



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

**Meeting Agenda**

**Thursday, June 17, 2021**

6:00 PM

Via Teleconference

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

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

**PUBLIC PARTICIPATION**

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

**OBSERVE:**

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/87609184740> 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: 876 0918 4740

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](mailto:rluna@oaklandca.gov). Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.

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

**Meeting Agenda (Continued)**

**Thursday, June 17, 2021**

6:00 PM

Via Teleconference

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

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

If you have any questions about these protocols, please e-mail Richard Luna, at [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov).

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

**Meeting Agenda (Continued)**

**Thursday, June 17, 2021**

6:00 PM

Via Teleconference

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

**2. Open Forum**

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

**ACTION ITEMS**

**3. Time Commitment & Duties of Police Commissioners**

The Selection Panel will receive an informational report from Police Commission Chair Regina Jackson on the time commitment and duties required to serve on the Police Commission.

- [Presentation from Police Commission Chair Regina Jackson](#)

**4. Approval of Selection Panel Meeting Minutes**

- [May 4, 2021 Meeting](#)

**5. 2021 Police Commissioner Nomination Process**

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including setting its future meeting schedule.

- [Staff Report: 2021 Nomination Process](#)

**6. Rules of Procedure Discussion**

The Selection Panel will discuss Rules of Procedure for conducting its business. The Selection Panel may request City staff to draft a Rules of Procedure document for adoption at a future meeting.

- [Police Commission’s Rules of Procedures](#)

**7. Adjournment**

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

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

**Meeting Agenda (Continued)**

**Thursday, June 17, 2021**

6:00 PM

Via Teleconference

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Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [rluna@oaklandca.gov](mailto: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](mailto: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.

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# Oakland Police Commission

## An Exceptional Investment

# Oakland Police Commission Time Commitment and Qualifications

**Presentation to Oakland Police Commission Selection Panel**  
by Police Commission Chair Regina Jackson  
June 2021



# Oakland Police Commission

## An Exceptional Investment

### **Police Commission Mission: Reform the Oakland Police Department**

Founded by Measure LL in 2016 and expanded by Measure S1 in 2020, the mission of the Police Commission is to ensure constitutional, unbiased policing for all Oakland residents. In particular, the Commission is working on:

- Eliminating the disparate effect policing has on the Black community;
- Rooting out the systemic racism at the foundation of American policing;
- Serving as a national model of civilian oversight and progressive policing.

Doing so requires:

- Building a robust police discipline system through CPRA;
- Ensuring progressive policy and practices at OPD through the Inspector General.



# Oakland Police Commission

## An Exceptional Investment

### **Time Commitment**

- ❖ **Total** of 15-20 hours per week
- ❖ **Commission meetings** - Every two weeks: approx. 4-5 hours per meeting
- ❖ **Prep/Review ahead of bi-weekly meetings** - 5-6 hours of prep/review over two-week period



# Oakland Police Commission

## An Exceptional Investment

# Time Commitment

## Committee Work

- ❖ **Standing committees** – Personnel, Community Outreach
- ❖ **Subject ad hocs** - Weekly or bimonthly, for at least 2 hours, plus 2 hours per week policy review, best practices, and any other innovative ideas. Commissioners are typically assigned to at least two policy ad hocs.
- ❖ **Unique ad hocs** - Recruitment or evaluation of CPRA Director, IG, Police Chief (human resource work). Typically, Commissioners are on at least one of these ad hocs. Usually several months to complete with weekly meetings at a minimum of 3 hours per week



# Oakland Police Commission

## An Exceptional Investment

# Time Commitment

### Forums and or community meetings

- ❖ While not all Commissioners can participate in these unless they are an extension of a special meeting, it is the responsibility of the Commissioners to listen to the recording in order to understand what was shared.



# Oakland Police Commission

## An Exceptional Investment

### Time Commitment

- ❖ **Training** - In order for Commissioners to be fully prepared to participate in all meetings including discipline, approximately 40 hours of trainings must be completed. During the pandemic, many of the trainings have been available online.
- ❖ **Reimagining Public Safety** - This one-time huge undertaking required the ongoing commitment of community members including several current and former Commissioners. This work may continue in smaller chunks so weekly meetings which can last from four to six hours.



# Oakland Police Commission

## An Exceptional Investment

## Desirable Qualifications

### Proposed qualifications are based on:

- ❖ Examples from sister commissions / boards in other jurisdictions (see examples in final slide)
- ❖ Best practices
- ❖ Oakland Police Commission experience / lessons learned



# Oakland Police Commission

## An Exceptional Investment

## Desirable Qualifications

### Proposed qualifications fall into three categories

- ❖ Collaboration
- ❖ Procedures and Priorities
- ❖ Familiarity with relevant subject areas



# Oakland Police Commission

## An Exceptional Investment

### Desirable Qualifications

#### Collaboration

- ❖ Experience with **outreach/engagement** of marginalized communities
- ❖ Ability to **collaborate** with stakeholders across the spectrum, open to working with people of different backgrounds and viewpoints
- ❖ Can work successfully in a **multiracial, multicultural, multigenerational environment**; committed to diversity, equity, and inclusion
- ❖ Ability to work **respectfully** in a group and to **compromise** to further positive change
- ❖ **Empathetic listener and effective communicator**



# Oakland Police Commission

## An Exceptional Investment

## Desirable Qualifications

### Procedures and Priorities

- ❖ Experience with long-range projects / ability to **balance** short-term needs with longer-term goals
- ❖ Ability to be **objective/neutral**, consider all the facts and listen to all perspectives
- ❖ **Humility, flexibility, and willingness to learn** technical information on police tactics, procedures, training, due process
- ❖ Ability to maintain strict **confidentiality**



# Oakland Police Commission

## An Exceptional Investment

### Desirable Qualifications

#### Subject Area Familiarity

- ❖ Personal / professional experience with **racial injustice, criminal justice system, mental health system, substance use disorders, and/or homelessness**
- ❖ **Commitment** to reform/civil rights/accountability/transparency, passion for social justice
- ❖ Familiarity with e.g., human resources, constitutional or criminal law, organizing, system reform, city government operations, agency budgets, and/or police oversight, or involvement in civil rights or community organizations



# Oakland Police Commission

## An Exceptional Investment

## Desirable Qualifications

### Examples of Qualifications

- ❖ Seattle: <https://www.seattle.gov/community-police-commission/get-involved/join-the-cpc>
- ❖ Portland: <https://www.portlandoregon.gov/ipr/article/622176>
- ❖ Sonoma County: <https://sonomacounty.ca.gov/Community-Advisory-Council/>
- ❖ Berkeley: <https://www.cityofberkeley.info/uploadedFiles/Clerk/Elections/Police%20Charter%20Question%20and%20Text.pdf>



CITY OF OAKLAND

# Oakland Police Commission

## An Exceptional Investment

# Questions?



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

**Meeting Minutes**

**Tuesday, May 5, 2021**  
Via Teleconference

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

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

Quorum was determined and the meeting started at 6:05 pm.

Members present: Lorelei Bosserman, Langston Buddenhagen, James Chanin, Gay Plair Cobb, Brendalynn Goodall, Don Link, Bill Thomasson and Mary Vail.

Members absent: Rickisha Herron

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

**2. Open Forum**

Public comments were provided by the following speakers:

Elise Bernstein  
Rashidah Grinage  
Shahidah Lacey  
Saleem Bey  
Cathy Leonard  
Assata Olugbala  
Mariano Contreras

No written comments were submitted prior to the meeting.

**ACTION ITEMS**

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

A motion was made by Gay Plair Cobb, seconded by Don Link, to approve the meeting minutes of April 19, 2021. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

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

**Meeting Minutes (Continued)**

**Tuesday, May 5, 2021**  
Via Teleconference

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Public comments were provided by the following speakers:

Assata Olugbala

Saleem Bey

**4. Annual Training and Orientation to City Charter Section 604 – Police Commission**

The Selection Panel received annual training from Senior Deputy City Attorney Allison Dibley on the legislation that established the Oakland Police Commission and Selection Panel for the Oakland Police Commission. The training including the duties and tasks assigned to the Police Commission, Community Police Review Agency and Office of the Inspector General.

Public comments were provided by the following speakers:

Saleem Bey

Assata Olugbala

**5. Public Safety Task Force Recommendations**

Member Lorelei Bosserman presented the Ad Hoc Committee's analysis and responses to the Public Safety Task Force recommendations, specifically the committee's proposed actions for the Selection Panel. Member Mary Vail also presented on past actions taken by the Selection Panel in reviewing and evaluating its own nomination processes.

A motion was made by Lorelei Bosserman, seconded by Don Link, to table proposed actions 1 through 6 until the fall of 2021. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Discussion on this item then moved to proposed action 11, regarding opening statements during interviews with candidates.

A second motion was made by Don Link, seconded by Brendalynn Goodall, to allow candidates two (2) minutes to make an opening statement during their interviews. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

The Selection Panel then discussed proposed action 10, regarding announcements on the evaluation criteria used by the Selection Panel. After discussion, City staff member Richard J. Luna stated staff can fully inform candidates of the evaluation criteria when notifying candidates about their interviews.

Discussion on this item then moved to proposed action 12, regarding separate questions for incumbent applicants.

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

**Meeting Minutes (Continued)**

**Tuesday, May 5, 2021**  
Via Teleconference

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A third motion was made by Lorelei Bosserman, seconded by Don Link, to defer proposed action 12 (questions for incumbent applicants) to a future meeting. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

The Selection Panel then discussed proposed action 13, which stated that interviews are only part of what Selection Panel Members consider when evaluating incumbent applicants, and that the Selection Panel should inform the public of this during deliberations.

A fourth motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to adopt proposed action 13, which states: “Before and after interviewing incumbents, remind the public that the incumbent’s interview is only part of what the [Selection Panel] considers. The SP also considers the incumbent’s demonstrated performance as a commissioner. Refer the public to the video recordings and agenda packets from the last 3 years of Police Commission meetings.” The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Discussion on this item then moved to proposed action 14, and after deliberation the Selection Panel modified proposed action 14 as part of their motion.

A fifth motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall to adopt only the first sentence of proposed action 14, which states: “Allow discussion of a candidate’s merits and any concerns the SP has, but do not require it.” The motion passed with six ayes (Bosserman, Buddenhagen, Cobb, Goodall, Thomasson, Vail) one no (Link) and one abstention (Chanin).

The Selection Panel continued discussion on the Ad Hoc Committee’s proposed rejections to the Public Safety Task Force recommendations. Members also discussed previous interview processes, and the pros and cons of conducting interviews via Ad Hoc Committees versus the entire Selection Panel.

Public comments were provided by the following speakers:

Saleem Bey  
Assata Olugbala  
Rashidah Grinage  
Cathy Leonard

**6. 2021 Police Commissioner Nomination Process**

City staff member Richard J. Luna presented a report on the current status of the Selection Panel’s 2021 nomination process, and requested the Selection Panel consider setting target dates for conducting interviews and completing the nomination process.

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

**Meeting Minutes (Continued)**

**Tuesday, May 5, 2021**  
Via Teleconference

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A motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to establish August 12, 2021, as the Selection Panel's deadline to make its appointment. The motion passed with seven ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson) and one abstention (Vail).

The Selection Panel then discussed its upcoming meeting schedule and whether a meeting was needed prior to June 15, 2021, the current deadline for the City to accept Police Commissioner applications. City staff stated they can provide updates to the Selection Panel on the number of applications received leading up to the deadline.

A second motion was made by Don Link, seconded by Brendalynn Goodall, to schedule the next meeting of the Selection Panel for 6:00 pm on June 17, 2021, and that if by May 27, 2021, a Selection Panel Member believed the number of applications were low that a Special Meeting could be called for June 1, 2021, to discuss the current status of applications. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Public comments were provided by the following speakers:  
Saleem Bey  
Assata Olugbala

**7. Time Commitment for Serving on the Police Commission**

The Selection Panel then discussed inviting feedback from current Police Commissioners on the time commitment required to perform their work so that the Selection Panel can use that information as it deliberates and makes a nomination.

A motion was made by Don Link, seconded by Mary Vail, requesting City staff send a letter signed by Chairperson Jim Chanin asking Police Commissioners for their input on time commitment for serving on the Commission, with the intent to receive the information prior to the meeting on June 17, 2021. After deliberation, Member Don Link withdrew the motion.

The Selection Panel discussed if Police Commission Chair Regina Jackson should be contacted directly and that the Selection Panel should only seek Chair Jackson's input on the time commitment serving on the Commission.

