



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

Meeting Agenda

Wednesday, June 26, 2019

5:00 PM – 7:30 PM

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

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

- 1. Roll Call and Determination of Quorum**
- 2. Open Forum**

ACTION ITEMS

3. Approval of Selection Panel Meeting Minutes

- [May 8, 2019 Meeting](#)
- [June 19, 2019 Meeting](#)

4. Determining Selection Panel Chairperson / Vice Chairperson

Selection Panel will determine Chairperson and Vice Chairperson for Selection Panel for the upcoming year. [There are no agenda materials for this item.]

5. 2019 Police Commissioner Application and Selection Process

The Selection Panel will continue discussion and take possible action on its process for appointing Police Commissioners during this current selection process.

Agenda Item Report:

- [Memorandum – 2019 Police Commissioner Application and Selection Process \(June 21, 2019\)](#)

6. Report from Ad Hoc Committee Survey of Current Police Commissioners

The Selection Panel will discuss and take possible action on a report from the Ad Hoc Committee created on November 19, 2018 to survey current Police Commissioners about their thoughts about the Selection Panel application/interview process. [There are no agenda materials for this item.]

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

Meeting Agenda (Continued)

Wednesday, June 26, 2019

5:00 PM – 7:30 PM

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

7. Open Forum

8. Adjournment

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

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

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

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

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



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

Thursday, May 8, 2019

5:30 PM – 7:30 PM

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

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

1. Roll Call and Determination of Quorum

The meeting started at 5:37 pm and was chaired by Candice Jessie.

Selection Panel members present: Jim Chanin, Candice Jessie, Tal Klement, Shikira Porter and Mary Vail.

Absent: Sarah Chavez-Yoell (Chair), John Jones III (Vice Chair), Jean Blacksher, and Arnold Perkins.

Staff present: Stephanie Hom

City Attorney Staff: Allison Dibley

2. Open Forum

Comments were provided by the following public speakers:
Lorelei Bosserman

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

Motion to approve the meeting minutes for March 13, 2019 was moved (M. Vail) and seconded (S. Porter). Motion passed with 5 ayes of members present.

4. Determining Selection Panel Chairperson / Vice Chairperson

By consensus of the members present, the Selection Panel did not act on this item and will schedule this item to determine the Chairperson and Vice Chairperson for Selection Panel for the upcoming year at its next special meeting in June.

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Thursday, May 8, 2019

5:30 PM – 7:30 PM

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

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

Motion to continue the Annual Training and Orientation to City Charter Section 604 – Police Commission to the next special meeting in June was moved (T. Klement) and seconded (M. Vail). Motion passed with 5 ayes of members present.

6. Report from Ad Hoc Committee Survey of Current Police Commissioners

By consensus of the members present, the Selection Panel did not act on this item and will schedule this report from the Ad Hoc Committee created on November 19, 2018 to survey current Police Commissioners about their thoughts about the Selection Panel application/interview process at its next special meeting in June.

C. Jessie and M. Vail requested that a written report be included in the June agenda packet. T. Klement, as a member of the Ad Hoc Committee, agreed to communicate the request to the other members of the Ad Hoc Committee.

7. 2019 Police Commissioner Application and Selection Process

The Selection Panel discussed and amended the schedule for appointing Police Commissioners during this current selection process.

Motion to extend the application deadline from March 30 to June 17, 2019 (close of business) to increase applicant pool was moved (M. Vail) and seconded (J. Chanin). Motion passed with 5 ayes of members present.

Motion to amend the schedule approved previously at its November 19, 2018 meeting for the next selection process as follows was moved (C. Jessie) and seconded (T. Klement):

Application Released:	February 15, 2019
Application Deadline:	March 30, 2019 June 17, 2019
Application Review:	April 1 – 30, 2019
Candidate Interviews:	May 1 – June 15, 2019 June 18 – July 18, 2019
Determination of Slate:	June 28, 2019 July 19, 2019
Background Check Completed:	July 31, 2019 August 16, 2019
Report to Council Due Date:	September 3, 2019

The goal of having City Council accept or reject the slate at its September 17, 2019 meeting remains unchanged. Motion passed with 5 ayes of members present.

Comments were provided by the following public speakers:
Lorelei Bosserman

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Thursday, May 8, 2019

5:30 PM – 7:30 PM

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

8. Scheduling of Selection Panel Meeting(s) – Regular and Special Meetings.

By consensus of the members present, the Selection Panel decided to schedule its next special meeting on June 19 assuming there will be a quorum of members available. If a quorum of members is not available on June 19, the next special meeting would be held on June 20, 2019.

9. Open Forum

There were no comments from the public.

10. Adjournment

The meeting adjourned at 6:17 pm.

DRAFT



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

Wednesday, June 19, 2019

5:30 PM – 7:30 PM

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

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

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 5:50 pm.

Members present: Sarah Chavez-Yoell, John Jones III, Jim Chanin, and Mary Vail

Absent: Jean Blacksher, Tal Klement, and Candice Jessie

Staff present: Stephanie Hom

City Attorney Staff present: Allison Dibley

2. Open Forum

Comments were provided by the following public speakers:

Michele Lazaneo

Rashidah Grinage

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

Motion to approve the meeting minutes for May 8, 2019 was moved (M. Vail) and seconded (J. Chanin). Motion failed with 2 ayes (M. Vail, J. Chanin) and 2 abstentions (S. Chavez-Yoell and J. Jones both whom were not present at the May 8 meeting). May 8, 2019 meeting minutes will be scheduled for consideration at the next Selection Panel meeting.

4. Determining Selection Panel Chairperson / Vice Chairperson

By consensus of the members present, the Selection Panel did not act on this item and will schedule this item for the next Selection Panel meeting.

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Wednesday, June 19, 2019

5:30 PM – 7:30 PM

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

- 5. Annual Training and Orientation to City Charter Section 604 – Police Commission**
City Attorney staff conducted the annual training and orientation to City Charter Section 604 – Police Commission to the Selection Panel.

Comments were provided by the following public speakers:
Lorelei Bosserman

- 6. Report from Ad Hoc Committee Survey of Current Police Commissioners**
By consensus of the members present, the Selection Panel did not act on this item and will schedule this report from the Ad Hoc Committee created on November 19, 2018 to survey current Police Commissioners about their thoughts about the Selection Panel application/interview process for the next Selection Panel meeting.

- 7. 2019 Police Commissioner Application and Selection Process**
The Selection Panel discussed the draft Applicant Evaluation Tool and made edits by consensus. The revised Applicant Evaluation Tool is attached.

Motion to schedule 20 minute interviews with all applicants was moved (J. Jones) and seconded (S. Chavez-Yoell). Motion failed with 2 ayes (S. Chavez-Yoell, J. Jones) and 2 no votes (J. Chanin, M. Vail).

Motion to schedule 25 minute interviews with Chair discretion to extend the time as desired by Selection Panel members was moved (J. Jones) and seconded (J. Chanin). Motion passed with 4 ayes of all members present.

Motion to schedule the next Selection Panel meeting for Wednesday, June 26, 2019, during which the Selection Panel will review all the applications and identify no more than 10 applicants to invite for an interview at a future Selection Panel meeting – potentially on Monday, July 1 or Wednesday, July 3, 2019 – was moved (J. Chanin) and seconded (M. Vail). Motion passed with 4 ayes of all members present.

Comments were provided by the following public speakers:
Lorelei Bosserman

- 8. Open Forum**
There were no comments from the public.

- 9. Adjournment**
The meeting adjourned at 8:21 pm.



Position: Police Commissioner (Volunteer)

Position Description

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

Core Competencies

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

A. Interpersonal / Collaborative

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

B. Judgement / Decision-Making

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

C. Analytic / Investigative Practices

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

D. Values / Commitment / Perspective

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

Interview Questions & Evaluation

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

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

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

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

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

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

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

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

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

Additional question as time permits...

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

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

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

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

Additional questions as time permits...

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

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

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

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

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

Additional questions as time permits...

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

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

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

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

Overall Score: _____

Comments	
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MEMORANDUM

TO: Selection Panel for
Oakland Police Commission

FROM: Stephanie Hom
Deputy City Administrator

SUBJECT: 2019 Police Commissioner
Application and Selection Process

DATE: June 21, 2019

Action Requested:

For the Selection Panel to:

1. Identify no more than 10 applicants to invite for interviews at the next Selection Panel meetings with tentative dates of July 1 and July 3, 2019. Attachment A includes the 15 completed applications received to date.
2. Determine dates of next meeting(s) to conduct interviews and deliberations.

Background:

The Selection Panel timeline (initially approved on November 19, 2018 and amended on May 8, 2019) for the next selection process has the goal of having City Council accept or reject the slate at its September 17, 2019 meeting and is as follows:

Application Released:	February 15, 2019
Application Deadline:	June 17, 2019
Candidate Interviews:	June 18 – July 18, 2019
Determination of Slate:	July 19, 2019
Background Check Completed:	August 16, 2019
Report to Council Due Date:	September 3, 2019

Discussion:

The Selection Panel will be selecting 2 appointees to the Police Commission as a slate to submit to the City Council. One appointee is to fill the currently vacant Alternate Commissioner seat. The other appointee is to fill the anticipated vacant Commissioner seat held by Mr. Mubarak Ahmad whose term expires on October 16, 2019.

