years, private security patrol. I have mixed feelings about this solution, but we have definitively noted a decrease in petty crimes since instituting private patrol.

Only once have I had a negative interaction with OPD. Many years ago, when I was home alone, a male intruder was in my fenced back yard, attempting entry into my home in the early morning hours. When I called dispatch, I was informed that there was no available officer to respond, and that trespassing reports did not mandate a priority response. While the intruder was not successful and ultimately left my property when my dog began barking, I was underwhelmed by the response of OPD to what could have been a serious situation. However, I do understand, in retrospect, how difficult decisions must be made in assigning priority to requests for assistance.

*Question 3: Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:*

- a. as a police officer.*
- b. as a criminal prosecutor or defense attorney.*
- c. with a public agency or non-profit community group serving or advocating for crime victims or persons charged or convicted of crimes.*

b. My brother-in-law in an assistant district attorney in Reno, Nevada.

c. As noted in my answer to Question #1, I have worked extensively with crime victims as forensic interview specialist and as a Court Investigator. Additionally, I worked for 8 months this year at Our Road Prison Project in Oakland (through a staffing agency), as a clinician for recently released men who had been convicted of a life crime. My role was to assist them in successful community reentry and with compliance with the conditions of their parole. In my private counseling practice, I specialize in trauma resolution, so frequently work with victims of crime. I also work with public safety workers who experience secondary or vicarious trauma as a result of their employment.



CITY OF OAKLAND  
OFFICE OF CITY MANAGER

# Police Commission

17 JUN 21 AM 11:24

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	Gage Henry J.	Date:	06/14/2017
	<i>Last First M.I.</i>		
Home Address:	[Redacted]	[Redacted]	
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94612
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[Redacted]	Email:	[Redacted]

## Supplemental Questionnaire

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2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.



Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:  Date: 06/19/17

Completed applications due by June 30, 2017 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission                  c/o City Administrator's Office                  1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor                  Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandnet.com</b> Subject: <b>Police Commission Application</b>

Selection Panel for Police Commission  
c/o City Administrator's Office  
1 Frank H. Ogawa Plaza, 3rd Floor  
Oakland, CA 94612

Dear Selection Panel:

Please accept the following as my response to the supplemental questionnaire associated with my application for a position as a Commissioner.

Oakland's new Police Commission must fulfill a vital informative role in addition to the commission's legislatively-mandated oversight of the police department. In order to satisfy these dual and often conflicting objectives, commissioners must be able to navigate the complex regulatory environment that surrounds public safety administration, and translate their findings into reporting that is understandable to the general public. This position demands commissioners who possess both a judicious temperament and the ability to articulately express their opinions. These are both traits that I have a demonstrable history of expressing.

My work as an administrative law attorney requires me to review and analyze complex statutory schemes and report my findings to my clients using approachable and engaging language. My practice specializes in representing the interests of municipalities, counties, and public agencies, all of whom require that my written reporting provide concise, accurate, and easily-understood advice. My legal training has provided me with the tools necessary to perform detailed analysis of complicated fact patterns, and taught me the necessity of following evidence over emotion when I am called upon to provide advice or render an opinion.

My past contacts with the Oakland Police Department have shown me how multifaceted the department can be. I've watched a Police Lieutenant respectfully stop to ask a man panhandling in front of a coffee shop if he would be willing to assist in her arson investigation, and I've watched with concern as officers with pole-mounted video cameras aggressively debated with protestors who felt their presence was designed to profile and marginalize the citizens who appeared at the protest. My legal training has taught me how to impartially analyze behavior and evidence, and I want to use my training to work on behalf of the citizens of this city. Oakland deserves a Police Commission that can provide the oversight, policy recommendations, and reporting that voters demanded by passing Measure LL. I have the skills and the desire to help the commission rise to this challenge.

Thank you for considering my application for this challenging and vital position.

  
Henry J. Gage III, Esq.



### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Marcy Darnovsky

Relationship: Former Supervisor

E-Mail

Phone:

Full Name: Azadeh Zohrabi

Relationship: Former Supervisor

E-Mail

Phone:

Full Name: Ascanio Piomelli

Relationship: Former Professor, Supervisor

E-Mail

Phone:

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American: a person having origins in any of the black racial groups of Africa
- Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender? Pronoun: "They/Them" (e.g. "They are applying for the Police Commission.")

Transgender Queer Person, Assigned Female at Birth

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: Elliot Hosman Date: June 30, 2017

Completed applications due by June 30, 2017 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandnet.com">CityAdministratorsOffice@oaklandnet.com</a> Subject: Police Commission Application

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

Born and raised in Los Angeles, I have been a resident of the Bay Area for 9 years. As a writer and researcher, I have worked with public officials, organizations, and community members to document and develop strategies for improving access to systems of justice and improving the life chances of people who are frequently underserved by local city governments, such as people of color, LGBTQ people, people with disabilities, immigrants, and low-income communities. I have actively tracked news on Oakland politics including OPD and the Alameda County Sheriff for the past 4 years as a community member interested in improving the democratic functions of our local government and the flourishing of our city.

From 2015-2016 I served on the Kaiser Permanente Research Bank's Community Advisory Board, where I provided input on the design and launch of a new biomedical research database, patient communications, and guidelines for researchers. I enjoyed contributing to a challenging and rewarding group dialogue, raising difficult questions and engaging constructively with Kaiser staff and other members of the board as we worked to ensure the needs of differently situated vulnerable communities would be met by Kaiser's new project.

From 2014-2015, I worked for two different legal publications as a senior staff editor performing substantive edits with people who had a wide variety of political orientations and professional values. While I sometimes disagreed with some of the arguments and conclusions of colleagues and other authors, we were all able to put our differences aside and work together amicably to ensure that the writing we published was rigorously fact-checked, thoroughly researched, legally sound, and of a high quality that would contribute meaningfully to crucial ongoing debates in our society.

