



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)**

Meeting Agenda

Monday, April 19, 2021

6:00 PM

Via Teleconference

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), Gay Plair Cobb (At Large), Don Link (District 1), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Rickisha Herron (District 6), and Bill Thomasson (District 7).

Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission Selection Panel, as well as City staff, will participate via phone/video conference, and no physical teleconference locations are required.

PUBLIC PARTICIPATION

The Oakland Police Commission Selection Panel encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/84199395216> at the noticed meeting time.

Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”

- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 841 9939 5216

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

PROVIDE PUBLIC COMMENT: There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Richard Luna at rluna@oaklandca.gov. Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.

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POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)**

Meeting Agenda (Continued)

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• By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”

• By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“*9”) to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail Richard Luna, at rluna@oaklandca.gov.

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Meeting Agenda (Continued)

Monday, April 19, 2021

6:00 PM

Via Teleconference

1. Roll Call and Determination of Quorum

2. Open Forum

Speakers will be called on by the facilitator as speakers “raise their hand” through video conference or by telephone. All speakers will be allotted a maximum of three minutes unless the Chairperson allocates additional time.

ACTION ITEMS

3. Approval of Selection Panel Meeting Minutes:

- [April 5, 2021 Meeting](#)

4. Vacant Alternate Commissioner Seat

The Selection Panel will interview reserve pool candidates, discuss and take possible action in nominating a candidate to serve as an Alternate Police Commissioner.

- [Staff Report: Alternate Police Commissioner Vacancy](#)

5. Police Commissioner Application Outreach

The Selection Panel will discuss and take possible action on outreach efforts for the 2021 Police Commissioner nomination process.

- [Ad Hoc Committee: Outreach Materials](#)

6. Adjournment

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

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6:00 PM

Via Teleconference

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email rluna@oaklandca.gov or call (510) 238-4756 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 rluna@oaklandca.gov o llame al (510) 238-4756 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 rluna@oaklandca.gov 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)**

Meeting Minutes

Monday, April 5, 2021
Via Teleconference

Selection Panel Members: Gay Plair Cobb (At Large), Don Link (District 1), James Chanin (District 2), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), *Vacant* (District 6), Bill Thomasson (District 7), and Brendalynn Goodall (Mayor).

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 6:13 pm.

Members present: Lorelei Bosserman, James Chanin, Gay Plair Cobb, Brendalynn Goodall, Don Link, Bill Thomasson and Mary Vail (arrived at 6:20 pm).

Members absent: None

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

2. Open Forum

Public comments were provided by the following speakers:

Assata Olugbala
Gene Hazzard

There were no written comments submitted prior to the meeting.

ACTION ITEMS

3. Approval of Selection Panel Meeting Minutes

A motion was made by Don Link, seconded by Gay Plair Cobb, to approve the meeting minutes of March 4, 2021. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

There were no public comments on this item.

4. Discussion on Vacant Alternate Commissioner Seat

City staff member Richard J. Luna provided a report regarding the current Alternate Commissioner vacancy on the Police Commission and informed the Selection Panel they could make a nomination to immediately fill the vacancy by selecting a candidate in the

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reserve pool, subject to City Council confirmation. Staff stated that reserve pool applicants Jesse Hsieh, Omar Farmer and Theodore Johnson all expressed interest in serving as an Alternate Commissioner, applicant Art Blacksher declined an invitation for consideration, and that applicants Brian Hauck and Darnell Hammock had not responded to inquiries from staff.

Chairperson Jim Chanin recommended the Selection Panel expedite interviews with the three reserve pool candidates that expressed interest in serving as an Alternate Commissioner, that after the interviews the Selection Panel would either vote to select one of the applicants to nominate as an Alternate Commissioner or vote to state that the Selection Panel would not nominate one of the reserve pool applicants, and that if no candidate was selected, that the Selection Panel would hold a prolonged review process for filling the Alternate Commissioner vacancy.

Selection Panel Members discussed the recommendations made by Chairperson Chanin and the need to conduct an additional interview with reserve pool applicants, prior to making its nomination.

A motion was made by Don Link, seconded by Bill Thomasson, to consider reserve pool candidates that have expressed interest in serving as an Alternate Commissioner, to schedule interviews with those applicants on an expedited basis, that after the interviews the Selection Panel should be prepared to vote in either choosing one applicant to nominate or decide to not make a nomination, and that if the Selection Panel does not make a nomination, the Alternate Commissioner vacancy will be considered later in the year when the Selection Panel makes its nomination for 2021 open Police Commissioner seat. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

The Selection Panel then discussed the type and number of questions that will be asked during the interviews with the reserve pool applicants. Member Bill Thomasson recommended that each member have their own question to ask during the interviews. Member Lorelei Bosserman stated questions she was considering to ask during the interviews, which related to the Chief of Police, Inspector General, Reimagining Public Safety Taskforce, and contributions applicants would make to the Police Commission. Chairperson Jim Chanin also stated that the interviews should be scheduled for 30 minutes each, with a 10 minute grace period should the Selection Panel need additional time with the applicants.

A second motion was made by Gay Plair Cobb, seconded by Brendalynn Goodall, that each Selection Panel Member can ask their own question during the interviews, that the questions stated by Member Lorelei Bosserman can also be asked, and that the interviews be scheduled for 30 minutes each with a 10 minute grace period. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

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Selection Panel Members were polled on their availability and it was announced by Chairperson Jim Chanin that a Special Meeting will be scheduled for 6:00 pm on Monday, April 19, 2021, to conduct the interviews.