In addition, the Selection Panel will be selecting at least 3 applicants for a Reserve Pool of applicants to be considered for appointment in the event another vacancy arises on the Police Commission in the future. On March 13, 2019, the Selection Panel decided that the Reserve Pool will:

- a. Be comprised of no less than 3 applicants;
- b. Expire after 2 years;
- c. Include only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote;
- d. Require applicants in the Reserve Pool to give notice to City staff if he/she no longer has interest in being in the Reserve Pool.

Applicant Evaluation Tool

Attachment B is the Applicant Evaluation Tool that the Selection Panel will use during the interview process. This evaluation tool was reviewed and edited on June 19, 2019.

Scheduling of Meetings

The Selection Panel will need to hold meetings to conduct interviews and deliberate. Potential meeting dates based on City Hall hearing rooms that are currently available are as follows:

Monday, July 1 (Chamber)
Wednesday, July 3 (Hearing Room #1)
Wednesday, July 10 (Chamber or Hearing Room #1)
Monday, July 15 (Chamber)
Friday, July 19 (Chamber)

Next Steps:

For the Selection Panel to:

1. Identify no more than 10 applicants to invite for interviews at the next Selection Panel meetings with tentative dates of July 1 and July 3, 2019. Attachment A includes the 15 completed applications received to date.
2. Determine dates of next meeting(s) to conduct interviews and deliberations.

Respectfully submitted,

/s/

STEPHANIE HOM
Deputy City Administrator

Attachment (2):

- A. Police Commissioner Applications - 2019
- B. Applicant Evaluation Tool

ATTACHMENT A

City of Oakland								
Police Commission - 2019 - Applications Received								
Number	Last Name	First Name	Zip Code	Council District	Selection Panel / Mayoral Appointee	Race	Gender	Disability
1	Silas	Tiffany	94621	6	Both	Black/AA	F	N
2	Moore	Darlene	94605	7	Both	Black/AA	F	N
3	Dorton	Mark	94606	2	Both	Black/AA	M	Y
4	Sheibels	Jeffrey	94605	6	Both	White	M	N
5	Jordan	David	94605	6	Both	Hawaaiian/PI	M	N
6	Swoffard	Barbara	94619	6	Both	Black/AA	F	Y
7	Wilkins	David	94602	4	Both	Black/AA	M	Y
8	Cobb	Gay	94607	3	Both	Black/AA	F	N
9	Cross	Cristina	94619	6	SP	Black/AA/Asian	F	Decline
10	Taylor	Sherria	94605	6	Both	Black/AA	F	N
11	Crane	Gabriel	94610	2	Both	Other	M	N
12	Gage	Henry	94612	2	Both	Black/AA	M	N
13	Palmer	John	94611	1				
14	Taleb	Abdul	94601	5	Both	Other	M	N
15	Tigges	Michael	94611	4	Both	White	M	N

Updated: 6/21/2019; 10:02 AM



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: Silas Tiffany A Date: 2/28/19
Last First M.I.

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

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.

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Christian Drackett Relationship: client
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Regina Posay Relationship: Cousin
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Jasmine Porter Relationship: Co-worker
E-Mail: [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

Female I do not wish to self-identify

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

Please check one of the boxes below:

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

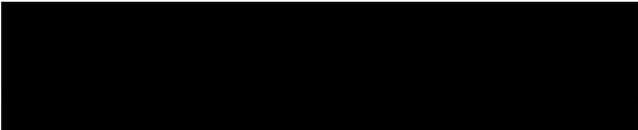
Disclaimer and Signature

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

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

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

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

Signature: _____  _____ Date: 2/28/19

Completed applications due by March 30, 2019 by mail, hand-delivery, or email as follows:

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

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 believe I am a great candidate for a position with the Police Commission because I come from a diverse personal, educational and employment background. I spent over 10 years helping under represented communities eliminate barriers to education, housing, health care, and employment, etc. For the past 3 years I have volunteered as a Community Outreach Coordinator for SoOakland Collective and serving District 7. I possess an AA in Administration of Justice, BA in Human Development, and MS in Health Care Administration. Not only am I able to understand the business aspect of the Police Commission I can also relate to and empathize with the community in which it serves.

In December 2017 I completed my Master of Science in Health Care Administration. The program taught me how to apply the 7 basic business principles (financial management, human resource management, organizational dynamics, strategic planning and marketing, information management, risk management and quality improvement) to various business environments. In addition to my degree I was accepted into an internship program with Kaiser Permanente's Office of National Compliance. While working in compliance, I had the opportunity to work on a variety of regulatory projects. I was involved in every aspect of project management from plan development, implementation, and validation. In my line of work, I've used a multitude of project management models to strategically review, plan, implement, monitor and evaluate newly imposed policies and procedures. This will help me in my duties as a commissioner to oversee the OPD by contributing to propose changes to policies and procedures and approve changes to policies proposed by OPD. I have an extensive background in analyzing policy and procedure changes while utilizing the SWAT analysis method to evaluate strengths, weaknesses, opportunities and threats.

Through my experience as an Assistant Site Coordinator for the Urban Services division of the YMCA, I had the responsibility of overseeing the operational budget for my program. This included allocating funds to the appropriate areas to keep the program functioning properly. This experience will help me in my duties as commissioner to review the OPD proposed budget and make recommendations. For 2 years I facilitated Neighborhood Court (more details in question #3) as an Alternative Disputes Specialist. I believe that experience will prepare me to contribute to conducting annual public hearings, issuing subpoenas and taking testimony for the police commission. I possess over 3 years' experience as a supervisor where my duties were to interview, hire, train, supervise and discipline staff. That experience will directly impact my contributions as a commissioner when tasked to recommend candidates for positions, conduct performance reviews, and serve as part of a discipline committee.

I hold my work ethics to a high standard that lends me to be dependable, reliable, efficient and committed to achieving my duties on time and with professional execution. I also hold my interpersonal communication to a professional level, maintaining a mature and respectful demeanor at all times. I have a high level of attention to detail and I have the ability to multi-task and handle various projects at one time.

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

In 2006 I was a Cadet for the Oakland Police Department. I was 18 and fresh out of high school. At the time I thought I wanted to be a police officer and the opportunity as a cadet was a great experience. Unfortunately, at the time I was unprepared for the responsibilities and duties that came with the position and I was terminated for insubordination. During the short time I participated in the program I got insight into the challenges and rewards faced by Oakland Police officers. I then discovered a career in law enforcement wasn't for me, especially at the age of 18 when I had so much going on and didn't know what I wanted to do with the rest of my life.

More recently, all of my experiences have been positive with OPD. I live in the Eastmont/Hegenberger neighborhood of District 7 so there is a police department within walking distance of my home. There is a noticeable and active police presence in my neighborhood which makes me feel safe. Any time I have needed the assistance of an officer (questions, filing a report, etc.) my needs and concerns were addressed in a timely manner.

T. Silas

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.

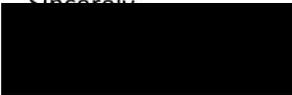
From June 2015-June 2017 I worked for the San Francisco Pretrial Diversion Project as a Criminal History Investigator for the Own Recognizance (OR) program and an Alternative Dispute Specialist for Neighborhood Court (NCT). The mission of the San Francisco Pretrial Diversion Project is to facilitate, within various communities, positive and effective alternatives to fines, criminal prosecution, and detention.

As a criminal investigator for the OR program I was responsible for interviewing eligible defendants housed in San Francisco County jail for possible OR release, assist the Superior Court in processing probable cause reviews, contact defendant's references to elicit information on defendant's ties to the community, run the defendant's local, state, and FBI criminal history, obtain police reports, and present all information to the Duty Judge. The overall goal of the program was to allow non-violent and first-time offenders the opportunity to be released from jail without bail to fight their case on the outside as a free individual.

The mission of the NCT program is to incorporate a restorative justice model to facilitate reconciliation between defendants and their communities. The program gives community members the opportunity to resolve non-violent crimes as volunteer adjudicators, who dialogue with defendants in a neighborhood court setting. As defendants and adjudicators work towards a mutual understanding, adjudicators determine an individualized plan for the defendant to follow, which could include some combination of community service, substance abuse treatment, mental health referrals, restitution, support group attendance, and reflective essays. As an Alternative Dispute Specialist for NCT I facilitated community court in the neighborhood in which the crime took place. My responsibilities included: facilitating court, case managing clients to ensure they completed their directives, acting as a liaison between the District Attorney's office and San Francisco Pretrial Diversion Program, maintaining accurate files and reports for the San Francisco Superior Courts and collecting restitution payments.

Thank you for your time and consideration.

Sincerely,



Tiffany Silas



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: MOORE DARLENE A Date: 3-1-19
Last First M.I.