I completed my J.D. in 2015, but I have not attempted any State Bar examinations and therefore am not a licensed attorney. I currently work at an Irish pub in Jack London Square where I regularly come into contact with a range of long-time Oakland residents, including first responders and members of law enforcement.

2. Please describe your contacts or experiences with the Oakland Police Department.

I have had no personal contact with the Oakland Police Department. My experiences with OPD has have been shaped in part by seeing members of the force interacting with friends and neighbors in West Oakland (2015-16) and East Oakland (2016-present). In 2015, for instance, my partner at the time (a queer-identified person of color) was parking outside of our home in West Oakland when three OPD vehicles quickly moved to

surround her car, after which multiple officers exited their vehicles to issue her a traffic citation. I was confused by the intensity of OPD's response for an expired tag. I have witnessed police officers harass Black neighbors apparently without cause as they walk down the same street they have lived on for decades, and some have shared with me that these sort of interactions are far from unusual. I have seen police officers assist neighbor families in successfully de-escalating domestic disputes when called on for help. And I have seen officers on their beat interact in jovial and familiar ways with local residents.

My experience of OPD is additionally informed by my work in various editorial and professional environments where I regularly track news developments related to Bay Area culture and the U.S. criminal justice system, including local law enforcement agencies. I can appreciate the conflicts of interest inherent to internal review processes within agencies and corporations, and am an advocate for independent investigations that give the public and local community members a voice in ensuring officials act in accordance with the law and the constitutional rights of the people they serve.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

a. as a police officer,

No

b. as a criminal prosecutor or defense attorney,

No

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

During the spring 2015 semester of my 3rd year in law school, I was a legal intern at Ella Baker Center, a nonprofit community group based in Oakland which advocates for currently and formerly incarcerated people.



### Application Considerations

Check all that apply:

- I would like to be considered as a Selection Panel appointee?  YES  NO
- I would like to be considered as a Mayoral Appointee?  YES  NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Carole Doherty-Kelly Relationship: Former Co-Worker  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Shaniece Alexander Relationship: Former Employee/Co-worker  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: David Muhammed Relationship: Current Supervisor  
E-Mail: [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)
- White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American: a person having origins in any of the black racial groups of Africa
- Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- Other: \_\_\_\_\_
- I do not wish to Self-Identify
2. What is your gender?
- Male  I do not wish to self-identify
3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

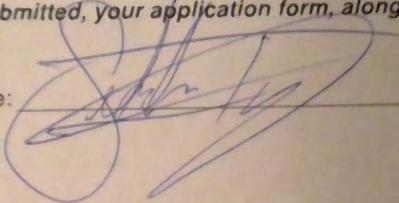
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

6/26/17

Completed applications due by June 30, 2017 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application

**Police Commission Application Questions:**

**1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the commission?**

I have spent the past nine years working in violence prevention non-profit organizations. I have spent a significant amount of my career working with high-need communities while simultaneously working to improve community and police relationships. In many of my roles as a program director or a senior director in these organizations I was responsible for program contract compliance and reporting with funders, ensuring we are operating within local, state, and national guidelines, and utilizing national best practices in our program design. Additionally, I have spent the past two years serving as a board member of a local non-profit (Acta Non-Verba - an urban farming program in East Oakland).

**2. Please describe your contacts or experiences with the Oakland Police Department.**

My experiences with the Oakland Police Department (OPD) have been very mixed. Because of my work I have had the opportunity to have a lot of positive experiences with members of the Oakland Police Department, I have co-hosted community events with OPD, gun buy backs, and community conversations. I have also co-facilitated a program called Code 33 where youth and police officers participate in a facilitated 5 week healing circle. Outside of work, most of my experiences with OPD have not been nearly as positive; these interactions are a mixture of apathetic responses to incidents in the community, laughter/disconnect at murder scenes, and harassment of community members (myself included). I would say I have had strong experiences that reveal the good and the bad within the Oakland Police Department.

**3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:**

- a. As a police officer**
- b. As a criminal prosecutor or defense attorney**
- c. With a public agency or non-profit community group serving or advocating for crime victims or persons charged or convicted of crimes.**

I have a sibling who is a public defender, but not in Alameda county. I, personally, have significant experience as an employee of a non-profit. I worked in a non-profit in Oakland from 2008-2011 and then again from 2012-present, that served or advocated for crime victims and persons charged or convicted of crimes.



CITY OF OAKLAND  
OFFICE OF CITY MANAGER

# Police Commission

17 JUN 30 PM 2: 17

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name:	Tagami	Phillip	H.	Date:	6/3017
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94610	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email	[REDACTED]		

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

**Please see responses attached (3 pages).**

**Application Considerations**

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

**References**

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Fred Blackwell Relationship: Associate  
 E-Mail: [Redacted] Phone: [Redacted]

Full Name: Bishop Bob Jackson Relationship: Associate  
 E-Mail: [Redacted] Phone: [Redacted]

Full Name: Joyce Guy Relationship: Associate  
 E-Mail: [Redacted] Phone: [Redacted]

**Voluntary Self-Identification Questionnaire**

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American: a person having origins in any of the black racial groups of Africa
- Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Male \_\_\_\_\_
- I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.



**1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.**

As a life-long Oakland resident, father, active community member, and President of a small local business in downtown Oakland, I hope to contribute a multifaceted perspective and pragmatic approach to the Oakland Police Commission as it works to ensure police actions reflect community values while balancing safety and service to our city's growing population, diverse neighborhoods, and local businesses. Over the course of my 30-year career in real estate development, I have demonstrated effective interdisciplinary coordination with multiple local and regional agencies, city departments, community groups, local businesses and other stakeholders to deliver projects and meet objectives. I have also served on numerous civic and governmental boards and commissions (listed below). My work and service experience have afforded me a detailed understanding of the process required to blend different objectives, needs, and desires into implementable actions. I hope to utilize this experience and understanding to make a positive contribution to the Oakland Police Commission.

