



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

Meeting Agenda

Wednesday, May 20, 2020

5:00 PM

Via Teleconference

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), *Vacant* (At Large), Don Link (District 1), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Braunz Courtney (District 6), and *Vacant* (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.

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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/89029054441> 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: 890 2905 4441

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 thirty (30) minutes before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.
- 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:

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

PLEASE NOTE: DUE TO THE SUSPENSION OF THE SUNSHINE ORDINANCE AND THE CITY COUNCIL'S RULES OF PROCEDURES ALL PUBLIC COMMENT ON OPEN SESSION ITEMS WILL BE TAKEN AT THE BEGINNING OF THE PUBLIC SESSION UNDER ITEM 2. PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA WILL BE TAKEN AT THE SAME TIME.

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1. Roll Call and Determination of Quorum

2. Open Forum

All public comment will be welcomed at this time. 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. Annual Training and Orientation to City Charter Section 604 – Police Commission

In accordance with City Council Ordinance No. 13498 C.M.S., Section 2.45.030, the Selection Panel shall receive training and orientation regarding City Charter Section 604 – Police Commission on an annual basis, to occur at the regular meeting each May.

Agenda Item Report:

- [Presentation Slides – Oakland Police Commission, Oakland City Charter Section 604](#)

4. Outreach Materials

The Selection Panel will discuss and take possible action on the following outreach materials developed by Panel Member Lorelei Bosserman:

- [Sample social media posts \(redlines & clean\)](#)
- [Sample newsletter announcements \(redlines & clean\)](#)
- [Letters to this year’s applicants \(redlines & clean\)](#)

5. 2020 Police Commissioner Application and Selection Process

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including the process for placing candidates in the Reserve Pool.

Agenda Item Report:

- [2020 Police Commissioner Application and Selection Process](#)

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Via Teleconference

6. Next Meeting

The Selection Panel will discuss and take possible action on its future meeting schedule.
[There are no agenda materials for this item.]

7. Adjournment

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

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.

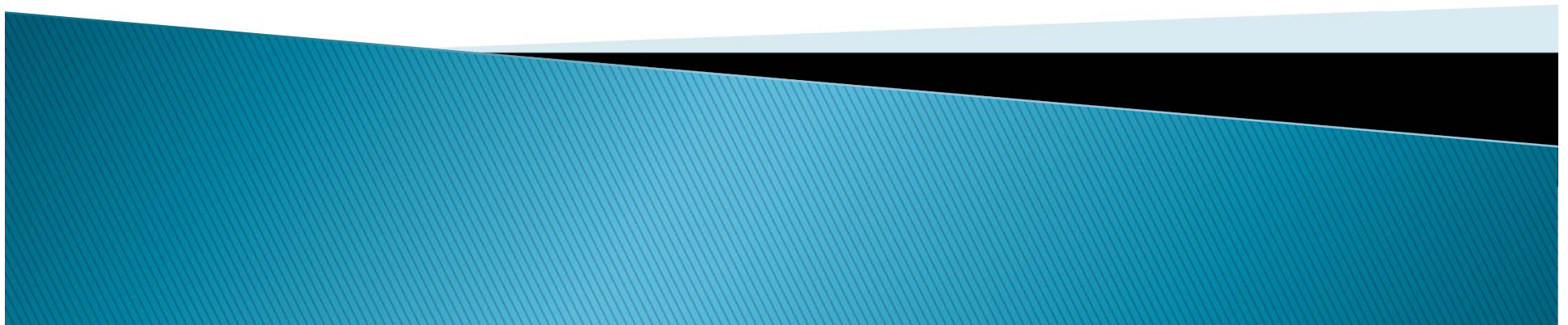
¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a rluna@oaklandca.gov o llame al (510) 238-4756 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

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.

Annual Selection Panel Orientation – Measure LL

Oakland City Charter Section 604

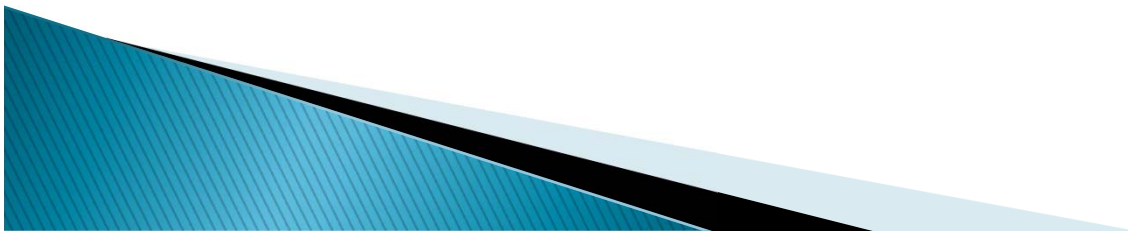
Presented by Allison M. Dibley
Office of Oakland City Attorney Barbara J. Parker



Required Training

- ▶ Enabling Ordinance, section 2.45.030(F):

“The Selection Panel shall receive training and orientation regarding City Charter section 604 on an annual basis.”



Measure LL

- ▶ Measure LL passed by the voters in November 2016 by over 80%.
- ▶ Added Section 604 to the City Charter.
- ▶ City Charter section 604(a)(1): Establishes the Oakland Police Commission.



Oakland Police Commission

- ▶ Section 604(c)(1): 7 “regular members” and 2 “alternate members.”
- ▶ Commissioners are civilian volunteers.
- ▶ Three Commissioners and one alternate appointed by the Mayor.
- ▶ Four Commissioners and one alternate appointed by the Selection Panel.
- ▶ Three-year terms.
- ▶ May serve up to 2 consecutive terms.



OPC's Charge

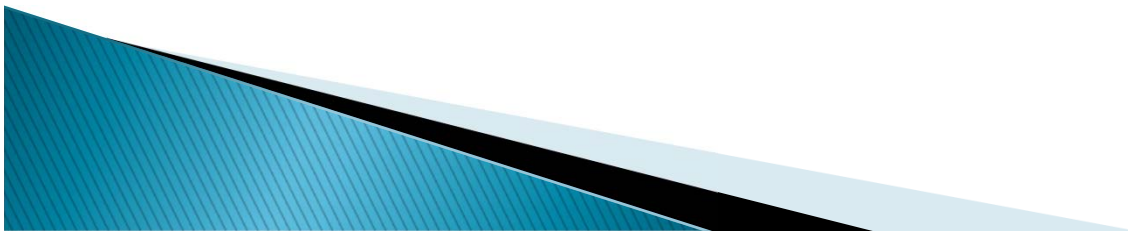
- ▶ Section 604(a)(1):
 - OPC “shall oversee the Oakland Police Department (hereinafter, Department) in order to ensure that its policies, practices, and customs conform to national standards of constitutional policing.”



OPC Powers and Duties

- ▶ Section 604(a)(1):

“The Commission shall have the functions and duties enumerated in this Section, as well as those assigned to the Commission by ordinance.”



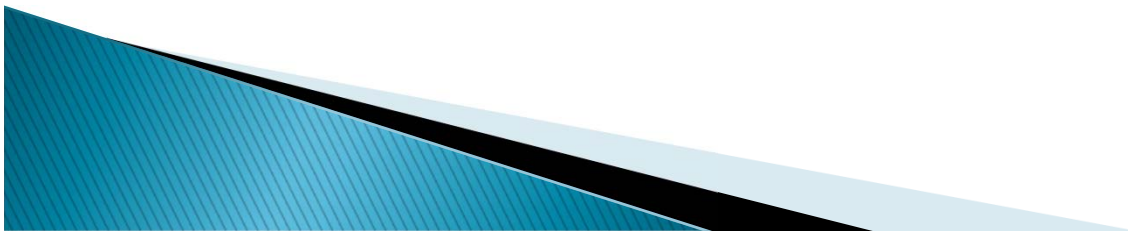
Section 604(b): Powers & Duties

- ▶ Subsection (1): Organize & Oversee the Community Police Review Agency (CPRA).
- ▶ Subsection (2): Conduct public hearings on Department policies, rules, practices, customs and General Orders.
- ▶ Subsection (3): Issue subpoenas for documents and/or testimony on any matter before the Commission.



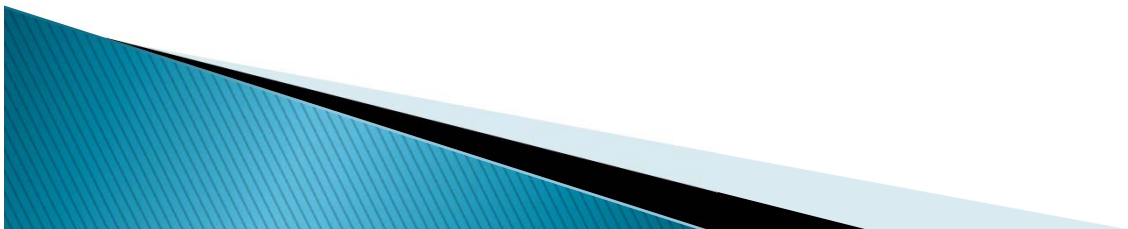
Section 604(b): Powers & Duties

- ▶ Subsection (4): Propose Changes to Department policies, procedures, customs or General Orders which govern:
 - Use of Force;
 - Use of Force Review Boards;
 - Profiling Based on Protected Characteristics;
 - First Amendment assemblies; or
 - Elements expressly listed in federal court orders or settlements which pertain to the Department.



