



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

Meeting Minutes

Wednesday, July 22, 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 6:01 pm.

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

Members absent: Braunz Courtney

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 Brendalynn Goodall, to approve the draft meeting minutes for July 14, 2020. Motion passed with five ayes (Bosserman, Chanin, Cobb, Goodall, Vail) and two abstentions (Link, Thomasson).

There were no public comments on this item.

4. 2020 Police Commissioner Application and Selection Process

The Selection Panel reviewed the proposed questions for the first and second round of interviews. The Selection Panel voted individually on proposed questions and amendments to existing questions as offered by Members Bosserman and Vail.

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A motion was made by Mary Vail, seconded by Gay Plair Cobb to amend question number three, as follows: “While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff. What skills will you draw on to manage this and come to a fact-based decision?” The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A second motion was made by Lorelei Bosserman, seconded by Bill Thomasson, to delete question seven, “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?” The motion passed with four ayes (Bosserman, Cobb, Goodall, Thomasson) and three noes (Chanin, Link, Vail).

Member Mary Vail stated she is withdrawing her proposed amendments to question 10.

A third motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to approve questions 16: “When did you first become interested in the Police Commission?” 17: “What have you done to learn more about it?” and 18: “And what are your impressions?” and add to the list of first round interview questions. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

The Selection Panel discussed proposed questions 19, 20, 21, and 22; however, the questions were not approved to be added to the list of interview questions.

A fourth motion was made by Gay Plair Cobb, seconded by Mary Vail, to amend and approve question 23, as follows: “Have you attended any Police Commission meetings either in person or virtually?” and add to the list of first round interview questions. Motion passed with six ayes (Bosserman, Cobb, Chanin, Goodall, Link, Vail) and one no (Thomasson).

A fifth motion was made by Lorelei Bosserman, seconded by Mary Vail to approve questions 24: “What is the Police Commission doing right?” and 25: “If you became a commissioner, what would you do differently?” and add to the list of first round interview questions. Motion passed with six ayes (Bosserman, Cobb, Goodall, Link, Thomasson, Vail) and one no (Chanin).

A sixth motion was made by Lorelei Bosserman, seconded by Bill Thomasson, to approve question 26; however, the motion was later withdrawn by Member Bosserman.

A seventh motion was made by Lorelei Bosserman, seconded by Mary Vail, to amend and approve question 26, as follows: “Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?” and add to the list of first round interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

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An eighth motion was made by Lorelei Bosserman, seconded by Gay Plair Cobb, to amend and approve question 27, as follows: “Has someone you disagreed with ever changed your mind about something? Please provide an example.” and add to the list of first round interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A ninth motion was made by Mary Vail, seconded by Lorelei Bosserman, to approve question 28 “The Oakland City Council is currently considering placing revisions to the Measure LL City Charter language on the November 2020 ballot to, among other things, create a Civilian Inspector General position and add clarity to the Police Commission's policy-making authority. What do you know about this proposal and which of the proposed Charter changes do you consider to be the most important?” and add to the list of finalist interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A tenth motion was made Lorelei Bosserman, seconded by Mary Vail, to approve question 29 “The Oakland Police Commission first took office in late 2017. What do you think have been the Commission's biggest challenges? What has been its biggest accomplishments?” and add to the list of finalist interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

The Selection Panel discussed the first round and finalist interview questions, the process for adding questions to the finalist interviews. Members also discussed the 2019 interview process and inquired if there was a requirement for the Selection Panel to ask all candidates the same questions. Attorney Allison Dibley stated there were no requirements to ask candidates the same questions.

An eleventh motion was made by Gay Plair Cobb, seconded by Brendalynn Goodall, to approve question 30 “For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?” and add to the list of first round interview questions. Motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A twelfth motion was made by Mary Vail, seconded by Gay Plair Cobb, to approve question 31 “In response to not only recent to events but long-standing questions and demands of members of the public in communities throughout the Country, the Police Commission, the Oakland City Council, the OUSD and other local government bodies are looking at ending, reducing funding for and re-aligning the role of their police departments. The City Council is already proceeding with a program to direct certain calls for assistance (mental health, homeless residents) from OPD to medical and social service responders. What other types of emergency or service calls should the Commission look at for a non-OPD response? What study and community input process should the Commission use to examine additional options for re-aligning OPD?” and add

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to the list of finalist interview questions. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A thirteenth motion was made by Mary Vail, seconded by Brendalynn Goodall, to approve question 32 “Like most other Police Departments, OPD has an Internal Affairs unit that conducts both internal investigations and parallel investigations of the public's complaints against OPD officers; OPD's IA investigations are conducted exclusively by OPD officers. During its 17.5 years of Federal Court oversight in the Riders case, the Federal monitoring staff has periodically questioned the objectivity, thoroughness, timeliness and professional quality of OPD IA investigations. Recently, members of the public and the Police Commission have questioned whether the IA staffing model produces biased, officer-justifying investigations. How should the Commission proceed in examining this issue?” and add to the list of finalist interview questions. The motion passed with four ayes (Cobb, Goodall, Link, Vail) and three noes (Bosserman, Chanin, Thomasson).

