



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

Meeting Minutes

Wednesday, July 7, 2021
Via Teleconference

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

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 6:20 pm.

Members present: Lorelei Bosserman (arrived at 6:23 pm), Langston Buddenhagen (arrived at 7:01 pm), James Chanin, Gay Plair Cobb, Brendalynn Goodall, Rickisha Herron, Don Link, Bill Thomasson, and Mary Vail.

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

2. Open Forum

Public comments were provided by the following speakers:

Saleem Bey
Assata Olugbala

Written comments were submitted by the following individuals:

Steven Heimoff
Thelma Simmons

3. Police Commissioner Nomination Process

The Selection Panel received the ranking of Police Commission applicants and discussed how many candidates should be invited to interview with the Selection Panel.

A motion was made by Gay Plair Cobb, seconded by Brendalynn Goodall, to interview the top five candidates ranked by Selection Panel Members. The motion passed with five ayes (Cobb, Chanin, Goodall, Herron, Link) three noes (Bosserman, Thomasson, Vail) and one not present (Buddenhagen).

The top five candidates invited to interview included: Angela Jackson-Castain, Jose Dorado, Ginale Harris, Rudolph Howell and Joey Harrison.

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The Selection Panel then discussed the Applicant Evaluation Tool and the questions to ask Police Commissioner applicants during the interviews.

A second motion was made by Lorelei Bosserman, seconded by Bill Thomasson, to replace question 12 on the Applicant Evaluation Tool with the following question as recommended by Brendalynn Goodall: Tell us about your current schedule outside your career or volunteer community work. How would you manage the additional hours (up to 20 hours per week) required to participate on the Police Commission? The motion passed with eight ayes (Bosserman, Chanin, Cobb, Goodall, Herron, Link, Thomasson, Vail) and one not present (Buddenhagen).

A third motion was made by Mary Vail, seconded by Don Link, to replace question 2 on the Applicant Evaluation Tool with the following question as recommended by Mary Vail: The Commission's members strongly disagree on an issue. What would you do to forge a consensus or reach a compromise? The motion passed with eight ayes (Bosserman, Chanin, Cobb, Goodall, Herron, Link, Thomasson, Vail) and one not present (Buddenhagen).

A fourth motion was made by Don Link, seconded by Gay Plair Cobb, to adopt the Applicant Evaluation Tool as previously amended. The motion passed with eight ayes (Bosserman, Chanin, Cobb, Goodall, Herron, Link, Thomasson, Vail) and one not present (Buddenhagen).

The Selection Panel further discussed the proposed interview questions, including the finalist interview questions from the 2020 nomination process. Vice Chairperson Brendalynn Goodall read the following question and requested it be included in the updated finalist interview question document: Since social media plays an enormous role in our culture, what are your thoughts on how Police Commissioners should or should not utilize social media to comment on issues which may come before the Commission, or which may affect the perception of the Commission as a whole?

The Selection Panel then discussed whether to ask mandatory and standard questions to all candidates or whether to vary the questions asked to each candidate during the interviews.

A fifth motion was made by Don Link, seconded by Mary Vail, to ask five mandatory questions to each candidate as shown on the amended Applicant Evaluation Tool. The motion was later withdrawn.

A sixth motion was made by Rickisha Herron, seconded by Brendalynn Goodall, for Selection Panel Members to rotate asking questions to each candidate and that Members can choose a question to ask under each section of the amended Applicant Evaluation Tool. The motion passed with nine ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Herron, Link, Thomasson, Vail).

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The Selection Panel then discussed how long each candidate interview should last.

A seventh motion was made by Don Link, seconded by Bill Thomasson, to conduct 30-minute interviews with each candidate. A substitute motion was made by Lorelei Bosserman, seconded by Mary Vail to conduct 45-minute interviews with each candidate. The substitute motion failed with two ayes (Bosserman, Vail) and seven noes (Buddenhagen, Chanin, Cobb Goodall, Herron, Link, Thomasson). The main motion passed with nine ayes (Bosserman, Buddenhagen, Chanin, Cobb, Goodall, Herron, Link, Thomasson, Vail).

The Selection Panel then made suggestive edits to the proposed questions to ask during reference checks. The document was shared on screen and a final copy was included in the agenda packet for the meeting of July 15, 2021.

The following Selection Panel Members volunteered to conduct reference checks on the corresponding candidates:

- Langston Buddenhagen – Jose Dorado
- Lorelei Bosserman – Angela Jackson-Castain
- Jim Chanin – Rudolph Howell
- Rickisha Herron – Ginale Harris
- Don Link – Joey Harrison

Chairperson Jim Chanin stated that the Selection Panel would spend 30 minutes reporting out the reference checks prior to conducting the first interview at its next meeting on July 15, 2021.

The Selection Panel also stated it would reserve July 29, 2021, as a potential meeting date should an additional meeting be needed.

Public comments were provided by the following speakers:
Assata Olugbala

4. Adjournment

The meeting was adjourned at 9:01 pm.