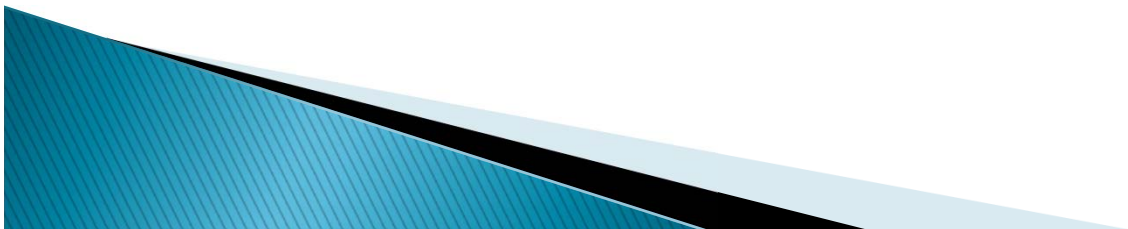
Section 604(b): Powers & Duties

- ▶ Subsection (4):
 - All proposed changes & modifications must be submitted to City Council for approval or rejection.
 - City Council has 120 days to approve or reject.
 - If City Council does nothing, changes or modifications become final.



Section 604(b): Powers & Duties

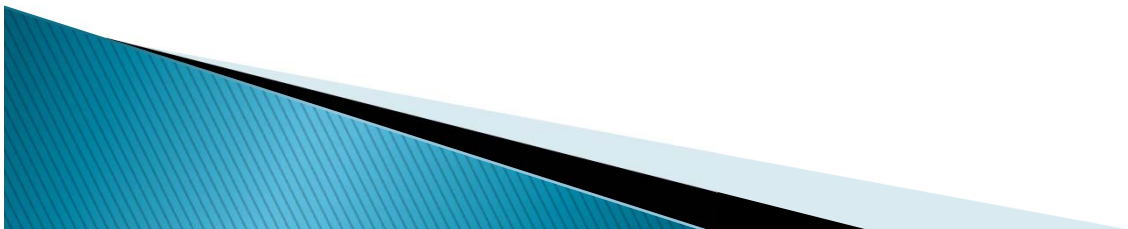
- ▶ Subsection (5): Approve or Reject the Department's proposed changes to all policies, procedures, customs or General Orders which govern:
 - Use of Force;
 - Use of Force Review Boards;
 - Profiling Based on Protected Characteristics;
 - First Amendment assemblies; or
 - Elements expressly listed in federal court orders or settlements which pertain to the Department.



Section 604(b): Powers & Duties

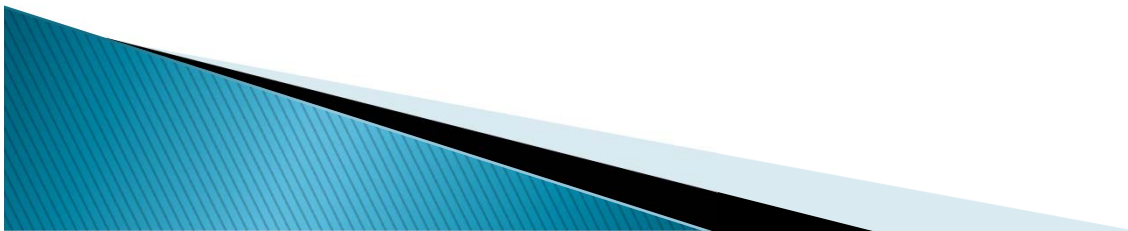
▶ Subsection (5):

- Department must submit proposed changes to the OPC.
- The OPC has 120 days to approve or reject the proposed changes.
- If OPC does nothing, Department's changes become final.
- If OPC rejects Department's changes, notice must be submitted to City Council.
- If City Council does nothing within 120 days of submission, OPC's decision becomes final.



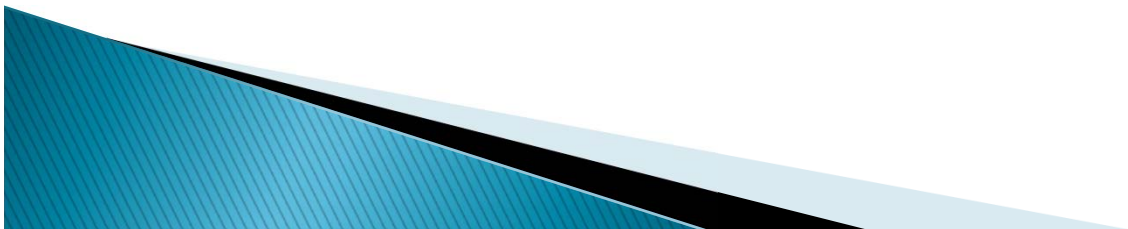
Section 604(b): Powers & Duties

- ▶ Subsection (6): OPC may review and comment on all other Department policies, procedures, customs, and General Orders.
- ▶ All comments must be submitted to the Chief.
- ▶ If requested by OPC, the Chief must provide a written response.



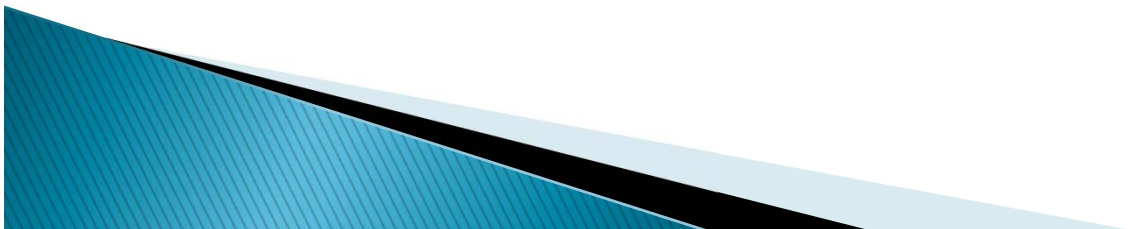
Section 604(b): Powers & Duties

- ▶ Subsection (7): Department's Budget
 - Review the Mayor's proposed budget to determine whether budgetary allocations are aligned with the Department's policies, procedures, customs, and General Orders.
 - Must conduct at least one public hearing on the Department's budget per budget cycle.
 - Must forward recommendations for change to the City Council.



Section 604(b): Powers & Duties

- ▶ Subsection (9): Report at least once a year to the Mayor, to the City Council and to the public regarding information contained in the Chief's annual report, in addition to other matters relevant to OPC's functions and duties.
- ▶ Subsection (11): Send the Chair or another Commissioner to serve as a non-voting member of any Level 1 Oakland Police Force Review Board.



Section 604(b): Powers & Duties

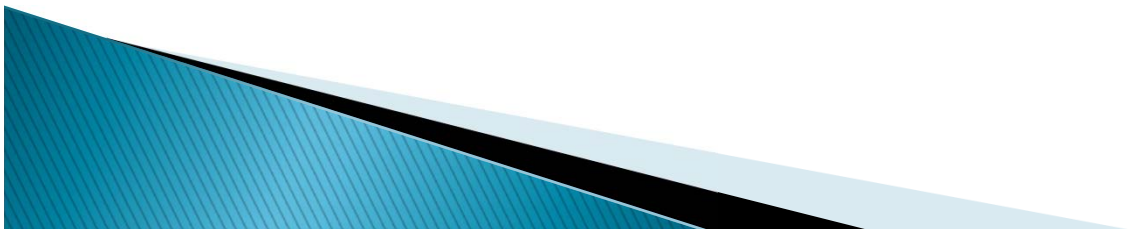
▶ OPC & the Chief

- OMC Section 2.29.020: The Chief is responsible for the management and operation of the Department, “subject to the direction of the City Administrator.”
- Subsection (8): Require the Chief to submit an annual report on matters OPC requires.
- Subsection (10): Together with the Mayor, remove the Chief “by a vote of not less than 5 affirmative votes.” Acting alone, OPC must make a finding of “cause.”



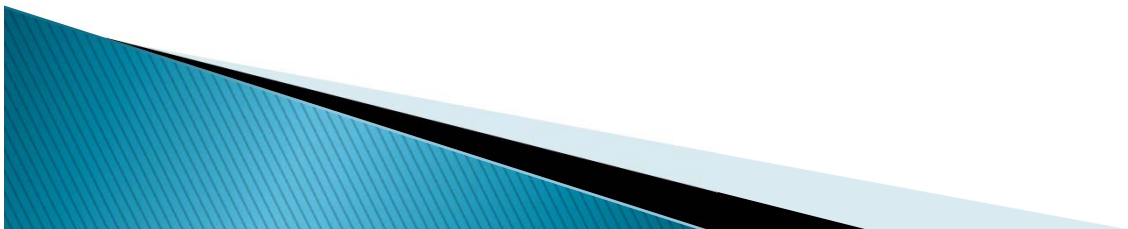
Section 604(d): Meetings

- ▶ Subsection (1):
 - Must meet at least twice a month.
 - At least twice each year, OPC must meet in locations other than City Hall.
- ▶ Subsection (2): OPC must establish rules and procedures for the conduct of its business.



