



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

Wednesday, May 24, 2023
6:00 PM
1 Frank H. Ogawa Plaza, 1st floor
Hearing Room 2

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

PUBLIC PARTICIPATION

The Police Commission Selection Panel welcomes public participation. During this time of transition back to in-person meetings, we are currently prohibited from implementing hybrid meetings. Please refer to the ways in which you can observe and/or participate below:

OBSERVE:

- To observe the meeting by video conference, please click on this link <https://us02web.zoom.us/j/81200277163> at the noticed meeting time.
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 (669) 900-9128, 81200277163#
+1 (669) 444-9171, 81200277163#

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

Use of Zoom is limited to observing, public comment will not be taken via Zoom

PROVIDE PUBLIC COMMENT IN PERSON:

- Public comment on each agenda item will be taken. Members of the public wishing to comment must fill out a speaker card for each item they wish to comment on. Speaker cards will be accepted up until Public Comment for each item begins. Please submit your cards to the staff.
- Comments must be made on a specific agenda item covered in the meeting that the

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comment was submitted for, and that item must be written on the speaker card, or they will be designated open forum comments.

- Comments designated for open forum, either intentionally or due to the comments being outside of the scope of the meeting's agenda/submitted without a including a written agenda item, will be limited to one comment per person.

E-COMMENT:

- Please email written comments to fverdin@oaklandca.gov. E-comments must be submitted at least **24 hours** prior to the meeting with the agenda item to which it pertains. Open Forum comments are limited to one per person.

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Meeting Agenda (Continued)

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6:00 PM

1 Frank H. Ogawa Plaza, 1st floor
Hearing Room 2

1. Roll Call and Determination of Quorum

2. Public Comment

Comments on all items will be taken at this time. Comments for items not on the agenda will be taken during Open Forum.

ACTION ITEMS

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

In accordance with City Council Ordinance No. 13498 C.M.S., Section 2.45.030, the Selection Panel shall receive training and orientation regarding City Charter Section 604 Police Commission on an annual basis, to occur at the regular meeting each May.

- Presentation Slides – Oakland Police Commission, Oakland City Charter Section 604

4. Selection Panel Deliberations of Police Commission Applicants

The Selection Panel will deliberate and take the following possible actions about the selection process for Police Commission members: evaluating the outreach and engagement process, determine possible interview schedule for current police commissioners, reserve pool candidates or new applications.

- Staff Report –Nomination and Recruitment Process

5. Observations regarding recent Police Commission actions as it applies to the qualifications and evaluation of candidates.

The Selection Panel will discuss the work of the Police Commission in the last year and discuss necessary qualifications to evaluate candidates for the police commission.

6. Rules of Procedure

The Selection Panel will discuss and take possible action on Rules of Procedure for conducting its business.

7. Update from Ad-hoc on Applicant Evaluation Tool Update

Panel may take possible action on the applicant evaluation tool.

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8. Open Forum

9. Adjournment

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

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email fverdin@oaklandca.gov or call (510) 238-4756 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a fverdin@oaklandca.gov o llame al (510) 238-4756 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

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 fverdin@oaklandca.gov 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.

Annual Selection Panel Orientation – Measure LL

Oakland City Charter Section 604

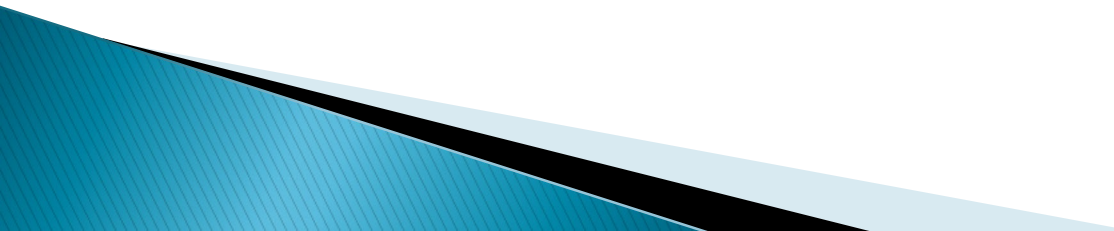
Presented by Meeti S. Sudame
Office of Oakland City Attorney Barbara J. Parker

Required Training

- ▶ Enabling Ordinance, section 2.45.030(F):

“The Selection Panel shall receive training and orientation regarding City Charter section 604 on an annual basis.”