Home Address: [REDACTED]
Street Address Apartment/Unit #
OAKLAND CA 94605
City State ZIP Code

Phone: [REDACTED] Email: [REDACTED]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Dorian Hanzlich Relationship: Colleague in business school

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

Full Name: Dean Mc Laird Relationship: Colleague at wells fargo

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

Full Name: Sherril Banks Relationship: Ret. First Lieutenant Oakland Fire Dep

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?

x Female I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

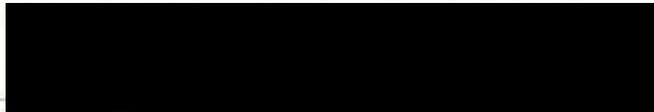
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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

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

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

Signature: _____



Date: 3-1-19

Completed applications due by March 30, 2019 by mail, hand-delivery, or email as follows:

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

DARLENE A. MOORE
Supplemental Questionnaire
Application for Position of Commission- City of Oakland

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

• I have a 30-year career in Financial services, the last 15 years spent as Senior Vice President, managing risk for Wells Fargo Bank's Treasury Management services - a \$28 billion annual revenue business. My role required knowledge of all banking regulations and laws and included the development of policies, auditing of business processes and reporting to key executive stakeholders and governmental agencies. Past volunteerism in Oakland was through my former employer's community support office where I coordinated presentations on financial literacy, protection against elder financial abuse and cybersecurity for children. My mother, Josephine Strickland is a former Board Member and 2nd VP of the Emergency Shelter Program (ESP) where she led various committees offering services to victims of Domestic Violence. Other activities included Glad Tidings Health and Wellness Ministry and BWOPA (Black Women Organized for Political Action). We continue a legacy of volunteerism with my youngest daughter's homeless and senior citizens volunteer work through Moreau Catholic High School. Presently, I am a retired resident of Oakland since 2013.

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

I have had only two direct experiences with the Oakland Police Department.

• The first experience was several years ago when I helped a family member experiencing domestic violence. We went to the Oakland Eastmont police station to make a report and found it closed to the public (It was late evening). We called Oakland dispatch and asked for an officer to come to my home when available. An officer arrived several hours later and took the report. The officer was kind, thorough and he shared pamphlet information relative restraining orders and community resources for domestic violence victims. We were grateful to the officer and it was helpful to know where to go for assistance during that difficult time.

• The second experience also several years ago when I called to report my car stolen. It was several hours before an officer arrived to take the report. He seemed agitated and impatient. Although he took the report, he wasn't very helpful or forthcoming with information to help me understand what to expect. I would describe his demeanor as rude but not disrespectful. I would characterize this interaction as the officer doing his job, just not helpfully. This interaction did not taint my overall impression of the Oakland Police department since I had already had a positive experience and am aware of issues facing Officers in the field.

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

• As a police officer, or criminal prosecutor or defense attorney

This does not apply to me or any member of my family.

• With a public agency or nonprofit community group serving or advocating for crime victims or persons charges or convicted of crimes

As noted above, my mother, Josephine Strickland is a former Board Member and 2nd VP of the Emergency Shelter Program (ESP) of Alameda County, where she led or participated on committees (e.g. personnel committee, development chair and Ways & Means committee) offering services to victims of Domestic Violence. She served two, three-year terms before timing out.

My step daughter, provides first response crisis support, on-going advocacy and sexual assault crisis counseling to minors identified as at risk, past or currently victims of sexual exploitation in the Alameda County Areas through BAWAR (Bay Area Women Against Rape).



Police Commission

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Applicant Information

Full Name:	Dorton	Mark	S	Date:	3/5/2019
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94606	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email	[REDACTED]		

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Alonzo Carter Relationship: Friend
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Julie Wilson Relationship: Friend
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Robert Harrell Relationship: Supervisor
E-Mail: [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Male _____
- I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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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.

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Signature: _____ Date: 3/5/2019

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Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

Police Commission Supplemental Questionnaire

Mark Dorton

I was a Young offender first Convicted in 1981 and again in 1983. Was released in 1984. I discharged from Parole in 1985 and from C.Y.A. Parole in 1987.

Both discharges were honorable.

Worked as a Volunteer Football Coach in 1986, 91,93 and 94 and worked in Private Security in House(Bouncer) from 1984 to 2006 And Licensed from 1992 to present.

Since 2007 I have Worked as a Security Officer under the Supervision of Veterans Affairs Police. Within Private Security I have held Positions as Supervisor, Dispatcher and Acting Account manager. In 1987 and revisited in 2016 My Youth Authority Committing Convictions were Dismissed, and I was Granted a Full Pardon by Former Governor Jerry Brown in December of 2017

My Dealing with Oakland Police have Been in situations when acting in my position of employment needed assistance with unruly individuals or to relinquish Custody to them of any individuals I have detained. I've also in minor situations dealt with Oakland Police when I had been cited or taken into custody in my youth, But there were never any unlawful incidents undertaken by the Officers dealing with me.



Police Commission

Application for Position of Commissioner

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Applicant Information			
Full Name:	<u>SHEIBELS</u>	<u>JEFFREY</u>	<u>W</u> Date: _____
	<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>CA</u>	<u>94605</u>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email:	[REDACTED]

Supplemental Questionnaire

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

Application Considerations

Check all that apply:

I 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: RON LEE Relationship: FRIEND
E-Mail [REDACTED] Phone: [REDACTED]

Full Name: STEFANO CASSOLATO Relationship: FRIEND
E-Mail [REDACTED] Phone: [REDACTED]

Full Name: DARZYL HONDA Relationship: FRIEND
E-Mail [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- MALE
- I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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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.

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Signature: _____



Date: 03/ /2019

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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 served 10 years in the US Coast Guard and performed many search and rescue missions along with numerous drug interdiction and migrant interdiction cases. I have also been a part of humanitarian missions where I was awarded the Coast Guard Humanitarian Service Medal multiple times

I currently serve on the Select Service Local Appeals Board, the Silicon Valley Lions Club, and am a panelist for the Neighborhood Court program in San Francisco. I have served over 2,000 homeless and poor people in 2018 and will be doing the same this year. I also participate in promoting safety in the community during various street festivals throughout the year. I support such events as Imagine Talks, which promotes women empowerment and is run by a Non-Profit Organization. I am a board member of the SF API Forum Foundation, which is currently going through the process to file for 501(c)3 status.

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

The only contact or experience with the Oakland Police Department has been while serving in the US Coast Guard at the Maritime Safety and Security Team (91105) while out enforcing a safety zone for Fourth of July fireworks.

My other interaction happened over 10 years ago during a mistake I made resulting in me going about 10 feet the wrong way on a one way street. The officer was professional and pointed me in the right direction. No alcohol or controlled substance had been consumed.

Other than these two things that are over 10 years old, I interact with San Francisco Police Department through various community events and the Neighborhood Court program.

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 Valparaiso Police Officer until I turned 19. Upon his retirement, he was appointed as the 911 Director. He currently works for Porter County Sheriff's as the Jail IT Director. I grew up around several officers who have since moved on.

During my time in the US Coast Guard, I was a Maritime Law Enforcement Officer, which was part of my duties and responsibilities.

From: [City Administrator's Office](#)
To: [Hom, Stephanie](#)
Subject: FW: Police Commission Application
Date: Monday, March 18, 2019 8:38:19 AM
Attachments: [Police Commission Application.pdf](#)

FYI

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

From: J Sheibls [REDACTED]
Sent: Friday, March 15, 2019 5:06 PM
To: City Administrator's Office <CityAdministratorsOffice@oaklandca.gov>
Subject: Police Commission Application

To Whom it Shall Concern:

My name is Jeffrey Sheibels. Attached is my application for the Police Commission Position that has an application deadline of March 30, 2019.

I am the son of a retired Police Officer and retired Teacher. I served in the US Coast Guard for 10 years before receiving an Honorable Discharge and pursuing a degree in Business Administration and a second degree in Accounting. During my time serving, I performed every mission that the US Coast Guard does from humanitarian relief efforts to Maritime Law Enforcement.

I have worked for two not-for-profit (NFP) organization in the last 10 years. Currently serve on the Board of Directors for the Silicon Valley Lions Club, and SFPD API Forum. I am an adjudicator for the Neighborhood Court program out of the SF DA's office and also a member of the Select Service Local Appeals Board. I have received numerous citations and awards from various public officials and also during my time in the US Coast Guard. Some of the medals I have received include but not limited to 3 Coast Guard Good Conduct Medals, 2 Humanitarian Service Medals, Presidential Unit Citation with Hurricane Device, and 3 Special Operations citations with ribbon bar. Citations received include but not limited to Certificate of Recognition from Congresswoman Nancy Pelosi, and San Mateo Supervisor David Canepa. I have 2 Certificate of Honor form SF District Attorney George Gascon.

I have since then moved to Oakland and am looking for ways to contribute to the City of Oakland in a similar capacity as I have for the people of the United States, the City of San Francisco and people of Silicon Valley. Base on my unique experience and knowledge, I believe I would bring a unique perspective to the many scenarios that the Oakland Police Department faces in todays ever changing community.

Thank you for your consideration. I look forward to hearing from you soon.

Jeffrey Sheibels
[REDACTED]



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: Jordan David D Date: 3/17/19
Last First M.I.