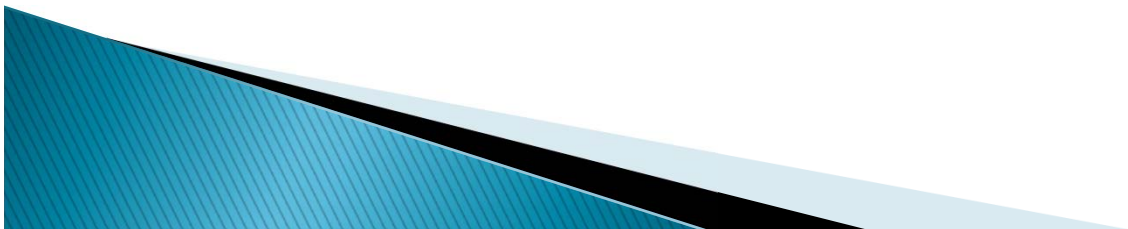
Section 604(d): Meetings

- ▶ Subsection (3):
 - Quorum is five members.
 - If quorum not established by “regular members,” Chair may designate one or more alternates to establish quorum and cast votes.
 - Motions may be approved by a majority of Commission members present.



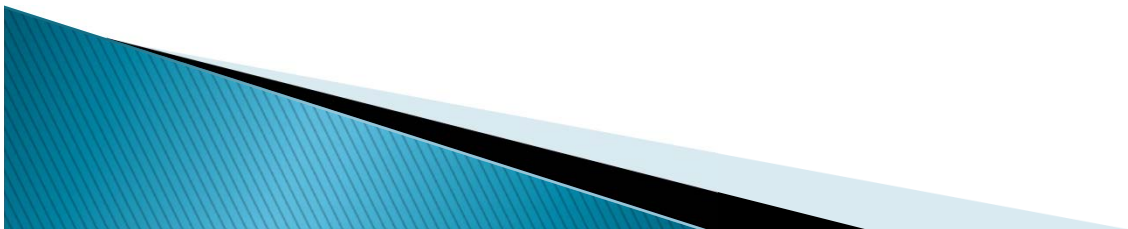
Community Police Review Agency

- ▶ Section 604(a)(2) establishes CPRA
- ▶ Section 604(e)(2):
 - Within 60 days of City Council's confirmation of first set of Commissioners, CPRB disbanded and business transferred to the Agency.
 - All CPRB staff transferred to the Agency.



CPRA: Executive Director

- ▶ Section 604(e)(2):
 - ▶ Executive Director of CPRB became Interim Executive Director of Agency.
- ▶ Section 604(e)(6):
 - ▶ OPC may remove Executive Director upon an affirmative vote of at least 5 members, or by an affirmative vote of at least 4 members with the City Administrator's approval.
 - ▶ Upon a vacancy, City Administrator hires Executive Director from among 2 or 3 candidates submitted by the OPC.



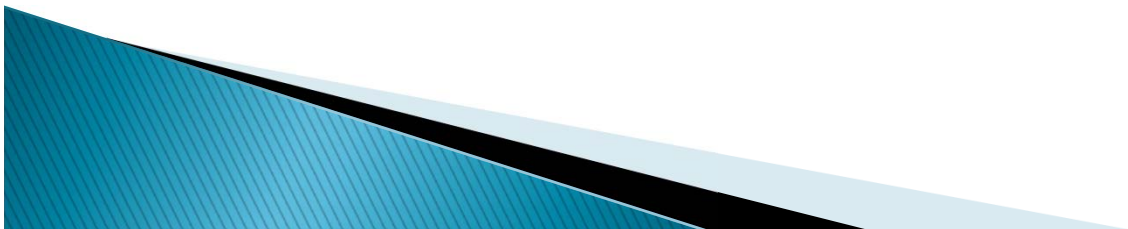
CPRA: Staffing

- ▶ Section 604(e)(3):
 - OPC may identify special qualifications and experience that candidates for Agency staff positions must have.
- ▶ Section 604(e)(7):
 - Agency (& OPC) staff shall be civil service employees.
- ▶ Section 604(e)(5):
 - City Administrator to assign a staff member to act as liaison to the OPC, and to provide administrative support.



CPRA: Additional Staffing

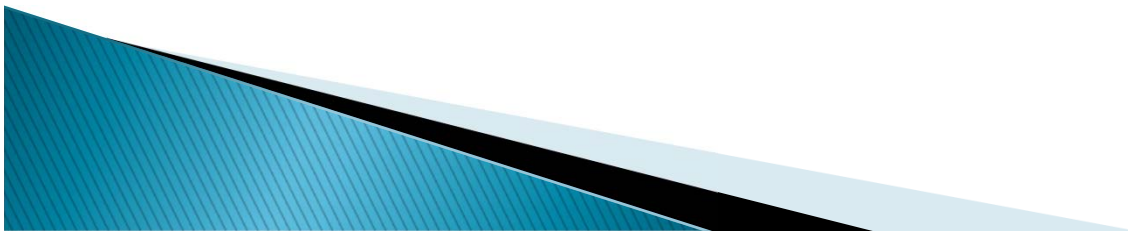
- ▶ Section 604(e)(1): One FTE equivalent Non-City Attorney legal advisor.
 - Assigned by the City Attorney, after consultation with the Chair.
 - Provides legal services to the Agency related to investigations and recommended discipline.
- ▶ Section 604(e)(4):
 - One line investigator for every 100 officers, to be determined at the beginning of each budget cycle.
 - At least one investigator shall be a licensed attorney.



CPRA: Investigations

- ▶ Section 604(f)(1):

CPRA shall “receive, review and prioritize all public complaints concerning the alleged misconduct or failure to act of all Department sworn employees.”



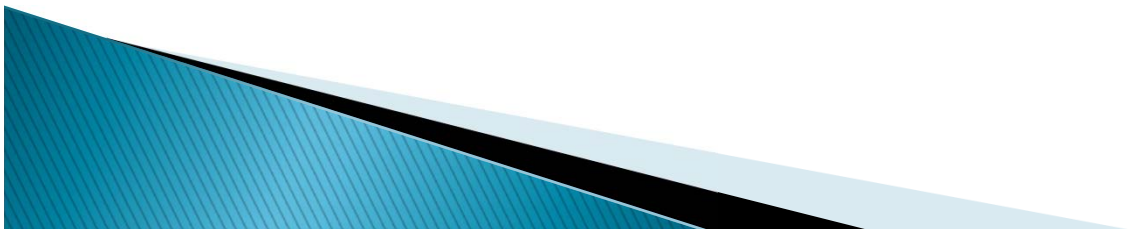
CPRA: Investigations

- ▶ CPRA is required to investigate public complaints involving:
 - Uses of Force;
 - In-Custody Deaths;
 - Profiling based on protected characteristics; and
 - First Amendment assemblies.
- ▶ OPC may direct CPRA to investigate any other possible misconduct or failure to act of a Department sworn employee, whether or not the subject of a public complaint.



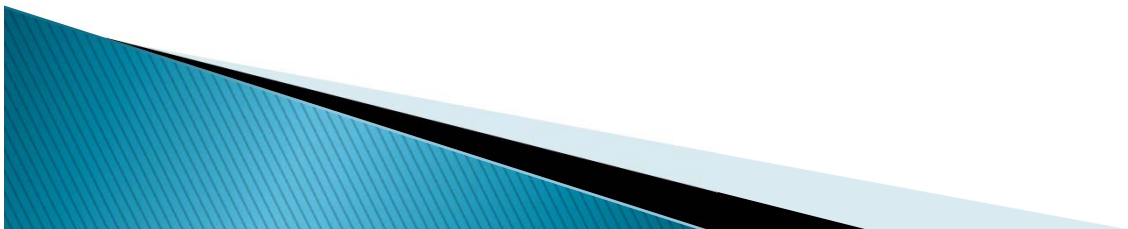
CPRA: Investigations

- ▶ Section 604(f)(3):
 - CPRA shall make “every reasonable effort” to complete its investigation within 180 days of when complaint filed.
 - Agency Director issues written findings and proposed discipline to OPC and the Chief.
- ▶ Section 604(g)(1): If Chief agrees with CPRA, sends notice to subject officer.
 - Chief may send notice before IAD has begun or completed its investigation.



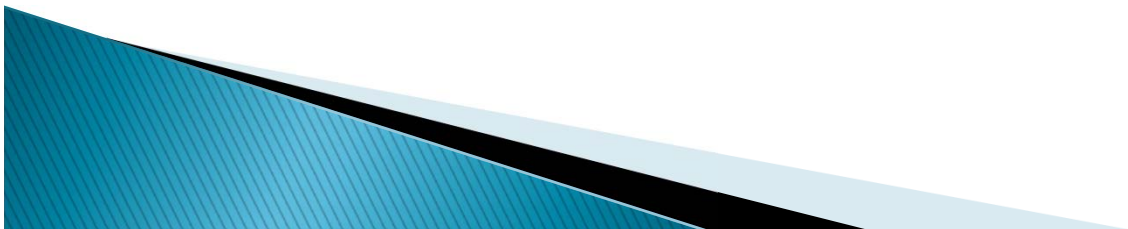
CPRA: Investigations

- ▶ Section 604(g)(3): If Chief submits findings and proposed discipline to CPRA before CPRA's investigation is initiated or completed:
 - CPRA may close its investigation, or
 - CPRA may choose not to conduct an investigation.
- ▶ If investigation required by section 604(f)(1), OPC must approve CPRA's decision by a majority vote.
- ▶ Discipline proceeds as proposed by Chief.