A new motion was made Gay Plair Cobb, seconded by Don Link, requesting City staff contact Chair Regina Jackson and ask for her written input on time commitment to serve on the Police Commission, and invite Chair Jackson to the meeting on June 17, 2021, to present that information. The motion passed with eight ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

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

**Meeting Minutes (Continued)**

**Tuesday, May 5, 2021**  
Via Teleconference

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The Selection Panel requested the prior year's interview questions be added to the next agenda for discussion. Additionally, Chair Jim Chanin requested the Police Commission's recently adopted Rules of Procedure be added to the next agenda so the Selection Panel may consider adopting similar rules in conducting its business.

Public comments were provided by the following speakers:  
Saleem Bey  
Assata Olugbala

**8. Adjournment**

The meeting was adjourned at 9:54 pm.

DRAFT



# SELECTION PANEL REPORT

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

**FROM:** Richard J. Luna  
Interim Deputy City Administrator

**SUBJECT:** 2021 Nomination Process

**DATE:** June 14, 2021

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## **ACTION REQUESTED**

For the Selection Panel to:

1. Review, discuss and/or modify the 2021 Nomination Schedule.
2. Review, discuss and/or modify the 2021 Selection and Interview Process.
3. Determine its next meeting or series of meetings.

## **EXECUTIVE SUMMARY**

In February 2021, the Selection Panel initiated its months long process in nominating a candidate to serve on the Oakland Police Commission. As such, the Panel continues to review its nomination process, evaluation tools, and schedule to determine what changes, if any, should be made for this year.

The Selection Panel established June 15, 2021, as the application deadline date and decided to complete its nomination process by August 12, 2021.

After the nomination is made, staff estimates City Council confirmation can take place on October 5, 2021, with the Police Commissioner's term starting on October 17, 2021.

As of 11:00 am on Monday, June 14, 2021, the Selection Panel has received 11 applications (**Attachment A**). Any new applications the City receives by the application deadline will be published on the City's website as a supplemental attachment to this report:  
<https://www.oaklandca.gov/meetings/police-commission-selection-panel-june-17-2021>.

## **BACKGROUND**

In 2021, the Selection Panel will be nominating a slate of one (1) appointee to the Police Commission for City Council approval. The term for Commissioner Jose Dorado, currently serving as the Commission's Vice-Chair, expires on October 16, 2021. Vice-Chair Dorado is eligible for reappointment to serve an additional three-year term.

Likewise, the term for Commissioner Regina Jackson, currently serving as the Commission's Chair, expires on October 16, 2021. Chair Jackson is a Mayoral appointee and is also eligible for reappointment to serve an additional three-year term.

On March 11, 2021, Vice-Chair Dorado informed Chair Jim Chanin, Vice Chair Brendalynn Goodall and city staff that he does intend to seek a second term in serving on the Police Commission.

Police Commissioner Terms

**Table 1: Terms for Current Police Commissioners**

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

Nomination Schedule

The Selection Panel will need to complete its 2021 nomination schedule in **Table 2**, specifically the Selection Panel's deadline for reviewing all applications and target dates to hold interviews with the top candidates.

**Table 2: 2021 Nomination Schedule (dates subject to change)**

Activity	Date
Incumbents notified	March 5, 2021
Updated application released	April 21, 2021
Joint press release with Mayor announcing 2021 nomination period	April 21, 2021
Email to community organizations requesting to share application	April 23, 2021
Previous applicants invited to reapply	April 26, 2021
Email to Mayor and City Council Offices requesting officials to share application	April 28, 2021 & June 10, 2011
Email to Police Commissioners and CPRA staff requesting to share application	May 4, 2021
Application deadline	June 15, 2021
Deadline for Selection Panel to review applications	TBD
Candidate interviews (first round)	TBD
Finalist interviews (second round)	TBD
Determination of slate	August 12, 2021
Background check process complete	early-September 2021
Council confirmation	October 5, 2021

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

## Interviews

At its meeting on May 4, 2021, the Selection Panel decided to do the following during its interviews:

- Allow candidates two (2) minutes to make an opening statement.
- Before and after interviewing incumbents, remind the public that the incumbent's interview is only part of what the Selection Panel considers, and that the Selection Panel also considers the incumbent's demonstrated performance as a commissioner. If needed, the Selection Panel can refer the public to the video recordings and agenda packets from the last three (3) years of Police Commission meetings.
- Allow discussion of a candidate's merits and any concerns the Selection Panel has but do not require such a discussion.

## Applicant Statistics

**Table 3** shows application statistics by nomination year. There were no nominations required in 2018.

**Table 3: Applications Statistics by Year**

Nomination Year	Applications Received	Applicants Invited to Interview	Nominations made by Selection Panel
2017	146	28	4 Commissioners; 1 Alternate
2019	16	10	1 Commissioner; 1 Alternate
2020	68	17	2 Commissioners

## Evaluation Tools

**Attachment B** is the Applicant Evaluation Tool that the Selection Panel used during the interview process in 2020. This evaluation tool was last reviewed and edited on July 22, 2020.

**Attachment C** includes the questions asked to all finalists in the 2020 second round interviews. The Selection Panel finalized these questions on August 10, 2020, prior to initiating the finalist interviews.

## Outreach

The Police Commissioner application is available online in English, Spanish, Chinese and Vietnamese on the Police Commission webpage ([www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission)). Additionally, staff has completed the following outreach:

- Press release to all media contacts
- Email communication to announce and request distribution of information to:
  - Mayor's and City Council Offices
  - Selection Panel Members
  - Oakland community-based organizations
  - Oakland Police Commissioners
  - Community Police Review Agency

In 2020, Vice Chairperson Brendalynn Goodall worked with KLBX radio to run a 15-second Public Service Announcement (PSA) leading up to the application deadline. The PSA was advertised free of charge and aired 30 times between May 29 to June 12, 2020.

Also in 2020, Member Lorelei Bosserman organized outreach efforts by the Selection Panel and maintained a database of organizations that were contacted directly by Selection Panel Members.

### Reserve Pool

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

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

The reserve pool process was used in 2021 to expedite the nomination of Jesse Hsieh (a former reserve pool applicant) to fill the Alternate Commissioner vacancy on the Police Commission.

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

Attachments (3):

- A. [Current Police Commission Applications](#)
- B. [2020 Applicant Evaluation Tool](#)
- C. [2020 Finalist Interview Questions](#)

**ATTACHMENT A**  
**Current Police Commission Applications**

**2021 Police Commission Applicants (as of June 14, 2021)**

No	Last	First	Zip	Council District	Selection Panel / Mayoral	Race	Gender	Disability	Oakland Residency	# of Meetings
1	Howell	Rudolph	94609	3	Both	Black/AA/Asian	M	No	8 years	1-2
2	Clayton	Tre	94611	4	Both	Black/AA	M	No	22 years	0
3	Smith	Jesse	94612	3	SP	White	M	--	10 years	3 or more
4	Parker	Cseneca	94612	3	Mayor	Black/AA	M	--	40 years	0
5	Delmore	Lance	94621	6	Both	Black/AA	M	--	41 years	0
6	Powers	Kim	94611	1	Both	White	F	No	7 years	1-2
7	Harris	Ginale	94605	7	SP	Black/AA	F	No	9 years	3 or more
8	Vedantham	Kumar	94619	6	Both	Asian	M	No	5 years	3 or more
9	Phyllis	Scott	94605	6	SP	Black/AA	F	No	25 years	0
10	Mao	Sokhom	94606	2	Both	Asian/ Cambodian	M	No	34 years	3 or more
11	Hill	Claudette	94621	6	SP	Black/AA	F	No	54 years	3 or more



# 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: Howell Rudolph Date: 4/25/2021  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland Ca 94609  
*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Caitlin Henry

Relationship: Attorney

E-Mail

Phone:

Full Name: Rhody McCoy

Relationship:

E-Mail

Phone:

Full Name: Deborah Mukamal

Relationship: Professor

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?

- 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

**Required Questionnaire**

4. How long have you lived in Oakland?

8 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

News

**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: *Rudy Howell* Date: 4/25/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## Oakland Police Commission 2021 Supplemental Questionnaire

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

I experienced the full impact of the American criminal justice system at the age of 23. It was at this age I entered the federal prison system with a 25 year 1st time sentence. At 23 years of age I was charged with a federal drug crime and sentenced to 294 months. It was a soul crushing experience for a 23 year old kid. Nevertheless, after coming out of a 5 year stupor I took on the work of deconstructing and reconstructing myself. It took me 17 years to complete my transferable A.A. degree in Business Admin from Lassen College. This accomplishment allowed me to be accepted at San Francisco State University before my release. I was released from federal prison to the halfway house on Taylor St in San Francisco in January of 2013. I arrived on a Wednesday and that Monday I was at SFSU attending my first class at a 4yr college. I graduated with a B.A. in Criminal Justice in May of 2016. I began working for Rubicon Programs, a non profit in Richmond, Ca. that provides reentry services for citizens returning home to the Bay Area from prison. My role as the Rubicon Education Partnership program Impact Coach / Case Manager is to support any formerly incarcerated individual, from Oakland, Ca. who wants to go to college, get to college. I coach, mentor, motivate and help these students on the academic road to a career that will help increase their earning potential in an effort to eliminate poverty in the East Bay. I believe that my degree in Criminal Justice, my direct experience with the criminal justice system and my work with others impacted by the criminal justice system gives me a unique view that will allow me to contribute to the work of the Commission in a very positive and creative way.

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

My limited contact and experience with the Oakland Police Department has been friendly, so far. I have had to report stolen cars that are abandoned in the area where I live. The exchanges have been friendly and professional. The breadth of my experience with authority stems from my interactions with the FBI, DEA, BNE, LAPD, Riverside County Police and Sheriffs, Federal Marshals, Federal Correctional Officers and Federal Probation Officers. These interactions and experiences occurred from California to Texas and back were varied from bad to good.

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

- a. as a police officer

No one in my immediate family has experience as a police officer.

- b. as a criminal prosecutor or defense attorney

No one in my immediate family has experience 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.

## Oakland Police Commission 2021 Supplemental Questionnaire

No one in my immediate family has experience working with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I have served on a board that seeks to bring community based organizations to college campuses whose mission is to help formerly incarcerated students navigate their respective college campuses. The board known as BASIC Bay Area System Impacted Consortium was developed by the Urban Strategies Council in Oakland. Before COVID we met twice a month to design, develop and promote a prison to college pipeline. The most challenging aspect is the limited funding to get things done. I would like to see more action than talk. Hopefully, with the advent of some normalcy returning to everyday life the efforts to build the prison to college pipeline will resume.



# 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: Clayton Tré L Date: 4/25/2021  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
Oakland CA 94611  
*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Sheilagh Andujar

Relationship: Principal

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Byron Delcomb

Relationship: Current Employer

E-Mail: [REDACTED]

Phone: [REDACTED]

Full Name: Ingrid Merriwether

Relationship: Past Employer

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

**Required Questionnaire**

4. How long have you lived in Oakland?

22 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Instagram advertisement

**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: Tré Clayton Date: 4/25/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## Supplemental Questionnaire

1. My professional, personal and academic experiences have prepared me to effectively fulfill the duties of a commissioner. I am currently working as a 4<sup>th</sup> grade teacher at Markham Elementary School near Eastmont Mall. Before this position, I have worked with community organizations and schools in other areas of Oakland, the Mission District of San Francisco, and in South Central Los Angeles. Throughout these experiences, I have worked with many people and families negatively affected by policing.

As an Oakland native, many of my friends and family have had negative experiences with Oakland Police (i.e. racial profiling and harassment). Fortunately, none of them have died at the hands of police, but some have been convicted of crimes or incarcerated after encounters with OPD.

I graduated from San Francisco State University with a B.A. in Communications and University of Southern California with a Master's in Education. Both of these experiences have prepared me to effectively review policies, procedures, and budgets. Additionally, these academic experiences have equipped me with the writing and communication skills necessary to handle the many other responsibilities of a commissioner.

2. Outside of my family's and friend's aforementioned encounters with Oakland Police Department, I have fortunately had neutral experiences with OPD.
3. N/A
4. With the Black Graduate Student Union at University of Southern California, I served on the board as the Director of Civic Engagement. In this position, I created a platform for Black Students to sign up for events that would engage them with the community such as food drives, political marches, and youth programs. I also organized events for students to discuss political and racial matters with established professionals.

The most challenging experiences were delivering constructive feedback to the president and other board members about their ideas or opinions. While this process is beneficial for any board, it was sometimes challenging for me to deliver honest feedback while simultaneously being considerate of other member's emotions and egos.