Public comments were provided by the following speakers:

Assata Olugbala
Rashidah Grinage
Reisa Jaffe
Gene Hazzard

5. Public Safety Task Force Recommendations

The Selection Panel discussed and asked clarifying questions to the Ad Hoc Committee report that reviewed and analyzed the Reimagining Public Safety Taskforce Recommendations. Members also stated the discussion should be held after the Selection Panel discusses the Police Commissioner application and outreach strategy.

A motion was made by Lorelei Bosserman, seconded by Don Link, to table the Public Safety Taskforce Recommendations agenda item and revisit it later. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Public comments were provided by the following speakers:

Assata Olugbala

6. Police Commissioner Application

Member Lorelei Bosserman presented the Ad Hoc Committee recommended changes to the Police Commissioner application. The Selection Panel examined each recommendation and gave City staff direction to implement the following changes to the application:

- Add a language support phone number.
- Add a description that applicants should expect to spend 15-20 hours a week on Commission business.
- Add a questionnaire question on how long applicants have lived in Oakland.
- Add a supplemental questionnaire question related to prior service on a board.
- Add a questionnaire question on number of Commission meetings applicants have attended.
- Add contact information for someone seeking assistance with the application.
- Add a questionnaire question on how the applicant learned of the opportunity to apply.

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- Add a clarifying statement to note the supplemental questionnaire section is required.
- Add the deadline date to the application.

The Selection Panel also discussed whether incumbent Commissioners should use the same application, or different application, from all applicants. The Selection Panel also discussed incumbent Commissioners using the same application as all applicants but to provide a separate supplemental questionnaire for incumbents. Member Lorelei Bosserman stated she had ideas for supplemental questions specifically for incumbent Commissioners and would provide recommendations for the next Selection Panel meeting agenda.

City staff asked if the full Selection Panel would like to see the updated application prior to sharing publicly. Chairperson Jim Chanin announced the creation of an Ad Hoc Committee comprised of himself and Members Lorelei Bosserman and Gay Plair Cobb. The committee was tasked to work with staff in reviewing and finalizing the edits made to the application, ensuring the Selection Panel's edits and updates were implemented, prior to sharing publicly.

Action on this item was taken at a later time in the meeting.

Public comments were provided by the following speakers:
Rashidah Grinage
Reisa Jaffe

11. Terms of Selection Panel Members and Selection Panel Vacancies

This item was taken out of order.

Chairperson Jim Chanin addressed the current vacancies on the Selection Panel from City Council Districts 3 and 6. Chairperson Chanin recommended the Selection Panel write a letter to both appointing authorities stating the Council Members need to make an appointment for Selection Panel representatives by April 19, 2021.

Deputy City Attorney Allison Dibley and City staff member Richard J. Luna responded to questions from Selection Panel Members about the process and procedure for how the Selection Panel can make its own appointments for seats not filled within 120 days by the appointing authority, provided clarification that former Selection Panel Member Braunz Courtney, the District 3 representative, submitted his resignation on March 26, 2021, and that written legal analysis may be needed due to the timing of the vacancies and implementation of the new provisions in the City Charter.

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Member Gay Plair Cobb volunteered to contact Council Members in Districts 3 and 6, requesting that they make appointments to the Selection Panel.

District 3 City Council Member Carrol Fife addressed the Selection Panel during the meeting. Council Member Fife stated her office was in communication with interested candidates and was working to make an appointment to the Selection Panel.

Chairperson Jim Chanin also inquired about the terms for Selection Panel Members and if Members could serve beyond the five-year time frame listed in the City Charter. Deputy Attorney Dibley stated legal analysis would be needed and could provide the information in the coming months.

There was no action taken on this item.

Public comments were provided by the following speakers:

Assata Olugbala
Alessandra Mohar
Reisa Jaffe

10. Annual Meeting

This item was taken out of order.

City staff stated a motion was required to set the Selection Panel's annual meeting date, as staff had scheduling conflicts and could not accommodate the third Wednesday of May which was the prior annual meeting date set by the Selection Panel. Selection Panel Members stated their availability for the first week of May.

A motion was made by Bill Thomasson, seconded by Gay Plair Cobb, to schedule the Annual Meeting for Tuesday, May 4, 2021. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

There were no public comments on this item.

6. Police Commissioner Application

The Selection Panel returned to item number 6, which was previously discussed during the meeting, to discuss the application deadline for Police Commission applications for the 2021 nomination period.

A motion was made by Lorelei Bosserman, seconded by Bill Thomasson, that the application deadline for the Police Commission applications be June 15, 2021. The

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motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

There were no additional public comments on this item.

7. Police Commissioner Application Outreach

The Selection Panel then discussed the proposed outreach materials submitted by Member Lorelei Bosserman. Members examined each proposed document and recommendations, and gave direction to implement the following outreach materials by updating the year and new application deadline:

- Social media posts.
- Short and long newsletter announcements.
- Email messages to the Mayor and City Council Members.
- Message for radio announcements.
- Letter to previous applicants.
- Emails city staff sent to organizations last year.
- Emails city staff sent to applicants last year.
- Press release, with authorization for Chairperson Jim Chanin to provide an updated quote at his discretion.