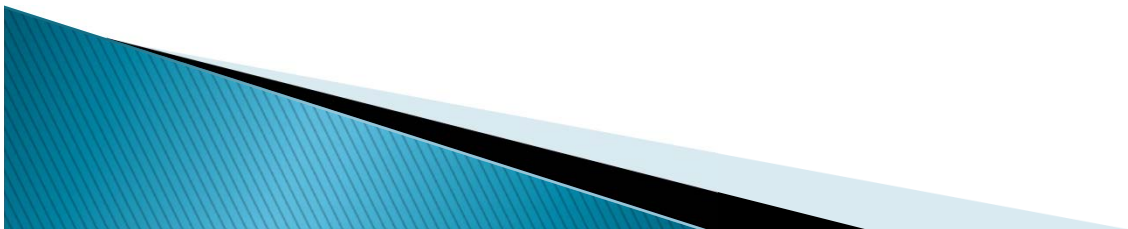
OPC: Discipline Committees

- ▶ Section 604(g)(2):
 - Formed if Chief and CPRA disagree about findings and/or proposed discipline.
 - Comprised of 3 Commissioners.
 - Chief submits findings and proposed discipline to Discipline Committee. City Administrator has no authority to reject or modify.
 - Agency submits findings and proposed discipline to Discipline Committee. City Administrator has no authority to reject or modify.



OPC: Discipline Committees

- ▶ Discipline Committee resolves dispute between Chief and Agency based on the record presented to it.
- ▶ Discipline Committee submits its decision to Chief who notifies the subject officer.
- ▶ City Administrator has no authority to reject or modify the Discipline Committee's findings and proposed discipline.

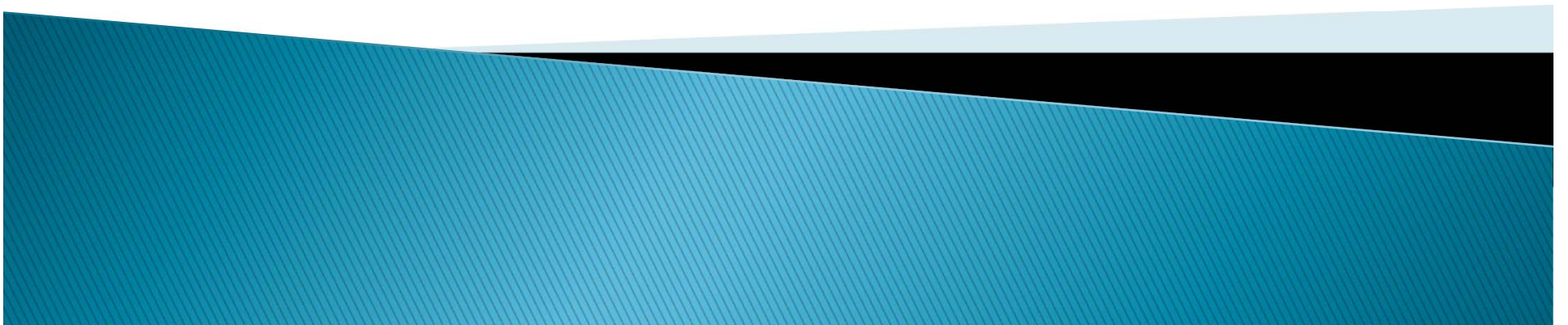


Due Process Proceedings

- ▶ Section 604(g)(4):
 - Officers still entitled to *Skelly* hearing on proposed Findings and Discipline (whether decided by the Chief, the CPRA, or the Discipline Committee).
 - Officers still entitled to grievance and arbitration procedures after findings and imposition of discipline have become final (if such rights are prescribed in a collective bargaining agreement).



Questions?



SAMPLE SOCIAL MEDIA POSTS

For Facebook or NextDoor:

Do you want to help oversee the Oakland Police Department?

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time ~~in meetings, meeting prep, and committee work. The reward is bringing~~ but can bring fair and just policing to Oakland communities. Apply by June 16.

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

For Twitter:

Help oversee the Oakland Police Department!

Apply by June 16 to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair ~~and just~~ policing to Oakland.

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LONG NEWSLETTER ANNOUNCEMENT

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~~Commissioners serve staggered three-year terms, and it is time to replace two 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 may disagree with. You will face opposition from many quarters. But you can help bring fair and just policing to Oakland communities.~~

The panel that selects most of the commissioners is looking for diversity and is encouraging people from impacted communities to apply. If you are over 18 and live in Oakland, you qualify—as long as you are not a police officer, a former Oakland police officer, a City employee, a current or former representative of a police union, or an attorney who has filed a claim or lawsuit against OPD. Formerly incarcerated individuals are encouraged to apply.

~~The Police Commission was created by Oakland voters in 2016, and it is taking major steps to reform the Oakland Police Department. Last year the commission put restrictions on searching individuals on parole or probation. They are currently working on a policy to govern use of force on residents. Last year they fired the officers who killed Joshua Pawlik in 2018. In February they fired the chief of police. Now they are working with the mayor to find a new chief. The Police Commission will select four candidates, and the mayor will choose one of them.~~

Applications are due by June 16, 2020. To apply, go to <https://www.oaklandca.gov/boards-commissions/police-commission>, where you can also find more information about the Police Commission and Measure LL (the law that established the Police Commission). You can watch videos of past meetings and find out about upcoming meetings. **If you have any questions, please call Lorelei at (408) 275-9567.**

SHORT NEWSLETTER ANNOUNCEMENT

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LETTER TO THIS YEAR'S APPLICANTS

Dear applicant,

Thank you for applying to be on the Oakland Police Commission. Your application will be reviewed, and you may be called in for an interview in June or July. The new commissioners will be selected in ~~August~~ July and seated in October.

In the meantime, we encourage you to learn more about the Police Commission.

If possible, please attend a meeting. During the COVID-19 shelter-in-place order, the Police Commission is holding virtual meetings. Instructions for joining these online meetings are at <https://www.oaklandca.gov/boards-commissions/police-commission/meetings>. Meetings are usually held at 6:30 pm on the 2nd and 4th Thursdays of the month, but you might want to check the schedule online to make sure a meeting has not been cancelled. **You can also watch live video of the meetings on KTOP (the City's cable station).**

Please visit www.oaklandca.gov/boards-commissions/police-commission for more information. We encourage you to watch video recordings of past meetings and read Measure LL (the legislation that created the Police Commission in 2016). Measure LL describes the powers and responsibilities of the commission. At the website you can also find agendas for upcoming meetings, minutes from past meetings, information about the Police Commission and the Selection Panel, and more.

If you have any questions, please contact Lorelei Bosserman at (408) 275-9567 between 10:00 am and 8:00 pm.

Thank you again for applying to be on the Police Commission. This is important work, and your efforts are appreciated.

Sincerely,

~~Lorelei Bosserman~~

~~Oakland Police Commission Selection Panel~~

Jim Chanin

Chair, Selection Panel for the Police Commission

LETTER TO THIS YEAR'S APPLICANTS

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If you have any questions, please contact Lorelei Bosserman at (408) 275-9567 between 10:00 am and 8:00 pm.

Thank you again for applying to be on the Police Commission. This is important work, and your efforts are appreciated.

Sincerely,

Jim Chanin
Chair, Selection Panel for the Police Commission



MEMORANDUM

TO: Selection Panel for
Oakland Police Commission

FROM: Richard J. Luna
Assistant to the City Administrator

SUBJECT: 2020 Police Commissioner
Application and Selection Process

DATE: May 14, 2020

Action Requested:

For the Selection Panel to:

1. Review, discuss or modify the 2020 Nomination Schedule.
2. Review, discuss or modify 2020 Outreach Plan.
3. Review, discuss or modify the criteria for establishing Reserve Pool applicants.

Background:

The Selection Panel is tasked with reviewing and recommending applicants to serve on the City of Oakland's Police Commission. The Police Commission is composed of seven (7) voting members and two (2) alternate members. The Selection Panel and Mayor both submit nominations to the City Council for confirmation, with the Selection Panel responsible for four (4) regular members and one (1) alternate member to the Police Commission, and the Mayor responsible for three (3) regular members and one (1) alternate member.

On July 3, 2019, the Selection Panel voted to begin accepting applications to serve on the Commission on a continuous basis. As of 5:00 pm on May 13, 2020, the Selection Panel has received five (5) new applications to serve on the Police Commission (**Attachment A**).

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.

On July 3, 2019, the Selection Panel approved adding Christina Cross as a Reserve Pool applicant. Currently, Christina Cross is the only candidate in the pool. An application for Christina Cross is included in **Attachment B** for reference.

Discussion:

In 2020, the Selection Panel will be nominating two (2) appointees to the Police Commission for City Council approval. The terms for Commissioners Ginale Harris and Tara Anderson both expire on October 16, 2020. Commissioners Harris and Anderson are eligible for reappointment to serve an additional three-year term.