# 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: Smith Jesse E. Date: 04/28/2021

*Last* *First* *M.I.*

Home Address: [REDACTED]

*Street Address* *Apartment/Unit #*

Oakland CA 94612

*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Cat Brooks Relationship: Former Coworker

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

Full Name: Prof. Rachel Van Cleave Relationship: Instructor

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

Full Name: Gabriel Haaland 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

**Required Questionnaire**

4. How long have you lived in Oakland?

10 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Twitter

**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: 04/28/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

# Jesse E. Smith

Oakland, CA 94612

- 1) I've worked in political organizing in one form or another since graduating high school, but I would say my "activist career" didn't truly begin until the day my friend Scott had his skull fractured by a grinning officer, with a taped-over nameplate, holding a grenade launcher on the sidewalk in front of Oscar Grant Plaza. Since that time, I've focused my life and career around the issue of police reform and accountability. I am currently a 3rd year student at Golden Gate University School of Law, pursuing a Juris Doctor degree with specializations in public interest and litigation. I've focused my legal education around preparing for a career in indigent criminal defense at both the trial and appellate levels. In addition to coursework focused on criminal litigation, I've also taken several courses that specifically deal with the issue of police reform, such as *Reimagining Criminal Justice*. Prior to attending Golden Gate, I was a constituent services liaison for the United States Senate. I spent the vast majority of my time helping constituents to navigate the federal bureaucracy in pursuit of disaster relief funds or access to Medicare or Social Security. These constituents were often economically disadvantaged or part of an otherwise marginalized community, had a healthy distrust of me as a "government agent", and had often received a notice just before their call informing them that – despite losing everything they owned – their claim had been denied. Dealing with distraught callers demanded an ability to simultaneously console and deescalate in order to walk them through a complex and inherently frustrating application and appeal process. Despite these hurdles, I was consistently able to brainstorm creative solutions to complex problems and arrive at a positive outcome for the Senator's constituents. I would hope to bring those same skills to my work as a commissioner.
- 2) At the march on the Port of Oakland in November 2011, a pick-up truck deliberately ran me over on a picket line and, despite numerous witnesses and a license plate number, Oakland police refused to even generate a report. Meanwhile, people I knew to be innocent were fraudulently charged with fabricated felonies and slapped with gang injunctions to stop them from exercising their constitutional right to protest. My experiences with police during that time revealed to me that our legal system frequently works against the interests of justice rather than being predisposed toward them. I saw that my rights were – contrary to what I'd learned in civics classes – not some insurmountable buttress against the howling winds of state oppression; they were frail and vulnerable things that would evaporate in an instant without the stalwart guardianship of legal professionals committed to principle over personal profit. It was this that inspired me to pursue a career as a public defender.
- 3) Neither I nor any of my family members have ever worked as police officers, prosecutors, or defense attorneys, although I do have some experience with functioning as defense counsel from the experiential coursework I mentioned in Question #1. As a Senate aide, I was involved with compiling presidential pardon recommendations.
- 4) I have served on the executive boards of Young Democrats of Louisiana and the Communist Party of California and as a member on the LGBT Advisory Committee for the SF Human Rights Commission. Overall, I thoroughly enjoyed each of these experiences, but serving on a collaborative body comes with several challenging aspects. I think one of the most challenging is also one of the most universal: the work of consensus-building. Civil committees always bring together diverse constituencies and along with that comes a diversity of both motivation and methods. Having good listening skills, a genuine interest in connecting with your fellow members, and an ability to empathize with their perspective is essential to being able to collaborate. One thing that I would certainly bring to the commission is a deep and abiding love for this city and the people in it; with that comes an earnest desire to build the alliances we need to complete the important work of reigning in police abuse and making our streets safe for the most vulnerable in this community.



# 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: Parker , Cseneca Date: May 3, 2021  
Last First M.I.

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

Oakland Ca 94612  
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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

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

I, Cseneca Parker, Community Advocate, Entrepreneur, and Deputy Commissioner of Marriages in Oakland, California, celebrate 30 years of Community Service to members of the community who are in need of help. My expertise and training as a Concept Developer have allowed me to participate in a number of community boards, commissions and committees who help write direct and execute needs of low income community members in the Oakland/San Francisco Bay areas.

I have also worked close behind the scenes for nationally recognized Spiritual Leaders, Pastors and Bishops, as well as promoted some of the most sensational concerts, public events, parades and community and citywide celebrations, including LGBTQ+ pride celebrations such as Stonewall 30 in Oakland, tribute to the Stonewall rebellion in NYC.

I have received numerous acknowledgments, awards, certificates for his work in areas such as Community Economic Development, Housing Eviction Prevention, HIV/AIDS and other chronic illnesses. Most Boards Committees, Commissions do not offer compensation or financial gain but I am and have been very happy to volunteer and offer my support input and creativity to be a positive change agent about the issues that impact local communities. In the 30 years of my service, I hope to have proven to be dedicated, committed and compassionate to all people that I am privileged to serve. He currently sits as Director of an essential services non profit agency, Black Love Movement, to assist low income and moderate income families and homeless individuals. Presently Cseneca is volunteering for Youth Learning and Cultural Institute with Covid 19- Food Distributions throughout the 2021 calendar year!

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

I, Cseneca Parker, nor any family member has NO connections or contacts with or to 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.

I, Cseneca Parker, have NO personal employment or volunteer experience with OPD. I am not, nor does any family member have experience as an Oakland Police Officer or any experience as a Criminal Prosecutor, Defense Attorney. I nor any of my family members are affiliated with any public agency or non profit agency for crime victims or persons charged or convicted of crimes.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I, Cseneca Parker, have been on several Commissions and Boards over the last 30 years in Oakland, California and those Board Commitments have been:

Deputy Commissioner of Marriages- Oakland	2 Years
Alameda County East Bay AIDS Foundation	2 Years
Alameda County Office of AIDS Planning Council	2 Terms
Oakland California District 3 OCBG	2 Terms

### 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: Mayor Elihu Harris

Relationship: Former Oakland Mayor

E-Mail

Phone:

Full Name: Dr. Jenee Scott

Relationship: Pastor/Spiritual Leader

E-Mail

Phone:

Full Name: Rachel Y. Durham-Shannon

Relationship: Ret. Houston Police Officer

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?

Male  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

**Required Questionnaire**

4. How long have you lived in Oakland?

40 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

0  
 1-2  
 3 or more

6. How did you hear about applying to be on the Police Commission?

Mayor's Office

**Disclaimer and Signature**

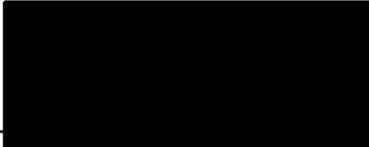
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: Cseneca Parker



Date: May 3, 2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



# 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: Delmore Lance N Date: 5/4/2021  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address*

Oakland Ca 94621  
*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### 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: Patricia Delmore

Relationship: mother

E-Mail

Phone:

Full Name: Aurora Delmore

Relationship: sister

E-Mail

Phone:

Full Name: Adrian Goodall

Relationship: friend

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?

Male  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

## Required Questionnaire

4. How long have you lived in Oakland?

41 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Radio

## 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: Lance Delmore Date: 5/4/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> (510) 238-3301

## Luna, Richard

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**From:** Lance Delmore [REDACTED]  
**Sent:** Tuesday, May 11, 2021 8:11 AM  
**To:** Luna, Richard  
**Subject:** Re: Police Commission Application Follow Up - Supplemental Questions Needed

[EXTERNAL] This email originated outside of the City of Oakland. Please do not click links or open attachments unless you recognize the sender and expect the message.

---

Questions answers

1. I do security at a wellness center and I keep the employees safe and stop criminals from stealing car parts out of the parking lots
2. No bad experience with Oakland police
3. I have a no experience with volunteer work
4. I have been the leader and final say so with immediate family meetings and decisions, some challenges were I had to decide what to do about a family problem with a brother and sister and I had to talk to both sides and come to a conclusion for them

On Fri, May 7, 2021, 8:41 AM Luna, Richard <[RLuna@oaklandca.gov](mailto:RLuna@oaklandca.gov)> wrote:

Hi Lance,

We received your Police Commission application; however, you did not submit responses to the 4 written supplemental questions listed on pg. 1 of the application. Can you send me your written responses to those questions?

Thank you.

**Richard J. Luna**

*Interim Deputy City Administrator*

[rluna@oaklandca.gov](mailto:rluna@oaklandca.gov)

(510) 238-4756

Kim Powers

██████████  
██████████  
██████████ akland CA 94611

Cell: ██████████

*Application for Position of Police Commissioner*

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

I am extremely passionate about police accountability issues and justice. I was born and raised by police officers in New Jersey and at one time considered enrolling into the Police Academy myself. My father, a now retired career police officer, convinced me not to. He's the same person who, when teaching me to drive, told me to never pull over for a police officer until I was somewhere with other people nearby. And I'm white.

I've known for my entire life that with this incredibly taxing, honorable line of work comes responsibility that can be used inappropriately, wrongfully and abusively. Police Departments need to be held to the highest standards. Community engagement, with people who can help speak up for others, is one of the best ways to do this.

In 2014, I adopted a baby at birth. My daughter, and only child, means the world to me. She is mixed race, white and African American. During her early years, I was very naive. I thought because her skin color didn't matter to me, it wouldn't matter. Through a lot of hard moments of perceptual racism towards her, many many hours of reading, talking and listening to others I have learned how different her life will be to mine. And I am incredibly proud to be raising her in Oakland, a place I see as hopeful and a place that she can identify with. **I want to help the community she lives in to be better, to provide for its members, to listen and to ensure the people who are helping to keep the community safe are doing so justly, fairly and within the highest standards.**

My husband, born and raised in the east bay, lost his job and we were struggling to find his next career move. We decided to open a small business in our neighborhood because we desperately needed and wanted to add to our community and be a part of where we live. We opened a very small, independent coffee shop across from the Kaiser Hospital on Piedmont Avenue 5 years ago. We are very proud to be a part of the Oakland community. We are vested members of this city and want to do all that we can do to ensure it thrives.

I am proud of OPD for the reform that was quickly adopted after the killing of George Floyd. Replacing officers with counselors to respond to some mental health or homeless calls was momentum toward changing the face of our public safety. And we need to continue pushing on reforms like these to ensure our community is a just and fair place for all the members. Young, old, brown, black, wealthy or homeless. Every human who lives in our city needs to have the same rights and practices afforded to them. If given this opportunity, I would be an incredibly dedicated and honored Police Commissioner member. And would continue to help uphold the highest policies of policing while representing and speaking up for the entire community that I proudly live and raise my family in.

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

A few years ago, we were having some work done at our home in Oakland. While I was home, the worker performing the repair stole several pieces of jewelry from our bedroom. I wasn't aware of the robbery until I received a call from the Contra Costa Police Department who had caught the person with my jewelry in his pockets (they had arrested him directly after being at our house for another incident). Contra Costa PD sent Oakland PD to our house to take a statement. Officer Julie Yu arrived to take the report and determine if we wanted to press charges in Alameda County. While Officer Yu was taking my statement, my then 5 year old daughter came home from school. Officer Yu was exactly what I would want for any police officer to be when interacting with a young child. She was sweet, kind, warm, talkative and incredibly helpful in explaining what happened and helping to put Bella's mind at ease. She went so far as to let Bella sit in her police car and then gave her an OPD hat which she still proudly displays in her room. Several weeks later, Julie wrote Bella a letter and left it on our front door. She was so kind, compassionate and human centered.

I understand not all interactions that police officers deal with are as easy or non-threatening as this simple home robbery. There are all kinds of reasons and situations for police officers to have to react or act in different ways. And, Officer Yu gives me hope for the possibility of a just and fair 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.**

My father was a career police officer in New Jersey, since retired for many years. His brother, my uncle, was also a law enforcement officer in the police, DEA and CIA.

**4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?**

I serve on my daughter's school committees including one for parents of children of African descent and the lower school parents association. Pre-pandemic, I served on the Patient Advisory Committee for One Medical for two years. I work for a company in San Francisco and sit on several employee resource and experience groups as well.

From work groups, to school committees to volunteering with OneMedical, the most challenging aspects have been around wanting to incorporate new ideas into an established system. Most of the time, change is met with some level of reluctance especially if the previous system has been seen as successful. I have always found using evidence and facts help persuade people to try out a new idea or way of working.

It's also important to gain trust and respect from people who have been on the boards or groups previously, and can be challenging in the beginning. Building individual relationships with each person and sharing information about myself and who I am as a person has always helped to gain respect and solidify my credibility. Without trust and regard among the members, it will almost always not work.



# 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: Powers Kim E Date: 5/24/21  
Last First M.I.

Home Address: [Redacted]  
Street Address

Oakland CA 94611  
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 (Question 1, 2, 3 and 4 below.)

- 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.

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

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

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

Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

### 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: **Alex Bell**

Relationship: **spouse**

E-Mail

Phone:

Full Name: **Keren Amit Bigio**

Relationship: **co-worker**

E-Mail

Phone:

Full Name: **Laura Tobben**

Relationship: **friend**

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?

- 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

Required Questionnaire

4. How long have you lived in Oakland?

7 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I actively sought out ways to become involved and found the application on line.