Past Appointments

- Governor's Delegate to the California Democratic Party
- Member, Medical Board of California 2013
- Chairman of the Board, California State Lottery 2012-2013
- Board of Directors, South Bay Expressway SR 125 Private Toll Road 2011-2012
- Commissioner, California Transportation Commission 2008-2009
- Commissioner, California State Park and Recreation Commission 2003-2006
- Mayor's Alternate, Oakland Base Reuse Authority, 2003-2006
- Commissioner, California State World Trade Commission 2002-2003
- Board of Port Commissioners, Port of Oakland, President 2001-2002
- Board of Port Commissioners, Port of Oakland, Commissioner 1999-2003
- Commissioner, Oakland Planning Commission 1996-1997
- Member, FISCO, Navy Restoration Advisory Board 1995-1996
- Commissioner, Oakland Landmarks Preservation Review Board 1994-1996
- Member, Oakland's General Plan Congress 1994-1997
- Member, Mayor's Economic Emergency Task Force 1993-1996
- Member, CBD Mixed Use Committee 1992-1995
- Commissioner, Oakland Environmental Affairs Commission 1992-1994

Past Affiliations

- President, Friends of the Oakland Fox, a non-profit organization
- Board Member, East Bay Zoological Foundation, a non-profit organization
- District Chairman, Boy Scouts of America Peralta District
- Bridge Housing Board of Directors
- Board of Directors, YMCA of Oakland
- Board of Directors, The Crucible
- Advisory Board Member, Friends of the Oakland Parks and Recreation
- Member, Oakland Metropolitan Chamber of Commerce
- Board of Directors, International Diplomacy Council
- Board of Directors, East Bay Conservation Corps
- Board of Directors, Oakland Sharing the Vision
- Member, Oakland Commerce Corporation Business Response Team
- Chairman, Oakland Public Library Foundation Board of Directors
- President, Gold Coast Property Owners Association
- Delegate, 1993 All-American Cities Awards
- Member, Oakland Economic Action Forum

**2. Please describe your contacts or experiences with the Oakland Police Department.**

From 1991 to 1993, as the President of the Gold Coast Property Owners and Managers Association, I held a series of community focus meetings regarding a drug dealing epidemic in the Lake Merritt residential area, referred to as the "Gold Coast", in conjunction with councilmember Aleta Cannon at the time, and then her successor Natalie Bayton. This was done with Police Chief Samuels and his command staff over the course of several months resulting in a dramatic reduction of drug trafficking. Also, as the President of the Port of Oakland Board of Commissioners from 2001 to 2003, I facilitated contract mediation between the Port and the Oakland Police Department, working closely with Chief Richard Word, to address post 911 airport security status changes.

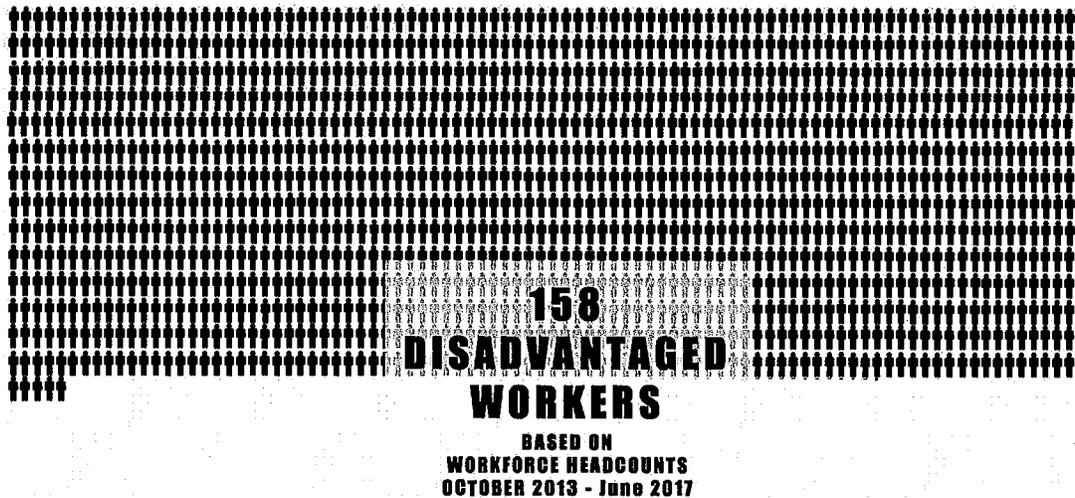
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

a. as a police officer,  
Not applicable.

b. as a criminal prosecutor or defense attorney  
Not applicable

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Over the past 30 years, I have continued to collaborate with local elected officials, non-profit organizations, community groups, and job training centers to support and implement initiatives that assist formerly incarcerated individuals seeking re-entry into the work force. From 2009 through 2012, I worked with city representatives, council members, labor, local businesses, and community groups to craft and execute a set of jobs policies with specific provisions for hiring and retention of formerly incarcerated individuals which also included an agreement by private employers to "ban the box" on applications for operational jobs. I have been managing the implementation of these job policies on a \$500 million multi-phased project for the past 4 years, working closely with employers and non-profit groups to identify and connect formerly incarcerated individuals with job training and job support services. As an extension of these jobs policies and outreach, I worked with the City of Oakland to establish the West Oakland Jobs and Resource Center with the objective of identifying employment opportunities and providing access to job training and life skills for disadvantaged Oakland residents. The project, with assistance from the West Oakland Jobs and Resource Center, has been able to employ 158 disadvantaged workers to date.