Measure LL

- ▶ Measure LL passed by the voters in November 2016 by over 80%.
 - ▶ Added Section 604 to the City Charter.
 - ▶ City Charter section 604(a)(1): Establishes the Oakland Police Commission.
 - ▶ Amended in November 2020 (Measure S1).
- 

Oakland Police Commission

- ▶ Section 604(c)(1): 7 “regular members” and 2 “alternate members.”
- ▶ Commissioners are volunteers.
 - Term of 3 years, limited to no more than 2 consecutive terms.
- ▶ Three Commissioners and one alternate appointed by the Mayor.
 - At least 1 retired judge or lawyer with trial experience in criminal law or police misconduct.
- ▶ Four Commissioners and one alternate appointed by the Selection Panel.
- ▶ Three-year terms; may serve up to 2 consecutive terms.
- ▶ Section 604(c)(10): City Council may remove for cause.

Oakland Police Commission

- ▶ **Section 604(c)(7)–(8):**
- ▶ A vacancy on the Commission is whenever a member dies, resigns, ceases to be a resident of the City, is convicted of a felony, or is removed.

- ▶ For vacancies occurring for reasons other than the expiration of a regular member's term, the Commission shall select one of the Alternate Commissioners to replace the regular member for that regular member's remaining term of office.

- ▶ If the Alternate Commissioner chosen to replace the regular member was appointed by the Selection Panel, the Selection Panel will then appoint another Alternate Commissioner. If the alternate chosen to replace the regular member was appointed by the Mayor, the Mayor will then appoint another Alternate Commissioner.

- ▶ Must have 2 Alternates at all times

- ▶ **Section 604(c)(1):**
 - “Alternate Commissioners shall be eligible to serve on any Commission standing or ad hoc committee, including any Discipline Committee.”

Measure S1 Amendment

- ▶ Section 604(c)(10): City Council can remove or suspend Committee members.
- ▶ Removal for Cause: conviction of a felony, conviction of a misdemeanor involving moral turpitude, a material act of dishonesty, fraud, or other act of moral turpitude, substantial neglect of duty, gross misconduct in office, inability to discharge the powers and duties of office, **absence from three consecutive regular Commission meetings or five regular meetings in a calendar year except on account of illness or when absent by permission.**
- ▶ After a hearing, City Council may suspend for cause, and also has power to rescind suspension by an affirmative vote of at least 5 Councilmembers.

OPC's Charge

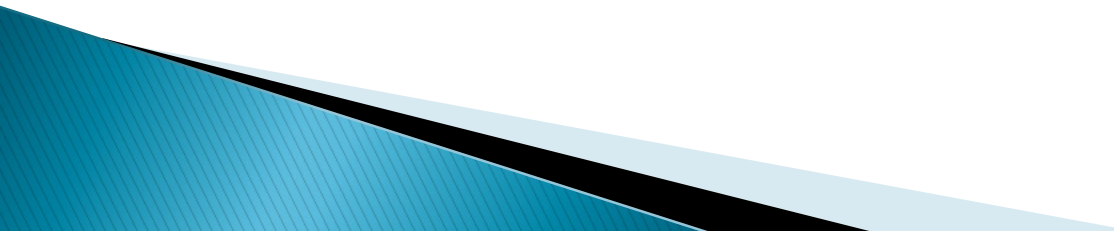
- ▶ Section 604(a)(1):
 - OPC “shall oversee the Oakland Police Department (hereinafter, Department) in order to ensure that its policies, practices, and customs conform to national standards of constitutional policing.”

OPC Powers and Duties

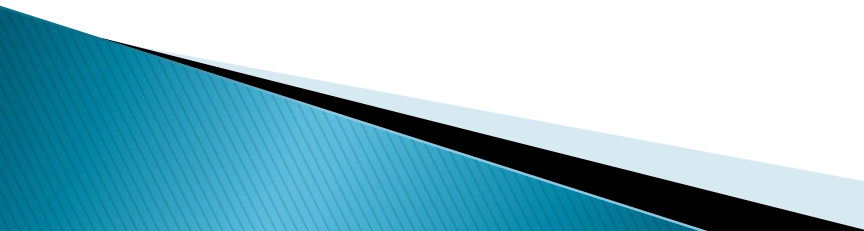
- ▶ Section 604(a)(1):

“The Commission shall have the functions and duties enumerated in this Section, as well as those assigned to the Commission by ordinance.”