Disclaimer and Signature

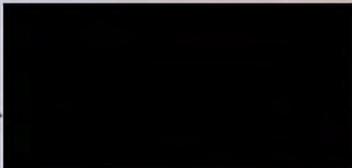
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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:

5.25.21

Completed applications must be received by June 15, 2021, 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
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301



# 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: Harris Ginale Date: June 8, 2021  
*Last First M.I.*

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

Oakland CA

*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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: **Michele Lizaneo**

Relationship: personal/professional

E-Mail

Phone

Full Name: **Carol Whyatt**

Relationship: professional/personal

E-Mail

Phone:

Full Name: **LeRonne Armstrong**

Relationship: professional

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?

- 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

**Required Questionnaire**

4. How long have you lived in Oakland?

9 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I was a previous Police Commissioner

**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: Ginale Harris Date: 06/08/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

Question #1: Nothing can dissuade me from my commitment to Oakland and to our community. I have returned to this committee humbled, yet more determined and powerful, asking you to give me another opportunity to serve as a member of the Oakland Police Commission. Our Police Commission has made significant progress, but we still have a mountain of work ahead to ensure that the Oakland Police Department finally achieves NSA compliance and is following constitutional policing standards.

There's no need to remind you that the NSA is a reform that the Oakland Police Department is mandated to complete as the settlement of a lawsuit 21 years ago. In 2000, 119 people claimed that they were victims of police brutality at the hands of OPD officers. In 2016, our community let their collective voice be heard with a resounding 80% vote demanding Oakland create an independent, citizen-led Police Commission. Oaklanders have made it clear that we want accountability and oversight. Then on May 20, 2020, George Floyd was murdered, a national movement was ignited and 9:29 became a symbol of 300 years of police brutality and the immediate need to reevaluate the role of law enforcement and to re-imagine public safety. I am part of that resounding vote and collective voice in Oakland!

The Ginale Harris who stands in front of you today has lived the experience of Police Commission work for three years and the expertise that comes along with it. This Ginale has lived the pain and devastation of losing a family member who was brutally murdered after being reported as a missing person to the Oakland Police Department. This Ginale was accused of using derogatory remarks, asking for favors as well as abusing and harassing OPD staff by former Chief Kirkpatrick. Some people questioned my approach, my integrity, my tone and how I choose to express myself. Although I am not a victim of police brutality now, I continually hear many stories and have watched the seemingly endless stream of bodycam videos where lives, especially Black lives, are not respected or honored, not protected and too often are brutalized or ended by the police without the families ever receiving justice.

My tone and expressions are responses to accumulated anger, frustration and indignation about injustice. Shouldn't we all be frustrated and indignant at this point? Yet my commitment to this community is unbreakable and emanates from my core, so I am still here doing the work, fighting the fight and making good trouble by being selected by the Police Commission and volunteering on the Re-imagining Public Safety Committee and the Missing Persons Policy Ad-Hoc Committee. During my tenure as a

Commissioner, I served as the Vice Chair for two consecutive years and had the opportunity to lead and participate in various ad-hoc committees which include: The Use of Force, Armed and Unresponsive Persons Arrest Teams, Parole & Probation Stop Policy, the Budget committee, and the Job Description for the Chief of Police committee, the personnel committee, the rebuttal for the Police commission Audit and an array of others. I have personally volunteered as the liaison for two separate families that have been affected negatively by actions of the Oakland Police Department. I have learned about the complexities and the process of collaboration, teamwork and understanding police policy and procedures which will assist the commission going forward.

If I am chosen for a second term, I have a comprehensive plan to increase our engagement with the community. My plan includes creating new partnerships by reaching out to groups impacted by misconduct and police violence, groups who have a negative relationship and history with law enforcement and groups underrepresented at Oakland Police Commission meetings. This plan includes communicating with religious leaders, partnering with established community leaders (Oakland Frontline Healers, East Oakland Pillars, Homies Empowerment Program/Adelante, 100 Black Men of the Bay Area, B.O.S.S. (Building Opportunities for Self-Sufficiency), Dream catcher Youth Services and increasing our social media strategy and impact. Oakland has a dedicated group of community members who regularly attend and participate at Commission meetings, but the audience is pretty empty. My goal is to fill the audience with community members that reflect the diversity of Oakland, to increase the voices that we hear and to educate our community about exactly how to make a complaint, about the role and responsibilities of the Police Commission.

Question #2: As a resident of Deep East Oakland over the past 10 years, I have frequently watched Oakland Police officers driving lights and sirens to a call-for-service or they've responded to my neighborhood for a call. It's been my observation that although "The Flatlands" are plagued with a high level of violence, we never see sufficient police officers patrolling this area. When I was representing Oaklanders on our Police Commission, I did a ride-along with an officer and understood one of the reasons. During my ride-along, the police officer showed me on the monitor that there were 450 priority calls pending and that detail spoke volumes about what I witnessed at home and why the response time was such a long wait.

Although I have been a victim and witness of crime, I chose to resolve these situations on my own within my neighborhood. I realistically knew that with current patrol staffing combined with the high amount of activity, I would be waiting for hours. I have communicated with the Community Resource Officer for my area and provided details and intel regarding ongoing serious issues on my block: multiple homes owned by one neighbor where renters are allowed to have all hours of the night loud parties every weekend with drug/alcohol usage and guns, home burglaries and arson associated with these same homes and on one occasion, these

same renters and their guests taking over the entire block by completely blocking all street entrances with multiple vehicles. I recently organized a NCPC ZOOM block meeting with my NCPC representative and I promoted the meeting, but unfortunately other than the NCPC rep and one neighbor, we were the only attendees. This seems like a complex and perfect Community Policing project for the Oakland Police Department. As someone directly impacted by crime and violence, although I am frustrated with the lack of police response, I also understand that solving these problems will take participation from everyone: the police officers, the Department of Violence Prevention, Ceasefire, NCPC, Community Resource Officers AND THE COMMUNITY. While everyone is talking about defunding the police; I am talking about Re-imagining Public Safety, having sufficient patrol for the level of activity in East Oakland and other high crime areas, having accountability and having community participation.

During my time as a Police Commissioner, I was fortunate to work with Oakland Police Department employees like now Chief Leronne Armstrong, Deputy Chief Nishant Joshi, Acting Lieutenant Aaron Smith, and Lieutenant Joseph Turner. Chief Armstrong and Deputy Chief Joshi listened to my concerns especially about East Oakland and offered suggestions and support. Chief Armstrong even responded to East Oakland to increase OPD's presence after multiple homicides during the pandemic. Lieutenant Turner was a member of the Use of Force Ad-Hoc Committee and we collaborated well together, along with other members of the committee. He was open and owned mistakes or shortcomings made by OPD which made the process faster and brought forth a solid policy. I've also had negative experiences with the Oakland Police Department during my time as a Commissioner. Former Chief Kirkpatrick and retired Deputy Chief Cunningham made promises while I was acting as a liaison and advocating for the Bandabaila family regarding their son's disappearance. They didn't keep their promises, were not truthful or forthcoming with me or the Bandabaila family. My expectations are realistic, I expect police officers to serve the community, to do the job they're paid to do, to be honest and to have integrity. Going forward, OPD and the Police Commission can ensure that the Oakland Police Department hires the right people and once they're wearing the blue uniform, badge and carrying a gun, that they are ALL held accountable for their actions and that they're following the best standard practices and department policies.

Question #3: My work experience and volunteering include over 28 years of advocating, facilitating and managing programs for community members involved in and/or impacted by crime. I have never been interested in titles, it is serving the community that has always motivated me. My family has been impacted by crime as well and has been caught up in the criminal justice system. With experiences on both sides of crime, I have a unique perspective that I can bring to this Commission. Whether I was acting as a Youth Program Manager, a Parole and Probation Specialist or a mentor for San Francisco's Community Response Network Outreach program, my approach was always rooted in solutions. My personal standard operating procedure when facilitating a plan to assist people involved in the criminal justice system was to offer them a clean slate. We'd focus on identifying the causes for their criminal behavior and coming up with a plan for success with solutions, support and resources tailored for each of them. I bring these same skills with me as a Police Commissioner. It takes a village to raise a child is a popular African proverb which reflects the emphasis African cultures place

on the family and community. In 2021, I would say that it takes a village to raise a child, but it also takes a progressive police department, a fearless police commission and a responsive city council standing side-by-side with the community to protect the community.

For more detailed information and descriptions of my community work, you can refer to my attached resume.

# Ginale Harris

Police Commissioner | Rehabilitation Services Professional | Community Leader

• Oakland, CA

Dedicated, performance-focused, and award-winning professional with 20+ years leading government and non-profit initiatives. Experienced Police Commissioner with a strong background in Adult Probation & Parole and the Juvenile Court System. Extensively trained and knowledgeable of San Francisco and Oakland Reentry Programs, Violence Prevention & Crisis Intervention, Case Management, and Housing Management.

## Selected Awards and Recognition

- **Restorative Justice Award** from the San Francisco District Attorney's Office for implementing the "Back on Track" Program eliminating felony charges for first time offenders in exchange for community service.
- **Phat Friend Award** for serving as a leader and mentor to many hometown children and young adults. Known for accepting youth development challenges that others did not want.
- **Proclamations** from the United States Senate for obtaining funding and creating programming to better the lives of marginalized African Americans in San Francisco. Comprehensive program included: GED school, food pantry, and senior citizen food delivery service. Raised funds to take 100 families to Disneyland for the first time, an experience that was out of their financial reach.
- **Leadership Award** for many years of service in the Black & Brown Community of San Francisco, California.
- **State of California Proclamation** in recognition of being a community service hero for over two decades.

## Professional Experience

### Felton Institute, San Francisco

2020 – 2021

#### Program Director Mild to Moderate & Justice Services Operations Coordinator

Oversee and manage the Re-Entry Case Management Team administering mental health services to adults with mild to moderate mental health conditions. Provide individual and group supervision to clinical and non-clinical staff. Ensure program covers a continuum of care, including treatment of dual diagnosis and justice system impacted individuals. Monitor and evaluate program productivity to include outreach, referrals, intake, and assignments. Coordinate and facilitate training for staff professional development. Perform budget planning and expenditure approval.

- Lead, inspire, and motivate staff to efficient performance and to continually look for improvement opportunities.
- Monitor all financial and operation activities to ensure compliance with local, state, and federal guidelines.
- Create short and long term strategic goals setting overall program policies and operating procedures.

### San Francisco Sheriff's Department Rehabilitation Services Coordinator

2018 – 2021

Directed, planned, and organized programs providing for the social welfare of inmates in the San Francisco County Jail System and post release sites. Collaborated with Jail Health Services, contractors, Five Keys Staff, other Resource Service Coordinators, and local community organizations and agencies to align appropriate services (i.e. education, employment, recovery, and reentry) for offenders' successful movement within the system and successful return to the community.

- Effectively liaised with Classification Programs Deputy and others to ensure program inmate movement into and out of inmate housing including regular development of a movement list.
- Coordinated with facility command staff to ensure smooth and comprehensive delivery of programs.
- Conducted interventions with inmates at risk of program and housing removal.

# Ginale Harris

---

## **City of Oakland Oakland Police Commissioner**

**2017 – 2020**

Influential Police Commissioner actively engaged in overseeing the Oakland Police Department's policies, practices, and customs. Ensured adherence to national standards of constitutional policing policy, helped secure resources, and promoted civic engagement. Collaborated with other commissioners to oversee the Community Police Review Agency which investigates police misconduct and recommends discipline.

- Chaired the Use of Force ad hoc committee creating the most effective Use of Force policy in the nation.
- Selected as vice-chair for two consecutive years: instrumental in establishing Oakland's framework for police accountability and oversight.
- Leveraged assessment expertise to identify 151 Oakland Police Department's outdated policies.

## **Superior Court of California County of San Francisco Deputy Court Clerk II**

**2016 – 2018**

Interacted with diverse customers from attorneys, law enforcement, and staff members from various agencies to the public. Performed a variety of duties including preparing court documents in accordance with established guidelines, entered data into automated case management systems, imaged case files, and scheduled matters for court. Also provided customer service at the front counter and via telephone, filed court documents, prepared the daily docket and attended court sessions.

- Remodeled and developed a systematized process for effective records management.
- Tactfully mastered the transfer process for court cases from state to state.

## **Housing Authority of Santa Clara CA Housing Programs Manager**

**2015 – 2016**

Oversaw daily operations for several programs administered by the Housing Authority Agency including the high-profile Section 8 Housing Choice Voucher Program. Provided vision, support, and guidance for service delivery. including inspections, initial/continued eligibility, occupancy, housing placement, housing retention, quality assurance and contract and regulatory compliance.

- Key player in the development of the Administrative Plan and the Moving to Work (Moving To Work) Program.
- Implemented policy, procedure, and work plan changes improving programs for more effective administration.