The Selection Panel then discussed the bank of questions for the first round and finalist interviews, including whether the Selection Panel will ask a set of core questions to each interviewee, ask optional questions, or a hybrid option of asking some core questions and an undetermined number of optional questions.

A fourteenth motion was made by Gay Plair Cobb, seconded by Brendalynn Goodall, to adopt a hybrid model of interview questions during the first round of interviews. The motion passed with five ayes (Cobb, Chanin, Goodall, Link, Vail) one no (Thomasson) and one abstention (Bosserman).

A fifteenth motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to spend a few minutes at the beginning of the interview explaining the role of Commissioner and to spend three minutes at the end to allow the interviewee to ask questions; however, the motion was later withdrawn by Member Bosserman.

A sixteenth motion was made by Mary Vail, seconded by Brendalynn Goodall, for the Selection Panel to allocate 20 minutes of the interview to asking core questions and 10 minutes to optional questions. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A seventeenth motion was made by Gay Plair Cobb, seconded by Bill Thomasson, to adopt the principle of asking five core questions during the interviews. The motion passed with six ayes (Cobb, Chanin, Goodall, Link, Thomasson, Vail) and one abstention (Bosserman).

An eighteenth motion was made by Brendalynn Goodall, seconded by Mary Vail, that the five core questions be one from each of the five core competencies from the Evaluation

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Tool. The motion passed with six ayes (Cobb, Chanin, Goodall, Link, Thomasson, Vail) and one abstention (Bosserman).

The Selection Panel then reviewed the list of approved questions and voted on which questions would be assigned as a core question.

A nineteenth motion was made by Mary Vail, seconded by Gay Plair Cobb, to assign question one as the core question for core competency section A Interpersonal / Collaborative.

A substitute motion was made by Don Link, seconded by Brendalynn Goodall, to assign question two as the core question for core competency section A Interpersonal / Collaborative. The substitute motion failed by three ayes (Chanin, Goodall, Link) and four noes (Bosserman, Cobb, Thomasson, Vail).

The original nineteenth motion passed with six ayes (Bosserman, Chanin, Cobb, Goodall, Thomasson, Vail) and one no (Link).

City staff member Richard J. Luna stated all other questions under each core competency section will be listed as optional, as time permits, in the updated Evaluation Tool

A twentieth motion was made by Gay Plair Cobb, seconded by Mary Vail, to assign question three, as previously amended, as the core question for core competency section B Judgement / Decision-Making.

A substitute motion was made by Lorelei Bosserman, seconded by Brendalynn Goodall, to assign question 27 as the core question for core competency section B Judgement / Decision-Making. The substitute motion failed by a vote of one aye (Bosserman) and six noes (Chanin, Cobb, Goodall, Link, Thomasson, Vail).

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

A twenty-first motion was made by Mary Vail, seconded by Brendalynn Goodall, to assign question eight as the core question for core competency section C Analytic / Investigative Practices. The motion passed with six ayes (Chanin, Cobb, Goodall, Link, Thomasson, Vail) and one no (Bosserman).

A twenty-second motion was made by Mary Vail, seconded by Don Link, to assign question 11 as the core question for core competency section D Values / Commitment / Perspective.

A substitute motion was made by Lorelei Bosserman, seconded by Gay Plair Cobb, to amend question 11, as follows: "Experience has shown that the time commitment to

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effectively serve on the Police Commission is approximated to be between 10 to 20 hours a week. What are some limiting obligations that might make it difficult for you to effectively perform as a Police Commissioner and complete your term, and how will you manage these obligations?” and assign as the core question for core competency section D Values / Commitment / Perspective. The substitute motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A twenty-third motion was made by Mary Vail, seconded by Brendalynn Goodall, to combine questions 16, 17 and 18, as follows: “When did you first become interested in the Police Commission? What have you done to learn more about it? And what are your impressions?” and assign as the core question under core competency section E Level of Interest. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

A twenty-fourth motion was made by Lorelei Bosserman, seconded by Don Link, for one Panel Member to ask the core questions during the interview, that Panel Members rotate asking questions for each interview, and for staff to alphabetically assign which Panel Member will ask core questions during each interview. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

After further discussion on the process of asking core questions and optional questions, the Selection Panel stated Chair James Chanin would facilitate Members asking optional questions as time permits. City staff member Richard J. Luna stated Chair James Chanin would be excluded from the assignment of asking core questions, and that during the interviews a timer would be shared on screen at the 20, 10, and five minute marks.

The Selection Panel then discussed when information would be shared on the reference checks for the candidates. To accommodate time so the reference check information can be shared at the meetings, the Selection Panel modified their upcoming meeting schedule as follows:

- Thursday, July 30, 2020, revised start time as 5:30 pm
- Monday, August 3, 2020, revised start time as 5:30 pm
- Tuesday, August 4, 2020, revised start time as 5:15 pm

A twenty-fifth motion was made by Brendalynn Goodall, seconded by Gay Plair Cobb, to use an updated version of the Evaluation Tool for the first round interviews. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

The Selection Panel stated that a discussion on the number of candidates invited to the finalist interviews will take place at its meeting on August 4, 2020.

Public comments were provided by the following public speakers:
Assata Olugbala

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5. Adjournment

The meeting was adjourned at 10:10 pm.