Home Address: [Redacted]
Street Address Apartment/Unit #
Oakland Ca 94609
City State ZIP Code

Phone: [Redacted] Email: [Redacted]

Supplemental Questionnaire

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Eric Sutter Relationship: Professional
E-Mail: [Redacted] Phone: [Redacted]

Full Name: Ladwihed Morgan Relationship: Professional
E-Mail: [Redacted] Phone: [Redacted]

Full Name: Dean Goodwin Relationship: Professional
E-Mail: [Redacted] Phone: [Redacted]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Male
- I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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Signature: 

Date: 3/17/19

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Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

Application Addendum:

1. For the last five years I've been employed by the San Francisco HIV Community Planning Council which is a public health commission appointed by the Mayor. My function is to provide process and informational support to council members, primarily I do this through qualitative research among the populations affected by the council's funding policy decisions. Additionally, I attend a variety of policy and community planning meetings with council members and members of government, and it is necessary for me to provide informational support around process, democratic rules of order, funding streams, and legislative mandate. Previous to this I worked as a case manager focused on multiply-diagnosed severe need populations who often faced challenges with the criminal justice system. I also worked within the Oakland Public School system with children who had occasionally experienced interactions with OPD. For more than a decade I've worked in the ways available to me, to engage with civic and community planning in a city in I don't actually live. In applying to the police commission, I'm hoping to be of service to my own community around an issue of importance to me personally, and feel like citizen oversight of local government is an incredibly important responsibility.

2. My interactions with the police have unfortunately not in general been mostly positive ones. As a man of color, I've dealt with some amount of police profiling and some outright aggression from police officers. That said, as home owner here in Oakland, crime and safety are becoming larger concern for my family and I. Additionally, I've had the opportunity to interact with some off-duty OPD officers, and it went a long way towards humanizing them for me. I do understand that police work is often very difficult, and it's my strong desire to see a system that is supportive of an effective and community focused police force.

3. I'm currently a volunteer facilitator with Brothers Keepers, a program at San Quentin State Prison, which teaches peer support, trauma crisis counseling, and suicide prevention skills to inmates. I've been volunteering with this program for about a year.



6

Police Commission
CITY OF OAKLAND
OFFICE OF CITY MANAGER

19 MAR 29 PM 4:58

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: Swoffard Barbara Date: 3/29/19
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.

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Dr. Glenester Irvin Relationship: Friend

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

Full Name: Cheryl Cranshaw Relationship: Friend

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

Full Name: Mary Forte Relationship: Friend

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

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Female
- I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

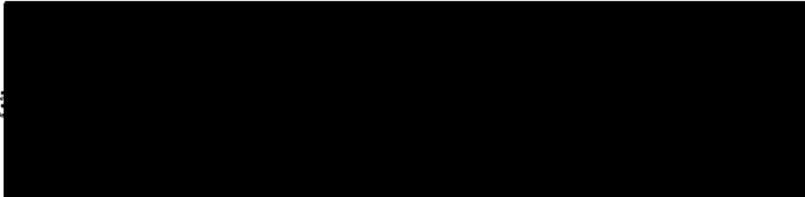
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I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

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: 3/29/2019

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Email	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

March 29, 2019

My name is Barbara Swoffard. From my childhood, I have always had a love for children. This passion, even until this day, has directed my life. As a child, growing up in the flatland of East Oakland, if a family was in financial distress, I would voluntarily go door to door in the neighborhood collecting funds to help the children in the family. As a teenager, I taught children's Sunday School, created youth choirs and did lots of baby-sitting.

As a young adult I wanted to go to college. Combined with this love for children compelled me into the field of teaching. I graduated from college and started teaching. After teaching a few years, I decided that my students needed more than I could personally give them at that time. So, I went to seminary thinking that: "perhaps God could help the situation." Not knowing at the time that more knowledge about my heritage and today's political system would satisfy this inter intellectual cravings.

I graduated from seminary and created a non-profit organization titled, Oakland Youth Services. This organization was established to help the young people who live in the flatlands of East Oakland. Youth described as economically disadvantaged and culturally diverse. Since I was originally a teacher and had experience working with young people with education challenges, OYS started out as an afterschool tutoring services to elementary school students. Still feeling that the organization wasn't giving enough to young people, OYS offered a residential care facility to the troubled young in the community. This residential care facility lasted to over ten years. Since then I have had many foster care children to live in my home and I have adopted three of them. Presently, I am raising two lovely adopted children and I am working on a program to improve the educational curriculum of kindergarten students.

My passion for children has prepared me to contribute to the work of the Commission because it has created in my personhood to: do what is just, to show compassion and to live in humble fellowship with my neighbor.

Question#2,2 I have called Oakland Polices Department for help in times of emergency.

Question #3.3 is not applicable to me.



CITY OF OAKLAND

Police Commission

Application for Position of Commissioner

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

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

Applicant Information

Full Name: WILKINS DAVID M Date: 3/29/2019
Last First M.I.

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

OAKLAND CA 94602
City State ZIP Code

Phone: [Redacted] Email: [Redacted]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: ELSA ORTIZ Relationship: ACTRANSIT BOARD
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: BELVA DAVIS Relationship: RETIRED BAY AREA JOURNALIST
E-Mail: [REDACTED] Phone: [REDACTED]

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

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- MALE
- I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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

Signature: _____

Date: 3/29/2019

Completed applications due by March 30, 2019 by mail, hand-delivery, or email as follows:

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

David Wilkins - CANDIDATE - Oakland Police Commission

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

EDUCATION:

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

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

US ARMY COMMAND and GENERAL STAFF COLLEGE, Executive Staff Operations

I am a West Point graduate with a 35-year career in public service. I am a retired Army Lt. Colonel having served nearly 25 years in active and reserve duty and led soldiers in one 12-month combat tour in Afghanistan. I simultaneously and successfully managed two professional careers as both an Army Reserve Officer and senior level executive in the field of engineering and construction in the federal civil service and currently at AC Transit. I am known for having exceptional people, communication and team-building skills founded on a broad range of experience and education. I am especially skilled in exacting organizational effectiveness and program success with the people who run them, through a mission-focused, positive application of innovative policy and procedure. I have a passionate focus on building teams to solve problems and deliver desired outcomes in a cost effective, productive manner.

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

David Wilkins - CANDIDATE - Oakland Police Commission

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

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

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

PERSONAL:

Retired Army Corps of Engineers Officer, LTC; Combat veteran – Operation Enduring Freedom- 12 MONTHS AFGHANISTAN.
World Traveler – visited over 70 countries and Territories; married, two daughters – 22 and 12; fourth of six sons to a single mother; amateur chef and craft cocktail mixologist.

David Wilkins - CANDIDATE - Oakland Police Commission

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

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

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

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

As a community member, I have attended town hall type meetings hosted by local councilmembers who have invited police officers to update law enforcement activities in my district.

David Wilkins - CANDIDATE - Oakland Police Commission

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

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

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



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: Cobb Gay Plair Date: 3-30-19
Last First M.I.

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

Oakland CA 94607
City State ZIP Code

Phone: [Redacted] Email [Redacted]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Hon. Keith Carson Relationship: Colleague

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

Full Name: Rev. Debra Avery Relationship: Pastor

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

Full Name: Dr. Kitty Kelly Epstein Relationship: Board Member (PIC)

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

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- female
- I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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

Signature: Gay Plair Cobb Date: 3-30-2019

Completed applications due by March 30, 2019 by mail, hand-delivery, or email as follows:

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

Gay Plair Cobb

Attachment to Police Commission Application

1. Life Work/Volunteer Experience:

I have recently retired from leadership of an Oakland non-profit organization which has provided a wide range of job services to persons who experience labor market disadvantages, including those returning to the community after incarceration. Participated with local employers to sponsor job fairs and other recruiting events to support the hiring of Oakland residents. Created training opportunities for women and people of color in non-traditional occupations, focusing on the construction trades. Conducted numerous activities to build relationships and improve communication between community and public safety organizations, including Alameda County Courts, Probation Department, jails, State Parole, etc.

As a 24 year elected member of the Alameda County Board of Education, provided oversight of programs for youth housed at Juvenile Hall. Frequent interaction with students and families of youth needing special education support after expulsion or other circumstances excluding them from attendance at “regular” public schools. Conducted required public hearings, appeals and other adjudicatory activities.

Active with the faith-based community in providing services and advocating for more resources directed toward Oakland’s unhoused residents. Experienced in budget advocacy, public presentations, consensus building to achieve goals.

Served for 10 years as board member with a large bay area community foundation.

2. Contacts/Experiences with OPD:

My personal experiences with OPD have been largely neutral and sometimes positive with respect to the Department responding to emergencies, including residential/auto break-ins, and stray bullets fired into my home. However, as a long-time West Oakland resident, I have had neighbors and friends impacted by the now-infamous “Riders” era, leading to subsequent court action and the consent decree. This was a period of fear and distrust of our police department which, for the latter, remains a significant challenge.

3. Experience as Police Officer, Prosecutor, etc.

Not applicable.



Police Commission

Application for Position of Commissioner

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Applicant Information			
Full Name:	Cross	Cristina	Date: 3/30/2019
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		Apartment/Unit #
	Oakland	CA	94619
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[Redacted]	Email	[Redacted]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Rachel Bryant Relationship: Supervisor

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Chaz Hubbard Relationship: Partner

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Bianca Tummings Relationship: Friend

E-Mail [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Female
- I do not wish to self-identify

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

Please check one of the boxes below:

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

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

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

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

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

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

At this time, none of these apply.



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: Taylor Sherria D. Date: May 15, 2019
Last First M.I.