## **Mission Neighborhood Centers, San Francisco Family Resource Center Intervention Service Director**

**2011 – 2015**

Led efforts to provide services to young adults from the Juvenile Justice System and/or Adult Justice System. Collaborated with multiple resources (i.e., San Francisco Unified School District staff, Probation/Parole Department, Public Defenders, Community based agencies, families, Youth Guidance Center, and Log Cabin Ranch staff) to identify ways and means to meet the needs of the young adults. Provided advocacy information and referral services to contribute to rehabilitation, growth, and development.

- Established a system of regular communications with parents and guardians, including formal and informal meetings, on student progress, enrollment status, newsletters, calendars, and memos.
- Ensured program activities reflected best practices in child development.

# Ginale Harris

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- **Career Note:** Additional professional experience as a Transitional Aged Youth Program Manager, Violence Prevention Intervention Service Director, Home Detention Supervisor, Gang Specialist, Parole & Probation Specialist and Senior Case Manager for Log Cabin Ranch Aftercare

## Education

**Criminal Justice** - Bachelors of Science with emphasis in Management (*Dean's List*)

University of Phoenix, San Francisco, CA

**Associate of Arts Degree | Drug and Alcohol Studies**

City College of San Francisco, San Francisco, CA

## Areas of Expertise

Public Safety / Violence Prevention | Re-entry and Recidivism | Public Policy and City Governance | Training | Research Investigation | Facilitation | Client Relations | Quality Control/Assurance | Risk Management | Resource Management Change Management | Project Management | Negotiation | Strategic Planning | Workflow Process Analysis

**Computer Skills:** Microsoft Office: Word, Excel, PowerPoint, Outlook, Project, and Live Meeting | Contract Management Systems (CMS) | Matrix | Elite Emphasis system | IJS system | Digital Reel | Tyler | Citrix | Insyst System | Sales Force Circle

## Professional Affiliations & Organizations

**Boys & Girls Club of America** – Youth Advisor | **Discovering Your True Self, County Jail #4** – Mentor/ Facilitator

**Back on Track Program** – Advisory Member & Mentor | **Community Response Network Outreach** – Mentor

**Real Alternatives Program**-Mentor & Advisory Member | **Department of Children Youth & Families**-Advisory Member

**San Francisco's Police Chief Violence Prevention Board** – Board Member



# 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: VEDANTHAM KUMAR Date: 6/7/21  
Last First M.I.

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

Oakland CA 94619  
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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

**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: Tanya Aaen Ph.D (UFA) Relationship: Supervisor

E-Mail [Redacted] Phone: [Redacted]

Full Name: David Joseph Ph.D (UFA) Relationship: Co-worker

E-Mail [Redacted] Phone: [Redacted]

Full Name: David Shernoff LCSW (VJO) 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?

Male  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

**Required Questionnaire**

4. How long have you lived in Oakland?

5 yrs

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I applied in 2020

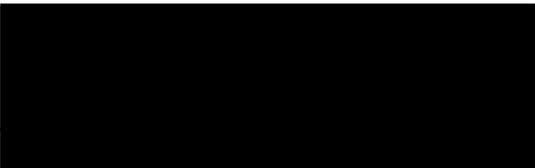
**Disclaimer and Signature**

*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: 6/7/21

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## **ANSWER TO QUESTION 1**

I would like to highlight three personal qualities that I would bring to the Police Commission

### **COMMITMENT TO SERVICE**

I have spent my entire career serving those who have the greatest needs. Upon graduating from my training in psychiatry I felt that treating veterans was my calling. I have been working for the Department of Veterans Affairs since 1998. In 2003 I became Medical Director of the VA Oakland Behavioral Health Clinic and have helped Oakland residents for the past 18 years.

Our clinic serves some of the most seriously ill members of the Oakland community. We operate a Methadone Treatment Program that provides Methadone as an alternative to heroin for the most severely addicted veterans. Our Homeless Outreach Program is designed to provide both housing and treatment for homeless veterans with mental illness or substance use issues. We have a specialty Post-traumatic Stress Disorder (PTSD) treatment program designed to help veterans who have experienced combat or sexual trauma. Oakland's General Mental Health (GMH) program treats veterans with Schizophrenia and Bipolar Disorder. Our clinic liaisons closely with the Veterans Justice Outreach (VJO) program that is designed to provide treatment as an alternative to incarceration for non-violent offenders. Finally, our Compensated Work Therapy program helps veterans with severe mental disorders to return to the workforce.

As Medical Director, I am actively involved in all of the above programs and play a central role in keeping our clinic functioning and staying true to its mission. If selected, I promise to bring the same passion and commitment to protecting and safety and dignity of Oakland citizens.

### **COURAGE TO CONFRONT AUTHORITY**

In 2019 the chair of our department of mental health made an abrupt and unilateral decision to eliminate alternate work schedules for all mental health employees. This created tremendous anxiety and distress for employees who had alternate work schedules. Many of them had selected non-traditional work hours in order to balance other pressing needs such as parenting responsibilities, caregiving roles or education. Many of them felt that the only option left was to quit.

As Medical Director, I felt that this decision was poorly thought out and very unfair. I decided to have a clinic wide discussion to address this issue. We joined together as a clinic to challenge this decision. I drafted a letter highlighting our concerns and we read this protest letter to the facility director at our next town hall meeting. This letter created a firestorm. Other clinics began to draft similar letters and other complaints started to surface regarding the abrasive and disrespectful style of our department leadership. The union became involved in our struggle, our efforts triggered a broader VA investigation into the leadership practices of our department, and ultimately our chair was removed and left the VA shortly thereafter.

I use this example to reflect my willingness to stand up to power and authority in a determined and effective manner. I am not afraid to take a stand against the abuse of power and I know how to build successful coalitions in order to do so.

## **CLINICAL EXPERTISE**

One of the tragic and common features of so many police violence incidents is that they involve the most vulnerable members of our society – people of color with mental illness and substance use issues. Too often their illness is viewed as a justification for the violence that is perpetrated against them. Many recently highlighted incidents of police violence, including that of George Floyd, have involved citizens with mental or substance use issues.

My clinical expertise in mental illness and substance use could greatly assist the Police Commission. I have extensive knowledge of the interactions between police and those with addiction and homelessness through my work with our Homeless Outreach Program and Methadone Treatment Program. I have seen firsthand how providing treatment and housing instead of incarceration makes both moral and economic sense. I have extensive experience working with chronically mental ill persons such as those with Schizophrenia and Bipolar Disorder. Many of them face unique challenges when they interact with the police, especially if they are black or brown. Frequently their families call police hoping to get their loved ones into treatment and instead watch with horror as they are handcuffed and taken to jail. Many of the veterans I treat have PTSD partly as a result of police violence. I recognize how police violence can be terrifying and create psychological trauma as well as physical injuries. This mental violence inflicted by police on both victims and bystanders needs to be addressed as part of police brutality. My work with the VJO has shown me the profound limitations of our entire justice system and how addressing police violence is only the tip of the iceberg of dismantling systemic racism. It also gives me hope that we can work together to come up with better answers.

I believe that these qualities can be valuable to the work of the Police Commission. Thank you for your consideration.

## **ANSWER TO QUESTION 2**

My contact with the Oakland Police Department has been extremely limited. I have assisted the police in communicating with acutely mentally ill patients at our clinic that needed to be admitted to the hospital involuntarily.

## **ANSWER TO QUESTION 3**

Neither I nor any immediate family member has had significant volunteer or employment experiences as a police officer, as a criminal prosecutor or defense attorney, or with a public agency or nonprofit community group serving or advocating for crime victims.

#### **ANSWER TO QUESTION 4**

I founded and Chaired the Committee on Disruptive Behavior (DBC) for VA Northern California Health Care System from 2003 to 2013. VA Northern California covers a multitude of clinics and medical centers that stretch from Oakland to Tahoe and north to the Oregon border. The purpose of this committee was to address incidents of violence perpetrated on staff and patients anywhere within the VANCHCS catchment area. This committee involved four primary stakeholders. The first was the VA staff who are the victims of these incidents. Committee members represented the fields that are at highest risk. This includes Nurses, Emergency Room Personnel, Mental Health providers, and Front Desk employees. The second major stakeholder were the patients themselves. They were represented by the VA Patient Advocate. The third major stakeholder was the VA Police who were usually the first ones to get involved in these incidents. The final stakeholder was the VA itself to ensure that Committee decisions were aligned with the VA mission. Our role was not only to adjudicate individual incidents but also to highlight systemic needs and inadequacies.

As Committee Chair I had to ensure that every veteran who was brought before the committee received a fair hearing with input from all stake holders. As all decisions were made by consensus, my job was to bring the stakeholders together to some common agreement despite their initial differences. I can sketch my role with a simple example. Let's say a veteran became agitated and started screaming in the lobby of one of our medical centers. We would look at this incident from all angles. We would first try to understand the context of the screaming to identify why this happened. Was the patient annoyed by having to wait for an extensive amount of time? Was this provoked by the disrespectful or rude behavior from one of our staff? Did the patient have an untreated mental illness or substance abuse issue that the VA needed to address? Then we would focus on how we could prevent this from happening again. Our response was intended not to punish the veteran but try to help him with the needs that led to the incident in the first place. While trying to get the various stakeholders to unite with each other was quite a challenge, the benefits provided by the committee were vital in maintaining a safe and responsive VA for patients and staff.

Chairing this committee required many of the same skills that a commissioner would need, such as empathic listening, developing consensus, addressing the needs of conflicting stakeholders, and maintaining focus on the main mission. As Chair I had to demonstrate leadership, empathy, management skills, and lots of hard work. I would bring these strengths to the Police Commission as well.



# 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: **Scott, Phyllis** Date: **June 1, 2021**

<i>Last</i>	<i>First</i>	<i>M.I.</i>
[Redacted]		

Home Address: [Redacted]

<i>Street Address</i>	<i>City</i>	<i>State</i>	<i>Apartment/Unit #</i>
[Redacted]	<b>Oakland</b>	<b>Ca</b>	<b>94605</b>
<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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: **Gerald Agee**

Relationship: **Pastor**

E-Mail

Phone:

Full Name: **Paul Cobb**

Relationship: **Business Associate**

E-Mail

Phone:

Full Name: **Antoné Hicks**

Relationship: **Ministerial Staff Member**

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?

- 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

**Required Questionnaire**

4. How long have you lived in Oakland?

25 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Newspaper

**Disclaimer and Signature**

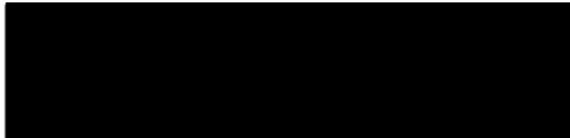
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 6-2-21

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

## **Oakland Police Commission Application Supplemental Questions**

**Applicant: Phyllis Scott**

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

I currently serve as a Pastor of a local church in Oakland. As such, I work with various people including community activists, city officials, and the Oakland Police Department. As a Pastor in East Oakland, I have met and worked alongside various officers to introduce our youth and community to those men and women in law enforcement, developing relationships between officers and community. Such officers include Chief Sean Whent, Captain Ersie Joyner, and Officer Marco Marquez.

I have also volunteered for the C-Care program going out and speaking with women and girls trapped in the sex worker industry. To become more familiar with the work of OPD, I went on a police ride along and met officers in the Homicide Section.

I also served on Chief Whent's and Chief Batts' clergy board, which met every three months to discuss issues that needed community awareness.

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

- Met with Chief LeRonne Armstrong at the Chief's Clergy Advisory Board meeting.
- Volunteered for C-Care program to encourage women and men that are working in the sex trafficking industry.
- Worked through the Pastors of Oakland community chaplaincy program to resurrect all Community Chaplains that were required to meet with various departments within the Oakland Police Department including a visit to the firing range.

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

a. as a police officer – N/A

b. as a criminal prosecutor or defense attorney N/A

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes. - I have accepted the position of President of the Pastors of Oakland in which one of my goals is to continue to work towards unity, revolution, and peace in our communities, developing relationships between community and law enforcement. Just recently we invited Officer Mae Phu to come and speak about what we can do to support the Asian community.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

I have served on the Pastors of Oakland Board and the Oakland Police Clergy Advisory Board. My experience allowed me to hear different perspectives on issues based on different life, culture, and religious backgrounds. The most challenging aspect was trying to get everyone to agree on how to move forward.



# 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: Mao, Sokhom Date: 06/01/2021

	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	<u>Oakland</u>		<u>94606</u>
	<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 (Question 1, 2, 3 and 4 below.)

- 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:

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3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
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  - 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

## 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: Xochilt Sanchez

Relationship: Former Director

E-Mail

Phone

Full Name: Lawrence Brisco

Relationship: Colleague

E-Mail

Phone:

Full Name: Vince Reyes

Relationship: Colleague

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: Cambodian American
- 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

**Required Questionnaire**

4. How long have you lived in Oakland?

34 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I was invited by the Chair of the Selection Panel to re-apply.