Section 604(b): Powers & Duties

- ▶ Subsection (1): Oversee the Agency and the OIG. (Measure S1)
 - ▶ Subsection (1): Contract with professional service providers. (Measure S1)
 - ▶ Subsection (2): Conduct public hearings, at least once a year, on Department policies, practices and General Orders.
- 

Section 604(b): Powers & Duties

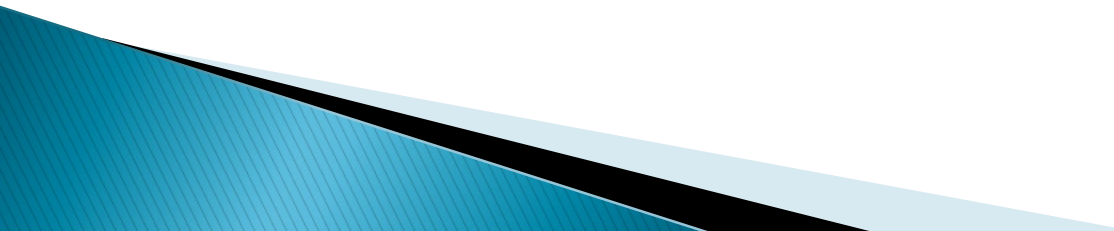
- ▶ Subsection (3): Issue subpoenas for documents and/or testimony on any matter before the Commission.
 - ▶ Exception (Measure S1): “the Commission shall not have the authority to issue subpoenas for the purpose of investigating any City employee, including an Agency employee, who is not a police officer.”
- 

Section 604(b): Powers & Duties

- ▶ Subsection (4): Propose Changes to Department policies, procedures, customs or General Orders which govern:
 - Use of Force;
 - Use of Force Review Boards;
 - Profiling Based on Protected Characteristics;
 - First Amendment assemblies; or
 - Elements expressly listed in federal court orders or settlements which pertain to the Department.

Section 604(b): Powers & Duties

▶ Subsection (4):

- All proposed changes & modifications must be submitted to City Council for approval or rejection.
 - City Council has 120 days to approve or reject.
 - If City Council does nothing, changes or modifications become final.
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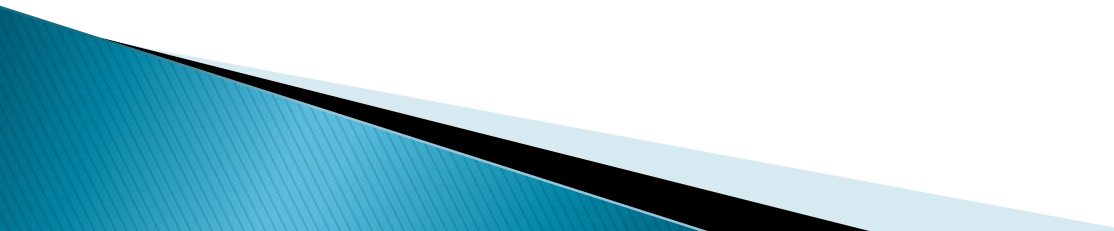
Section 604(b): Powers & Duties

- ▶ Subsection (5): Approve or Reject the Department's proposed changes to all policies, procedures, customs or General Orders which govern:
 - Use of Force;
 - Use of Force Review Boards;
 - Profiling Based on Protected Characteristics;
 - First Amendment assemblies; or
 - Elements expressly listed in federal court orders or settlements which pertain to the Department.

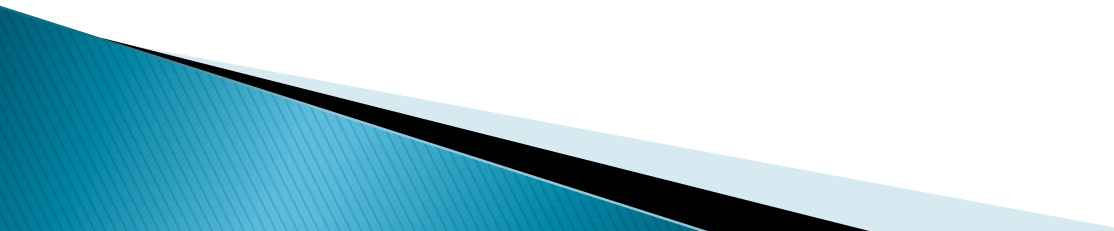
Section 604(b): Powers & Duties

- ▶ Subsection (5):
 - Department must submit proposed changes to the OPC.
 - The OPC has 120 days to approve or reject the proposed changes.
 - If OPC does nothing, Department's changes become final.
 - If OPC rejects Department's changes, notice must be submitted to City Council.
 - If City Council does nothing within 120 days of submission, OPC's decision becomes final.

