



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

Meeting Agenda

Tuesday, April 26, 2022

6:00 PM

Via Teleconference

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

Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission Selection Panel, as well as City staff, will participate via phone/video conference, and no physical teleconference locations are required.

PUBLIC PARTICIPATION

The Oakland Police Commission Selection Panel encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/81886806175> at the noticed meeting time.

Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”

- 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 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 818 8680 6175

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.”

PROVIDE PUBLIC COMMENT: There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Felicia Verdin at fverdin@oaklandca.gov. Please note that

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POLICE COMMISSION SELECTION PANEL
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Meeting Agenda (Continued)

Tuesday, April 26, 2022

6:00 PM

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eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.

- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”

- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“*9”) to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail Felicia Verdin, at fverdin@oaklandca.gov.

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Meeting Agenda (Continued)

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Via Teleconference

1. Roll Call and Determination of Quorum

2. Open Forum

Speakers will be called on by the facilitator as speakers “raise their hand” through video conference or by telephone. All speakers will be allotted a maximum of three minutes unless the Chairperson allocates additional time.

ACTION ITEMS

3. Welcome New Police Commission Selection Panelist – Monique Rivera, appointed by City Council District 5

4. Discussion on Current Vacant Alternate Commissioner Seat (applications attached)

The Selection Panel will discuss and take possible action on its process for nominating a candidate to fill the Alternate Police Commissioner seat made vacant by the Police Commissions appointment of Jesse Hsieh to fill the vacant regular commissioner seat. The Panel is not required to fill the current vacancy for an Alternate Commissioner from the reserve pool and may decide to keep the current vacancy open and fill it from a new recruitment.

Agenda Item Report:

- Alternate Police Commissioner Vacancy Memo

5. Report from the Procedure Improvement Ad hoc Committee (report attached)

The Ad hoc Committee will discuss their findings to improve the procedures of the Selection Panel. The Selection Panel will discuss and take possible action on improving the selection process.

6. 2022 Police Commissioner Application and Selection Process (report attached)

The Selection Panel will discuss and take possible action on its process for appointing a regular Police Commissioner and an Alternate Police Commissioners for terms beginning in October 2022.

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Meeting Agenda (Continued)

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7. Police Commissioner Application Outreach (see attached)

The Selection Panel will discuss and take possible action on the recruitment and outreach efforts for the 2022 Police Commissioner nomination process.

- Memo on 2022 Nomination Process
- Ad Hoc Committee: Outreach Materials
- Ad Hoc Committee: Organizations to Contact about Recruitment

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



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Felicia Verdin
Assistant to the City Administrator

SUBJECT: Alternate Police Commissioner
Vacancy

DATE: April 26, 2022

Action Requested:

For the Selection Panel to:

1. Discuss and/or determine a process for making a nomination to fill the Alternate Police Commissioner vacancy.
2. Choose to open the recruitment pool to fill the Alternate vacancy or nominate a candidate from the reserve pool to serve as an Alternate Police Commissioner.

Executive Summary:

At its meeting on April 11, 2022, the Oakland Police Commission voted to elevate Alternate Commissioner Jesse Hsieh to serve as a voting Police Commissioner. The action created a vacancy on the Police Commission for an Alternate member seat. The term for the vacancy expires in October 2022.

The Panel is not required to fill the current vacancy for an Alternate Commissioner from the reserve pool and may decide to keep the current vacancy open and fill it from a new recruitment.

During its April 11 meeting, the Selection Panel voted to meet with the top 3 candidates of the reserve pool. The top 3 candidates in the reserve pool are: 1) Angela Jackson-Castain, 2) Jose Dorado and 3) Ginale Harris. Only Ms. Jackson and Ms. Harris expressed interest in meeting with the Panel. Mr. Dorado sent a letter to the Selection Panel (see attached).

The Selection Panel is now tasked with opening the recruitment process or making a nomination to fill the seat for Alternate Police Commissioner from the reserve pool. Any nomination from the Selection Panel is subject to City Council approval.