**Disclaimer and Signature**

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

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

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

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

Signature: \_\_\_\_\_ Date: 06/08/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301

**Oakland 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.**

I have spent a lot of time preparing myself to contribute to the commission's work both professionally and academically. I earned a bachelor's degree in criminal justice from San Francisco State University. Aside from my participation on civic boards and commissions, I am a native Oaklander who is passionate about seeing my city's police force prosper.

I was appointed an Officer of the Courts and a Juvenile Justice Commissioner in 2010 to oversee the entire county's juvenile justice system, which included court-appointed authority to conduct investigations and inspections at over 26 lock-up facilities and law enforcement agencies in Alameda County, where I investigated allegations of misconduct and ethical violations (peace officers, probation officers, etc.).

I served as a Commissioner on the Citizens' Police Review Board (the predecessor to the new police commission) for over four years, where I had legal authority under the City Charter and Ordinance to order investigations of alleged misconduct brought to the Police Review Board. I negotiated with city staff to issue subpoenas for police officers' mandatory attendance and presence before the Police Board for evidentiary hearings, and I ordered police officers' evidence to be taken under oath.

I worked with my fellow board members to draft and amend police policies in order to reform how the police interact with the public. As Chairman of the Citizens' Police Review Board, I ensured that all matters needing Board approval were brought to the board in a timely manner. I made sure the city's police board was operating within its legal purview, with the advice and guidance of the Board Counsel, in matters involving any police officer misconduct or violation of the Oakland Police Department's general orders.

Academically, my criminal justice background included researching the United States criminal justice system, identifying distinguishing United States constitutional court case features, and comparing experiences of systems around the world. This includes any abuse of authority, as well as group conflicts and bias in case processing. I am familiar with methodologies and applications for analyzing criminal justice systems and procedures. All of these academic training prepared me to be thoroughly vetted to participate in my community on matters of law, crime, and justice, as well as the government's checks and balances and interpretation of the rule of law.

As a former assistant to the police chief, I provided reviews of policies and procedures to the command team and the police chief, along with a variety of drafts, finished reports, and departmental memos to be added to the police department's general order, including confidential details from taped dictation, brief directives, and written materials from police officers.

In addition to the chartered duties, I have worked with the City of Oakland to make sure that the city has a professional and competent police department whose members behave with integrity, impartiality, and justice by reviewing reports of police misconduct and general orders of the Police Department to render fair and ethical decisions on behalf of the citizenry of Oakland.

*(Please see next page for continue response to question 1)*

*(Continue response to question 1 below)*

My unique perspective will give the commission an unprecedented background and understanding of recent actions and reforms (*the preceding police board to the current police commission*) that will be critical to the success of the Oakland Police Commission. In order for the city to deliver on the commitments of measure LL, we need a solid structure and understanding of those processes so that we can continue to provide effective police services, preserve a positive reputation, and restore the confidence of the people of Oakland in our policing practices and services.

In particular, my knowledge of the negotiated settlement agreement (NSA) would aid the commission in focusing on the task at hand and committing to the completion of a long-awaited reform. For the past 18 years, the city's police department has been under a federal court decree from a 2003 civil rights settlement that was scheduled to expire in 2010. This federal oversight has extended several times after the department failed to reach such milestones as compliance with the agreement's use-of-force policies, administrative audits, and officer discipline mechanisms. Since 2003, Oakland taxpayers footed a bill of more than \$28 million in reform fees, and that figure is projected to increase if the city fails to meet these settlement benchmarks.

Because of my experience and knowledge of the city's police board, I am capable of carrying out the commission's duties and meeting the needs of residents in all police-related matters. But, most importantly, I was born and raised in Oakland, went to school here, and through the city's economic shifts over the years, I have never considered leaving; I have remained true to my hometown. I believe it is my civic duty to give back to the city that has given me so much, and now it is my turn to use my expertise, skills, and professional experience to help Oakland residents improve public safety. Former president Barack Obama said, "Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."

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

In 2006, while riding in the passenger seat of a relative's car, I was detained and searched by two Oakland police officers and was held up for a brief time before being released. My second encounter occurred while I was driving home late at night and was held by two Oakland police officers for an unjustified traffic violation. In both situations, the demeanor, tone, and attitude were condescending, which made me realize that there was still a lot of progress to be made and the need for positive interaction with the public—worthy of a trusting relationship between the public and the police.

My interaction was a startling surprise to the current problem facing the city's police force, and it correlates to the case study led by Dr. Jennifer Eberhardt on police unjustified stops. These examples of my personal contacts cut to the heart of the issues confronting the Oakland Police Department, and I look forward to contributing to the police commission's positive work.

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

*Not applicable, all of my experiences with the city has been outlined above.*

**4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?**

Yes, I was a member of the Citizens' Police Review Board. My insight was an invaluable contribution to my community and to the city's continuing growth towards building an understanding between the community and the police. During my professional career, I served on several organizational boards, commissions, and public advisory boards at both the city and county levels. Sitting on a committee presents a multitude of obstacles, but two issues consistently arose: a lack of understanding of the process and lack of support among the participants.

As a seasoned Commissioner, I represented the Citizens' Police Review Board on a wide range of topics, including one piece of council legislation in which I specifically pushed for, raising the annual operating budget of the Citizens' Police Review Board Agency from \$697,269 to \$2,723,724. I also assisted in defining targets, setting goals, and monitoring the Agency Director's progress.

During my time as a member of the Citizen's Police Review Board, we conducted extensive studies on ways to strengthen the police-community relationship. I led the charge in drafting strategic methods to collaborate with faith-based communities, neighborhood crime prevention councils, parent action groups, ethnic or multi-culture community forums, youth organizations, senior homes, and many more.

The biggest issue, in my opinion, was that the Board's plans were not prioritized, and none of these goals or strategies were achieved. The method was confusing, and instead of the City Administrator being a collaborator, it seemed like the board was operating in isolation. In addition, board members had differing views on how police oversight could be carried out did not collaborate or seek technical assistance from city departments. All of this led to massive confusion and nearly impossible for all of the board members to get on the same page or to make any headways on the mandated duties of the commission.

As chairman, I attempted to solicit the board's help in writing a series of by-laws that would set the board's guidelines and guide us toward our oversight mission. Unfortunately, because the board was restructuring and dissolving board members, these initiatives failed, and the board was unable to carry out all of its objectives.

Nevertheless, I wholeheartedly believe that with the right skills and knowledge in place, the city will be able to overcome these challenges and make real progress including the auditor's most recent corrective actions. I am certain that this is a tremendous opportunity for me to represent my city and contribute my skills to the improvement of my community. I'm excited and eager to help!



# 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:	Hill	Claudette	Date: 5/19/2021
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>City</i>	<i>Apartment/Unit #</i>
	Oakland	CA	94621
	<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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

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

*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: Tamara Walker

Relationship: Associate

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Dom Arotzarena

Relationship: Associate

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Maritza Stovall

Relationship: Associate

E-Mail [REDACTED]

Phone: [REDACTED]

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

**Required Questionnaire**

4. How long have you lived in Oakland?

54 Years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at [www.oaklandca.gov/policecommission](http://www.oaklandca.gov/policecommission). You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

Received a email invite

**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: 5/19/2021

Completed applications must be received by **June 15, 2021**, by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>
For assistance or additional information contact	City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 235-3301

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

As an Oakland native, Born and raised, I have seen and done so much within the streets of Oakland. As a young girl, my grandparents taught us to give back to others (whether they had it or not) and I keep that with me even today. I have raised 3 children who are products of our fine city and I am proud they are now building their own families here as well. They are each educated, motivated and thriving. For the past 16 years, I've been an active board member of Community Enrichment Organization, which is a non-profit 501©(3) built on the backs of black women from Oakland in 2004. We created this non-profit to shape the lives of the next generation by hosting an annual Community Easter Egg Hunt (which had over 2500+ people in attendance consecutively for 10 years)., Community Feed the Homeless program, Adopt-A-Family Christmas & Thanksgiving program, youth football and cheerleading program -for ages 6-16, youth mentorship programs, as well as, an adult softball league. These programs were designed to unite residents of Oakland together, as one, and to also lead our youth to not only a better future, but a promising one. I left my job of 25 years at AT&T in 2012 and took a position at Youth Uprising as a Youth Administrative Manager where I assisted the youth with job placement opportunities. There I learned there are many children just looking for someone to care, I'm just blessed that I was available to give that. Those youth are now grown adults, caring for their own families. This is an example as to what has prepared me to the work of the Commission. I will serve the people, because they are me. Aside from my work with Community Enrichment Organization and Youth Uprising, I was also a volunteer for former Councilmember Desley Brooks' 2014 Oakland City Council campaign and again during CEO's (Community Enrichment Organization) 2017 Community Feed the Homeless event. Oakland is home. Lastly, I am currently an employee of PG&E and a proud active member of Acts Full Gospel Church of God in Christ.

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

I've had many experiences with Oakland police throughout my life. As a 53-year-old black woman, I have experienced the good and the bad of the police. I have been a part of multiple event planning committees, both volunteer and career based, and I have witnessed good people wearing the police uniform and badge of honor. However, I have also witnessed the injustices and wrongdoing of Oakland police on many occasions. I would like to be the fresh voice in the room of those that understand the people of Oakland the way that I do. Those that are born here, raised children here, and are building generations here are the people that need us, and I would love to be an influence in that.

3. N/A

## Luna, Richard

---

**From:** [REDACTED]  
**Sent:** Friday, June 11, 2021 7:39 AM  
**To:** Luna, Richard  
**Subject:** Re: Police Commission Application - Missing Questionnaire Response

**Categories:** Blue Category

[EXTERNAL] This email originated outside of the City of Oakland. Please do not click links or open attachments unless you recognize the sender and expect the message.

Hi Richard,

I do serve on a board for CEO (Community Enrichment Organization) being on this board is so rewarding this organization serves at risk youth and the elderly.

The most challenging aspect of my participation is working with people or organizations on funding. The great thing is things usually work out and we are able to take care of our youth & elderly.

-----Original Message-----

**From:** Luna, Richard <RLuna@oaklandca.gov>  
**To:** [REDACTED]  
**Sent:** Wed, Jun 9, 2021 1:14 pm  
**Subject:** Police Commission Application - Missing Questionnaire Response

Hi Claudette,

I received your Police Commission application; however, it's missing your response to the 4<sup>th</sup> Supplemental Questionnaire related to board/commission experience. Can you send me your response to the 4<sup>th</sup> question at the bottom of page 1?

Thank you.

**Richard J. Luna**  
*Interim Deputy City Administrator*  
[rluna@oaklandca.gov](mailto:rluna@oaklandca.gov)  
(510) 238-4756

# **ATTACHMENT B**

## **2020 Applicant Evaluation Tool**



**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, Interview Questions & Evaluation**

Core competencies are the identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner. The objective of the interview is to assess the competency and qualifications for serving as a Police Commissioner. The Selection Panel will ask each applicant a series of questions that are designed to understand the applicant's qualifications in the following areas:

- 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.)
- E. Level of Interest
  - a. Understands role and authority of Police Commission.

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

Evaluator Initials: \_\_\_\_\_

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?

\_\_\_\_\_

*Additional questions as time permits...*

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)
<b>Interpersonal / Collaborative</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

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

Evaluator Initials: \_\_\_\_\_

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 will you draw on to manage this and come to a fact-based decision?

*Additional questions as time permits...*

- 4. Tell us about your experience and/or opinion of the Oakland Police Department.
- 5. Describe an experience where you had to make a difficult decision that affected someone’s life.
- 6. Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?
- 7. Has someone you disagreed with ever changed your mind about something? Please provide an example.

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

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

Evaluator Initials: \_\_\_\_\_

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

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?

*Additional questions as time permits...*

9. How does institutional racism and systemic oppression impact the department’s ability to achieve compliance with the Negotiated Settlement Agreement?

10. How do you define police brutality and what are the key elements that produce it?

11. 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)
<b>Analytic / Investigative Practices</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

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

Evaluator Initials: \_\_\_\_\_

---

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

12. Experience has shown that the time commitment to effectively serve on the Police Commission is approximated to be between 10 to 20 hours a week. 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?

---

*Additional questions as time permits...*

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

14. 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.

15. 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?

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

17. What is the Police Commission doing right?

18. If you became a Police Commissioner, what would you do differently?

19. For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

Evaluator Initials: \_\_\_\_\_

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

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

Evaluator Initials: \_\_\_\_\_

E. Based on the responses to the following interview questions, rate the applicant’s strength of the Core **Competency – Level of Interest:**

20. When did you first become interested in the Police Commission? What have you done to learn more about it? And what are your impressions?