Section 604(b): Powers & Duties

- ▶ Subsection (6): OPC may review and comment on all other Department policies, procedures, customs, and General Orders.
 - ▶ All comments must be submitted to the Chief.
 - ▶ If requested by OPC, the Chief must provide a written response.
- 

Section 604(b): Powers & Duties

- ▶ Subsection (7): Department's Budget
 - Review the Mayor's proposed budget to determine whether budgetary allocations are aligned with the Department's policies, procedures, customs, and General Orders.
 - Must conduct at least one public hearing on the Department's budget per budget cycle.
 - Must forward recommendations for change to the City Council.
- 

Section 604(b): Powers & Duties

- ▶ Subsection (9): Report at least once a year to the Mayor, to the City Council and to the public regarding information contained in the Chief's annual report, in addition to other matters relevant to OPC's functions and duties.
- ▶ Subsection (11): Send the Chair, Agency Director or Inspector General (Measure S1) to serve as a non-voting member of any Level 1 Oakland Police Force Review Board.

Section 604(b): Powers & Duties

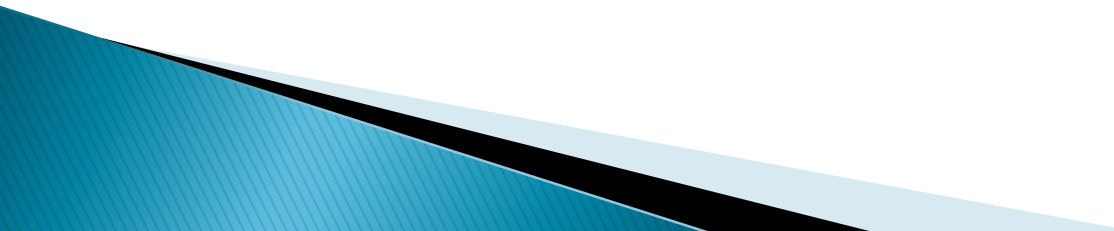
▶ OPC & the Chief

- OMC Section 2.29.020: The Chief is responsible for the management and operation of the Department, “subject to the direction of the City Administrator.”
- Subsection (8): Require the Chief to:
 - Attend Commission meetings (Measure S1);
 - Submit an annual report on matters OPC requires, including expenditures on community priorities (Measure S1);
 - Respond to Commission’s requests and provide an estimate of time required to respond (Measure S1).

Section 604(b): Powers & Duties

- ▶ Subsection (10): Together with the Mayor, remove the Chief “by a vote of not less than 5 affirmative votes.”
- ▶ Acting alone, OPC must make a finding of “just cause” and “must follow a process for notification, substantiation and documentation which shall be defined by ordinance (Measure S1).”
- ▶ No person appointed to position of Interim Chief may hold simultaneous City employment or act as City officer or official. (Measure S1)

Section 604(b): Measure S1 Amendment to Powers & Duties

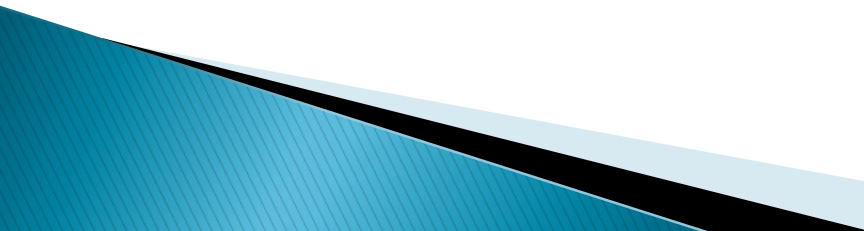
- ▶ Subsection (12): Hire legal counsel.
 - ▶ Commission “shall consider the candidate’s familiarity with laws applicable to public entities, public meetings, employee privacy, labor relations and law enforcement.”
- 

Section 604(d): Meetings

- ▶ Subsection (1):
 - Must meet at least twice a month.
 - At least twice each year, OPC must meet in locations other than City Hall.
- ▶ Subsection (2): OPC must establish rules and procedures for the conduct of its business.

Section 604(d): Meetings

▶ Subsection (3):

- Quorum is five members.
 - If quorum not established by “regular members,” Chair may designate one or more alternates to establish quorum and cast votes.
 - Motions may be approved by a majority of Commission members present.
- 

Measure S1 Amendment: Office of Inspector General

- ▶ Created by Section 604(a)(2).
- ▶ Section 604(f)(5). OIG shall audit:
 - Department's compliance with NSA & make recommendations;
 - Lawsuits and investigations “by, against or involving” Agency & Department to ensure thorough investigations and identify systemic issues.