Additionally, the Mayor will be nominating one voting Commissioner and one Alternate Commissioner by October 16, 2020, as Commissioner Thomas Loyd Smith and Alternate Commissioner Chris Brown terms end on this date. Likewise, both are eligible for reappointment to serve an additional three-year term.

Police Commission Terms

Commissioner	Appointing Authority	Term End Date
Regina Jackson, <i>Chair</i>	Mayor	Oct. 16, 2021
Henry Gage III, <i>Vice-Chair</i>	Selection Panel	Oct. 16, 2022
Tara Anderson	Selection Panel	Oct. 16, 2020
Jose Dorado	Selection Panel	Oct. 16, 2021
Ginale Harris	Selection Panel	Oct. 16, 2020
Edwin Prather	Mayor	Oct. 16, 2019
Thomas Loyd Smith	Mayor	Oct. 16, 2020
Chris Brown, <i>Alternate</i>	Mayor	Oct. 16, 2020
David Jordan, <i>Alternate</i>	Selection Panel	Oct. 16, 2022

2020 Nomination Schedule

At its meeting of May 6, 2020, the Selection Panel approved the following nomination schedule. The Selection Panel may modify the schedule by majority vote of members present.

Activity	Date
Application Released	Continuously
Incumbents Notified	May 7, 2020
Application Deadline ¹	June 16, 2020
Candidate Interviews	June 17 – July 17, 2020
Determination of Slate	July 22, 2020
Background Check Completed	August 17, 2020
Report to Council Due Date	September 14, 2020
Council Confirmation	October 6, 2020

2020 Outreach Plan

The Police Commissioner Application is available online in English, Spanish, Chinese and Vietnamese on the Police Commission webpage (www.oaklandca.gov/boards-commissions/police-commission). Additionally, staff can provide the following outreach:

- Press release to all media contacts²
- Email communication to announce and request distribution of information to:
 - Mayor's Office
 - City Council Offices
 - City service provider networks
 - Selection Panel members
 - Oakland Neighbors Inspiring Trust
 - Latino Task Force

¹ Staff proposes that the City will continuously receive applications. The deadline for the 2020 nomination period is June 16, 2020, so the Selection Panel can meet its target date for City Council approval on October 6, 2020.

² At time of report writing, the press release is under review by City staff.

- Oakland Community Organizations

Applicant Evaluation Tool

Attachment C is the Applicant Evaluation Tool that the Selection Panel used during the interview process in 2019. This evaluation tool was last reviewed and edited on June 19, 2019.

Applicant Statistics

In 2017, the Selection Panel received 146 applications and invited 28 candidates for interviews, ultimately nominating four Commissioners and one Alternate Commissioner to the Police Commission. In 2019, the Selection Panel received 16 applications and invited 10 candidates for interviews, ultimately nominating one Commissioner and one Alternate Commissioner to the Police Commission.

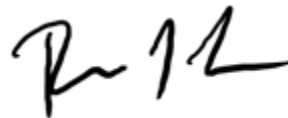
Proposed Reserve Pool Amendments

At its meeting on February 20, 2020, the Selection Panel discussed the process for placing candidates on the Reserve Pool. Staff recommends the following amendments to the Reserve Pool process:

- Is comprised of no **less more** than three (3) applicants;
- **Candidates added to the Reserve Pool expire Expire** 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.

This would allow the current candidate (Christina Cross) to remain in the Reserve Pool. Additionally, capping the pool at three candidates would ensure only the top candidates are placed on stand-by. Finally, since candidates can be added at any time, each candidate should have a two-year cap before they need to re-apply for the Commission.

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



RICHARD J. LUNA
Assistant to the City Administrator

Attachments (3):

- A. Current Police Commissioner Applications
- B. Reserve Pool Application
- C. Applicant Evaluation Tool

ATTACHMENT A
Current Police Commissioner
Applications



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: Breyer Julia M Date: 1/17/2020
Last First M.I.

Home Address: [Redacted]
Street Address Apartment/Unit #
Oakland CA 94610
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: Hon. Jacqueline Scott Corley Relationship: former boss
E-Mail: [redacted] Phone: [redacted]

Full Name: Lauren Pedley, Esq. Relationship: friend/Oakland resident
E-Mail: [redacted] Phone: [redacted]

Full Name: Miranda Kane, Esq. Relationship: current boss
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?

- 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:



Date: 1/17/2020

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, 3 rd Floor Oakland, CA 94612
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

Application for Position of Commission – Supplemental Questionnaire, Question 1

As an attorney, I am familiar with the constitutional constraints that govern police officers' work. I understand how difficult it must be for officers to balance individual-officer and community safety in extremely fast-paced, high-stress situations with the need to respect the constitutional rights of potential suspects. In my four years as a judicial law clerk, I heard live testimony from policing experts on these subjects and read countless reports and sworn affidavits about it. I am sensitive to how difficult it is.

In my white collar legal practice, I am often hired to conduct internal investigations when corporate policies are not followed and wrongdoing has occurred. In these contexts, I advise companies on how to make changes to their policies and procedures to better address the problems that have arisen. Although the context is clearly different, this skill will be transferrable to my role on the Police Commission.

I also understand that, often, a police department may have constitutional policies that are not always heeded by individual officers. As a defense attorney, I take seriously the presumption of innocence and do not immediately assume that an officer warrants discipline and expect the CPRA to do the same. On the other hand, I also expect the CPRA to take discipline seriously when it concludes—after a thorough investigation—that discipline is warranted.

Lastly, as a member of law firm and a mother to two children, I have experience reviewing budgets, assessing the reasonableness of expenditures, and making recommendations. I am not afraid to express my opinion when it comes to any of these matters. I am comfortable speaking in public, when it comes time for annual public hearings. Nor do I shy away from uncomfortable conversations. I am well-suited for this position.

Application for Position of Commission – Supplemental Questionnaire, Question 2

I have had mostly positive contacts and experience with OPD. As an Oakland resident, I have been a victim of property crime on two occasions. On both occasions, my former residence was broken into and a great deal of personal property was taken. The first time, the officers—when they finally arrived twelve hours after the incident—were kind and respectful.

On several occasions I have witnessed officers speaking to other members of my community and—surprised by the officers’ tones of voice—have stopped to observe or videotape. On one such occasion an officer told me to stop recording. I had followed the officer’s instruction to step away from the area where the officers were speaking with the individual. But I told the officer I would not stop recording. When I continued to record, the officer became quite angry in response, using language I was surprised to hear from a peace officer on the job. That is the only negative experience I have had personally with an OPD officer.

Application for Position of Commission – Supplemental Questionnaire, Question 3

I have had limited experience with OPD in connection with my legal practice, and my husband has had significant experience.

I am a white collar criminal defense attorney, and my practice is exclusively in federal court. Because of the nature of my work, the law enforcement agency I typically interact with is the FBI. However, on two occasions I have had cases where OPD officers were involved in the investigation or arrest of my client. These cases come through my work as a member of the Criminal Justice Act Panel for the Northern District of California. The judges of the Northern District of California appointed me to the panel, which is a group of attorneys who represent indigent defendants when the Federal Public Defender's Office is conflicted out. I did not file a motion to suppress or otherwise challenge the propriety of the involved officer's work in either of these cases.

In addition, as a law clerk to the Honorable Jacqueline Scott Corley in the Northern District of California, I frequently helped decide cases involving allegations of excessive force or other police misconduct in lawsuits against OPD officers and OPD brought under Section 1983. I wrote draft opinions for the judge on motions to dismiss such complaints and on motions for summary judgment on the claims. While I assisted in trials on excessive force cases involving other police departments, none of my Section 1983 cases involving OPD ever went to trial.

In contrast to my limited exposure to OPD at work, my husband, Joseph Goldstein Breyer, interacts with OPD on a daily basis in his role as an Alameda County Public Defender, where he has worked since 2011.



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: Cai James D. Date: 11/12/2019
Last First M.I.

Home Address: [Redacted]
Street Address Apartment/Unit #
Oakland CA 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: Bridget Galvan Relationship: co-worker

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Kevin Ye Relationship: Supervisor

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Yoway Wilson Tong 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: 11/12/19

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

As a honorable local community resident in City of Oakland for about 12 years since 2007, I am so pleased and thankful to be part of the community and always want to be contributed back to better serve the society where I current living. The recent years have witnessed an increase in the number of crimes and violence in the community; I had volunteered to be the neighborhood captain in my neighborhood to organized social events for neighbor gatherings and neighborhood watch. I also had volunteered in the local organizations for each year's National Night Out held at the Lincoln Recreational Center and street cleaning to maintain the city clean and safe.

In recent years I have served in different capacities in various organizations that deal with humanitarian support aimed at enhancing the wellbeing of the vulnerable members in the community. The different job placements and experiences have helped me gain exemplary skills; knowledge and expertise that I believe will make my stay as the commissioner. Since 2008, I worked in the non-profit organization where I facilitated and managed several activities with the most important being "Activities of Daily Living programs". Secondly, I managed many social services programs for low-income families and immigrants. Thirdly, I worked with government agencies and local vendors to develop a resource or service programs to help them for succeed, provided them with a daily wellness check, and housing retention services. The vast knowledge, skills, and experiences gained in the social services management sector will be an added advantage to my need to undertake a position as the commissioner.