The Selection Panel requested the following items return for review at their meeting on April 19, 2021:

- Sample email to members.
- Letter for City staff to send organizations.
- Recruitment flyer.

There was no action taken on this item.

Public comments for items 7, 8 and 9 were provided at this time by the following individuals:

Assata Olugbala
Reisa Jaffe

8. 2021 Police Commissioner Application and Selection Process

This item was not discussed. Public comment for items 7, 8 and 9 were called at the same time.

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Public comments for items 7, 8 and 9 were provided by the following individuals:
Assata Olugbala
Reisa Jaffe

9. Time Commitment for Serving on the Police Commission

This item was not discussed. Public comment for items 7, 8 and 9 were called at the same time.

Public comments for items 7, 8 and 9 were provided by the following individuals:
Assata Olugbala
Reisa Jaffe

12. Adjournment

The meeting was adjourned at 10:25 pm.



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Richard J. Luna
Assistant to the City Administrator

SUBJECT: Alternate Police Commissioner
Vacancy

DATE: April 14, 2021

Action Requested:

For the Selection Panel to:

1. Interview Reserve Pool candidates for the vacant Alternate Police Commissioner seat.
2. Discuss candidates prior to making a nomination.
3. Nominate a candidate to serve as an Alternate Police Commissioner.

Executive Summary:

At its meeting on March 11, 2021, the Oakland Police Commission voted to elevate David Jordan to serve as a voting Police Commissioner. The action created a vacancy on the Police Commission for an Alternate member seat. The term for the vacancy expires on October 16, 2022.

The Selection Panel is now tasked with making a nomination to fill the seat for Alternate Police Commissioner. At this meeting, the Selection Panel will be interviewing three candidates in its reserve pool (Omar Farmer, Jesse Hsieh, and Theodore Johnson) and will consider making a nomination to fill the vacancy. Should a nomination not occur, the Selection Panel will consider an Alternate Commissioner nomination later in the year, which the Panel decided at its meeting on April 5, 2021.

Candidates will be interviewed in the following tentative schedule. Interviews will be for 30 minutes each with an allowable 10-minute grace period should the Selection Panel need additional time:

- Interview #1 (6:15 pm) – Theodore Johnson
- Interview #2 (6:45 pm) – Omar Farmer
- Interview #3 (7:15 pm) – Jesse Hsieh

Applications for the three candidates interviewing with the Selection Panel are included in **Attachment A**. Selection Panel Members may ask any questions to the candidates. A sample of interview questions from 2020 is included in **Attachment B** for informational purposes only.

Background:

City Charter Section 604(c)(8) stipulates:

For vacancies occurring for reasons other than the expiration of a regular member's term, the Commission shall select one of the Alternate Commissioners to replace the regular member for that regular member's remaining term of office. If the Alternate

Commissioner chosen to replace the regular member was appointed by the Selection Panel, the Selection Panel shall appoint another Alternate Commissioner. If the alternate chosen to replace the regular member was appointed by the Mayor, the Mayor shall appoint another Alternate Commissioner.

After the Selection Panel makes their nomination the candidate will undergo a background check subject to City Charter Section 604(c)(1). Once the background check is complete, staff will submit a scheduling request for the nomination to be heard by the City Council for immediate appointment. The candidate will fill the remaining term of the vacancy and will be eligible for reappointment, also subject to a nomination by the Selection Panel and confirmation from the City Council.

The terms for the Police Commissioners are included in **Table 1**.

Table 1: Terms for Current Police Commissioners

Commissioner	Appointing Authority	Term End Date
Regina Jackson, <i>Chair</i>	Mayor	Oct. 16, 2021
Jose Dorado, <i>Vice-Chair</i>	Selection Panel	Oct. 16, 2021
Henry Gage III	Selection Panel	Oct. 16, 2022
Brenda Harbin-Forte	Mayor	Oct. 16, 2022
Sergio Garcia	Selection Panel	Oct. 16, 2023
Tyfahra Singleton	Selection Panel	Oct. 16, 2023
David Jordan ¹	Mayor	Oct. 16, 2023
<i>Vacant, Alternate</i>	Selection Panel	Oct. 16, 2022
Marsha Peterson, <i>Alternate</i>	Mayor	Oct. 16, 2023

Reserve Pool

On March 13, 2019, the Selection Panel elected to establish a Reserve Pool of applicants in cases where a vacancy occurs. The Reserve Pool:

- Is comprised of no less than three (3) applicants;
- Expires after two (2) years;
- Includes only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote; and
- Requires applicants in the Reserve Pool to give notice to City staff if applicant no longer has interest in being in the Reserve Pool.

At its meeting of July 14, 2020, the Selection Panel voted that any applicant's placement into the Reserve Pool during the 2020 selection process expire on June 1, 2021. Originally, there were six candidates in the current reserve pool:

- Jess Hsieh
- Brian Hauck
- Omar Farmer
- Art Blacksher

¹ David Jordan was an Alternate member nominated by the Selection Panel. He was promoted by the Police Commission to fill the vacancy of James Jackson, a Mayoral appointee.

- Omar Farmer
- Darnell Hammock

City staff contacted the six reserve pool candidates in March 2021 after learning of the Alternate Commissioner vacancy. Candidates Farmer, Hsieh, and Johnson responded expressing interest in serving as an Alternate Commissioner, Blacksher stated he was serving on another Oakland Commission and did not want to be considered at this time, Hammock stated he moved out of Oakland and therefore was no longer eligible, and there was no response from Hauck.