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

Phone: [Redacted] Email [Redacted]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Dr. Mickey Eliason Relationship: HSS Associate Dean/ SFSU

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

Full Name: Dr. Nicole Bolter Relationship: BUILD Research Colleague

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

Full Name: Dr. Savita Malik Relationship: Colleague/ Director of Metro

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

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Female _____
- I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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

Signature: _____  _____ Date: May 15, 2019

Completed applications due by June 17, 2019 by mail, hand-delivery, or email as follows:

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

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

My life's work has been dedicated to community activism and being in service to underserved families and communities. These values were imparted to me by my parents and the village I was blessed to be raised by.

As the Executive Director & Deputy Director of ACCEPT, a non-profit in Reno, NV, my focus was targeting the marginalized and underserved in my small town which has been known as the Mississippi of the West given its large KKK population and racist history. In the State of NV, we were and still are the only non-profit targeting Black and multi-racial families, as well as their faith-based communities. Under my leadership, our services, in its conception providing only HIV/AIDS prevention education, expanded to include Substance Abuse prevention, Positive Youth Development and Family Communication programs, Financial Literacy programs, and HIV/AIDS Supportive Care services. Our clients ranged from transgender men and women, sex workers, survivors of domestic violence, to Latinx children in after-school programs and their families. At a young age, I learned that the only way to be empowered is to empower, and this translated easily into my community work for those 10 years. I still am connected to this work as my current role is as the part-time Director of Program Development and Evaluation.

I returned back to school to obtain my PhD in Family Studies with an emphasis in Organizational Culture and Consulting in order to learn how to develop and facilitate complex community research. My goal was to return back to my role as Executive Director, however, while in school, I taught courses to undergraduate and masters students with passions for community work like mine. I found myself at a cross-roads but knew academia was the new path for me. This path would allow me to pay it forward and pour into underserved students of color embarking on a similar journey in community activism and non-profit work. I followed that feeling, graduated, and became a Family Studies professor in 2013.

In 2015, I intentionally moved to Oakland, took a job with San Francisco State University for a few reasons: 1) Oakland has always felt like my spiritual home when visiting friends and family while growing up, 2) SFSU's focus on students of color, activism, and our amazing College of Ethnic Studies, and 3) the ability to be closer to my immediate family in Reno, NV. I am currently the Associate Director for the Metro College Success Program at SFSU which serves first-generation, low-income freshmen and sophomore students. In this role I teach social justice courses to amazing youth and mentor faculty who also teach in this needed program.

What I believe will be beneficial to the Commission are the skills I've honed as a teacher, researcher, data analyst, community program developer and evaluator, community activist, and individual committed to the wellbeing of families and their communities. My passion is participatory community research that views community members as the experts and therefore my goal would be to ensure that community voices aren't just heard but also validated. I bring a wealth of social networks that will be beneficial when access to other community gatekeepers, resources, and members are needed. Relationships between police and people of color have been strained, traumatic, and emotionally triggering for centuries. With my background in counseling, I'd like to support decisions and developing processes that promote healing, as we are coming to a place where that can and has to happen. In counseling accountability is also a key to healing any relationship, and creating processes that allow for ourselves to be held accountable when our commitments to others' wellbeing aren't kept and we dishonor ourselves and/or miss the mark. Those moments and the actions we take when those moments occur are the most influential in how and if we heal and make progress as a community. As a community member and now fortunate homeowner in Oakland, I would greatly appreciate the opportunity to give back and serve my beloved community as a part of this Commission.

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

I have had very little contact with the OPD other than the time my house alarm went off. I was extremely pleased with the quick response, and was grateful for the expeditious care and concern.

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

I have no immediate family members with the type of volunteer or employment experiences mentioned.



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: Crane Gabriel S Date: June 16, 2019
Last First M.I.

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

Oakland CA 94610
City State ZIP Code

Phone: [REDACTED] Email [REDACTED]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Aitan Mizrahi Relationship: Friend

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Barbara Lipson Relationship: Supervisor

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Tonya Gilmore Relationship: former client (SSOC)

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: Hapa - Japanese, Jewish
- I do not wish to Self-Identify

2. What is your gender?

- male I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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

Signature:  _____ Date: June 16, 2019

Completed applications due by June 17, 2019 by mail, hand-delivery, or email as follows:

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

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

For the past several years, I have worked as a conflict mediator, group facilitator, and holistic counselor for a wide range of community groups, non-profits, corporations, and individual clients. My clients have included the Oakland Safety and Services Oversight Committee (see below), Oakland immigration advocacy and law firms, Oakland community co-housing groups, tenants and landlords, Oakland and Bay Area individual residents, and purpose-driven corporations. I have conducted this work as a conflict resolution specialist and facilitator with the SEEDS Community Resolution Center in Berkeley, where I am currently employed, as well as an independent contractor, drawing on my masters in East-West Psychology from the California Institute of Integral Studies, my undergraduate degree from the University of Pennsylvania, and my experience growing up in the dynamic and diverse circumstances of Berkeley High School. I have received intensive training at the Process Work Institute in Portland, OR, and am a qualified, highest level teacher of Ren Xue, a holistic approach to health and personal development rooted in traditional Chinese wisdom. My focus has been conflict management and coaching, education and workshops around oppression, trauma, intersectionality, and rank, and integrative and somatically grounded personal development for individuals as well as groups.

Last year through my work I had the opportunity to serve as a facilitator for the Safety and Services Oversight Committee at Oakland City Hall, and to mediate conversations between this citizen-led committee and the OPD representative who had come to report on the department's Community Policing Program. This experience underscored for me the importance of effective communication and human relating skills in navigating the relationship between police organizations and the communities they serve, and awakened a desire in me to work more in this arena. As such, I am applying for this commission because I believe the lens I work through, as it applies to conflict, communication, intersectionality, and dynamics of rank and power, can serve the city and this commission in a way that is uniquely and crucially needed. Our government and civic services are in dire need of citizen engagement that can effectively empathize and mediate between differing interest groups with understanding and respect for all sides, while simultaneously recognizing and addressing the systemic stratification of power and privilege that makes violence and abuse a societal pattern.

Lastly, I am a property owner and a soon-to-be-father in Oakland. I am an East Bay (Berkeley) native. I have had the opportunity to apply and develop the skill sets described above not only as a facilitator and counselor, but as a property manager for close to ninety apartments in the East Bay. What happens in this city matters to me. I believe in the renaissance that Oakland is experiencing, and recognize how important a healing relationship between police and community is to that development process. I hope to contribute to this by serving on the Commission.

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

In 2009, as a 23-year-old, I was arrested by the Oakland Police Department before being released less than 24-hours later with all charges dropped. This experience made a profound impression on me.

The encounter began because the tail light of my friend's car went out. We were pulled over a few blocks from my residence at the time in West Oakland, with my friend driving the vehicle. Within minutes multiple police cars had come to surround the vehicle. The officers present then proceeded to interact with me in a way I had never experienced before. They demanded to see my ID even though I had not been driving, and threatened to taser me before pulling me from the passenger side of the vehicle and pushing me to the ground. I was left in bruises and in handcuffs. I was initially charged with resisting arrest and spent an evening in city jail and a day at Alameda County Santa Rita Jail before my community was able to track me down and post bail.

This incident left a strong imprint on me as to the difference in treatment one can receive based on circumstances, race, affluence, and appearance. During this incident as a West Oakland resident, I had a large beard, was riding in my friend's old Cadillac, and had by chance left my driver's license at home. The difference in the way I was treated, as opposed to the mostly harmless and friendly interactions with police I experienced while growing up in North Berkeley, was remarkable, and left me with a strong, lived sense of the social injustices others have to contend with far more than me. I grappled with the acute awareness of how much more challenging and damaging this situation could have become if I did not have privileged support on the outside, who posted bail for me and who supported me in court as we worked to insure that this injustice had minimal future impact. I also realized over time that it would do me no good to hold a grudge against the police going forward.

As mentioned above, last year I served as a facilitator for the Safety and Services Oversight Committee at Oakland City Hall. This served as a touching bookend for me to the experience I described in the paragraph above. It was inspiring to have the opportunity to serve my community by facilitating healthy dialogue between community leaders and police regarding their Community Policing Program, and felt in some way to be a repair and healing for the dialogue that was not available a decade prior. Hearing other citizens' reports and experiences underscored the systemic nature of the issues I personally faced, as well as solidified my belief that the Police Department wishes to better understand these issues and to be a force for good in the Oakland community. I also came away with a better sense of the challenging position OPD is in as it works to fulfill its duties and ensure safety. I left this job inspired by the prospect of improved relations between OPD and the Oakland community through rolling up our sleeves, communicating effectively, and working together to tackle the challenges we face.

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.

None.