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

As the current Resident Services Supervisor in a nonprofit housing organization, we work closely with local law enforcement facilities to secure our residents' safety and well beings. We worked with Oakland Police Department for National Night Out event, Welfare Checks, and the Neighborhood Crime Prevention Council to collaborate with the police department to report community social issues and work together to reduce crime in the areas. Due to the nature of the challenges experienced in the community, there is a need to develop and implement a better residents & polices collaboration program in the social services that can help mitigate some of the safety challenges faced by the society. This problem resonates well with me and I hope that one day we will able to find a solution to their issues.

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.

A better police team is a practice that entails giving a helping hand in addressing the various challenges that face the vulnerable members of the society. These members encompass all residents within the city of Oakland. As the supportive services provider, I believe that I will be in a position to devise a number of solutions for addressing the safety challenges facing this population. One of the most important persons who contributed immensely to what I am today is my grandfather, whom was

a former local Sheriff in Guangdong Province of China. My grandfather played a critical role by instilling in me certain virtues such as resilience, support, tolerance, honesty, perseverance, and respect, which have been a key in helping me cope and overcome life challenges and obstacles. He greatly influenced by values and personality. His love, kindness, and support made me develop immense respect for him and the residents in general. The support and education I received from him is a key motivator for wanting to help the local residents to live happy and safe in the society.

Police Commission

Application for Position of Commissioner

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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: de Marie Anya C Date: 6-15-2019
Last First M.I.

Home
Address:

[Redacted]

Street Address

Apartment/Unit #

Oakland

CA

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: Holly Joshi

Relationship: colleague

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Robyn Levinson

Relationship: previous co-trainer

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Liz Longfellow

Relationship: Co-worker

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?

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: _____



Date: 6-15-2019

Completed applications due by June 17, 2019 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, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application



Oakland Police Commission Application
Supplemental Questionnaire
Anya de Marie

1.

My life's work has focused on addressing gender-based violence through crisis social services, community models and teaching. I have primarily worked within community-based nonprofit organizations and schools, and built an expertise in this field. My career began in 1999 at an intersectional and germinal community-based domestic violence shelter in Chicago, Apna Ghar. Over the years I've continued this work by providing advocacy and crisis services, organizational leadership, serving on task forces, and in the community. My teaching and research focuses on women's psycho-social-emotional development, sexual violence and alternative models for social health. I have served as an educator for all ages from HeadStart teacher to Master's program faculty.

I currently serve as a technical trainer on the issue of commercial sexual exploitation of children (CSEC) with MISSEY (Motivating, Inspiring, Supporting and Serving Sexually Exploited Youth), a nationally recognized Oakland nonprofit. In addition to providing direct services to survivors in the form of intensive case management, one to one mentoring, prevention services and a daily drop in center, MISSEY has informed and shaped conversations, policies, and best practices for addressing CSEC for more than a decade. MISSEY's Training Institute utilizes an innovative, social justice-oriented, survivor-and trauma-informed approach to training. Through the Training Institute, MISSEY has trained over 10,000 community members and professionals.

Previously I served as our Director of Operations beginning in 2015, and in this role managed human resources, finance, operations, communications, and contracts. My work experience with MISSEY significantly informs and enables me to offer a knowledge base which I think will bring great value to the commission's work. Informed policies and attention to detail in best practices, community concerns, legislative changes, and crisis management skills are all essential.

Over the years I have also been involved in organizations and volunteer efforts in the community addressing immigration, homelessness, mental health, education, youth development and the arts. I also direct the Commonality Institute, which addresses how to reach across cultural and gendered differences.

2.

Since 2017, I have provided introductory (Phase I) trainings on CSEC to all city of Oakland employees and Phase II trainings to all Oakland Police Department and Oakland Fire Department staff. These trainings are the first that the city has contracted to address this issue. In this capacity I serve as the lead trainer for MISSEY in collaboration with WestCoast Children's Center and Alameda County District Attorney's HEAT Watch program on human trafficking. Our co-developed curriculum centers on reframing of the issue, Trauma-Informed Care and engagement strategies, risk factors and vulnerabilities, Oakland-relevant data, legislation, and reporter and responder best practices. This training contract is scheduled to complete September 2019.

3.

I have worked within domestic violence shelters and with organizations serving commercially sexually exploited children over the span of my career, as referenced above. Both of these populations often can have charges or convictions of crimes either in relation directly to the violence addressed by the organizations or otherwise in their lives.



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:	<u>KOKA</u>	<u>RIMI</u>	<u>V</u>
	<small>Last</small>	<small>First</small>	<small>MI</small>
Home Address:	[REDACTED]		
	<small>Street Address</small>	<small>City</small>	<small>Apartment/Unit #</small>
	<u>Oakland</u>	<u>CA</u>	<u>94605</u>
Phone:	[REDACTED]	Email	[REDACTED]
	<small>City</small>	<small>ZIP Code</small>	

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:

Wonna. Cazares

Relationship:

Community member.

E-Mail

Phone:

Full Name:

Toni Newman

Relationship:

friend.

E-Mail

Phone:

Full Name:

Diana Gilead

Relationship:

Community liaison.

E-Mail

Phone:

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?

- Transgender 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

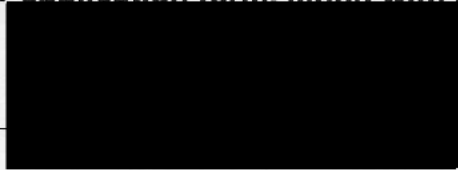
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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: _____



Date: 02/18/2020

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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

Rimi Koka

Leadership | Accounting | Administration | Diversity Consultant | Community Engagement
Seeing a leadership role in the non-profit sector to drive justice

Community Leadership

President, Board of Directors | ParivarBayArea, Oakland CA | November 2018- Present

- Create spaces and coalitions centered around South Asian Trans and Queer folks.
- Fundraise through events involving panels, trainings, celebrations and social justice causes.
- Operationalize the workings of a non-profit and fulfill vision statement to drive LGBTQ+ inclusion.

Board of Directors | San Francisco Pride, San Francisco CA | September 2019- Present

- Represent and prioritize Trans People of Color on the governing body of the organization.
- Chair, Community Affairs Committee to further Pride's social responsibility.
- Driving corporate accountability for social and economic inclusion for LGBT+ community.
- Strategizing the vision and plan for a diversified financial portfolio for sustained cash flow.

Managing Partner | DiversityJourneys.com, Oakland CA | April 2018- Present

- Capacity Building and Workshop facilitation focused on Diversity and Inclusion topics including Gender Identity.

Community Engagement

- Featured speaker on Trans Justice and visibility at various Pride and Corporate events.
- Past Board Member of Trikone, TGI Justice Project, Oakland LGBTQ center and Transpulse Canada.
- Fundraising lead on committees benefiting ImmigrationEquality, APIENC, TransMarch, TDOR & NQAPIA
- Community Engagement Leader for Transpulse.ca and Steering Committee member for Strategic Actions.
- Facilitator and guest lecturer at Stanford, UC Berkeley, Mills college, Transcend retreat, Gender Infinity, UN, Walmart, Amazon, Oakland Pride, Toronto Pride and more.
- Co-chaired of LGBT ARG (Associate Resource Group) at Walmart while spearheading Workplace Trans Reform.
- Visible Trans Woman Leader of Color in San Francisco Bay Area at organizing and community building.
- Curated Transgender Awareness programs in workplaces and supporting associate gender transitions.
- Peer Support Group Facilitator centering South Asian Queer Trans LGB community.

Skills

Platforms: MS Excel, Power Point, Word, Outlook and Project super user _Anaplan, Retail Link, MicroStrategy-BIS and BIT, Essbase Finance suit, Thoughtspot, and Looker. **Languages:** English, French, Urdu, Telugu, Hindi and Tamil.

Education

Master's in Business Administration (MBA), Operations and Finance — Boise State University
Bachelor of Commerce — B.R. Ambedkar University; 2001: Statistics and Accounting
Bachelor of Hospitality Management — Institute of Hotel Management and Catering Technology

Walmart E-Commerce (2016- Present)

Senior Manager II —Business Operations and Procurement

July 2017- Present

12 Direct Reports, including 2 managers

Preparing fiscal budget of 11 departments and monitoring periodic performance.

Knowledge of categorical budgeting guidelines and following policies and procedures.

Delivering on the business and supply chain vision for \$4B Entertainment Portfolio of Consumer electronics

Leading teams to effectively deliver on inventory controls while building inclusivity and diversity thought.

Advising and mentoring teams on policy and financial management for the assigned business categories.

Monitoring external vendor relationships for smooth and effective product delivery.

Delivered scaled diversity growth and revamped hiring strategy to onboard over 40 supply chain associates.

Sears Holdings(2015-2016)

Regional Operations Manager , Texas

April, 2015 - May, 2016

26 direct reports, including 2 analysts

Deliver apparel vision in the field working with 26 frontline managers within sales, delivery and logistic scopes.

Responsible for the upkeep and functioning of up to 50 facilities along with playing finance and operations council

Charged with delivering the P&L targets set for apparel including e-commerce platform and distribution hubs.