Background:

City Charter Section 604(c)(8) stipulates:

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 shall appoint another Alternate Commissioner. If the alternate chosen to replace the regular member was appointed by the Mayor, the Mayor shall appoint another Alternate Commissioner.

After the Selection Panel makes their nomination the candidate will undergo a background check subject to City Charter Section 604(c)(1). Once the background check is complete, staff will submit a scheduling request for the nomination to be heard by the City Council for immediate appointment. The candidate will fill the remaining term of the vacancy and will be eligible for reappointment, also subject to a nomination by the Selection Panel and confirmation from the City Council.

The terms for the Police Commissioners are included in **Table 1**.

Table 1: Terms for Current Police Commissioners

| Commissioner | Appointing Authority | Term End Date |
|-----------------------------------|-----------------------------|----------------------|
| Regina Jackson, <i>Chair</i> | Mayor | Oct. 16, 2021 |
| Jose Dorado, <i>Vice-Chair</i> | Selection Panel | Oct. 16, 2021 |
| Henry Gage III | Selection Panel | Oct. 16, 2022 |
| Brenda Harbin-Forte | Mayor | Oct. 16, 2022 |
| Sergio Garcia | Selection Panel | Oct. 16, 2023 |
| Tyfahra Singleton | Selection Panel | Oct. 16, 2023 |
| David Jordan ¹ | Mayor | Oct. 16, 2023 |
| <i>Vacant, Alternate</i> | Selection Panel | Oct. 16, 2022 |
| Marsha Peterson, <i>Alternate</i> | Mayor | Oct. 16, 2023 |

Reserve Pool

On March 13, 2019, the Selection Panel elected to establish a Reserve Pool of applicants in cases where a vacancy occurs. The Reserve Pool:

- Is comprised of no less than three (3) applicants;
- Expires after two (2) years;
- Includes only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote; and
- Requires applicants in the Reserve Pool to give notice to City staff if applicant no longer has interest in being in the Reserve Pool.

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

Attachments (1):

- A. Reserve Pool Applicant

Ranking of Police Commission Applicants

| Rank | Applicant | Lorelei Bosserman | Langston Buddenhagen | Jim Chanin | Gay Plair Cobb | Brendalynn Goodall | Rickisha Herron | Don Link | Bill Thomasson | Mary Vail | Total |
|------|------------------------|-------------------|----------------------|------------|----------------|--------------------|-----------------|----------|----------------|-----------|-------|
| 1 | Angela Jackson-Castain | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 9 |
| 2 | Jose Dorado | 1 | | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 8 |
| 3 | Ginale Harris | | 1 | 1 | 1 | | 1 | 1 | 1 | 1 | 7 |
| -- | Rudolph Howell | 1 | 1 | 1 | 1 | 1 | 1 | 1 | | | 7 |
| 5 | Joey Harrison | 1 | | 1 | 1 | 1 | | | | 1 | 5 |
| 6 | Cynthia Chase | | 1 | 1 | | | | 1 | 1 | | 4 |
| -- | Kumar Vedantham | | 1 | | 1 | 1 | | | | 1 | 4 |
| 8 | Sokhom Mao | | 1 | | | | 1 | | 1 | | 3 |
| 9 | Jesse Smith | | | | | | | 1 | | 1 | 2 |
| -- | Samantha Jo-Dato | 1 | | | | 1 | | | | | 2 |
| 11 | Claudette Hill | 1 | | | | | | | | | 1 |
| -- | Mark Lindquist | | | | | | 1 | | | | 1 |
| 13 | Cseneca Parker | | | | | | | | | | |
| -- | Kim Powers | | | | | | | | | | |
| -- | Lance Delmore | | | | | | | | | | |
| -- | Lesley Latham | | | | | | | | | | |

All candidate applications have been previously shared and are located on the City's website:

https://cao-94612.s3.amazonaws.com/documents/SUPPLEMENTAL-Police-Commission-Applications_updated-6-16-21.pdf



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: Jackon-Castain, Angela C. Date: 06/14/2021
Last First M.I.