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: Regina Jackson Relationship: Professional Reference

E-Mail rjackson@oaklandcommission.org Phone: _____

Full Name: Edwin Prather Relationship: Professional Reference

E-Mail eprather@oaklandcommission.org Phone: _____

Full Name: Jose Dorado Relationship: Professional Reference

E-Mail jdorado@oaklandcommission.org 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

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: /s/ Henry J. O. Gage III Date: 06/16/19

Completed applications due by June 17, 2019 by mail, hand-delivery, or email as follows:

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

To: Selection Panel for the Oakland Police Commission

From: Henry Gage III

DATE: June 16, 2019

RE: Response to Supplemental Questions

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

Since the founding of the Police Commission, I have been deeply involved the Commission's work, and I am strong supporter of the Commission's independence. I serve on the Steering Committee for the Coalition for Police Accountability, and in my capacity as a member of the Coalition, I have been a regular and vocal advocate for police reform, policy change, and the administrative independence that the Commission will need to become a successful oversight authority. I have a demonstrated record of advocacy for substantive reform. I have attended nearly every meeting the Commission has held, and I have provided subject matter expertise to the Commission on matters of policy, including the pending changes to the OPD policy governing searches of probationers and parolees. I have repeatedly gone on the record to advocate for substantive changes to use of force policy, increased oversight for police grant applications, and a substantive rethinking of how our public safety functions are structured, among others. This work is ongoing, and current projects include the creating of an appellate process for CPRA findings, and a further revision to the City Charter that ensures the Commission's independence and legal authority are placed on a more solid footing.

I am fully prepared to immediately contribute to the work of the Commission. As a close observer and regular meeting participant, I am familiar with the current status of most of the Commission's current projects. I have worked closely with a number of current Commissioners on discreet projects, and I have appeared before City Council to advocate for Commission decisions when they have been challenged by the OPD. I have a deep familiarity with the history of the Negotiated Settlement Agreement, the copious reports produced by the Independent Monitoring Team/Compliance Director, and the enabling legislation (both Charter and Ordinance) that the Commission relies upon to complete its work. I have sought out and completed supplemental training on the Public Safety Officers Procedural Bill of Rights Act, the Myers-Milias-Brown Act, the California Public Records Act, and the Oakland Sunshine Ordinance. I graduated from Santa Clara University's School of Law in May 2015, and I was admitted to practice law by the California Bar in December 2015. My academic studies included thorough training in Criminal Law, Criminal Procedure, Constitutional Law, Evidence, e-Discovery, Trial Advocacy & Witness Preparation, Civil Procedure, and other related specialties. As an attorney, I have sought out and completed supplemental training in Employment Investigations & Interviewing, Ethics for Criminal Law Attorneys, and Admission of Evidence & Evidentiary Foundations.

I currently sit on the City of Oakland's Privacy Advisory Commission, where my current projects include a review of Oakland's use of ShotSpotter, Automated License Plate Readers, and Remote Mobile Camera systems. I have deep familiarity with Robert's Rules of Order, and administrative procedure. I am ready, willing, and able to continue to work for the Commission, and this city.

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

I have worked very hard to learn as much as I can about the Oakland Police Department. I attended and graduated from the OPD Community Police Academy, a 9-week program that exposes members of the Oakland Community to a broad cross-section of OPD personnel, equipment, and facilities. My participation in the Community Police Academy involved tours of the OPD Communications Division, the Police Administration Building, the Crime Lab, and various other facilities, and each meeting was facilitated by presenters with responsibilities in a variety of OPD divisions. I have additionally signed up for a number of ride-alongs with officers stationed in different parts of the city. Thanks to these officers, I was provided with an on-the-ground perspective on policing in Oakland that has served to supplement my academic understanding of the department.

I am a regular attendee of Police Commission, Council Public Safety, and City Council meetings. I attend federal court hearings to monitor the status of the OPD's compliance with the long-running Negotiated Settlement Agreement. I additionally sit on the Privacy Advisory Commission, which holds jurisdiction to review and create policy for surveillance technology the OPD proposes to acquire and/or use. As a result, I routinely interact with senior staff and professional staff from the OPD. I am not always pleased with the performance of these staffers, but when I am critical I have a demonstrated history of making my points clearly, concisely, and respectfully. My fundamental goal is to improve the institution, and I see no benefit or need to unnecessarily denigrate any individual in order to meet this goal.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience ... with a public agency or nonprofit group serving or advocating for crime victim or persons charged or convicted of crimes.

The Coalition for Police Accountability has a demonstrated history of advocating for victims of police violence. In February 2019 the Police Commission held a public hearing on Policing in the Homeless Community. This hearing was organized, planned, and run by the Coalition. Testimony received during the hearing revealed that Oakland's unhoused community is at severe risk. Their possessions are routinely taken and destroyed without adequate notice by OPD and the Department of Public Works during clearing operations. Recently, these operations happened in the middle of a rainstorm, unnecessarily forcing unhoused residents away from their created shelters. By working with students from U.C. Berkeley's Goldman School, we created a draft hearing report and forwarded it to the Commission for further action. This project is a continuing work, and further change must ensure that we create policy that keeps all Oaklanders safe.

In March 2018, four members of the Oakland Police Department shot and killed Joshua Pawlik, a transient who was asleep between two houses in northwest Oakland. Mr. Pawlik's death led to dual investigations by both OPD and CPRA, and the findings of these investigations have demonstrated the degree to which the OPD is resistant to substantive change. I have advocated before the Commission for the OPD to revise its response to unconscious individuals. Mr. Pawlik's killing shouldn't have happened, because the OPD should have revised its procedures after OPD officers killed Demauria Hogg under similar circumstances in June 2015. I will continue to advocate for these necessary changes, and I am deeply concerned by how slowly current policies are revised.



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: Palmer John M Date:6/17/2019
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.

- 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.

I have served on several boards and volunteered for several organizations, including SPARK (mentoring 8th Grade at risk students), Lawyers in the Schools (a program of the SF Bar I chaired, focused on speaking with high school students in a career in the law), I served on the YMCA Embarcadero Board of Managers, and Chaired the Youth Chance High School task force (focused on getting kids who dropped out of SFUSD into community college), I served on the Board (including as Chair and a member of the Finance and Governance committees) of Ecole Bilingue de Berkeley, I currently serve on the Law School Fund Board and the Board of the Center for Practice Engagement and Innovation at Northwestern University, and I serve on a task force for the State Bar of California.

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

I have no significant contacts in or experiences with the Oakland Police Department. The few, passing interactions I have had have been professional and unremarkable.

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 spent a summer in law school as an intern at the San Francisco Public Defender's office. I also volunteered in the Children and Family Justice clinic while I was in law school, in which capacity I did some criminal defense work.

Thank you for considering my application.

Sincerely,

John Palmer

Profile

John M Palmer
First Name Middle Initial Last Name

[REDACTED]
Email Address

[REDACTED] Suite or Apt

Oakland CA 94611
City State Postal Code

Mobile: [REDACTED] Business: [REDACTED]
Primary Phone Alternate Phone

Orrick, Herrington & Sutcliffe Partner
Employer Job Title

Which Boards would you like to apply for?

Police Commission: Submitted

Interests & Experiences

Please tell us how your qualifications and participation will relate to the requested board and/or commission's mission.

I care deeply about the City. As a taxpayer and resident, I want to ensure that our police force can execute its mission while adhering to the highest standards of care and constitutionality. I want OPD to model for the country how a diverse, culturally sensitive, and constitutionally conscious police force can work with an equally diverse community to create an ever safer and mutually supportive community. While I was in law school I did a fair amount of criminal defense work, including a stint at the San Francisco Public Defender's office, and I worked in the Children and Family Justice Clinic at Northwestern University School of Law in Chicago, where I obtained my law degree. In my current role as a Partner at Orrick, Herrington & Sutcliffe, I am a public finance lawyer, and in my practice I work with a number of local governmental bodies, including the County of Alameda, Oakland Unified School District, and Peralta Community College District. I am familiar with the operations of local government and am committed to serving my community. I have also served on a number of boards, including, the board of managers for the Embarcadero branch of the YMCA of San Francisco, and the Ecole Bilingue de Berkeley, an independent French-American international school. I am a member of the Bar Association of San Francisco, the Alameda County Bar Association, and the Charles Houston Bar Association.

Please submit your resume or curriculum vitae. You may upload a document. (A Word format is preferred.) Alternatively, you may paste the text of your resume in the field provided below.

[John Palmer CV.docx](#)

Upload a Resume

Please paste the text of your resume or curriculum vitae below.

Please click the acknowledgement below.

Service on City of Oakland boards, commissions, and committees may require filings of the FPPC's Statements of Economic Interest (Form 700). Upon appointment and determination of filing status, I will comply with all filing obligations.

I Agree *

John Palmer

Oakland, CA 94611

Orrick, Herrington & Sutcliffe, San Francisco, CA 1/10-Present

Attorney-at-Law (Partner)

Public Finance Department

- Advise on major financings for public agencies across the state.
- Draft legislation at the state level regarding municipal finance.

Geniis Agents, LLC, San Francisco, CA 2003-2007

Project Manager

- Advised US academics on licensing intellectual property from their university, creating a startup, funding start-up, and operations to first liquidity event.

International Children's Digital Library, San Francisco, CA 2001-2003

Project Manager

- Collection Development: creation of selection committees in over 30 countries, licensing of rights to selected books, logistics for getting selected books digitized.