*Additional questions as time permits...*

21. Have you attended any Police Commission meetings either in person or virtually?

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

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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

Evaluator Initials: \_\_\_\_\_

	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Overall Score</b>					
Comments					

**ATTACHMENT C**  
**2020 Finalist Interview Questions**

### Standard Questions

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

*Follow-up, time permitting*

What do you hope to achieve on the Commission?

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

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

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

### Optional & Follow Up Questions

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

## Finalist Interview Questions

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

**ORIGINAL VERSION APPROVED 12.27.17  
AMENDED 8.23.18  
AMENDED 9.13.18  
AMENDED 5.19.19  
AMENDED 2.25.21**

**CITY OF OAKLAND  
POLICE COMMISSION**

**Resolution Adopting Amended Rules of Order  
for the Oakland Police Commission**

**Introduced by Oakland Police Commission Ad Hoc Rules Committee  
(Commissioner Henry Gage, Co-Chair, Commissioner Brenda Harbin-Forte,  
Co-Chair, and Commissioner Sergio Garcia)**

WHEREAS, the Police Commission of the City of Oakland hereby declares that the business before it is to be conducted in an orderly, efficient and collaborative manner to facilitate sound Commission and public deliberation and decision making; and

WHEREAS, the following Rules of Order seek to provide for: (1) reasonable time for public input and comment on agenda items at Commission meetings; (2) thorough consideration of policy proposals; (3) problem-solving opportunities among staff, Commissioners and the public; (4) an agenda that is managed efficiently and effectively; and (5) predictable discussion times for debate regarding agenda items; and

WHEREAS, in recognition of these goals, the Commission desires to establish these Amended Rules of Order for the conduct of Commission operations and meetings; and

WHEREAS, the Brown Act (Government Code Section 54950, et seq.) and Oakland's Sunshine Ordinance (Oakland Municipal Code Section 2.45.040) authorize the Commission to prescribe reasonable rules and regulations for conducting its meetings; and

WHEREAS, in December 2017, August 2018, September 2018, and May 2019, the Commission properly adopted various rules of procedure, and now desires to amend those rules; now therefore be it

**RESOLVED:** That the Commission hereby adopts these Amended Rules of Order in their entirety; and be it

**FURTHER RESOLVED:** That in accordance with the Oakland City Charter and the Oakland Municipal Code, the following are established as the Amended Rules of

Order for the conduct of Oakland Police Commission operations and meetings:

## **CHAPTER 1 – DEFINITION OF TERMS**

**Rule 1.1 Definition of Terms.** The following terms, whenever used or referred to in this Resolution or in these Rules, shall have the following and respective meanings, unless a different meaning is clearly made apparent by the context:

- A. "Action Item" shall mean any motion or recommendation requiring official vote and approval of the Oakland Police Commission to be effective.
- B. "Adopted" in connection with proposed resolutions shall mean and include adoption of such proposed resolutions by the Oakland Police Commission.
- C. "Agenda" means the agenda of the Oakland Police Commission.
- D. "Chair" shall mean the Chairperson of the Oakland Police Commission.
- E. "Vice Chair" shall mean the Vice Chairperson of the Police Commission of the City of Oakland.
- F. "Charter" shall mean the Charter of the City of Oakland.
- G. "Commission" shall mean the Oakland Police Commission.
- H. "Committee" shall mean a sub-group of Commission members not comprised of a quorum of Commissioners; Committee of the Commission.
- I. "Ad Hoc Committee" shall have the same meaning as in Section 2.45.010 of the Enabling Ordinance: "a temporary committee formed by the Commission comprised of less than a quorum of Commission members to address a specific issue."
- J. "Consent Item" shall mean, for the purposes of the Commission's agenda, those matters that have been the subject of a committee of the Commission or a matter previously considered and voted on in closed session by the Commission, unless otherwise ineligible by law as a Consent Item.
- K. "Council" shall mean the Oakland City Council.
- L. "Informational Item" shall mean an item of the agenda consisting only of an informational report that does not require or permit Commission action.
- M. "Municipal Code" shall mean the Oakland Municipal Code.
- N. "Open Meetings Laws" shall mean California Government Code Section 54950, et seq. (commonly known as the "Brown Act") and Chapter 2.20 of the Oakland Municipal Code (commonly known as the "Oakland Sunshine Ordinance").
- O. "Rules" shall mean the Rules of Order of the Commission;
- P. "Secretary" shall mean the individual designated as the Executive Secretary of the Commission.
- Q. "Sunshine Ordinance" shall mean Oakland Municipal Code Chapter 2.20.
- R. "CPRA" shall mean the Community Police Review Agency of the City of Oakland.
- S. "Department" shall mean the Oakland Police Department.
- T. "Police Chief" shall mean the Chief of Police of the Oakland Police Department.
- U. "Regular Commissioner" shall mean one of the seven (7) regular commissioners

currently serving a term on the Commission.

- V. "Alternate Commissioner" shall mean one of the two (2) alternate commissioners currently serving on the Commission.

## **CHAPTER 2 – ORGANIZATION AND MEETINGS**

**Rule 2.1. Adoption of Rules of Order.** The Commission's Rules of Order shall be adopted by motion carried by an affirmative recorded vote of a majority of the Commission. When adopted, such Rules remain in effect unless suspended or amended as provided herein. The Chair may adopt temporary rules to address a specific situation or point of order in a Commission meeting where such situation or point of order is not covered in these Rules.

**Rule 2.2. Amendment to Rules.** All proposed amendments to the Rules shall be adopted by motion carried by an affirmative recorded vote of a majority of the Commission.

**Rule 2.3. Election of Officers.** At the first regular meeting of the Commission held in February of each year, the Commissioners shall elect from among their number a Chair and Vice Chair of the Commission, each to serve for a term beginning at the conclusion of the meeting at which they are elected, and ending at the conclusion of the first regular meeting held in February of the following year, or until the election of a new Chair or Vice Chair, whichever occurs later. If more than one commissioner is nominated for an office, the nominees may each speak regarding their qualifications and willingness to serve and answer questions of commissioners or the public. The Commission may discuss the nominations and, when the vote for each office is called, the nominee receiving the majority of the votes shall fill the office. If a vacancy occurs in the office of the Chair for any reason, the Vice Chair shall become Chair, and a new election for Vice Chair shall be held. If a vacancy occurs in the office of the Vice Chair for any reason, a new election for Vice Chair shall likewise be held.

**Rule 2.4 Removal of Officers.** Any Commissioner may move that a vote of "No Confidence" be taken as to the Chair or Vice Chair of the Commission. A vote of No Confidence supported by at least five (5) Commissioners shall result in removal from the office held. If the Chair is removed under this Rule, the Vice Chair shall become Chair, and a new election for Vice Chair shall be held. If the Vice Chair is removed under this Rule, a new election for Vice Chair shall likewise be held.

**Rule 2.5. Meetings and Rules of Procedures.** Except as otherwise determined by the Commission, regular meetings shall be held at 6:30 p.m. on the second and fourth Thursdays of each month in the City Council Chambers of City Hall, One Frank H. Ogawa Plaza, 3rd Floor, Oakland, California. Meetings shall conclude no later than 10:30 p.m., unless extended by majority vote of the members of the Commissioners in attendance. All proceedings shall be conducted under Open Meeting Laws, in conformance with the Oakland Municipal Code, the Brown Act and the Oakland

Sunshine Ordinance. Acts by the Commission shall be expressed by motion, which shall be seconded and passed by a majority vote. The Chair shall set the order of business for Commission meetings.

**Rule 2.6. Alternative Meeting Place.** In the event the regular meeting venue is unavailable the Chair shall designate another appropriate venue as the Commission's temporary meeting location. The Commission may also select meeting venues outside of Oakland City Hall by motion carried by an affirmative recorded vote of a majority of the Commission. The Commission shall meet at least twice each year in locations other than City Hall.

**Rule 2.7. Special Meetings of the Commission.** The Chair or a majority of Commissioners, subject to the requirements of the Brown Act and the Oakland Sunshine Ordinance, may call a special meeting of the Commission, separate from the Commission's regular meetings. In addition, as required by Section 2.45.090(B) of the Enabling Ordinance, at least twice each year, the Commission shall hold one of its regularly scheduled meetings at a location outside of City Hall. These offsite meetings shall be designated special meetings, and they shall comply with all requirements of Section 2.45.090, including having an agenda item titled "Community Roundtable" or something similar.

**Rule 2.8. Parliamentary Procedure and Parliamentarian.** The rules of parliamentary procedure as set forth in *Robert's Rules of Order Newly Revised (latest edition)* for Small Boards shall govern all meetings of the Commission unless otherwise provided herein. The Commission's Legal Counsel, or such other person as may be designated by the presiding officer upon approval of the Commission, shall serve as the official parliamentarian for meetings of the Commission.

**Rule 2.9. Motions.** If any Commissioner makes a motion, such motion shall not be debated, or further discussed or considered, or voted upon, until after a second to such motion is made by another Commissioner.

**Rule 2.10. Speaking Time Limits for Commissioners.** The Chair shall recognize a Commissioner before the Commissioner may speak. No Commissioner shall speak for more than five (5) minutes on any matter without the consent of the Chair or a majority vote of the Commission.

**Rule 2.11. Number of Regular Commissioners and Alternate Commissioners.** Pursuant to Section 604(c) of the City Charter, the Commission consists of seven (7) Regular Commissioners and two (2) Alternate Commissioners.

**Rule 2.12. Quorum.** Pursuant to Section 604(d)(3) of the City Charter, five (5) Commissioners shall constitute a quorum. If a quorum is not established by the Regular Commissioners in attendance, the Chair may designate one or more Alternate Commissioners to establish a quorum and cast votes.

**Rule 2.13. Voting.** Every official act of the Commission shall be adopted by majority vote of the Commissioners present at the meeting and eligible to vote. The Commissioners shall vote in alphabetical order according to their surnames, with the presiding officer of the Commission voting last. Commissioners present shall vote for or against each question brought to a vote, or may also abstain from voting. Any Commissioner seeking to abstain shall state the grounds for the abstention. Voting by proxy is prohibited.

**Rule 2.14. Rights of Commissioners When Less Than Quorum.** In the absence of a quorum, no information may be presented to and no official action shall be taken by the Commissioners present except to order a call of the Commission, to reschedule the meeting, to recess the meeting, or to adjourn the meeting.

**Rule 2.15. Commission Chair.** The Chair shall preside at all meetings of the Commission and shall perform all other duties necessary or incidental to that office. The Chair shall represent the Commission in meetings or communications with public officials, the press, and the public. Consistent with Oakland Municipal Code Chapter 2.45, the Chair may create such ad hoc committees to perform such advisory functions as the Chair shall determine, and may appoint Regular or Alternate Commissioners to such ad hoc committees. Each Regular and Alternate Commissioner appointed by the Chair to an ad hoc committee shall possess full voting authority on each such committee. The Chair shall have the authority to appoint a former Commissioner to an ad hoc committee as an ex officio non-voting member of the ad hoc committee, if such former commissioner has subject matter expertise or other relevant knowledge or expertise that would assist the ad hoc committee in its work. The ex officio member of the ad hoc committee shall be bound by the same confidentiality requirements, conflict of interest rules, and other requirements as a Regular Commissioner or Alternate Commissioner. The Chair shall also have authority to appoint as non-voting members of an ad hoc committee such members of the public as the Chair deems fit and proper. Such public members of the ad hoc committee shall be bound by the same confidentiality requirements, conflict of interest rules, and other requirements as a Regular Commissioner or Alternate Commissioner. The Chair shall have authority to remove any Regular Commissioner, Alternate Commissioner, former commissioner, or public member from any ad hoc committee.

**Rule 2.16. Commission Vice Chair.** In the absence or inability of the Chair to act, the Vice Chair shall take the place and perform the duties of the Chair.

**Rule 2.17. Agenda Items.** The agenda shall meet the requirements of Government Code Section 54954.2 and of Oakland Municipal Code section 2.20.030(A). For closed sessions, the agenda shall meet the requirements set forth in Government Code Section 54954.5 and of Oakland Municipal Code section 2.20.030(A). Any Regular Commissioner, Alternate Commissioner, member of the public, the Executive Director of the Community Police Review Agency (CPRA), Inspector General, CPRA/Inspector General Policy Analyst or member of the Oakland Police Department, may submit

suggested agenda topics for the Commission's consideration for discussion at regular or special meetings of the Commission. Items submitted by anyone other than a Regular Commissioner or Alternate Commissioner must be pre-approved by a Commissioner. Submissions must be made on the form provided by the Commission and submitted to the Commission Chair or the Executive Assistant of the Commission. Forms shall be available at each Commission meeting, on the Commission's website, or at the offices of the CPRA.