CITY OF OAKLAND

# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Tucker-Dawson Vildred C Date: 6/28/17  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*

Oakland California 94606  
*City State ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

**Application Considerations**

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

**References**

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Rashidah Grinace Relationship: Coordinator, Coalition for Police Accountability  
E-Mail: [Redacted] Phone: [Redacted]

Full Name: Jamie Leon Relationship: Labor Union Colleague  
E-Mail: [Redacted] Phone: [Redacted]

Full Name: Danny Hosang Relationship: Organizer/Trainer  
E-Mail: [Redacted] Phone: [Redacted]

**Voluntary Self-Identification Questionnaire**

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American: a person having origins in any of the black racial groups of Africa
- Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Female
- I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

Yes, I have a disability (or previously had a disability)

No, I do not have a disability

I do not wish to answer

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: Ms. Valerie C. Tucker-Dawson Date: 6/28/17

Completed applications due by June 30, 2017 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	<b>Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application</b>

Police Commission Supplemental Questionnaire  
Vildred C. Tucker-Dawson

**1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.**

For over thirty years my life work as a labor leader representing Alameda County's Professional Association of County Employees; Local 21 and my ability to understand policies, procedures, rules and regulations relevant to Contract Negotiations, Meet and Confer sessions, Grievance Procedures and via my ability to successfully assist and represent many employees during Arbitration and Civil Service Hearings contribute to my commitment to operate as an unbiased person if selected as a Commissioner.

Further, as a dedicated member for more than twenty years and currently serving in the position as the Executive Director of People United for A Better Life in Oakland also speaks to the level of commitment to serve the Citizens of Oakland. Additionally, practical experience while dealing with people within an array of ethnic groups of people will also contribute to my ability to serve and communicate on a level conducive to various levels of understanding. The level of professionalism I have demonstrated over the years may also contribute to helping the Commission work from a positive perspective; as well as my ability to carefully listen and to focus on fact based information prior to publishing rash decisions will help to create positive and effective changes within this commission.

Finally, as a dedicated member of People United for A Better Life in Oakland I have had positive experiences while representing and assisting Citizens of Oakland register their formal complaints with the Oakland Police Department Internal Affairs Division and I have had positive experiences representing Citizens to be heard during their Citizens Police Review Board Hearing.

**2. Please describe your contacts or experiences with the Oakland Police Department.**

Since the inception of People United for A Better Life in Oakland's Campaign for Community Safety and Police Accountability I have participated in a variety of meetings with Police Chiefs prior to former Police Chief Samuels to our current Police Chief Anne Kirkpatrick. I have had both excellent experiences as well as negative experiences with several police officers dating back to the discovery of the "Oakland Rider" Scandal. I also participated during meetings with the original "monitors" appointed by Judge Henderson as a result of the settlement agreement negotiated twice a month providing People United For A Better Life in Oakland and updated regarding the progress and/or the lack there of. The experiences although positive in nature were our attempt to glean positive changes in the City of Oakland regarding Police Misconduct issues as well as Community Safety Concerns. Further because of the Police Department's and Chiefs of Police willingness to openly communicate with us; our public were attempting to regain the needed level of trust while having to call upon Officers of the Law.

**3. Please describe, if applicable, if you or an immediate family member had significant volunteer or employment experience:**

- a. As a police officer, N/A

- b. As a criminal prosecutor or defense attorney, N/A
- c. **With a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.**

As a Community Activist and volunteer with People United for A Better Life in Oakland my interactions with the Police Department and Officers has allowed me to advocate, serve as a liaison between Citizens of Oakland who file claims with Oakland Police Department Internal Affairs Division and the current Citizens Police Review Board and represent them during the CPRB Hearing because of their belief that they had experienced inappropriate actions with police officers and are victims of violence because of police misconduct.



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: WILKINS DAVID Date: JUNE 30,2017  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*

OAKLAND CA 94602  
*City State ZIP Code*

Phone: [REDACTED] Email: [REDACTED]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

**Application Considerations**

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

**References**

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: ELSA ORTIZ Relationship: PRESIDENT AC TRAN  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: BELVA DAVIS Relationship: MOTHER-IN-LAW  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: SUE & TOM DAVIES Relationship: NEIGHBOR  
E-Mail: [REDACTED] Phone: [REDACTED]

**Voluntary Self-Identification Questionnaire**

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American: a person having origins in any of the black racial groups of Africa
- Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- MALE
- I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: 

Date: JUNE 30, 2017

Completed applications due by June 30, 2017 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandnet.com</b> Subject: <b>Police Commission Application</b>

**David Wilkins - CANDIDATE - Oakland Police Commission**  
[REDACTED] **Oakland CA 94602**

*1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.*

**EDUCATION:**

UNIVERSITY OF SAN FRANCISCO, Master of Science; Environmental Management.

WEST POINT, U.S. MILITARY ACADEMY, Bachelor of Science; General Engineering.

US ARMY COMMAND and GENERAL STAFF COLLEGE, Executive Staff Operations

I am a West Point graduate with a 35-year career in public service. I retired with the rank of Lt. Colonel having served nearly 25 years in Army active and reserve duty and led soldiers in one 12-month combat tour in Afghanistan. I simultaneously and successfully managed two professional careers as both an Army Reserve Officer and senior level executive in the field of engineering and construction in the federal civil service and the private sector. I am currently Program Director of the \$240 million East Bay Bus Rapid Transit (BRT) project at AC Transit, which is the largest infrastructure project in the agency's history. The BRT will extend from Downtown San Leandro to downtown Oakland and will provide new infrastructure along the 9.5 mile corridor, increase access to jobs and enhance connectivity between communities. I am known for having exceptional people, communication and team-building skills founded on a broad range of experience and education. I am especially skilled in exacting organizational effectiveness and program success with the people who run them, through a mission-focused, positive application of innovative policy and procedure. I have a passionate focus on building teams to solve problems and deliver desired outcomes in a cost effective, productive manner.