Memberships & Volunteer Activities

Current

- Board Member, Northwestern University School of Law, Law School Fund
- Board Member, Northwestern University School of Law, Center for Practice Engagement and Innovation
- Member, California Attorney Practice Analysis Working Group, California Bar

Past

- San Francisco Bar Association Chairman, Lawyers in the Schools
- Spark, Apprentice Teacher
- Berkeley Community Fund, Mentor.
- Board Member, Embarcadero YMCA
- Board Member, Executive Committee Member, Chair, Ecole Bilingue de Berkeley

Honors

- *Daily Journal* "40 Under 40", 2016
- *The Bond Buyer* "Rising Stars", 2016

Education

- *University of California at Berkeley, B.A., English*
- *Northwestern University School of Law, J.D.*

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: JEAN QUAN Relationship: former mayor
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: DAVID BRANAGH Relationship: FRIEND
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: JEHAN HAKEEM Relationship: FRIEND/ORGANIZER
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: YEMENI 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

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: 06-16-19

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

*current board member in small merchants chamber of commerce advocating for small business.

*current board member I YEMENI ALLIANCE committee

An organization committed to stopping the war in Yemen.

* have worked with genesis organization, which does varies work in the comunity. Immigration, social justice.

* have hosted immigration stands in my business in Suport if comunity our Latino friends and Naibor's .

* contributed in the state wide sanctuary campaign

Which passed in california.

* current small business owner in the city of Oakland committed to serving the community with fresh fruits vegetables and meats.

* hold a real estate agent working with century 21 Berkley .



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:	TIGGES, Michael A	Date:	6/17/2019
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94611
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email:	[REDACTED]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

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

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Susan J. Jacobson, MD Relationship: wife
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Sharon Rose Relationship: BBBON colleague
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Barbara DeSalvo Relationship: friend
E-Mail: [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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

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

2. What is your gender?

- Male _____ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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

Signature: Michael Tigges Digitally signed by Michael Tigges
DN: cn=Michael Tigges, o=MSIC, ou=VC,
email=mtigg@att.net, c=US
Date: 2017.06.26 15:41:26 -07'00' Date: 6/17/2019

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

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

Supplemental Questions

1. Community Experiences.

I have been a homeowner in Oakland for over 24 years and a resident of the East Bay since 1982, I consider Oakland my home town as I've lived here longer than I was in the small northern Minnesota town where I was born and grew up; I left at 18 for college and haven't lived there since.

Most of my background is included in the resume I've included as part of my application, so I'll limit my entry here to a non-exhaustive list of community volunteer activities that aren't appropriate for the resume. I've volunteered for many community clean-ups of neighborhoods in Montclair and East Oakland including with the MNC, Shepard Canyon Park stewards and BBBON annual clean-up on G Street.

I've served as a volunteer at a multitude of street fairs and have become the go-to booth provider of the canopy, table and chairs for both political and activist organizations. Most recently, I set up the booth at the Climate Activation on April 29th for BBBON and a number of other organizations.

I've completed the full CORE training and just completed the Civilian Police Academy (38th). I've served on two OPD Oral Boards in the last 6 months, and will continue to do so if being on the Police Commission does not constitute a potential conflict of interest.

I've also attended a number of City Council meetings over the last few years, both as a speaker or supporter of a speaker who needed more time. Since the Police Commission was seated, I've appeared regularly as other community responsibilities allowed.

In short, I am a passionate citizen of Oakland and want to give back to my community now that this old white guy has the time to devote to make Oakland better.

I've made it clear in many settings over the time since the passage of Measure LL that my interest in serving on the Police Commission is not so much in discipline as it is in implementing the charter amendment charge to review current policy, make it available widely to the community and listen to their response in order to reconcile community concerns with law and OPD understanding of law.

2. Contact with OPD

In recent years, my interaction with OPD has been in the context of community meetings. CPA training and the oral boards. The only other time, aside from a brief conversation with the walking/biking officer in the Safeway a few weeks ago, was when I was stopped for rolling through a stop sign on my bike near the Coast Guard Island bridge in 1984. I was let off with a warning. I was also on the streets at 4 am as a "Peacekeeper" during the second Occupy eviction. Had we been there during the first, I expect the outcome would have been much different.

3. Family members involved in the criminal justice system.

None. My wife is a Kaiser physician.

Michael A. Tigges, Ph.D.

e-mail: [REDACTED]

Phone: [REDACTED]

Mobile: [REDACTED]

Scientist, Political Data Manager

Extensive experience in cellular immunology and molecular biology applied to the development of new generations of vaccines. Successfully developed novel assays to assess cellular responses to vaccines in preclinical and clinical trials. Creatively applied computer skills to analysis of biological data. Effectively worked with collaborators and subordinates to get results.

Transitioned to political activism in 2008 in President Obama's first campaign, becoming a data technician as the campaign continued. Worked in multiple campaigns subsequently with a focus on data management.

Professional Experience

Kate Harrison for Berkeley City Council

November 2016 – March 2017

Volunteer data manager.

Sandre Swanson for Senate 2016

February – November 2016

Served as Data Manager for the campaign.

Jean Quan for Mayor 2014

March – November 2014

Reprised the role in the 2010 campaign as paid staff. My duties were primarily to provide canvass and phone lists using the PDI vendor. I also continued to manage the NGP database which contained past supporters and volunteers, and where feasible, synchronized the two databases so that volunteers could be more efficiently managed in the PDI system. Near the end of the campaign, I provided lists to seed a predictive dialer system managed by other staff. I also helped set up the computer infrastructure at the Rotunda phone bank and GOTV headquarters and prepared the GOTV materials.

Biotechnology Solutions

2001 - 2010

- Joined consulting group and created Biotechnology Solutions web site using Microsoft FrontPage authoring software. Rebuilt the web site <http://www.cellsettlers.com> when the group was restructured. **At Biotechnology Solutions I consulted to the following companies:**

Avigen, Inc.

Consultant (2003 – 2005)

- Cellular immunologist supporting preclinical and clinical research of the immune response to AAV2 vectors carrying transgenes to treat hemophilia and Parkinson's disease. Managed outsourced assays and established internal cellular immunology core laboratory using ELISpot and non-radioactive proliferation assays with mouse, non-human primate and human samples. Provided due diligence support for in-licensing endeavors.

GeneTrol Biotherapeutics, Oakland, CA**Consultant (2001)**

- Reviewed 300 patents for freedom of use issues and created a database to capture the results and built a form-based ad hoc query engine.
- Participated in bioassay development and automation efforts to identify synergistic anti-cancer effects of cytokines. Created the automation structure using micro array fluorescence imaging and data reduction in Excel spreadsheets.

Chiron Corporation, Emeryville, CA**1988 - 2000****Senior Scientist**

1998 - 2000

- Developed a high-throughput assay to quantify cytotoxic T cells in peripheral blood. Provides more sophisticated knowledge of the responses to DNA vaccines.
- Designed and developed an integrated image acquisition, image analysis and data reduction computer program to control assay instrumentation which reduced the time for data analysis by five to 10-fold.
- Investigated the Herpes Simplex Virus type 2 protein VP22 for use as a component of DNA vaccine formulations using Bioinformatics, molecular biology, imaging and immunological tools.

Principal Scientist

1996 - 1998

- Evaluated CTL response in non-human primates and human subjects after vaccination with subunit vaccines in combination with several adjuvants in an effort to broaden the immune response.
- Conducted a natural history study of the immunological response of individuals infected with HSV-2 which showed that control of clinical disease is a subtle process.
- Ported UNIX hosted Informix database to PC hosted MS Access database which improved ease of use and acceptance by technical staff.
- Participated in design of new laboratories for the Chiron Life Sciences Building to improve the efficiency of the work environment.

Scientist

1992-1996

- Investigated the impact of HSV-2 antigen presentation inhibition genes on the ability of CTL to recognize virus infected human fibroblasts and the ability of interferon to partially counteract the block.
- Developed a novel method to measure vaccine-induced T cell responses of both seropositive and seronegative subjects which yielded more sophisticated understanding of the cellular response to subunit vaccines.
- Directed academic collaborators and contract programmer to incorporate T cell frequency analysis into a computer program to facilitate data analysis by bench scientists. Served as liaison with IT department and the Vaccines Research unit.
- Identified HSV-2 antigens recognized by cloned CD8⁺ CTL which led to a patent application.

Postdoctoral Fellow

1988-1991

- Cloned virus-specific CD8⁺ CTL from human peripheral blood and developed culture techniques that prolonged expression of antigen specificity.
- Supported phase I clinical trial of Herpes Simplex Virus vaccine with cellular immunogenicity studies.
- Developed cellular immunogenicity assays for preclinical vaccine studies in non-human primates.
- Developed a UNIX hosted Informix database to track frozen cell samples.

University of California, Berkeley, CA **1982 - 1988**

Postdoctoral Fellow

Dr. Marian E. Koshland. Department of Microbiology and Immunology.

- Characterized lymphokine regulation of J chain expression.
- Investigated the mechanisms of coordinate regulation of immunoglobulin genes.

University of Minnesota, St. Paul, MN **1972 - 1976**

Laboratory Technician

Dr. D. Peter Snustad, Department of Genetics and Cell Biology.

- Genetic analysis of early gene expression of bacteriophage T4.

US Army **1969 – 1971**

Drafted in March 1969, trained as Military Police and deployed to Presidio San Francisco and Korea over the time of my service.