Home Address: [Redacted]
Street Address Apartment/Unit #
Oakland CA 94608
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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

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: Lt. Colonel J. Rick Brown, Transparency Matters

Relationship: Colleague

E-Mail

Phone:

Full Name: Rev. Dr. George C.L. Cummings, Imani Community Church

Relationship: Pastor

E-Mail

Phone:

Full Name: Katherine Darke Schmitt, DOJ, Acting Director at Office of Victims of Crime

Relationship:

E-Mail

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?

- Woman 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

Required Questionnaire

4. How long have you lived in Oakland?

38 yrs; less yrs for school/wk

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

| | |
|-------------------------------------|-----------|
| <input type="checkbox"/> | 0 |
| <input checked="" type="checkbox"/> | 1-2 |
| <input type="checkbox"/> | 3 or more |

6. How did you hear about applying to be on the Police Commission?

Family member & notification from Terri McWilliams; Imani Social Justice Member

Disclaimer and Signature

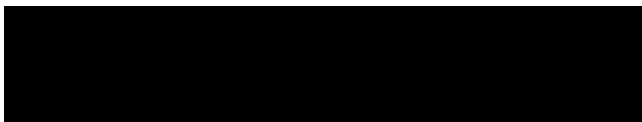
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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: 06/14/2021

Completed applications must be received by **June 15, 2021**, 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 |
| For assistance or additional information contact | City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301 |

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

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

As someone born and raised in Oakland, community engagement and advocacy were instilled in me at a young age. One of my first significant experiences preparing me for the work of the Commission was serving as Chair for the City of Oakland's Mayor's Youth Advisory Commission under former Mayor Jerry Brown while in high school. This experience afforded me insight into how communities addressed societal issues from a governance vantage point; and not just as individuals experiencing them. This was my introduction into city government, I then went on to major in political science in college.

Another significant experience was through work. I was instrumental in establishing the U.S. Department of Justice, Office of Justice Programs (OJP) Diagnostic Center where I lead the delivery of national best practices; training and technical assistance; and data-driven solutions to local communities across the country grappling with systemic criminal justice and law enforcement issues.

In this capacity, I honed my expertise to become a nationally recognized criminal justice professional and subject matter expert (SME) with over twelve years of experience in quantitative and qualitative analytical techniques and the application of rigorous research methodologies to assess the **efficacy of law enforcement**, systemic violence and other serious crime problems. I worked with top executives in law enforcement, municipal and judicial sectors and other leaders in the criminal justice community to help communities address these complex justice issues by developing empirically-based recommendations and customized solutions to persistent public safety and organizational challenges. The goal of this work was to develop holistic, tangible solutions that encompassed all facets of the community to build local capacity to implement recommendations and monitor progress for sustainable change.

The experiences of my personal and professional life have more than adequately prepared me to contribute to the work of the Commission, as I have demonstrated experience in the following:

Policy & Practice

- Reviewing, customizing and developing **policing policy and procedures** in accordance with **national standards**; specifically, in the areas of police **misconduct and discipline, use of force, organizational risk management, police accountability** and the customization of Lexipol policies
- Establishing **police/civilian oversight, transparency and accountability** organizations
- Conducting **program evaluations** and developing and implementing **key performance indicators** and to track progress toward intended outcomes
- Serving as a **key contributor, panelist and trainer** at international and national conferences (i.e., IACP, NOBLE, NCJ, NFCJ, PERF; see resume for an exhaustive list and organizational affiliations)

Stakeholder Coordination & Collaboration, Strategic Planning & Resourcing

- Understanding of the **entire criminal justice system** and **key stakeholder groups** needed to support reforms and initiatives
- Establishing **criminal justice coordinating councils** for top officials across all sectors of the justice system
- Facilitating **community outreach and engagement**; hosting/moderating townhalls, focus groups, roundtable discussions, etc.
- Developing robust strategic plans with **identification and prioritization of initiatives, projects, and activities** in alignment with **near- and long-term goals and objectives**
- Understanding **municipal finances**; including financial structures, budget management and resource allocation
- Identifying and coordinating **local, state and federal resources** to support program initiatives