I have a deep passion for improving the quality of life for the people and community in which I live. I act on this passion by giving back through volunteering whenever, wherever and however I can. In my previous neighborhood, I served as both as President of the Home Owners Association and President of the HOA Board for over 4 years. From a young age I have been a person who believes that people are better off when they are provided meaningful information about their choices. That is why I routinely volunteer for career days at local high schools and colleges to speak to young adults about their career options. I have also taught Sunday school and provided academic tutoring to high schoolers. I have volunteered as a summer camp counselor for pre-teens with the Kiwanis Club. As a cadet, I volunteered during spring break and summers to serve on the Cadet Public Relations Council and worked as an ambassador to promote higher education opportunities in several inner city neighborhoods throughout the mid-west United States. I always seek opportunities to volunteer during the holidays whether it involves packing and delivering food boxes, soliciting for donations or serving meals to the homeless and less fortunate. I currently

**David Wilkins - CANDIDATE - Oakland Police Commission****██████████ Oakland CA 94602**

do volunteer work in a local adoption support organization. In both my civilian and military careers as well as in my personal life, I have been actively engaged in volunteer service in my community. While in Afghanistan, I led volunteer construction teams into the local communities, using surplus materials to build and remodel schools, drill water wells, repair roads and bridges and channel water to farm fields. I frequently volunteer to support community events supported by AC Transit such as job fairs, food drives, community health fairs and cultural fairs.

I am an active listener, critical thinker, and continuous learner, one who is skilled at simplifying tasks for prompt execution, and an effective communicator both orally and in writing. I have a calm working style and will study the issues, evaluate alternatives, do my research/homework and always be prepared. I am considered a dynamic presenter and persuasive debater who is articulate and effective in front of Boards, Commissions, Special Committees and other Public governance forums. Along with a good sense of humor, these attributes have allowed me to successfully lead and work with people in military and civilian organizations to achieve success in a variety of endeavors.

I believe that all these experiences I have had throughout the course of my adult life and professional career have prepared me to be an ideal candidate for the Oakland Police Commission. Moreover, I have gained experience in union and collective bargaining negotiations, contract management and administration, problem analysis and resolution, negotiated settlements, effective planning, cost avoidance, complex project and capital improvement program management, facility management and life-cycle planning. These skills I have developed should allow me to smoothly collaborate with my fellow commissioners to contribute to policy development and organizational improvements in a large institutional organization like the Oakland Police department. Refining and improving how our police officers protect and serve is one way to enhance the quality of life for all Oakland residents, which is what I am most passionate about.

**PERSONAL:**

Retired Army Corps of Engineers Officer, LTC; Combat veteran – Operation Enduring Freedom- 12 MONTHS AFGHANISTAN.

World Traveler – visited over 70 countries and Territories; married, two daughters – 21 and 10; fourth of six sons to a single mother; amateur chef and craft cocktail mixologist.

**David Wilkins - CANDIDATE - Oakland Police Commission**  
[REDACTED] **Oakland CA 94602**

*2. Please describe your contacts or experiences with the Oakland Police Department.*

My contacts and experience with the Oakland Police Department are as follows:

In my duties as the AC Transit BRT Program Director, we arrange for the Oakland Police Department to provide construction site security for our job sites along the BRT corridor. This involves arranging for teams of police officers to provide roving security, over-watch services each work week at high-risk locations where construction activities are scheduled.

In addition to this interaction, during the past 5 years I have also delivered numerous project updates, reports and presentations at each of the City of Oakland's Neighborhood Crime Prevention Council (NCPC) Meetings for all the jurisdictions along the BRT corridor from East Oakland to Uptown. At these meetings, the community stakeholders addressed policing issues affecting their neighborhoods and from me they also had an opportunity to listen and learn about the BRT project and how it would improve the quality of life in their neighborhoods.

David Wilkins - CANDIDATE - Oakland Police Commission  
[REDACTED] Oakland CA 94602

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

- a. as a police officer,
- b. as a criminal prosecutor or defense attorney,
- c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

I have an immediate family member with employment experience as a police officer.

My brother, COL Stephen Wilkins (USA ret.) was a career Military Police (MP) Officer. During the course of his nearly 30-year military career, he commanded a MP Company in Panama, two Army Criminal Investigation Divisions (CID) at two major military installations and also served as Provost Marshall, the top law enforcement officer, at a major military base. In these roles, he commanded detectives, investigators, crime lab personnel, customs and border security agents and line soldiers performing a variety of law enforcement duties.



CITY OF OAKLAND  
OFFICE OF CITY MANAGER

# Police Commission

17 JUN 27 AM 11:33

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: WILLIAMS WALTER E Date: 6/22/17  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*

OAKLAND CA 94601  
*City State ZIP Code*

Phone [REDACTED] Email [REDACTED]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: ERIC ULLMAN Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: ED BANTLOW Relationship: FORMER CO-WORKER  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: EMILEY SIDEL Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American: a person having origins in any of the black racial groups of Africa
- Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- MALE
- I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

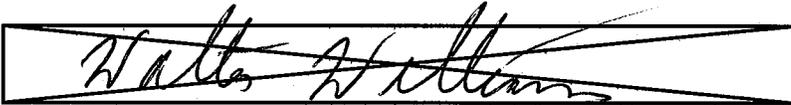
**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:  Date: 6/22/17

Completed applications due by June 30, 2017 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandnet.com</b> Subject: <b>Police Commission Application</b>

## Supplemental Questionnaire Answers

### Answer to question #1

My life work has always been about seeking truth and justice. I was only the second black police officer to be hired in the history of El Segundo PD (El Segundo, CA) in 1988. At the time of my hire El Segundo PD had a reputation for being a racist police department and a segregated and racist community. Although there were apparent signs of racism both in the department and in the community my personal experiences with my fellow officers was mostly one of mutual respect. I was a bit of a contrarian when it came down to sensitive issues around race, sexism, homophobia, culture, etc. My opinions around these issues were often different from my co-workers. The one thing we did at El Segundo PD (often instigated by me) was talk at length about these issues. I honestly believe that these conversations as well as my physical presence in the field (on service calls) made a difference in seeking truth and bringing about justice.