Interview Questions

The Selection Panel elected to have each Member ask questions as they see fit during the interviews. No questions were submitted in advance for publishing in the Agenda packet. At the request of Chairperson Jim Chanin, staff included the 2020 Final Interview Questions as **Attachment B** for informational purposes and reference only.

For questions regarding this report, contact Richard J. Luna at (510) 238-4756 or rluna@oaklandca.gov.

Attachments (2):

- [Interview Candidate Applications](#)
- [2020 Final Interview Questions](#) (for reference only)



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:	Johnson	Theodore	R.
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	6.11.20		
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.

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: Judge Gordon Baranco Relationship: colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Aubrey LaBrie Relationship: former law partner

E-Mail [redacted] Phone: [redacted]

Full Name: Reverend William Mason, Sacred Heart Church Relationship: Pastor

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

- White
Black or African American
Latino
Native Hawaiian or other Pacific Islander
Asian
American Indian or Alaskan Native
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

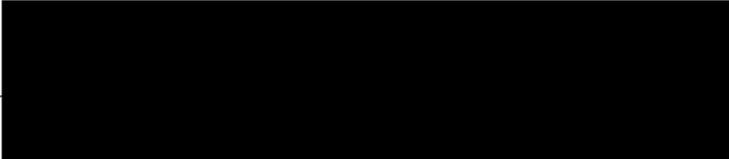
Disclaimer and Signature

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: 6-12-2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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, 3rd Floor Oakland, CA 94612
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

**APPLICATION FOR POSITION ON POLICE COMMISSION
Supplemental Questions**

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

My life's work and community volunteer experiences uniquely qualify me, Theodore Roosevelt Johnson Jr., to be part of the Oakland Police Commission. I have been an attorney and judge pro tem for over 30 years in the County of Alameda. As a member of the State Bar of California for over 35 years, I have expertise in criminal and civil law. I am the founding partner of Summit Law Offices and I have worked as a private practitioner for most of my career, which has given me the privilege and honor to work in almost all areas of the law and amongst many people in various positions in law enforcement, the justice system, and with people working in community organizations, non profits, and with members of the community at-large.

Having a passion for athleticism and basketball in particular, I have served as a Catholic Youth Organization Basketball Coach and Athletic Director for over 25 years, serving particularly at St. Martin de Porres School in West Oakland for many of those years. For about 10 years, I taught law courses in the Business Management Department at Sonoma State College, helping students understand the law and pursue their higher education degrees. In the 1990s, I also served on a Board of Directors for Suicide Prevention. I have an immense passion for the law, for education, serving communities and agencies in Alameda County. I

would be honored to put my education, expertise, knowledge and service to use again for such an important cause as the Oakland Police Commission.

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

When I first started practicing law, I was called by the State Bar of California to attend line-ups to make sure the defendant's rights were not violated. During this time, I interacted with many Oakland police officers. I continue to cross paths and have mutual friends with many of these officers. Some have gone on to become inspectors in the Alameda County's District Attorney's office. Over the years, in a number of trials, police officers have been witnesses or investigating officers in cases that I have tried. I have cross-examined or direct examined these officers during trials. In addition, I have interacted with Oakland police officers in a number of judicial proceedings serving as a Judge pro tem in Juvenile Court and in the Small Claims Courts in Alameda County.

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.

As a criminal defense attorney for over 35 years, my experiences with each and every trial, and working with every defendant and witness, has prepared me to serve on this Police Commission. Over the years, I have built and maintained

many positive relationships with my clients, their families, lawyers, judges, as well as law enforcement. Also, while serving as a pro tem juvenile court judge, I learned great skills in how to examine thoroughly the testimonies of clients and witnesses to determine inconsistencies. I have always been impartial in judging the testimonies of police officers, investigators , and defendants.

My criminal and civil law background, coupled with my experiences working and volunteering with inner city youth and in the juvenile court system, have given me a strong sense of justice. The Police Commission's goal is to ensure that the policies and practices of the Police Department meet national, constitutional, community, and judicial standards. I have a well-rounded sense of the law and practice from many of these perspectives, which makes me an excellent candidate for this Commission.



Police Commission

Application for Position of Commissioner

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Applicant Information

Full Name: FARMER OMAR Date: 23 JUN 2020
Last First M.I.

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

DAKLAND CA 94610
City State ZIP Code

Phone: [REDACTED] Email [REDACTED]

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 - 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'd like to be appointed either by the Mayor in the selection committee.*
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: Cliff Figner Relationship: ONIT member

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Miriam Pesky Relationship: ONIT member

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Shikira Purjes 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
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- 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

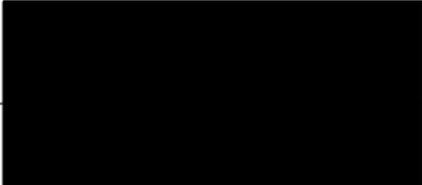
Disclaimer and Signature

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: 29 Nov 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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, 3rd Floor Oakland, CA 94612
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

(1) As someone who's always felt a sense of duty to their community, several of my life experiences have prepared me for this role. One of which occurred when I spent 7 years as a Surface Warfare Officer in the US Navy. During my 2nd tour of duty, I was handpicked by the Commodore of our Battle Group to oversee all Maritime Interception and Boarding Operations for a deployment where we were in harm's way on a regular basis, while working in support of Operations Iraqi and Enduring Freedom. As a result, I became adept at: conducting command and control, working as an incident commander, writing policy for troops in the field, and becoming a subject matter expert at applying the rules of engagement during my watchstanding duties as a Tactical Action Officer (TAO).