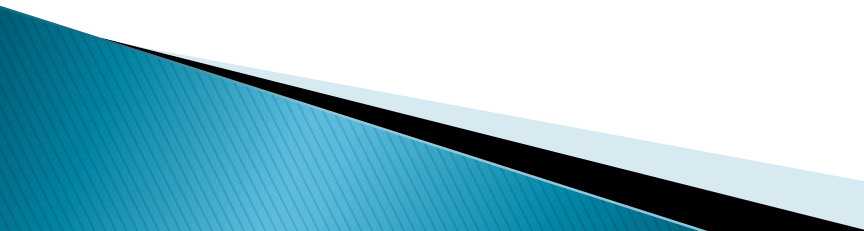
Measure S1 Amendment: OIG Access to Information

- ▶ Section 604(f)(5). OIG shall have access to:
 - Department data, investigative records, personnel records and staffing information as permitted by law.
 - Agency data, investigative records, personnel records, and staffing information.
 - OIG access to non-sworn employee personnel information limited to training records.

Measure S1 Amendment: Civilian Inspector General

- ▶ Section 604(e)(6):
 - OPC hires the Inspector General.
 - OPC conducts periodic performance reviews.
 - Inspector General has authority to hire and fire OIG staff.
 - OPC may remove Inspector General upon an affirmative vote of at least 5 members, and only after making a finding of cause as defined by City ordinance.

Measure S1 Amendment: Civilian Inspector General

- ▶ Subsection 604(e)(3): Inspector General may identify special qualifications and experience that candidates for OIG staff positions must have.
 - ▶ Section 604(e)(6): Inspector General has the authority to organize and reorganize the OIG.
 - ▶ Section 604(e)(7): OIG staff are civil service employees.
- 

Community Police Review Agency

- ▶ Section 604(a)(2) establishes CPRA
- ▶ Section 604(e)(2):
 - Within 60 days of City Council's confirmation of first set of Commissioners, CPRB disbanded and business transferred to the Agency.
 - All CPRB staff transferred to the Agency.

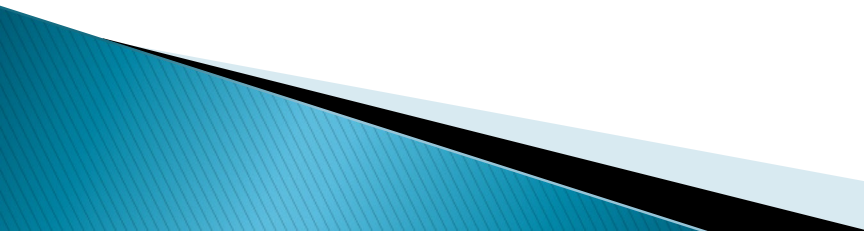
CPRA: Executive Director

- ▶ Section 604(e)(2):
 - Executive Director of CPRB became Interim Executive Director of Agency.
- ▶ Section 604(e)(6):
 - OPC hires Agency Director.
 - Commission conducts periodic performance reviews.
 - Agency Director has authority to hire and fire Agency staff, and organize and reorganize the Agency.
 - OPC may remove Executive Director upon an affirmative vote of at least 5 members, ~~or by an affirmative vote of at least 4 members with the City Administrator's approval.~~ (Measure S1)

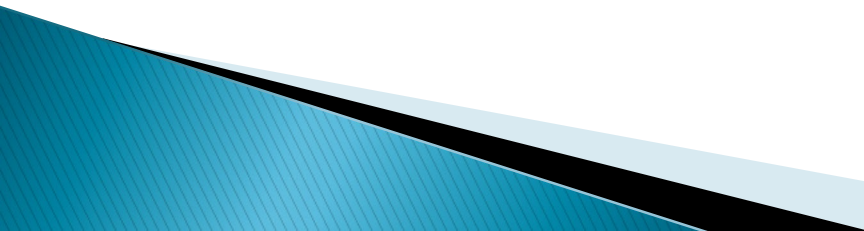
CPRA: Staffing

- ▶ Section 604(e)(1): Two full-time legal advisors (“Agency Attorneys”) (Measure S1).
- ▶ Section 604(e)(3):
 - OPC may identify special qualifications and experience that candidates for Agency staff positions must have.
- ▶ Section 604(e)(7):
 - Agency (& OPC) staff shall be civil service employees.

Measure S1 Amendment: Staffing

- ▶ Section 604(e)(5):
 - City Administrator to assign a staff member to act as liaison to the OPC, and to provide administrative support.
 - OPC budget shall include 1 full-time civil service employee who reports to Agency Director, provides administrative support to the Commission, and attends Commission meetings.
- 

CPRA: Additional Staffing

- ▶ Section 604(e)(4):
 - One line investigator for every 100 officers, to be determined at the beginning of each budget cycle.
 - At least one investigator shall be a licensed attorney.
- 

CPRA: Investigations

- ▶ Section 604(f)(1):

CPRA shall “receive, review and prioritize all public complaints concerning the alleged misconduct or failure to act of all Department sworn employees.”