I volunteered in a 2<sup>nd</sup> grade LA unified classroom as a moving meditation instructor in 2002. Working with second graders in this capacity proved to be a humbling and educational experience.

After graduating from massage school in 2000 I volunteered in a nursing home in Los Angeles offering gentle massage to the residents. I initially did it to gain experience but eventually found it to be very rewarding and purposeful.

The level of gratitude I experienced from both the 2<sup>nd</sup> graders and the nursing home residents was palpable to say the least.

### Answer to question #2

I have no personal contacts or experiences with the Oakland Police Department.

Answer to question #3

The City of El Segundo hired me as a Police Officer in 1988. I served 11 years before receiving a medical retirement in 1999 due to back-related issues for which I opted not to have surgery.

Walter Williams

# MEMORANDUM

TO: Oakland Police Commission Selection Panel

FROM: Selection Panel Ad-Hoc Planning Committee

DATE: October 10, 2018

SUBJECT: Process Analysis and Recommendations of Enhanced Operational Protocols for the Oakland Police Commission Selection Panel

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## Statement of Purpose

During the May 23, 2018 meeting of the Oakland Police Commission Selection Panel, three Panel members were selected to serve on the newly formed Oakland Police Commission Selection Panel Ad-Hoc Planning Committee (Ad-Hoc Planning Committee). The primary purpose of the Ad-Hoc Planning Committee is to perform a process analysis relative to the Selection Panel's operational protocols pertaining to recruitment and retention of Police Commissioners, and to provide recommendations on these matters, and others, which are germane to the long- and short-term viability of mandates governing the identification, selection, retention and rotation of Oakland Police Commissioners.

Current Ad-Hoc Planning Committee members are: Candice Jessie, Tal Klement and Mary Vail.

## Duration of Appointment Terms

The dates of service for initial Ad-Hoc Planning Committee appointees were identified as May – November 2018. It was likewise noted that replacement Ad-Hoc Planning Committee members would be identified and appointed by the Selection Panel by November 2018; corresponding to service dates of December - June 2019.

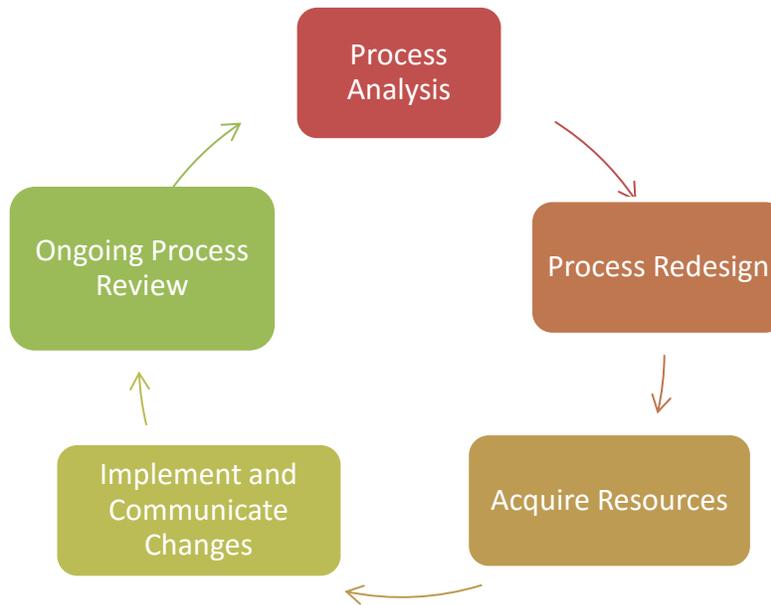
## Meeting Dates

Since May 2018, Ad-Hoc Planning Committee members conferred on the following dates: June 13<sup>th</sup>, June 28<sup>th</sup>, August 8<sup>th</sup>, August 23<sup>rd</sup>, September 6<sup>th</sup>, September 28<sup>th</sup>, October 4<sup>th</sup> and October 10<sup>th</sup>.

## Ad-Hoc Planning Committee's Process Analysis

As stated previously, the Ad-Hoc Planning Committee structured its review of Selection Committee operational protocols by enacting the basic operational concepts of a process analysis:

Item #4  
Selection Panel Meeting  
January 17, 2019



The analysis then focused upon process mapping of two primary categorical distinctions:

- ✚ Police Commissioner Retention Strategies
- ✚ Police Commission Recruitment Strategies

The following serves as a condensed overview of the sub-topics analyzed by the Ad-Hoc Planning Committee in relationship to Police Commissioner retention and recruitment strategies, and, in certain instances, recommendations developed for the same.

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### **Police Commissioner Retention Strategies**

<p><b>Issuance of Written Notice to Current Commissioners and Alternates Regarding Term Limit Expirations</b></p>	<p>The Ad-Hoc Planning Committee determined that Police Commissioners and Alternates will be afforded advanced written notice from the full Selection Panel regarding the expiration of their current term; with said notice(s) occurring no less than six-months prior to term expiration(s). Notifications would be issued by the Selection Panel for Commissioners and Alternates previously appointed by the Selection Panel, as well as Mayoral appointees.</p>
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<p><b>Notices of Intent for Re-Application from Police Commissioners and Alternates</b></p>	<p>Subsequent to the Selection Panel providing Commissioners and Alternates with written notice regarding the expiration of their current term, the subject Police Commissioners and Alternates will be required to provide the Selection Panel with their individual written Notice of Intent within 60-days (two months) of the date of the Selection Panel’s original notice. The Notice of Intent should stipulate either their intent to re-apply for continued service as a Police Commissioner or Alternate, or their decision to forego the next, regularly scheduled application process for the same.<sup>1</sup></p>
<p><b>Proposed Re-Application Protocols for Police Commissioners and Alternates</b></p>	<p>All currently seated Police Commissioners and Alternates who opt to resume their roles as either Commissioners or Alternates will be required to formally re-apply as Police Commissioners upon completion of each person’s designated term.</p> <p>This stipulation is applicable to all individuals appointed by the Selection Panel and the Mayor.</p>
<p><b>Protocols for the Placement of Alternate Commissioners in the Event of the Resignation of Selection Panel-Appointed Police Commissioners</b></p>	<p>Measure LL gives the Selection Panel authority to choose an Alternate to fill a vacancy that occurs for any reason other than expiration of the regular member’s term without implementing a standard application process.</p> <p>However, this provision applies only to Alternates originally appointed by the Selection Panel. Accordingly, both the resigning Commissioner and the replacement Alternate must have originally been Selection Panel appointees in order for the Selection Panel to formally place an Alternate.</p>