Community Engagement

Montclair NCPC (aka MSIC now MNC) **2012 – Present**

Initially appointed as community member to the board and currently elected vice chair. The council has put up a web site, and hosted a neighborhood Yahoo resident alert and discussion group for more than 10 years, preceding the emergence of Next Door. The council is active in representing the community to OPD on crime and traffic problems, community volunteering to establish and maintain the Pocket Park and maintenance of Montclair Park with annual clean-ups. The board is also involved in designing and supporting the upgrade to Antioch Court and the installation of a railroad mural on the trestle wall next to the tennis on Mountain Ave.

Jean Quan anti-recall campaign **2012**

Served as the data manager as part of the campaign to defend against the recall attempt. Provided phone and canvass lists.

Montclair for Obama **2012**

Served as data entry and phone bank support technician for the Montclair campaign effort.

Block by Block Organizing Network**November 2010 – Present**

Founding member of the Block by Block Organizing network. Began as a member of the Data Committee and set up and continue to maintain the membership database on the Salesforce platform, set up and publish the monthly email announcement newsletter using Mad Mimi, After the bbon.net web site design was finished, I took on the webmaster task and am the primary submitter of posts to the site and keeper of the events calendar. I also set up and continue to manage the PayPal account that collects donations through the site. I also served as the Recording Secretary for three years and have resumed this responsibility this year.

Jean Quan for Mayor 2010

January – December 2010

Served as the data manager for Mayor Quan's successful campaign. Position required synchronizing two separate databases that provided leads for voter contact, captured voter responses and tracked volunteers and campaign donation. Near the end of the campaign it included additionally working with a vendor to configure and managing a predictive dialing service. At the height of the campaign, I managed a volunteer group of 10 – 12 data entry volunteers.

Obama 2008**2008**

Volunteered with the Berkeley Obama campaign effort by participating in phone banks, canvassing in Nevada and data entry and, during the GOTV effort, list manager.

Education

Ph.D., Molecular Biology Washington University, St. Louis, MO	1982
• Expression of the Adenovirus 2 Early region 4: E4 mRNA structure and polypeptides.	
M.S. Genetics University of Minnesota, St. Paul, MN	1976
• Characterization of a bacteriophage T4 mutant defective in the virus-induced unfolding of the E. coli host nucleoid	
B.Sc. Biochemistry University of Minnesota, St. Paul, MN	1975

Professional Training

Java Language Programming, UC Berkeley Extension	2001
Bioinformatics: Advanced Sequence Analysis, UC Santa Cruz Extension	2000
Data Analysis, Modeling and Visualization, UC Santa Cruz Extension	2000
Manager Development, Coaching for Optimal Performance, Chiron Corporation	1998
C Language Programming, Introduction to UNIX Usage, UC Berkeley Extension	1990

Professional Memberships and Activities

American Association for the Advancement of Science

Reviewer for Journal of Infectious Diseases, Vaccine and Journal of Gene Medicine

Webmaster for charitable organization [House of Stone](#)

Provided on-site advice and oversight of CD4⁺ T cell counting technology in a rural clinic in western Kenya for the [Matibabu Foundation](#)

Personal Activities and Accomplishments

I learned masonry by completing contractor-initiated retaining walls as part of a house remodel that involved installation of a workshop in the crawl space of my house.

Replaced T-11 siding (4x9 ft panels) on south side of house prior to having the house painted by a professional painting crew. A portion of the work was done on scaffolding that extended 30 ft. in height on one corner of the house. All of the work was done solo.

I extended my carpentry skills by adapting the design of stairs found on the web to construct a much sturdier exterior stairway to the shop that includes 4x14" stringers and inset treads.

I used my masonry and carpentry experience to design and construct an improved landscape at the front of the house that replaced a decrepit ground-level deck and hazardous poured concrete on soil stairs with retaining walls and a cobble walkway. The work involved learning how to form and pour concrete, run a Bobcat, install proper drainage and prepare a proper base for the cobbles which are set in the European style in sand over a compacted base. With the exception of day laborers hired to help with the excavation and concrete pouring, all work was done solo.

Replaced > 800 sq. ft. of carpeting in three rooms and a hallway on the second floor of the house with oak hardwood flooring installed using a nail fastening technique. In addition to removing the carpet, prepping the subfloor, I needed to repaint all of the rooms, install new base molding and rebuild the stairs from the first to second floor. Except for help from my wife moving furniture, the job was performed solo.

I have been a passionate long-distance cyclist for more than 30 years. My greatest accomplishment was participating in the Paris – Brest – Paris Randonnée with my wife on three successive occasions. The ride covers 1200 km (750 mi) in Normandy and Brittany with a time limit of 90 hours. We completed one of the three attempts within the time limit. In addition to many rides over much of northern California and in Europe, I have supported local bike clubs by providing on road support for other riders. I was also one of the key members of the Davis Bike Club as we designed and conducted a 1200 km Randonnée, the California Gold Rush beginning in 2001. The route begins in Davis and makes its way through the Feather River Canyon en route to the turn-around at Davis Creek in far northeastern California. My proudest contribution was to identify and arrange for the use of community facilities instead of motel parking lots in several small northern California towns on the route of the Gold Rush.

Patent Applications

Herpes Simplex Virus VP22 Vaccines and Methods of Use. Chiron Corporation. US: 09/084,669. 5-26-1998. Europe: 98923762.3-2116. 21-12-1999.

Publications

1. Broman, K., T. Speed, and M. A. Tigges. 1996. Estimation of antigen-responsive T-cell frequencies in PBMC from human subjects. *J.Immunol.Methods* 198:119-132.
2. Tigges, M. A., S. Leng, D. C. Johnson, and R. L. Burke. 1996. Human herpes simplex virus (HSV)-specific CD8⁺ CTL clones recognize HSV-2-infected fibroblasts after treatment with IFN- gamma or when virion host shutoff functions are disabled. *J.Immunol.* 156:3901-3910.
3. Langenberg, A. G. M., R. L. Burke, S. F. Adair, R. Sekulovich, M. Tigges, C. L. Dekker, and L. Corey. 1995. A recombinant glycoprotein vaccine for herpes simplex type 2: Safety and immunogenicity. *Ann.Intern.Med.* 122:889-898.
4. Koelle, D. M., M. A. Tigges, R. L. Burke, F. M. Symington, S. R. Riddell, H. Abbo, and L. Corey. 1993. Herpes simplex virus infection of human fibroblasts and keratinocytes inhibits recognition by cloned CD8⁺ cytotoxic T lymphocytes. *J.Clin.Invest.* 91:961-968.
5. Kost, R. G., E. L. Hill, M. Tigges, and S. E. Straus. 1993. Brief report: Recurrent acyclovir-resistant genital herpes in an immunocompetent patient. *N.Engl.J.Med.* 329:1777-1782.
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8. Tigges, M. A., L. S. Casey, and M. E. Koshland. 1989. Mechanism of interleukin-2 signaling: Mediation of different outcomes by a single receptor and transduction pathway. *Science* 243:781-786.
9. Blackman, M. A., M. A. Tigges, M. E. Minie, and M. E. Koshland. 1986. A model system for peptide hormone action in differentiation: interleukin 2 induces a B lymphoma to transcribe the J chain gene. *Cell* 47:609-617.
10. Tigges, M. A. and H. J. Raskas. 1984. Splice junctions in adenovirus 2 early region 4 mRNAs: Multiple splice sites produce 18 to 24 RNAs. *J.Virol.* 50:106-117.
11. Tigges, M. A. and H. J. Raskas. 1982. Expression of adenovirus-2 early region 4: Assignment of the early region 4 polypeptides to their respective mRNAs, using in vitro translation. *J.Virol.* 44:907-921.
12. Sergeant, A., M. A. Tigges, and H. J. Raskas. 1979. Nucleosome-like structural subunits of intranuclear parental adenovirus type 2. *J.Virol.* 29:888-898.
13. Straus, S. E., M. A. Tigges, and H. J. Raskas. 1979. Parental adenovirus type 2 genomes recovered early or late in infection possess terminal proteins. *J.Virol.* 29:828-832.
14. Yuferov, V., D. P. Grandgenett, M. Bondurant, C. Riggan, and M. A. Tigges. 1978. Synthesis of Sindbis virus complementary DNA by avian myeloblastosis virus RNA-directed DNA polymerase. *Biochem.Biophys.Acta* 519:348-355.
15. Tigges, M. A., C. J. H. Bursch, and D. P. Snustad. 1977. Slow switchover from host RNA synthesis to bacteriophage RNA synthesis after infection of Escherichia coli with a

T4 mutant defective in the bacteriophage T4-induced unfolding of the host nucleoid.
J.Virol. 24:775-785.

16. Snustad, D. P., M. A. Tigges, K. A. Parson, C. J. H. Bursch, F. M. Caron, J. F. Koerner, and D. J. Tutas. 1976. Identification and preliminary characterization of a mutant defective in the bacteriophage T4-induced unfolding of the *Escherichia coli* nucleoid.
J.Virol. 17:622-641.



ATTACHMENT B

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.)
 - d. Understands role and authority of Police Commission.

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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?

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

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

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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 and capacity will you draw on to manage this and stay true to the Commission's mission?

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

Additional question as time permits...

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

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

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**:

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

Additional questions as time permits...

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

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

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**:

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

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

Additional questions as time permits...

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

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

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

	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Core Competency					
Values / Commitment / Perspective					
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)
Overall Score					
Comments					