



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

Meeting Minutes

Tuesday, July 14, 2020
Via Teleconference

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

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 6:02 pm.

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

Members absent: Braunz Courtney and Bill Thomasson

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

2. Open Forum

There were no public comments on this item.

There were no written comments submitted to the Selection Panel.

ACTION ITEMS

3. Approval of Selection Panel Meeting Minutes

A motion was made by Gay Plair Cobb, seconded by Mary Vail, to approve the draft meeting minutes for July 1, 2020. Motion passed with six ayes (Bosserman, Chanin, Cobb, Goodall, Link, Vail).

There were no public comments on this item.

4. 2020 Police Commissioner Application and Selection Process

The Selection Panel discussed the results of individual voting by Panel Members as there were 17 applicants that received at least four votes each and 24 applicants that received at least three votes each. A single vote represented that a Panel Member would like to invite the applicant to interview with the Selection Panel. The Panel discussed options for interviewing 17 versus 24 applicants.

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A motion was made by Don Link, seconded by Mary Vail, for the Selection Panel to interview the 17 applicants that received at least four votes each by Panel Members.

A substitute motion was made by Lorelei Bosserman, seconded by Gay Plair Cobb, for the Selection Panel to interview the 24 applicants that received at least three votes each by Panel Members. The substitute motion failed with three ayes (Bosserman, Goodall, Link) and three noes (Chanin, Cobb, Vail).

The first motion made by Don Link passed with four ayes (Chanin, Cobb, Link, Vail) and two noes (Bosserman, Goodall).

Chairperson James Chanin requested City staff to inform applicants that received two votes or less that they will not be advancing in the 2020 selection process and for staff to inform applicants receiving three votes each that they will be considered as standby should the Selection Panel wish to conduct more interviews after the first round of interviews are completed. Member Lorelei Bosserman stated she would work with City staff to draft messages to all applicants.

Member Don Link exited the meeting at 6:43 pm.

The Selection Panel then discussed the Reserve Pool and options to amend the Reserve Pool rules during the 2020 selection process.

A second motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, that any applicant's placement into the Reserve Pool during the 2020 selection process expire on June 1, 2021. The motion passed with five ayes (Bosserman, Chanin, Cobb, Goodall, Vail).

The Selection Panel then discussed the amount of time to grant each interview and how many finalists will be selected after the completion of the interviews.

A third motion was made by Gay Plair Cobb, seconded by Mary Vail, that the Selection Panel conduct 30 minute interviews during the first round of interviews. The motion passed with four ayes (Chanin, Cobb, Goodall, Vail) and one abstention (Bosserman).

A fourth motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, that there be a second round of interviews with the finalists. The motion passed with three ayes (Bosserman, Cobb, Goodall) and two abstentions (Chanin, Vail).

The Selection Panel then discussed the number of finalists advancing to the second round of interviews. The Panel Members agreed that an exact number of finalists should be decided upon the conclusion of the interviews.

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The Selection Panel then discussed how to conduct interviews, who would ask questions during interviews, and whether to limit one-to-two Panel Members to ask questions on a rotating basis for the 17 interviews. The Selection Panel agreed that each member would ask a question during the interviews.

The Selection Panel then discussed the interview questions that were included in the Agenda packet, including the amendments provided by Member Lorelei Bosserman and new questions offered by Member Mary Vail. The Selection Panel stated that a decision on interview questions would take place at its next meeting.

The Panel Members agreed to hold their next meeting on Wednesday, July 22, 2020, at 6:00 pm.

The Selection Panel continued discussion on interview questions and format, including whether the Selection Panel should allow applicants time to ask questions of their own during the interviews. The Panel Members stated that a list of questions should be developed and that each member could select a question from the list to ask during the interviews. City staff member Richard J. Luna, stated he can merge all existing and submitted questions into one document for consideration at the Selection Panel's next meeting.

The Selection Panel then discussed their future meeting schedule, including dates on when to conduct interviews and how many applicants they would interview at each meeting. The Selection Panel decided on the following schedule:

- Thursday, July 30, 2020 at 6:00 pm – the Selection Panel will interview seven applicants.
- Monday, August 3, 2020 at 6:00 pm – the Selection Panel will interview seven applicants.
- Tuesday, August 4, 2020 at 5:30 pm – the Selection Panel will interview three applicants and will select the finalists to invite to a second interview.
- Monday, August 10, 2020 at 6:00 pm – the Selection Panel will interview the finalists and may vote on a final nomination.
- Wednesday, August 12, 2020 at 6:00 pm – should the Selection Panel need this date, the Selection Panel will interview the remaining finalists and may vote on a final nomination.

A fifth motion was made by Mary Vail, seconded by Lorelei Bosserman, that the Selection Panel deliberate on August 4, 2020, and select no more than eight finalists to advance to the second round. The motion was later withdrawn by Member Mary Vail.

The Selection Panel then discussed conducting reference checks, and requested City staff to randomly assign Members Bosserman, Chanin, Cobb, Link, Goodall and Vail, three-

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to-two applicants each. The members would have until July 22, 2020, to complete the reference checks for the applicants they were assigned.

Public comments were provided by the following public speakers:
Rashidah Grinage

5. Next Meeting

As previously announced by Chairperson James Chanin, the next meeting of the Selection Panel will be a Special Meeting at 6:00 pm on Wednesday, July 22, 2020.

No action was taken on this item.

6. Adjournment

The meeting was adjourned at 8:52 pm.