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<sup>1</sup> Two Police Commissioners and one Alternate are slated for term expirations in October 2019. Accordingly, by March 1, 2019, the Selection Panel shall issue formal written notice to said persons regarding their upcoming term expiration(s). Then, on or before April 30, 2019, the two Police Commissioners and the one Alternate would be required to provide the Selection Panel with their individual written Notice of Intent to either re-apply as Police Commissioners, or their decision to forego the upcoming re-application process.

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<p><b>Timeframe for Formal Appointment of Replacement Police Commissioners in the Event of the Resignation of Selection Panel-Appointed Police Commissioners</b></p>	<p>The Ad-Hoc Planning Committee recommends that the Selection Panel be required to convene and appoint a replacement Selection Panel-appointed Alternate to the capacity of Police Commissioner within no more than 30-days subsequent to the date of the Selection Panel's receipt of notification of the resignation of the prior Selection Panel-appointed Police Commissioner.</p>
<p><b>Protocols Governing the Mayor's Authority to Seat Alternates to the Police Commission in the Event of the Resignation of Mayoral-Appointed Police Commissioners</b></p>	<p>Measure LL bestows authority upon the Mayor to seat Alternates if both the resigning Commissioner and Alternate were originally appointed by the Mayor.</p> <p>If the Police Commissioner was originally appointed by the Mayor, then the Mayor in turn is granted authority to seat the Mayoral-designated Alternate.</p>
<p><b>Suggested Timeframe for Formal Appointment of Replacement Police Commissioners in the Event of the Resignation of a Mayoral-Appointed Police Commissioner</b></p>	<p>The Ad-Hoc Planning Committee recommends that the full Selection Panel encourage the Mayor to also appoint a Mayoral-appointed Alternate to the capacity of Police Commissioner within no more than 30-days subsequent to the Mayor's and/or Selection Panel's receipt of the notice of resignation of the prior Mayoral-appointed Police Commissioner.</p>
<p><b>Conflict of Interest Protocols for Police Commission Applicants</b></p>	<p>The Ad-Hoc Committee perused and assessed the conflict of interest protocols as depicted within the context of verbiage incorporated into the original application for Police Commissioners (page 1 "Fact Sheet" – referenced under "minimum requirements"), as well as the City of Oakland Public Ethics Commission's Handbook for Board and Commission Members; both of which lent guidance relative to a sampling of possible conflicts of interest and general public ethics protocols.</p> <p>It is recommended that additional guidance and input be secured in this regard on behalf of the</p>

	Selection Panel from both the Public Ethics Commission and the City Attorney's Office.
<b>Issuance of a Monthly Stipend for Police Commissioners and Alternates</b>	The Ad-Hoc Planning Committee recommends that all Police Commissioners and Alternates receive a monthly stipend in the amount of \$500 throughout the course of their appointment term. The primary bases for this recommendation is the sheer degree of time, effort and scope of responsibilities imposed upon Commissioners and Alternates to fulfill their roles as active member of the Oakland Police Commission.
<b>Survey of Police Commissioners and Alternates Regarding Time and Effort Requirements for Service Upon Police Commission</b>	The Ad-Hoc Planning Committee recommends that future Planning Committee members, and/or the full Selection Panel, survey current Police Commissioners and Alternates regarding the weekly/monthly degree of time and effort required in the performance of their roles as Commissioners and Alternates.
<b>Measure LL Ordinance Training for Members of the Oakland Police Commission Selection Panel</b>	The Ad-Hoc Planning Committee recommends the Selection Panel commence the scheduling of bi-annual training for Selection Panel members on the Measure LL Ordinance. It is likewise recommended that said training commence prior to the upcoming recruitment cycle for new Police Commissioners slated for March 2019.

**Police Commissioner Recruitment Strategies**

<b>Timeframe for Recruitment of Future Police Commissioners and Alternates</b>	<p>The Ad-Hoc Planning Committee determined that recruitment efforts for newly nominated Police Commissioners should commence at least six-months prior to the expiration of current Commissioner and Alternate terms.</p> <p>It was also determined that newly nominated Police Commissioners and Alternates should ideally be appointed no less than 30-days prior to the formal commencement of their</p>
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	upcoming term as Commissioners or Alternates.
<b>Proposed 2019 Recruitment Timeline for New Police Commissioners and Alternates</b>	<p>The Ad-Hoc Planning Committee recommends the following timeline for the upcoming 2019 Police Commissioner recruitment cycle:</p> <ul style="list-style-type: none"><li>➤ <b>March 1 – April 30:</b> Formal Application Period</li><li>➤ <b>April 30:</b> Final Application Due Date</li><li>➤ <b>May 1 – June 30:</b> Review of Applications and Interviews</li><li>➤ <b>June 30:</b> Announcement of New Nominees for Police Commissioners and Alternates</li></ul>
<b>Suggested Weighted Assessments of Incumbent Police Commissioner Applications</b>	<p>The Ad-Hoc Planning Committee recommends that the Selection Panel lend a higher degree of prioritization to applications received from incumbent Police Commissioners and Alternates due to the degree of knowledge and expertise acquired during their tenure as either a Police Commissioner or Alternate.</p>
<b>Enhanced Communication Regarding Term Duration Specifications for New Applicants</b>	<p>Due to the sheer degree of time and effort required of Police Commissioners and Alternates while actively serving as part of the Oakland Police Commission, the Ad-Hoc Planning Committee determined that greater levels of communication be lent to new applicant recruitments to ensure that applicants are fully aware of the time commitments required for service.</p> <p>Examples of the scope of service requirements include: number of meetings per month; time of day for meetings; length of meetings, as well as additional time and effort required for research and analysis between Commissioner meetings.</p> <p>It is recommended that reference to these</p>