TAOs are entrusted with weapons release authority so they're the experts on when and how use of force is applied in a multitude of situations. I'm proud to say that during my time as a TAO that not one person was the victim of deadly force on my watch. A huge accomplishment given the dangerous environment we were operating in. This was accomplished in part by successfully de-escalating several situations, by exhausting all non-lethal options, and by making sure that our troops were sufficiently trained to deal with these situations prior to being put in them. This is why I know we can accomplish the same with OPD. Prior to leaving for my next tour I also served as an Anti-Terrorism Officer and helped strategize and plan our security measures while visiting various ports of call. During one of these visits I was put in charge of the Shore Patrol which served as our Military Police (MP). One evening I was called to a scene where multiple service members were charged with several felonies. Consequently, I was tasked with completing a thorough investigation and helped coordinate their release to our custody by working with the local PD and our Judge Advocate General. Similar to the relationship PD's have with district attorneys.

My last job in the Navy was as an Emergency Management Officer for a base overseas. In that capacity I used my knowledge and experience to help train our base MP's and emergency responders on a myriad of different types of security and emergency scenarios. Lessons learned from one of my exercises were even used to develop a new joint NATO and Host Nation instruction which shows how well received my recommendations were taken by a local agency. At one point I was also directed to conduct an internal investigation of our Military Police due to questionable deaths within their K9 ranks who were vital to the security of our base. This involved taking statements and conducting interviews up and down the MP chain of command. In the end I was able to get to the bottom of what was happening by doing a root cause assessment on my findings and the issue was resolved.

With all of those responsibilities I still found time to volunteer. We were a popular stop for troops returning from deployment, so to congratulate them I helped organize "Welcome Home" events. No matter what time they arrived we were there to greet them with hugs, food and gifts. In the end we ended up welcoming home over 6,000 troops which was a lot of fun.

Even though I wasn't a parent at the time I also implemented a tutoring and mentoring program for the local Dept of Defense high school after several teens were struggling academically and a close friend of mine brought it to my attention. After 1 semester of participating in my program those students had no additional problems. Several of them even made the honor roll and I received a Letter of Appreciation from the school. Hurricane Katrina also had a significant impact on the mental health of many service members during my last tour. To boost morale I created a base-wide basketball tournament between Navy and Air Force personnel. The proceeds of which were donated to the Red Cross Hurricane Katrina fund which helped our service members cope with not being able to be there to assist. Here's also a link to my LinkedIn page where I have a recommendation from Admiral Cullom who was the Commodore during my 2nd tour of duty: <https://www.linkedin.com/in/omar-farmer-6519b01b/>

(2) Having both positive and negative experiences with OPD, I know we have the ability to set the standard nationwide. From being the victim of racial profiling in my own neighborhood and stopped and frisked vs assisting with them with the apprehension of an armed robbery I witnessed. Another time I caught someone breaking into my home and they responded in under 5 min but during another break-in they had a 3 hr response time. I've also made personal mistakes and been guilty of moving violations and once spent a night in jail for reckless driving. Subsequently I participated in a ride-along to see things from their perspective. When my car was stolen a couple of months ago it was luckily found (albeit totalled) but no arrests were made nor did they have any leads. One time I was wrongfully incarcerated by SFPD for several days, but the case was thrown out due to racial profiling since it was proven that there was no way I could have committed it.

Post military I've primarily worked as an entrepreneur, I'm also a single parent, regardless I've always found time to volunteer because I care deeply about our community. When my daughter entered elementary school one of the first things I did was help co-create a PTA where I subsequently served as both Vice-President and President. For our bigger events such as the walk-a-thon I also recruited OPD officers to come and speak to the students so they could build a positive rapport with our community.

In my personal neighborhood I've also been outspoken on topics such as anti-racism and racial profiling on a social media site called Nextdoor.com where I volunteer as a Lead (aka moderator). During one exchange in 2015 I intervened in a conversation that was on a downward spiral and turned it into a constructive discussion. Afterwards I invited my neighbors to meet up in person where we agreed that facilitated discussions about race would be beneficial to the community. So I started organizing those and others wanted to get involved. Together we formed a community organization called Oakland Neighbors Inspiring Trust (aka ONIT). For each workshop I've always invited our Community Resource Officer or police officers that work the beat in my neighborhood so we could hear their feedback as well. Here's a link to one of my anti-racism posts on our Facebook page. There are also some pics from our events:

https://www.facebook.com/permalink.php?story_fbid=2727820350677311&id=725413654251334