Exceeded annual revenue target of \$84M by additional \$1M

Amazon (2013-2015)

Senior In-stock Manager, Business Operations

September 2013- April 2015

13 shared reports, with senior vendor manager

Built premium planning suite for business planning, Open-to-buy and vendor management.

Developed accounting and overall budgeting process and systems to monitor product selection and availability.

Achieved 97% in stock rates thru improved processes, driving \$3M revenue with on-boarding ~300 new vendors.

Hudson Bay Company(2010-2013)

Manager, Budget Planning and Business Development

July 2010- August 2013

4 direct reports

Charged with planning for Men's clothing around financial accounting, budget planning and managing vendors.

Delivered improved margin rates above 50% across 18 categories by better commodity insights and cost cuts.

Increased annual revenue by \$20M thru new brand launch and categories.

Walmart Canada (2006-2010)

Manager, Financial Planning and Allocation

July 2006- June 2010

6 direct reports, including assistant manager

Charged with financial planning and supply chain initiatives for \$360M fashion business.

Delivered on effective stock to sales balancing across all store locations thru allocation strategies.

1. Please describe any life work and significant community volunteer experiences that prepare you?

I can immensely contribute to the work of the Commission

As an immigrant law abiding woman of color who is also Trans and Brown, I have always stayed connected to my home communities. Whether it is organizing or standing for trans visibility, I have worked with city and government agencies to build accountability and awareness. I have thrived in community showing up as a leader driving accountability for Queer and Trans inclusion. Keeping connected to my South Asian roots, she co-founded Parivar, South Asian Trans and GNC-centered Queer Trans Social collective and currently the Board President for Parivar. While leading community in organizing, supporting and rising together, I sit boards for San Francisco Pride and chairs the board's community affairs committee. I also work as a community liaison agent with the Oakland Mayor's office. I hold an MBA specializing in business operations, accounting and management with undergraduate degrees in Accounting and Culinary arts. I have been in Corporate America for over 20 years in various operations and financial planning leadership roles with fortune 50 companies.

With an MBA and over 15+ years of experience as a professional executive, I bring extensive skills of bookkeeping, business operations, financial planning and compliance management. These are competencies that can applied to ensuring sound decisions are made in managing and executing ethics. Additionally, as a board member on many LGBT organizations including San Francisco Pride and as a community leader who founded a non-profit in Oakland, I bring about a great sense of empathy, leadership, thoughtfulness and inclusion to the commission. I am effective team player and bringing me on the commissions will bring the intersectional uplifting of my identity and ensuring there is balanced representation on the commission, thereby reflecting the diversity of Oakland. I am a social and business leader who has existed nationally and internationally in various cities and have made Oakland my final stop. This city provides such diversity, care and services that always need to be managed and powerfully sustained with strong ethics prevailing. As a business leader that leads large teams and deliver on multi-million-dollar portfolios, I aim to build business competency on the commission. Every organization and service, and the city needs to be looked at and administered as a business. I bring these skills of ensuring that the city can be looked at and run as a business. As a public speaker and leader that has trust and respect in the communities that I serve, I aim to bring greater public awareness of commission and the effective work undertaken to bring about greater engagement, dialogue and better lives of Oakland residents.

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

My experiences with the Oakland Police Department have been limited and the experience has been decent. Living in East Oakland for two years, I have interacted with police when the scene of a crime and helped guide them with the neighborhood. I have met with Office Kirkpatrick on a social basis and found to be engaging. There seemed great interest to help when I reported a missing black trans woman at the downtown

location. She was found safely and appreciating the police work here. Another instance has been to discuss the need to patrol more of my neighborhood in East Oakland.

Another key issue to address and solve for me would be build trust, respect and confidence between the marginalized communities of color especially in East Oakland and public servant agencies of the city. Accountability for Police needs to be addressed as Oakland continues to grow and become home for many walks of life. The approach in solving this issue would include building competency and capability for Oakland Police Department city officials to work with varied diversity of residents devoid of any language barriers, income standings, sexual orientations, gender identities and incarnated biases. It would equally include learning and responding to the overall framework of employing dialogue within citizens of Oakland in an easy and accessible manner. While they dedicate and commit to the society at large and have done tremendous work, the police department can continue and strive to be functioning in an ethical manner in conducting their business and prevent an exploitation of vulnerable populations. Overall, I aim to build public commitment towards the commission and the city at large rather than forcibly employing compliance to follow rules and guidelines in place.

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

Response: No, not applicable to me.



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: SIDEBO THAM NANCY S Date: 2/18/2020
Last First M.I.

Home Address: [Redacted]

Street Address: Oakland Apartment/Unit #: 94605
City: [Redacted] State: CA ZIP Code: 94605

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. BEAT 29X NCPD Chair, 16 yrs + CPABOARD MEMBER OFF & ON 5 yrs. Active in the Community since 1982
2. Please describe your contacts or experiences with the Oakland Police Department. Positive and work closely with BEAT 29X CAO's & NSC
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: NO, To All The Following
 - 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: JERRY WONG Relationship: FRIND
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: RALPH KANZ Relationship: FRIND
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: MARCUS JOHNSON Relationship: FRIND
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?

- 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:  Date: 2/18/2020

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

Love, Christine (Chrissie)

From: Nancy Sidebotham <[REDACTED]>
Sent: Friday, February 28, 2020 7:24 AM
To: Love, Christine (Chrissie)
Subject: Oakland Police Commission Application

Chrissie,

Hope this meets the requirements,

Nancy

1-My life work has always been to serve others. I have prepared taxes for individuals for several years. I have worked with numerous individuals in the police department starting in the 1980s. At that time, the Animal Shelter was under the direction of the police department. I worked very closely with police personnel to make sure the animals taken to the shelter were fed and properly housed. I became a block captain in the 1990s where I focused on making my neighborhood safe. I also got involved with the Community Policing program and became chair of my Neighborhood Council. As chair I was able to address several long term problems; one being the installation of stop signs in the area of Seminary and Highway 580. I serve on the Neighborhood Watch Steering Committee (NWSC) where we sponsored several events educating block captains on OAK311, 9-1-1, vegetation management, target hardening homes and more. Finally I serve on the Community Policing Advisory Board. This board monitors the Community Policing program in Oakland and oversees the Neighborhood Councils.

I believe my extensive volunteer work in the community and my knowledge of Oakland will allow me to effectively serve on the Commission.

2-I have worked very closely with several individuals in the police department. As chair of the Neighborhood Council, I work closely with Neighborhood Services Coordinator Araina Richards, Sgt. Ron Johnson, Off. Razmilovich and Deputy Chief Leronne Armstrong. Prior to his retirement, I worked with Deputy Chief Oliver Cunningham on developing a training curriculum for community leaders. I work with Neighborhood Services Coordinator Renee Sykes on the NWSC to organize community events for block captains. I have participated in trainings and helped coordinate community events with staff assigned to the Police Administration building. My relationship with OPD personnel has been lengthy, upbeat and positive.

3. No to all the following.

Nancy Sidebotham
Tax Preparer
Chair Beat 29X NCPC
[REDACTED]

Resume

Vitals:

Nancy S. Sidebotham

[REDACTED]

Oakalnd, CA 94605

[REDACTED]

[REDACTED]

Education:

1968 A.A. Social Science

Merritt College

Grove Street Campus

Oakalnd Ca

1970 B.A. History

Cal State University Hayward

Hayward CA

Biography:

Age: 74

Bilingual: English and Spanish

Grew up in Panama

Occupation: Tax Preparer since 1973

Moved to Oakland: September 4, 1964

Moved to District 6: December 21, 1980

Qualifications:

- 2000-2020 Chair of MEM (Millsmont Evegren Millsbrae) Beat 29X NCPC**
- 1998-2000 Board member Beat 29X NCPC**
- 2013-2020 NW (Neighborhood Watch) Steering Committee**
- 2009-2011/2016-2020 CPAB (Community Policing Advisory) Board Member**
- 2000 18th Academy, Citizens Police Academy**
- 2014 Citizen's Academy**
- 1990-2010 Candidate for District 6 City Council**
- 2014 Mayoral Candidate**
- 2016 Candidate for At Large Council Seat**
- 2012 Stand for Oakland Co-Founder**
- 2018 Mayoral Candidate**
- 2008 NCPC Assessment Advisory Committee Survey Study**
- 2000 Graduate for Trainers regarding Problem Solving**

Other qualifications/activities:

ARTS

- Artship Foundation, supporter
- Oakland Business Arts Awards, '94 Juror
- Supports the remodeling and rehabilitation of Studio One
- Support increase funding for the Arts
- Support the promotion of the artistic community through advertising and festivals
- Enhances after school arts programs