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

Expertise & Knowledge Base

- Possessing **up-to-date knowledge** of key issues such as **racial disparities** in policing and **unconstitutional policing practices** confronting justice and social systems
- Working with and on behalf of **marginalized populations** to improve police interactions
- Developing/coordinating **effective policing solutions** on a range of topics; such as **racial bias, mental health, substance abuse, recidivism, juvenile justice, domestic and intimate partner violence and homelessness**

My hope is to be able to leverage these skills and experience to enhance the work of the Commission. Through my working relationships with renowned experts and national organizations, I am well-positioned to bring innovative solutions to the Oakland Police Department and the City of Oakland.

I voted to establish the Commission in 2016 and I am still committed to its vision and mission to improve upon and ensure best practices in policing, specifically for people of color and other marginalized groups. Moreover, I am personally committed to the eradication of systemic racism and injustice. Working with the Oakland Police Commission would provide me an opportunity to directly contribute to the growth and development of my community.

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

Aside from the D.A.R.E. program as an Oakland public school student and more recent requests for support from law enforcement/community liaison officer to address specific incidents/concerns in my West Oakland neighborhood, I have had virtually no other contact with OPD. In a professional capacity, the local departments I have worked directly with include Richmond, Vallejo and Salinas PDs.

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.

N/A; neither I nor an immediate family member has worked or volunteered in these roles. I have only worked with the aforementioned in a professional capacity.

4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

YWCA Berkeley/Oakland Board of Directors

For the last five years, I have served as a Board member on the Board of Directors for the YWCA Berkeley/Oakland to support of its mission to eliminate racism and empower women. I am currently on the Executive Committee and have served on a variety of subcommittees; such as the Asset, Financial Development, Program & Policy, Nominating, and Personnel committees. I supported the development, review and approval of annual budgets, audits; evaluated and nominated potential candidates for membership; supported program leads in delivering the YWCA programs' services to Oakland and Berkeley; and participated and spearheaded funding raising events.

Application for Position of Commissioner: Supplemental Questionnaire

Applicant: Angela Jackson-Castain

Some of the most challenging aspects of my participation has been around representation. Until recently, I have been serving as the youngest Board member and being a Black woman on a Board that has historically been comprised of more affluent, white women closely aligned to the University (Cal Berkeley). Therefore, the approach to delivering services to underserved members of the community, in particular school-aged girls in Oakland, has come from a limited vantage point and perhaps, a lack of understanding of what needs should be met through our programming.

As a result, we have shifted the focus of the Board to improve understanding and awareness of systemic racism and the cascading impacts. As a Board, we recently received racial justice and anti-racism training, we are launching an initiative on digital equity and partnering with other organizations to align investments as shareholders to promote social corporate responsibility, particularly in the realm of diversity, equity and inclusion.

Other Local Activities

Active member of the National Alumnae Association of Spelman College – Bay Area Chapter, volunteer in Oakland Public School District, PICO California, and Faith in Action. As a youth, served as the Chair of the Mayor's Youth Advisory Commission for the City of Oakland and Chair of the Northern California chapter of A Better Chance.




Please see enclosed resume for full list of organization memberships and affiliations.

Encl.: Resume

Angela Jackson-Castain, M.S.

Criminal Justice and Public Safety Practitioner

Program & Project Manager

 [Redacted]
 [Redacted]
 California, 94608 (USA)

Security Clearances:

Active DoD Top Secret (since 04/04/2010)/SCI (in progress); DOJ Public Trust; DHS NPPD Suitability

Professional Qualifications

Over 13 years of professional experience in the private and non-profit sectors

Successfully organizes and manages large, cross-functional teams of professionals to complete complex projects

Astute quantitative and qualitative analytical skills

Recognized Subject Matter Expert in applied analytics, criminal justice, public safety and emergency management fields

Adept at building, maintaining and growing client relationships in a team-based, professional services environment