My success didn't stop there because Nextdoor heard about the things I was doing and quickly offered me a role as an online Community Mediator. Since then I've been working with them on reducing racial profiling and discrimination issues on their platform which sometimes involves moderating OPD agency posts as well. One time after talking a few Leads out of quitting, they were so impressed by my accomplishment, that I was hired to come to Texas and conduct moderation training for them and another group of Leads who were the source of their frustration. The training was a huge success and the City of Carrollton, Texas provided me with a Letter of Appreciation for my work. Since then those moderators have had no known issues. So I'm very skilled at de-escalating situations and creating amicable agreements where others don't see them. These techniques combined with the ones I learned in the service can be put to good use on the Commission. Particularly in instances where we're at an apparent stalemate. Recently, I've been coordinating mask making efforts in response to the COVID-19 pandemic and my team has made and disseminated over 1,000 masks to those in need including OPD officers. In April I successfully crowdfunded to hire a flyer distribution company who disseminated 5,000 bi-lingual social distancing awareness flyers, throughout Oakland. Here are links to more info about that:

<https://www.gofundme.com/f/covid19-social-distancing-outreach>

https://www.facebook.com/permalink.php?story_fbid=2684652324994114&id=725413654251334

(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. **N/A**





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:	Hsieh	Jesse	J.
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	06/11/2020		
Home Address:	[Redacted]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94605
	<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.

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: Evan Kuluk

Relationship: Coworker

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Avaninder "Avi" Singh

Relationship: Co-Board Member

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Ali Saidi

Relationship: Union President

E-Mail [REDACTED]

Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- 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: 6/15/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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, 3rd Floor Oakland, CA 94612
E-mail	Address: CityAdministratorsOffice@oaklandca.gov 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.

For the last fourteen years I have worked with people that have had to interact with the police. As a law student and new attorney, I helped clients legally clean up their record to avoid the stigma of contact with law enforcement. As a deputy public defender for the last eight years, almost every client of mine has contacted a police officer. Through my clients, I have gained great insight into how the police interact with the innocent and the guilty alike.

I am also familiar with law enforcement tactics and practices. As a public defender I review police reports, investigations, body camera footage, and department policies daily. I have handled cases from the simple drug possession to homicides; from traffic stops to cases involving months of surveillance. It is my job to be an expert in how the police handled an investigation and then to think critically about that investigation from an outsider's perspective: to determine what went right, what went wrong, and what could have been done better.

In what spare time I have, I sit on boards and committees that require me to work with others and build consensus to achieve common goals. I am the current vice president of the Asian American Criminal Trial Lawyers Association, a nonprofit board of Asian American criminal defense attorneys, judges, and law students. In that capacity I work with other board members to put together trainings and programs for Asian Americans in the legal profession. I am also part of the Public Defender's Office's Racial Justice and Diversity Committee, Training Committee, and Union Executive Board.

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

Outside of work, I have had minimal contact with members of the Oakland Police Department. Once, I was pulled over for speeding on Martin Luther King Jr. Way. By then, I knew how to stay on an officer's good side: two hands on the wheel, make no sudden movements, describe my actions before doing them, and never mention that I am a lawyer. I still ended up with a ticket but one with a lesser violation for my "cooperation."

In the past, I have reviewed a few police reports and body camera footage from the Oakland Police Department.

Clients who have talked to me about their experiences with the Oakland Police Department have generally conveyed lukewarm to negative experiences with OPD.

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

a. as a police officer: None.

b. as a criminal prosecutor or defense attorney: I am the only attorney in my family.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes: I previously worked at A New Way of Life Reentry Project and the East Bay Community Law Center, two non-profit organizations assisting people who had been convicted of crimes clean up their records and mitigate the collateral consequences of their convictions.

Jesse J. Hsieh

Oakland, CA 94605

BAR ADMISSIONS California, SBN 260348

EXPERIENCE

Office of the Public Defender, Contra Costa County Martinez, California
Deputy Public Defender, Alternate Defender Office 9/17-Present
Deputy Public Defender II-III, Felony Unit 3/14-9/17
Deputy Public Defender II, Juvenile Unit 4/13-3/14
Deputy Public Defender Special Assignment, Misdemeanor Unit 5/12-4/13

Training Committee

Racial Justice and Diversity Committee

Law Clerk Recruitment Committee

Union Executive Board

- Represent indigent clients against pending criminal charges
- Interview and advise individuals as to their constitutional rights and other pertinent information relevant to existing or prospective criminal charges
- Initiate and direct investigation essential to the development of a defense
- Conducts legal research and writing for motions and the development of a defense
- Confers with prosecutors and judges to negotiate dispositions for clients
- Conduct jury trials and juvenile delinquency contests.

East Bay Community Law Center Berkeley, California
Supervising Attorney, Clean Slate Practice 6/09-5/12

- Represented indigent clients pursuing criminal records remedies after contact with the criminal justice system
- Supervised weekly court-based clinic, conducted client intake, prepared clients to file pro se, drafted declarations and briefs, negotiated with district attorneys, appeared at hearings in California Superior Court
- Supervised clinical law students, providing formal and informal feedback and training on all aspects of advocacy and ethics
- Represented indigent clients pursuing administrative and legal relief challenging the collateral consequences of their convictions
- Developed and coordinated a litigation strategy for advocates around the state to help clients seeking remedies under FCRA and ICRAA

A New Way of Life Watts, California
Staff Attorney 1/09-5/09

- Supervised volunteer legal advocates at free monthly clinics
- Drafted and prepared petitions for expungements
- Created training manuals for attorneys
- Represented clients in California Superior Court hearings

Neighborhood Legal Services of Los Angeles Pacoima, California
Legal Extern, Workers' Rights Advocacy Group 9/07-5/08