**Rule 2.18. Agenda Matter Suggestions List.** Each month, the Executive Assistant or other individual designated by the Commission Chair shall enumerate suggested agenda matters received on the Commission's forms on an "Agenda Matter Suggestions List." The Agenda Matter Suggestions List shall be submitted to Regular Commissioners as a properly-noticed agenda item. At the first Commission meeting each month, Regular Commissioners shall decide whether any matters suggested for future agendas shall become matters to be reviewed, researched, discussed and considered by the Commission as agenda items. A matter shall be moved from the Agenda Matter Suggestions List to a "Pending Agenda Matters List," by majority vote of the Commission.

**Rule 2.19. Pending Agenda Matters List.** The Pending Agenda Matters List shall include items moved from the Agenda Matters Suggestions List, and The Pending Agenda Matters List shall also include the duties or deliverables which are required to be performed or provided by the Commission pursuant to Measure LL and the Police Commission Enabling Ordinance. Any listed duty or deliverable required to be performed or provided by the Commission shall include the due date, or estimated due date, for each task or deliverable.

**Rule 2.20. Priority Items on Pending Agenda Matters List.** A Regular Commissioner may move that a matter on the Pending Agenda Matters List be treated with priority and put directly on an agenda of a future specific Commission meeting. The matter shall be made a Priority Item by majority vote of the Commission.

**Rule 2.21. Creation of Commission Meeting Agendas.** At the first Commission meeting each month, the Regular Commissioners, with input from the CPRA/Inspector General Policy Analyst, shall work cooperatively to create Commission meeting agendas from "Priority Items" ready for presentation and discussion, from other matters from the Pending Agenda Matters List, or from any other matters deemed appropriate. Each agenda shall include status reports from the chairs of as many ad hoc committees as the Chair deems appropriate. Additional matters may arise between the time that an agenda is created and when an agenda must be finalized and disseminated. The Chair, in consultation with the Vice Chair, shall finalize meeting agendas in the interest of maintaining meetings of reasonable length and efficacy, meeting and complying with external time constraints, and otherwise advancing the best interests of the Commission.

**Rule 2.22. Public List of Pending Agenda Matters and Priority Items.** The Executive Assistant, or other person designated by the Chair, shall maintain a running list of Pending Agenda Matters and Priority Items. The lists shall be made publicly available on the Commission's website and distributed concurrently with any Agenda Matters Suggestions List prior to any Commission discussion. The Pending Agenda Matters and Priority Items Lists shall also state the dates upon which the matters were placed on the respective lists. The Executive Assistant or other person designated by the Chair shall also keep notes regarding agenda items and attachments to be included in the Commission agenda packet and assist in transcribing the agenda.

**Rule 2.23. Limitations on Action or Discussion of Items at Commission Meetings.** Except as provided by the Brown Act or the Oakland Sunshine Ordinance, the Commission shall not act upon or discuss any item at a Commission meeting unless a description of the item appears on the posted agenda for that meeting. If an item arises after the agenda has been distributed, the Chair may add it to the agenda and consider the item in accordance with the procedures set forth under the Brown Act.

**Rule 2.24. Consent Calendar.** The Consent Calendar may include routine matters that are expected to be non-controversial and on which there are no scheduled speakers. The Consent Calendar may also include those matters that have been the subject of a public hearing conducted by a Council-approved standing committee of the Commission, a matter previously considered in closed session by the Commission, a matter to reschedule a monthly meeting of the Commission, or a matter to approve minutes of a prior meeting. There will be no separate discussion of Consent Calendar items unless a member of the Commission so requests, in which event the Commission shall remove that item from the Consent Calendar and consider those items separately

**Rule 2.25. Minutes of Proceedings.** The Secretary shall record the proceedings of each meeting in the minutes of the Commission and a copy thereof shall be forwarded before the next Commission meeting to the Mayor, the members of the Oakland City Council, the Chief of Police and all Commissioners. When approval of minutes of multiple prior meetings is calendared as an action item on the agenda, one motion to approve all such minutes as a group may properly be made, seconded, and voted on.

**Rule 2.26. Alternate Commissioners.** Alternate Commissioners shall be allowed to attend meetings in open session, shall be accommodated the same seating as Regular Commissioners, and shall be allowed to participate in open session discussions, including the asking of questions of any presenters or Commission staff members. Alternate Commissioners do not vote unless designated by the Chair, in the Chair's sole discretion, to establish a quorum, in which case, Alternate Commissioners may temporarily cast a vote. When any Regular Commissioner has been suspended by the Council, an Alternate Commissioner shall be selected by the Chair to replace the suspended Commissioner for the duration of the suspension. Alternate Commissioners shall be eligible to serve on any Commission standing or

ad hoc committee, including any Discipline Committee. Alternate Commissioners appointed to standing, ad hoc, or Discipline Committees shall have the same full voting authority as any Regular Commissioner would have.

### **CHAPTER 3 - PROCLAMATIONS**

**Rule 3.1. Proclamations.** Any Regular Commissioner may issue proclamations for the purpose of commendation, recognition or congratulation of any person, group, organization or event, or for the purpose of expressing sympathy, regret or sorrow on the death of any person, as to matters related to law enforcement. Such a proclamation shall be known as a "Commissioner Proclamation" and shall be in a form, which clearly identifies the Commissioner who has sponsored the proclamation. Other Commissioners may join in a particular proclamation. Any desired Proclamation shall be submitted to the Chair so the item may be placed on a Commission meeting agenda. Commission approval is not required for the issuance of a Commissioner Proclamation.

### **CHAPTER 4 - CHIEF OF POLICE FOR CAUSE ASSESSMENT AND REMOVAL**

**Rule 4.1. Initiating A For Cause Assessment.** Section 604(b)(10) of the City Charter authorizes the Commission to remove the Chief of Police only after adopting a finding or findings of cause, as defined by City ordinance. In exercising its removal authority, the Commission will follow the process for notification, substantiation and documentation as defined by ordinance, and will consider issues of performance in closed session. The Commission may, by majority vote of no fewer than four (4) individual commissioners, initiate an assessment to determine if an act or acts of the Chief of Police rise to the level of "cause" as defined by ordinance. The Commission will follow the process for notification, substantiation and documentation as defined by ordinance.

**Rule 4.2. Vote to Remove Chief of Police.** In closed session when consistent with the Brown Act, after an assessment has been received and considered, the Commission may remove the Chief of Police if the Commission makes a finding of just cause on an affirmative vote of no fewer than five (5) Commissioners.

**Rule 4.3. Failed Vote to Assess or Remove Chief of Police.** A failed vote to initiate an assessment or to remove the Chief of Police for just cause shall not preclude a subsequent motion on the same action at a later time.

### **CHAPTER 5 - COMMISSION'S REMOVAL OF A COMMISSIONER**

**Rule 5.1. Bases for Removal.** Pursuant to Section 604(c)(10) of the City Charter, any Commissioner may be removed by a majority vote of the Commission only for conviction of a felony, conviction of a misdemeanor involving moral turpitude, a material

act of dishonesty, fraud or other act of moral turpitude, substantial neglect of duty, gross misconduct in office, inability to discharge the powers and duties of office, or absence from three consecutive regular Commission meetings or five regular meetings in a calendar year except on account of illness or when absent by permission.

**Rule 5.2. The Removal Process.** The Chair, or the Vice Chair if the Chair is the subject of the removal process, shall provide written notice to the Commissioner sought to be removed, stating all bases upon which removal appears to be warranted. The removal notice shall also advise the Commissioner that, pursuant to Section 604(c)(10) of the City Charter, the matter is being referred to the Public Ethics Commission to investigate all allegations which if true, could be cause for removal of the Commissioner under Section 601 of the Charter, and that the Public Ethics Commission can refer the findings to the Council for the Council to determine whether the Commissioner should be removed. The removal notice shall also advise the Commissioner that a written response may be submitted to the Chair, or the Vice Chair, as appropriate, no later than seven (7) days from the date of the removal notice. After a hearing, the Commissioner may be removed by a vote of no fewer than four (4) Commissioners. If a Commissioner is removed pursuant to this Rule, the Commission shall report such removal to the Council, the Mayor, and the Selection Panel, so that the appropriate appointing authority can replace the removed Commissioner.

**Rule 5.3. Replacing a Removed Commissioner.** A removed Commissioner shall be ineligible to conduct Commission business. As occurs when the Council suspends a Regular Commissioner pursuant to Section 604(c)(10) of the Charter, the Commission shall select an Alternate Commissioner to replace any Regular Commissioner who has been removed. If an Alternate Commissioner is removed, the Commission shall notify the Council, the Mayor, and the Selection Panel of the removal decision so that the appropriate appointing authority can replace the Alternate Commissioner.

## **CHAPTER 6 - RULES OF CONDUCT GOVERNING COMMISSION MEETINGS**

**Rule 6.1. Open Forum and Time Allotted.** Open Forum shall be listed at the end of the Agenda. The public shall be granted two (2) minutes to address the Commission on items that were not on the agenda, but that may be of interest to the public and that are within the subject matter jurisdiction of the Commission. The Chair, in the Chair's discretion, may reduce a speaker's time to one (1) minute if the Chair publicly states all reasons justifying the reduction. Such reasons shall be based at least on consideration of the total time allocated or anticipated for the meeting, the number and complexity of the agenda items, and the number of persons wishing to address the Commission in Open Forum. Persons wishing to speak during Open Forum must complete a speaker card.

**Rule 6.2. Public Comment on Agenda Items and Time Allotted.** The Commission values and encourages public comment and participation. Members of the public shall be granted two (2) minutes to speak on each agenda item before the Commission takes any action on that item. Public comment shall be confined to the specific agenda item under discussion. The Chair, in the Chair's discretion, may reduce a speaker's time to one (1) minute if the Chair publicly states all reasons justifying the reduction. Such reasons shall be based at least on consideration of the total time allocated or anticipated for the meeting, the number and complexity of the agenda items, the number of persons wishing to address the Commission on the agenda item, and whether there will be sufficient time available during the meeting to consider all agenda items if all speakers are allowed two minutes to speak. The Chair, in the Chair's discretion, may request that speakers representing similar views designate a spokesperson in the interest of time, and may, in the Chair's discretion, grant that spokesperson three (3) minutes to address the agenda item. Persons wishing to speak must complete a speaker card for each agenda item the public member wishes to address. Multiple agenda items cannot be listed on one speaker card.

**Rule 6.3. Addressing the Commission and Commissioner Responses.**

Speakers must speak from the podium when addressing the Commission and shall speak clearly into the microphone. Speakers are to refrain from using profanity, yelling or screaming. Members of the public should address their questions or remarks to the Commission Chair. Other Commissioners and City of Oakland staff members, including members and employees of the Oakland Police Department who are in attendance, will respond to questions only when requested to do so by the Chair. Commissioners and City of Oakland staff members, including members and employees of the Oakland Police Department, should refrain from entering into any debates or discussion with speakers during public comment.

**Rule 6.4. Audience Conduct.** The public has the right to criticize policies, procedures, programs, services, actions or omissions of the Oakland Police Department, the Commission or the Commission's staff. To foster an atmosphere of collaboration, the Commission expects that such criticism will be delivered in a respectful fashion, and that such criticism be directed toward matters that are within the subject matter jurisdiction of the Commission. Members of the public may not display signs that impede the ability of the public or Commission to see or participate in the meeting or that endanger any meeting participants. Cameras and tape recording devices may be brought into the Commission meeting; but persons are prohibited from using flash, camera lights or other devices that may disrupt the meeting.

**Rule 6.5. Power and Duty to Remove Disruptive Persons.** To ensure efficient and collaborative meetings, the Chair shall possess the power and duty to order removed from the meeting room any person who commits the following acts after being warned that such conduct could lead to their removal:

- A. Disorderly conduct that disrupts the due and orderly course of the meeting such as making noise, speaking out of turn, being rude or disrespectful toward other

participants in the meeting, or otherwise refusing to comply with these Rules of Conduct Governing Commission Meetings;

- B. A breach of the peace, boisterous conduct or violent disturbance, tending to interrupt the due and orderly course of the meeting; or
- C. Disobedience of any lawful order of the Chair, which shall include, but not be limited to, an order to be seated.

## **CHAPTER 7 - COMMISSIONER CONDUCT**

**Rule 7.1. Commissioner Conduct.** All Commissioners are public officials and have a responsibility to conduct themselves with the highest integrity and leadership. Commissioners are responsible to all of the people of the City of Oakland, and not to any particular segment or group. They must act in the public interest, not their private interests or any special interests. They must strictly adhere to all legal and ethical requirements and avoid all situations where prejudice, bias or opportunity for personal gain could influence their decisions. In both public and private interactions, Commissioners must carefully follow the Commission's Code of Conduct. Each Commissioner must review the Code of Conduct, sign the document acknowledging their understanding and compliance, and provide the signed copy to the Commission's Secretary.

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