Education

Master of Science, 2008
Georgia Institute of Technology

Bachelor of Arts, 2004
Spelman College

Other Educational Experience

Domestic Exchange, 2003
Stanford University

Foreign Exchange, 2002
La Universidad de Sevilla, Spain

Core Competencies

Professional Project Management

Organizational and Instructional Design

Business and Intelligence Analysis

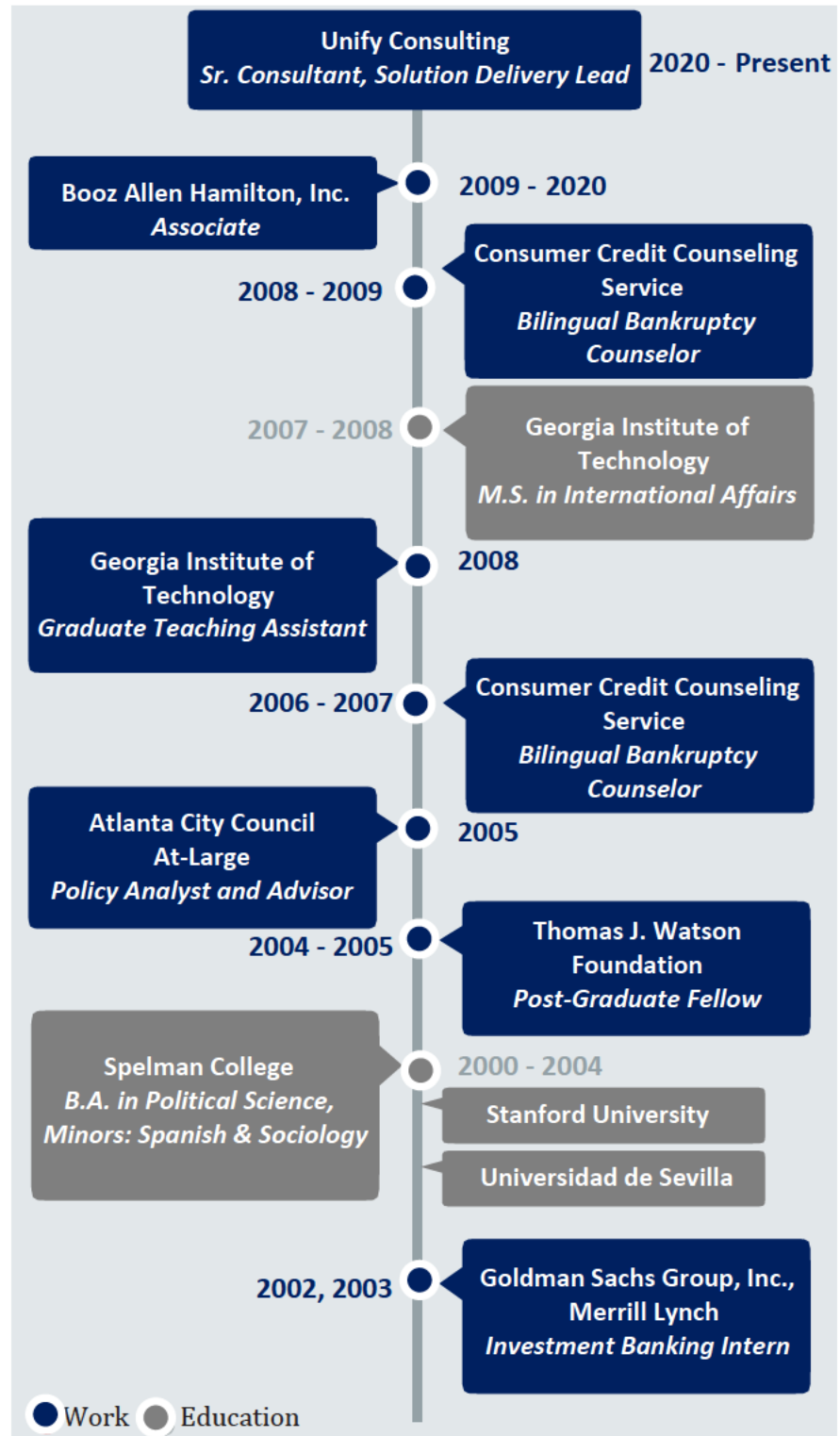
Training and Technical Assistance

Empirical Research Methods

Socio-cultural Analysis

Geopolitical Affairs

Modeling, Forecasting & Decision-making



Work Experience

| | | |
|------------------------------|--|---------------------------|
| 2009-2020 | Booz Allen Hamilton, Inc. <i>Associate</i> | Washington, DC Metro Area |
| Management Consulting | U.S. Department of Homeland Security (DHS), Cybersecurity and Infrastructure Security Agency <i>Facilitator 1, 2018 - 2020</i> | |
| | <ul style="list-style-type: none">• Provides strategic planning support and program management oversight on behalf of DHS' Cybersecurity and Infrastructure Security Agency (CISA) to enhance decision-making, coordination, and planning for emergency communications across all 56 states and territories.• Serves as primary facilitator for CISA's Interoperable Communications Technical Assistance Program.• Responsible for developing, delivering and facilitating multi-day, statewide workshops to ensure, accelerate and attain operable and interoperable emergency communications nationwide, while accounting for new/emerging technologies and national initiatives, for the national security/emergency preparedness community.• Leads multi-disciplinary and multi-jurisdictional stakeholder groups in the development of strategic plans and implementation/monitoring tools to help states prioritize resources, strengthen governance, identify future investments, and address interoperability gaps.• Manages project staff and program activities; including, staff oversight and development; development of Monthly Status Reports, project plans and tasks, program updates, and final deliverables; monitors and tracks project budgets, expenditures, billable activities; and coordinates resources across federal components to deliver training and technical assistance to the field. | |
| | U.S. Department of Justice (DOJ) Office of Justice Programs (OJP) Diagnostic Center, <i>Diagnostic Specialist, 2012-2017</i> | |