	<p>provisions be incorporated into the “Fact Sheet” which historically prefaces the Police Commission application.</p>
<p><b>Scope of Outreach/Publicity for Future Police Commissioner Recruitments</b></p>	<p>The Ad-Hoc Planning Committee recommends that the Selection Panel collectively assess and discuss the proposed scope of broad-based outreach and recruitment efforts for future Police Commissioner recruitments.</p> <p>Emphasis should also be placed on identifying and securing financial resources to enhance and supplement recruitment efforts to ensure maximum coverage of Oakland residents.</p> <p>The Selection Panel, in conjunction with staff from the City Administrator’s Office, should determine the degree of financial resources ideally required and the potential source(s) of said funds.</p>
<p><b>Mandatory Use of “Threshold Languages” for Future Recruitments</b></p>	<p>After conferring with staff from the City of Oakland’s Equal Access Office, as well as perusing the terms and provisions of the City’s Equal Access Ordinance No. 12324, C.M.S., dated May 8, 2001, the Ad-Hoc Planning Committee recommends that all future application materials associated with Police Commissioner recruitments, be issued using the following (4) “threshold languages”:</p> <ul style="list-style-type: none"><li>✓ <b>English</b></li><li>✓ <b>Spanish</b></li><li>✓ <b>Chinese</b></li><li>✓ <b>Vietnamese</b></li></ul>
<p><b>Review of Applications for New Police Commissioners</b></p>	<p>The Ad-Hoc Planning Committee reviewed the current application for Police Commissioners. It is recommended that said documentation be further analyzed, discussed – and if necessary – updated/revised by the full Selection Panel prior to the upcoming March 2019 recruitment cycle.</p>

<p><b>Interview Questions and Reference Checks of Prospective Applicants</b></p>	<p>The Ad-Hoc Planning Committee reviewed the previous listing of Police Commissioner panel interview questions. No changes are recommended at this time. The Ad-Hoc Committee does recommend that the Selection Panel review the material – collectively – to determine if any revisions, additions and/or deletions are in order.</p> <p>The Ad-Hoc Planning Committee recommends that future applicants be required to provide three professional and/or personal references as part of the application process. Further, the Ad-Hoc Planning Committee suggests that at no time should a Selection Panel member ask these three references to provide contact information for other professional and/or personal references.</p>
<p><b>Conflict of Interest Protocols for New Police Commissioner Applicants</b></p>	<p>The Ad-Hoc Planning Committee perused and assessed the conflict of interest protocols as depicted within the context of verbiage incorporated into the original application for Police Commissioners (page 1 “Fact Sheet” – referenced under “minimum requirements”), as well as the City of Oakland Public Ethics Commission’s Handbook for Board and Commission Members; both of which lent guidance relative to a sampling of possible conflicts of interest and general public ethics protocols.</p> <p>The Ad-Hoc Planning Committee recommends that further discussion be lent by the full Selection Committee regarding the development of formal conflict of interest protocols. It is also recommended that additional guidance and input be secured in this regard on behalf of the Selection Panel from both the Public Ethics Commission and the City Attorney’s Office.</p>

<p><b>Establishment of “Reserve Pool” of Police Commissioners</b></p>	<p>A potential issue going forward is the situation where multiple members of the Police Commission resign prior to the expiration of their respective terms; coupled with existing Alternates being elevated to Police Commissioners and/or the total number of remaining Commissioners and Alternates being less than seven (7) Commissioners and two (2) Alternates.</p> <p>Given the Commission’s large and challenging workload, having a less than full-strength Police Commission is not an ideal situation for the Commission, the Oakland Police Department, nor the citizenry of Oakland. Neither is it an ideal circumstance for the Selection Panel or the Mayor to recommence recruitment processes due to this dilemma.</p> <p>Neither the originally drafted Measure LL Ordinance, nor subsequent updates to the same, specifically address this potential issue. Accordingly, the Ad-Hoc Planning Committee recommends the establishment of a “Reserve Pool” of Police Commissioners for placement in the event of the resignation of Police Commissioners and/or Alternates in order to ensure that the Police Commission, at all times, operates at full capacity.</p>
<p><b>Issuance of a Monthly Stipend for Police Commissioners and Alternates</b></p>	<p>The Ad-Hoc Planning Committee recommends that the proposed issuance of a monthly stipend be communicated within the context of future recruitment strategies as a means by which to increase the overall applicant pool.</p> <p>During the most recent recruitment phase for new Police Commissioners, it was apparent that residents of multiple Oakland Council Districts submitted no applications to potentially serve as Police Commissioners. One of the reasons attributed to non-participation was a lack of compensation for services; inclusive of token (stipend) compensation.</p>

<p><b>Measure LL Ordinance Training for Members of the Oakland Police Commission Selection Panel</b></p>	<p>The Ad-Hoc Planning Committee recommends the Selection Panel commence the scheduling of bi-annual training for Selection Panel members on the Measure LL Ordinance. It is likewise recommended that said training commence prior to the upcoming recruitment cycle for new Police Commissioners slated for March 2019.</p>
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