CPRA: Investigations

- ▶ CPRA is required to investigate public complaints involving:
 - Uses of Force;
 - In-Custody Deaths;
 - Profiling based on protected characteristics;
 - Untruthfulness (Measure S1); and
 - First Amendment assemblies.
- ▶ OPC may direct CPRA to investigate any other possible misconduct or failure to act of a Department sworn employee, whether or not the subject of a public complaint.

CPRA Investigations: Access to Information (Measure S1)

- ▶ Section 604(f)(2). Commission, Agency and OIG have same access to information relating to sworn employees as IAD, including access to:
 - Department files and records;
 - IAD files and records;
 - Files and records from other City departments; and
 - Electronic databases as permitted by law.
- ▶ Police Officer Personnel Records: Commission must articulate “reasonable nexus” to its powers and duties.

CPRA: Investigations

- ▶ Section 604(f)(3):
 - CPRA shall make “every reasonable effort” to complete its investigation within 180 days of when complaint filed.
- ▶ Measure S1 Amendment: CPRA must complete its investigation within 250 days of when complaint filed unless Agency Director makes finding of “exceptional circumstances.”

CPRA: Investigations

- ▶ Agency Director issues written findings and proposed discipline to Chair of OPC and the Chief.
- ▶ Measure S1: Agency Director must issue written findings and proposed discipline within 48 hours of completion of investigation in cases involving:
 - Level 1 Use of Force
 - Sexual Misconduct; or
 - Untruthfulness.
- ▶ Section 604(g)(1): If Chief agrees with CPRA, sends notice to subject officer.
 - Chief may send notice before IAD has begun or completed its investigation.

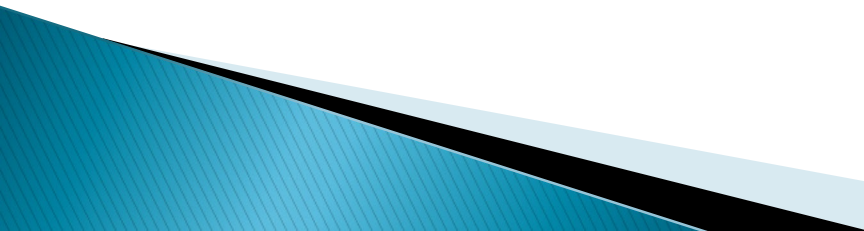
CPRA: Investigations

- ▶ Section 604(g)(3): If Chief submits findings and proposed discipline to CPRA before CPRA's investigation is initiated or completed:
 - CPRA may close its investigation, or
 - CPRA may choose not to conduct an investigation.
- ▶ If investigation involves Level 1 use of force, sexual misconduct or untruthfulness, ~~required by section 604(f)(1),~~ OPC must approve CPRA's decision by a majority vote (Measure S1).
- ▶ Discipline proceeds as proposed by Chief.

OPC: Discipline Committees

- ▶ Section 604(g)(2):
 - Formed if Chief and CPRA disagree about findings and/or proposed discipline.
 - Comprised of 3 Commissioners.
 - Chief submits findings and proposed discipline to Discipline Committee. City Administrator has no authority to reject or modify.
 - Agency submits findings and proposed discipline to Discipline Committee. City Administrator has no authority to reject or modify.
 - Discipline Committee may require Agency to further investigate complaint (Measure S1).

OPC: Discipline Committees

- ▶ Discipline Committee resolves dispute between Chief and Agency based on the record presented to it.
 - ▶ Discipline Committee submits its decision to Chief who notifies the subject officer.
 - ▶ City Administrator has no authority to reject or modify the Discipline Committee's findings and proposed discipline.
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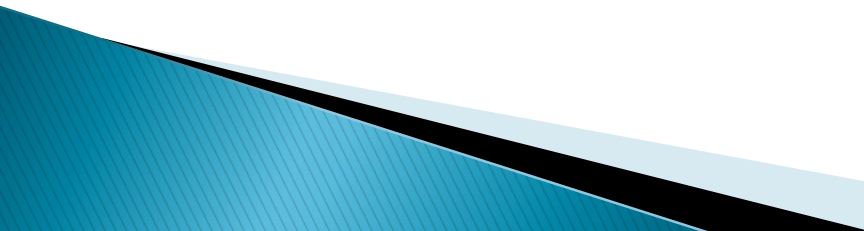
Measure S1 Amendment: Discipline Committees

- ▶ Section 604(g)(5): OPC may convene Discipline Committee for cases involving Level 1 Use of Force, Sexual Misconduct or Untruthfulness when:
 - Either Agency or Department has not completed investigation within 250 days; or
 - When evidence upon which findings are based does not include available body-worn camera footage; or
 - Body-worn camera footage was required by policy but not recorded or available.