- Staffed regular self-help Workers' Rights Clinic
- Drafted legal memoranda and assisted with litigation tasks.
- Represented a client at a Labor Commissioner hearing with attorney supervision

PROFESSIONAL AFFILIATIONS

Asian American Criminal Trial Lawyers Association

Vice Present 2019-present

Secretary 2018-2019

Contra Costa County Representative 2015-2017

Asian American Bar Association, 2017-present

Contra Costa County Bar Association, member 2019-present

EDUCATION

UCLA School of Law, Los Angeles, California

J.D., May 2008

- Asian Pacific American Law Journal, Business Manager
- Asian Pacific Islander Law Student Association, Secretary

California State University, Los Angeles, Los Angeles California

B.A. Psychology w/ minor in Mathematics June 2005

- Psi Chi, National Honors Society in Psychology, President
- CSULA Cognitive Psychophysiology Lab, Research Assistant
- Phi Kappa Phi National Honors Society, Member
- Golden Key International Honors Society, Member
- Early Entrance Program, Student
- Dean's List 2002-2004
- Teaching Assistant 2003-2004

SKILLS

Fluent in Mandarin Chinese (spoken)

Volunteer Activities

AABA Garrick Lew Scholarship Selection Committee 2019-present

KABANC Pro Bono Legal Clinics 2015

OneBrick SF 2011-2012

Reentry Legal Clinic 2007-2009

Neighborhood Legal Services of Los Angeles, Workers' Rights Clinic 2006-2008

Search for Academic Achievement Testing Administrator 2001-2004

American Cancer Society Relay for Life 2004

Early Entrance Program Provisional Quarter, Mentor 2001, 2002, 2004

Fine Arts Program Facilitator, Edmund D. Edelman Children's Court 2000-2001

Voting Booths, ASI Elections 2001

Foothill Middle School, Music Tutor 9/99 to 6/01

Training

Trial Skills training Benchmark Institution Foundation 7/11-17/2010

Standard Questions

1. Would you tell the Panel about your involvement in Public Safety matters in Oakland, and how that involvement has influenced your desire to serve on the Oakland Police Commission?

Follow-up, time permitting

What do you hope to achieve on the Commission?

2. How can the commission make the best use of the data in VISION?

If they don't know, explain it to them and then get an answer.

3. What change in OPD policy is needed to break up the 'thin blue line' or code of silence?
4. What concrete steps should the Commission take to expand community engagement and input? And, what would you do to educate and engage the community in the work of the Commission? Please be specific.
5. While serving on the Commission you will learn information that may not be familiar to your life experience. Please share a brief experience where you had to see through someone else's life experience and give an example.
6. How would you work to gain consensus in a chaotic situation where the Commission is deeply divided on an issue? Are there any similar examples where you have done this?
7. What is your approach to creating highly effective teamwork with colleagues on the Commission, even when belief systems about the work may vary widely? Please give examples where you have done that.
8. How would you handle specific concerns and complaints about the OPD, which are brought to the Commission? These can include instances of excessive force, failure to act in a situation that requires police intervention, etc.
9. What would you advocate as the best process to use to identify the recommendations for the next Police Chief? Would you give preference to promoting from within OPD or to an outsider?
10. How does institutional racism and historic bias influence the effectiveness of efforts by the Courts, the Commission and OPD leadership to revise and implement policy and operational reforms.

Optional & Follow Up Questions

11. How do you define police brutality, and what are the key factors responsible for it?
12. How would you grade the Oakland Police Commission's accomplishments to date, and what are its major challenges going forward?

13. What is the most important asset that a candidate for Inspector General should possess? -OR- In the coming year, the Commission will likely recruit and hire its first Inspector General. What do you believe are the most important skills, experience and other qualifications that candidates for this position should have?
14. Describe an experience where you had to make a difficult decision that affected someone's life.
15. Has anyone you disagreed with ever changed your mind about something? Please provide an example.
16. If you are appointed, what would you want your legacy to be after completing your term? What significant contribution would you want the Commission to remember you for?
17. It's often been said that police culture has police policy for lunch. What strategies can the Commission use to align the pace of policy change and cultural change at OPD?
18. In Oakland, in the area of crowd/demonstration control the OPD's "cycle" is to violate both the law and its existing policy, the City to be sued, the City to settle the new lawsuits, sometimes with revisions to its prior policy, and OPD commanders and line personnel to again violate the same laws and policy during future demonstrations. What steps can the Commission take to help break this cycle?
19. With guidance from the Commission, the CPRA Executive Director is in the process of developing a uniform process for charge intake, categorization, investigation and timely decision or resolution of complaints of officer misconduct. What do you believe are the most important components of such a case-handling system?
20. How long have you lived in Oakland?
21. Have you read Measure LL, the 21-page document that defines the Police Commission? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Scroll down to "About," near the bottom of the page.)
22. Have you read any of the minutes or agenda packets for any of the Police Commission meetings? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Under "Meetings," click "View All Meetings, Minutes & Agendas.")

MEMO

TO: Selection Panel for the
Oakland Police Commission

FROM: Lorelei Bosserman
Selection Panel Member

SUBJECT: Outreach Materials

DATE: April 14, 2021

At our last meeting (on April 5) we approved several outreach documents, and we decided that the three documents listed below needed more editing. I agreed to edit the first two, but I was unable to do so in time for our meeting on April 19. I apologize. I was having a bad reaction to the COVID vaccine.