COMMUNITY OUTREACH

- Citizens for a New Animal Shelter (CNAS), President & Co-Founder
- Oakland City Council Animal Shelter Liaison
- Central East Oakland Community Development Block Grant (CEOCDBG), Board
- City of Oakland Emergency Task Force
- Citizens of Oakland Respond to Emergencies (CORE), Program & Graduate
- Citizens of Oakland Respond to Emergencies (CORE), Advisory Committee
- Graduate of Oakland Citizens Police Academy
- Crime Stoppers, founding Board Members of newly reorganized board
- Oakland Crime Stoppers, Secretary
- Citizens Police Academy Alumni Association
- Burbank-Millsbrae Neighborhood Crime Prevention Council (NCPC), Steering Committee and past Vice Chair
- Neighborhood Watch, Block Captain
- Millsmont Home Owners Association, Co-Founder, President
- Wyman/Simmons Coalition, assisted with strategy to stop development in slide area
- Working to get Oakland Housing Authority to clean up and manage their properties
- Worked to get the Vintage Inn closed
- Worked to remove the illegal car washing/detailing loiterers at church top of 73rd
- Working to stop loitering and drug sales at gas station at Sunnymere and Seminary
- Worked to clean up blight and neighborhood intimidation at 3964 Gardenia Place
- Alerted community to the atrocities and mismanagement at the Oakland Animal Shelter
- Strong supporter for removing the Animal Shelter out of Police
- Working to bring One Stop Market and Liquors into compliance
- Closed down One Stop Liquors
- Burbank-Millsbrae NCPC, Beat 29X, Chair
- UNCO Chair
- CPAB
- Four way stop signs at Seminary and Overdale/580 exit

AFFILIATIONS

- CORO Foundation Graduate (San Francisco)
- League of Women Voters, past Board Member
- National Women's Political Caucus former member
- Oakland Sunset Rotary, Past President
- East Oakland Rotary, Past International Director
- MGO (Montclair Greater Oakland) Democratic Club Board member

BUSINESS

- Oakland Merchant Leadership Forum (OMLF), Executive Committee
- Co-Chairperson Shop Oakland 2000
- Co-Chairperson Shop Oakland 2001
- Deemed Approved Advisory Committee (DAAC)

- Deemed Approved Program, worked to protect small restaurants
- Oakland Employers Transportation Network (ONET)
- MacArthur Blvd. Merchants Association (MBMA), Past Board Secretary
- Foothill Seminary Merchants Association, Past Chair and Secretary

DEVELOPMENT

- Oakland Commerce Corporation (OCC), Business Partners Program
- Business Alert Seminar, organized
- Oakland Development Council, Past Member
- Leona Quarry Committee to Stop Big Box Development
- Stop the Widening of Edwards/73rd Avenue Committee
- MacArthur-Seminary Design Review, Spokesperson & Steering Committee member
- Ban Trucks on 580 Coalition
- MacArthur Blvd. Design Review Committee
- Main Street USA Seminar
- Zoning Update Committee

PARKS AND REC/ENVIRONMENT

- Rotary Nature Center Advisory Council, Past Chairperson
- Citizens for Oakland's Open Space (COOS), Past Co-Treasurer
- Open Space Conservation and Recreation (OSCAR), Advisory
- Measure K, supporter
- Kings Estate Dog Park
- Rainbow Recreation Advisory Committee, Past Secretary
- Hardy Park, assisted with strategy for dog park
- Park & Recreation, Advisory Council—set up individual park advisory system
- Dunsmuir House & Gardens, member
- Friends of Park & Rec, former member
- Supporter of Arroyo Viejo Park
- East Oakland Swim Center Advisory Committee
- Arroyo Viejo Creek Celebration Committee
- Supports the prevention for cutting over three hundred trees around Lake Merritt
- Supports the strengthening of the Creek Ordinance
- Working to restore Chimes Creek and stop the erosion from the project at Leona Quarry
- Supports the vision of those that worked to preserve and develop the Estuary Plan
- Supports the use of the funding that has been set aside to rebuild the City stables and get it up and running again
- Supports the community in stopping the give-away of open space/parkland to a non-profit/upholding the OSCAR Plan
- Working to stop illegal dumping
- Chimes Creek

COMMENDATIONS

- OPD Captain's Certificate of Commendation

ATTACHMENT B
Reserve Pool Application



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:	Cross	Cristina	Date: 3/30/2019
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		Apartment/Unit #
	Oakland	CA	94619
	<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: Rachel Bryant Relationship: Supervisor

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Chaz Hubbard Relationship: Partner

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Bianca Tummings 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?

- 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

Cross - Police Commission Response

1. During my non-traditional path through college, I worked with Alameda County's Behavioral Health Care Services and PEERS for several years as a Transition Age Youth (TAY) Advocate. This partnership worked to advance the well being of people and families with loved ones who are experiencing mental health challenges, especially those between the ages of 18-24. It was there that I truly learned the meaning of community, professionally and personally.

My experiences of critically examining the need for trauma informed care and communicating the unique needs of transitional age youth to county clinicians, led me to the decision to study Sociology, and eventually Public Policy with a minor in Ethnic Studies. Prior to completing my studies, I worked directly with organizers and mental health advocates who piloted peer led trauma informed workshops with officers at John George Psychiatric Pavilion. While I was not directly involved in that particular work, I understand the importance of those types of community led initiatives. Additionally, I am raising my child in Oakland and his father was raised in Oakland. I am familiar with the various nested issues that Oakland is facing. My commitment to the betterment of this community is deep. My lived experiences, advocacy work combined with my formal education, would provide a unique perspective.

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

Currently, I do not have any regular contacts with the Oakland Police Department however I do have an extended family member that was previously an officer with the Oakland Housing Authority. We periodically discuss the civilian perspective and police perspective with regard to recent national high profile incidents of excessive force, in addition to the need for more officers coming from the communities they serve. During a transitional point in my life, I have experienced some trauma with officers in a different county. From my perspective the incident arose from a misunderstanding. My decision to apply was based on my desire to contribute to more community centered solutions in terms of engaging with marginalized communities and people.

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

At this time, none of these apply.

ATTACHMENT C
Applicant Evaluation Tool



Position: Police Commissioner (Volunteer)

Position Description

Serve on Police Commission public body of seven (7) members plus two (2) alternates. The Police Commission's role is to oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.

Core Competencies

Identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner.

A. Interpersonal / Collaborative

- a. Works cooperatively and productively with others to achieve results.
- b. Respects and welcomes diverse perspectives. Able to process multiple points of view and achieve constructive results.
- c. Respects the confidentiality of information or concerns shared by others.
- d. Strong communications skills – both written and oral.

B. Judgement / Decision-Making

- a. Has a strong sense of urgency about solving problems and getting work done.
- b. Effectively analyzes and interprets rules and regulations.
- c. Understands inter-relational systems and influences.
- d. Applies factual information, due diligence and sound judgment in making decisions and dealing with confidential and/or sensitive information.

C. Analytic / Investigative Practices

- a. Has knowledge and/or experience in sound investigative practices.
- b. Has knowledge and/or experience in applying a racial equity framework and systems thinking approach to identifying and addressing issues.

D. Values / Commitment / Perspective

- a. Seeks and synthesizes community perspective into decision-making.
- b. Able to commit time and energy to serving on Police Commission.
- c. Brings perspective of community most impacted by law enforcement (e.g., race, gender, disability, residency, etc.)
- d. Understands role and authority of Police Commission.

Interview Questions & Evaluation

The objective of this interview is to assess your competency and qualifications for serving as a Police Commissioner. We will ask you a series of questions that are designed to understand your:

- Interpersonal and Collaborative Skills
- Judgement and Decision-Making Skills
- Analytic and Investigative Practices Knowledge and Experience
- Values, Commitment and Personal Perspective

A. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Interpersonal / Collaborative**:

1. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. How did you handle conflict in these situations?

2. Scenario: The Commission is deadlocked on a decision and cannot move forward. How will you unite the conversation so the commission can come to a decision?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Interpersonal / Collaborative					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

B. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Judgement / Decision-Making**:

3. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff, what skills and capacity will you draw on to manage this and stay true to the Commission's mission?

4. Tell us about your experience and/or opinion of the Oakland Police Department.

Additional question as time permits...

5. Describe an experience where you had to make a difficult decision that affected someone’s life.

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Judgement / Decision-Making					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

C. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Analytic / Investigative Practices**:

- 6. How does institutional racism and systemic oppression impact the department’s ability to achieve compliance with the Negotiated Settlement Agreement?
- 7. When there is a complaint against an officer for excessive use of force, describe your understanding of how the city should investigate the matter based on best practices in investigations?

Additional questions as time permits...

- 8. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?
- 9. How do you define police brutality and what are the key elements that produce it?
- 10. With the assistance of a Court-appointed expert, it has been fully established that OPD officers have for some time and continue to make racially-biased stops of motorists and pedestrians. What actions should the Commission take to change this OPD practice?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Analytic / Investigative Practices					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

D. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Values / Commitment / Perspective**:

11. Are you aware of the time commitment required to effectively serve on the Police Commission? What are some limiting obligations that might make it difficult for you to effectively perform as a Police Commissioner and complete your term, and how will you manage these obligations?

12. Tell us about your community involvement and what groups you are affiliated with.

Additional questions as time permits...

13. While serving on the Commission you will learn information that may not be familiar to your life experience, share a brief experience where you had to see through many lenses.

14. Why do you want to be part of the Oakland Police Commission and what impacts would you like to see the Oakland Police Commission have and accomplish?

15. What skills would you bring to the Oakland Police Commission?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Values / Commitment / Perspective					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Overall Score: _____

Comments	
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