Due Process Proceedings

- ▶ Section 604(g)(4):
 - Officers still entitled to *Skelly* hearing on proposed Findings and Discipline (whether decided by the Chief, the CPRA, or the Discipline Committee).
 - Officers still entitled to grievance and arbitration procedures after findings and imposition of discipline have become final (if such rights are prescribed in a collective bargaining agreement).
 - Agency Director consults with City Attorney to decide whether Agency Attorney or OCA represents the City (Measure S1).

Measure S1 Amendment: Performance Audits

- ▶ Section 604(a)(4): City Auditor was required to conduct a performance and financial audit “no later than 2 years after City Council confirmed the first set of Commissioners.”
 - ▶ Performance audits must be performed once every 3 years thereafter.
 - ▶ Independent contractor may be used for audit; selected by Inspector General in consultation with City Auditor.
- 

Measure S1 Amendment: City Administrator Authority

- ▶ Section 604(a)(5):
 - No managerial authority over Commissioners, Agency Director or the Inspector General.
 - “The City Administration . . . shall not initiate an investigation for the purpose of removing a Commissioner.”
 - “City employees maintain the right to file, and appropriate City officials and/or staff maintain authority to investigate, complaints alleging violations of applicable” employment-related laws, policies and collective bargaining agreements (MOUs).

The End.



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Felicia Verdin
Assistant to the City Administrator

SUBJECT: 2023 Nomination Process

DATE: May 22, 2023

Action Requested:

For the Selection Panel to:

1. Review, discuss and/or modify the 2023 nomination schedule.
2. Review, discuss and/or modify the evaluation and interview schedule.
3. Determine its next meeting or series of meetings.

Executive Summary:

During its August 10, 2022 meeting, the Selection Panel nominated Jesse Hsieh to serve as a full commissioner and Angela Jackson-Castain to serve as an Alternate on the Police Commission. On September 20, 2023, Mr. Jesse Hsieh and Ms. Jackson-Castain's appointments were confirmed by the Oakland City Council meeting.

Background:

In 2023, the Selection Panel will be nominating a slate of two (2) appointee to the Police Commission. Chair Tyfarha Milele and David Jordan's terms ends in October 2023. As the Panel may recall, David Jordan was originally appointed to the Police Commission by the Selection Panel as an Alternate in 2019 and was elevated to a full commissioner by the Police Commissioner.

Police Commissioner Terms

Table 1: Terms for Current Police Commissioner

Commissioner	Appointing Authority	Term End Date
Tyfahra Milele, <i>Chair</i>	Selection Panel	Oct. 2023
Marsha Peterson, <i>Vice-Chair</i>	Mayor	Oct. 2023
Brenda Harbin-Forte	Mayor	Oct. 2022
Rudolph Howell	Selection Panel	Oct. 2024
Jesse Hsieh	Selection Panel	Oct 2025
Regina Jackson	Mayor	Oct. 2021
David Jordan	Selection Panel	Oct. 2023
<i>Angela Jackson-Castain, Alternate</i>	Selection Panel	Oct. 2025
Karely Ordaz, <i>Alternate</i>	Mayor	Oct. 2023

Nomination Schedule

The Selection Panel determined the 2023 nomination schedule as reference below in **Table 2**:

Table 2: 2022 Nomination Schedule

Activity	Date
Determine application deadline	February 2023
Joint press release with Mayor announcing 2023 nomination period	April 10, 2023
Incumbents notified	Week of March 20, 2023
Application deadline	May 31, 2023
Candidate interviews (first round)	TBD
Finalist interviews (first round)	TBD (to be determined)
Determination of slate	TBD
Background check process complete	TBD
Council confirmation	TBD

As previously mentioned, if the goal is to get a nominee scheduled for confirmation at the City Council meeting of September 20, 2023, the Selection Panel will need to determine the nominee no later than mid-August 2023. All other dates can be adjusted accordingly based on input from the Selection Panel.

Reserve Pool Candidate responses:

Staff reached out to the three (3) reserve pool candidates: Margaret Grimsley, Rakita O'Neal and Dr. Stacey Thompson to be considered for the Police Commission in 2023. Rakita O'Neal and Dr. Stacey Thompson have declined to participate in the process this year. Only Ms. Grimsley wants to be considered for a position on the Police Commission at this time from the reserve pool.

Commissioner David Jordan responded that he will send an updated application. Tyfahra Milele sent an updated application, please see attached. Staff emailed Alternate Angela Jackson-Castain and will follow-up to determine her willingness to be considered for a full police commissioner.