1. [A proposed letter for the City to send to organizations](#)
2. [Sample email to members](#)
3. [Recruitment flyer](#)

I propose that we edit and approve the recruitment flyer (#3 above) and leave the other two documents unedited and unapproved. I no longer think it is practical to ask the City to send them out. If people wish to use any of the language in these two documents in their personal outreach, they are welcome to. I plan to use modified versions of these documents in my own personal outreach efforts.

PROPOSED LETTER FROM THE CITY TO ORGANIZATIONS LISTED ON THE SPREADSHEET

Dear -----,

It's time for people to apply to be on the Oakland Police Commission! Are you interested in being on the commission? Can you think of someone you know who would be a good commissioner? Will you help us spread the word?

If you have a newsletter, web page, or social media account, please consider posting something. Here is some sample language:

Help oversee the Oakland Police Department!

Apply by June 30 to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

www.oaklandca.gov/boards-commissions/police-commission

That will fit in a tweet. There are longer posts in the attached documents, for newsletters or web pages, and a sample letter that you could send to your members if you wish.

The Police Commission is changing OPD policies and holding officers accountable. They put restrictions on when Oakland police can search people who are on probation or parole. They changed OPD's policy on use of force. They fired the police officers who killed Joshua Pawlik in 2018. (The officers are trying to get the decision reversed, but so far they have been unsuccessful.)

Commissioners must be over 18 and must live in Oakland. They cannot be police officers or City employees. Being a commissioner takes significant time, but it is a chance to really change policing in Oakland.

If you would like someone to give a 5-minute presentation, or if you have any questions, please call Lorelei at (408) 275-9567.

Thanks in advance for anything you can do to get the word out!

Dear members,

You can change Oakland policing. The Oakland Police Commission is looking for new members. Are you interested? Do you know someone who would be interested? Please help us spread the word. Applications are due June 16, 2020.

The Police Commission was created by Oakland voters in 2016, and it is taking major steps to reform the Oakland Police Department. It is changing policies and disciplining officers. The commission put restrictions on searching individuals on parole or probation, they changed the policy on use of force, and they fired the officers who killed Joshua Pawlik in 2018. (The officers are trying to appeal that decision now, but so far it hasn't worked.)

Commissioners serve staggered three-year terms, and it is time to replace one of them. The work is hard, and it is unpaid at this time. It takes significant time in meetings, meeting prep, and committee work. It requires working with people you disagree with. You could face opposition from many quarters. But you can help bring fair and just policing to Oakland communities.

The panel that selects the majority of the commissioners is looking for diversity and is encouraging people from impacted communities to apply. You must be over 18 and live in Oakland. You cannot be a police officer or a City employee. You do not need a high school diploma. You do not need work experience. Formerly incarcerated individuals are encouraged to apply.

To apply, go to www.oaklandnet.gov/boards-commissions/police-commission, where you can also find more information about the Police Commission and Measure S1 (the law that defines the Police Commission's powers and responsibilities). If you have any questions, please call Lorelei at (408) 275-9567 between 10:00 am and 10:00 pm any day of the week.

Please spread the word on social media. You can use the wording below if you like:

Do you want to help oversee the Oakland Police Department?

The Police Commission is changing OPD policies and disciplining police. It takes significant time but can bring real changes to policing in Oakland. Apply by June 16.

www.oaklandca.gov/boards-commissions/police-commission

Thank you for supporting police accountability in Oakland.

Who can hold Oakland police accountable?

Who can change OPD policies? Who can discipline police officers who don't follow the rules?

The Oakland Police Commission can. The Police Commission is only three years old, and it is already making major changes.

The Police Commission is updating OPD policies, such as the policy on use of force. What happens if officers don't follow the policy? The commission can discipline them. The commission fired the officers who killed Joshua Pawlik in 2018. (Naturally the officers are trying to appeal that decision. So far they have been unsuccessful.)

The Police Commission was created by Oakland voters in 2016. Commissioners are community members, not police officers or politicians.

We need you.

We need committed people to apply to be on the Police Commission. You must be over 18 and live in Oakland, and you can't be a police officer or City employee. You do not need to have a high school diploma or work history. Formerly incarcerated individuals are encouraged to apply.

It is not an easy job. Are you ready to spend time on meetings, meeting preparation, and committee work? Are you ready to face resistance from City Hall and criticism from the community?

Can you work with people you disagree with? Can you disagree without being disrespectful? Are you ready to be part of public meetings that are recorded and shown on KTOP (the City's cable station)? Are you willing to learn more?

You can do this.

To apply, go to www.oaklandca.gov/boards-commissions/police-commission and look for the **Apply Now** button. If you don't have access to the Internet, or if you have any questions, call Lorelei at (408) 275-9567 between 10:00 am and 10:00 pm, any day. Applications are due June 30, 2020.

When you submit an application, it becomes a public record and can be viewed by anyone, although personal contact information is removed.

Learn more.

For more information, visit www.oaklandca.gov/boards-commissions/police-commission. You can watch videos of past meetings, find out about upcoming meetings, read Measure S1 (the law that defines the Police Commission's powers and duties), and more.

Questions? Please contact Lorelei at (408) 275-9567 between 10:00 am and 10:00 pm any day of the week.