2022 Police Commission Application

The current Police Commission application available on the City's website at <https://www.oaklandca.gov/boards-commissions/police-commission>

The Police Commissioner Application is available online in English, Spanish, Chinese and Vietnamese.

In 2023, staff was able to provide the following outreach:

- Press release to all media contacts
- Email communication to announce and request distribution of information to:
 - Mayor's Office
 - City Council Offices

- City service provider networks as compiled by the Selection Panel
- Selection Panel Members
- Oakland Police Commissioners
- Community Police Review Agency
- Inspector General's Office
- Latino Task Force
- Ad placed in the Oakland POST
- [Story in the Oaklandside](#) with assistance from Chair Chanin and Panelist Bosserman
- Announcements during public safety committee and City Council committees.
- Announcements during Board and Commission meetings
- Distributed to all 16 City of Oakland library branches
- Shared in City of Oakland citywide announcements
- Shared on various social media channels, including Nextdoor, Facebook and Twitter

Applicant Statistics

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

Table 3: Applications Statistics by Year

Nomination Year	Applications Received	Applicants Invited to Interview	Nominations made by Selection Panel
2017	146	28	4 Commissioners; 1 Alternate
2019	16	10	1 Commissioner; 1 Alternate
2020	68	17	2 Commissioners
2021	16	5	1 Commissioner
2022	13	13	1 Commissioner; 1 Alternate
2023	TBD	TBD	TBD

Applications Received:

		Wants to interview with Panel
Tyfahra Milele	Incumbent	Yes
Zetha Nobles	Submitted to Mayor's Office	Yes
Larry Brandon	Submitted to Mayor's Office	Yes
Lawanda Smith	Submitted to Mayor's Office	TBD
Tyrone Jordan	Submitted to Mayor's Office	TBD
Stephen Eckert	Submitted to Mayor's Office	TBD
Barry Robinson	Submitted to Mayor's Office	TBD
Paras Mehra	Submitted to Mayor's Office	TBD
Nehemiah Vaugh	Submitted to Mayor's Office	TBD
Elle Clark	Submitted to Mayor's Office	TBD
Wesley Osaze	Submitted to Mayor's Office	TBD
Carlis	Submitted to CAO	TBD
Julie Mixon	Submitted to CAO	TBD
Rochelle Shelby	Submitted to CAO	TBD

Mark Dorton	Submitted to CAO	TBD
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CAO = City Administrator's Office
TBD = To be determined

For questions regarding this report, contact Felicia Verdin at (510) 238-3128 or fverdin@oaklandca.gov.



Oakland Police Commission Finalist Interview
Optional & Follow-Up Questions

1. What concrete steps should the Commission take to expand community engagement and input? And, what would you do to educate and engage the community in the work of the Commission? Please be specific.
2. How would you handle specific concerns and complaints about the OPD, which are brought to the Commission? These can include instances of excessive force, failure to act in a situation that requires police intervention, etc.
3. If you are appointed, what would you want your legacy to be after completing your term? What significant contribution would you want the Commission to remember you for?
4. What would be your chief contribution to the Police Commission based upon your experience, background, and/or your lived-experience?
5. How do you build effective working relationships with colleagues? Examples may include community activities, church, family or job.
6. Which of the Police Commission's Ad Hoc Committees would be of *most* interest to you and why? (examples include: Community Outreach, Racial Profiling Policy, Militarized Equipment Policy, Body Worn Camera Policy).
7. When OPD Chief Armstrong provides his update on the Department to the Commission, which topics would be of most interest to you?
8. It can be challenging to question "the experts" when they are presenting as fact information within their area of expertise. What in your background prepares you to balance a respectful working relationship, yet stand up to OPD leaders and officers and seek independent verification when this is warranted?
9. Recently, the Commission and OPD agreed upon a new policy on OPD employee use of social media. Please share your knowledge of the policy and the problems it is intended to address.
10. The Police Commission recently appointed its own Inspector General. Are you familiar with the role of the IG? If so, please explain.



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. Additional duties include hearing citizen complaints, making decisions determining outcomes.

Core Competencies, Interview Questions & Evaluation

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

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

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

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

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

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

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's members strongly disagree on an issue. What would you do to forge a consensus or reach a compromise?

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

4. 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?

5. Has someone you disagreed with ever changed your mind about something? Please provide an example.

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Judgement / Decision-Making					
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: _____

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

6. 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? KEEP

7. 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>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

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**:

8. Tell us about your community involvement and what groups you are affiliated with.
9. 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.
10. 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?
11. What skills would you bring to the Oakland Police Commission?
12. What is the Police Commission doing right?
13. If you became a Police Commissioner, what would you do differently?
14. For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
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: _____

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

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

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Level of Interest					
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					