| | <ul style="list-style-type: none">• Lead the delivery of highly-customized, data-driven training and technical assistance to more than 60 communities nationwide to address systemic violent crime and public safety challenges.• Provided Subject Matter Expertise and innovative leadership to key stakeholders across the federal, state, local, and tribal justice systems, leveraging nationally-recognized evidence-based practices to address complex criminal justice issues of concern.• Coordinated resources across DOJ's many components to deliver information, training, and resources to address challenges identified by requesting government entities.• Managed, organized, and planned approximately 25 large-scale projects for various jurisdictions nationwide, examining justice systems to develop strategies and empirically-based recommendations to address crime problems and deliver required training and technical assistance to implement recommendations.• Identified and executed consulting agreements and subcontracts with more than 50 technical assistance providers; to include, individuals, agencies, and organizations, maintaining strong controls and accountability over task execution and deliverables.• Oversaw and facilitated the provision of direct technical assistance services to top-level executives in the criminal justice and law enforcement fields.• Core activities included: overarching project management (e.g., tasks, deliverables, timelines, and budgets) and management of subcontractor and other support staff; conducting baseline organizational assessments, gap analysis, quantitative and qualitative data collection and analysis, policy review, meeting facilitation, strategic planning, peer-to-peer mentoring, criminal justice information sharing and training. | |

- Served as primary author of key contract deliverables and products to inform the broader justice community on data-driven approaches to identifying and solving the most pressing crime-related challenges confronting justice systems.

U.S. Department of Defense, *All-Source Intelligence Analyst, 2009–2012*

- Worked within the functional areas of threat modeling and applied analytics to develop methods and approaches to intelligence problems; provided data collection, analysis, and policy recommendations to U.S. Government (USG) clients in support of their security and defense missions.
- Conducted Research & Development, as a model and methods developer, leveraging a variety of social science methodologies and analytical techniques to systematically dissect complex problems and provide empirically-based recommendations.
- Conducted statistical, quantitative, and qualitative data coding and analysis, as well as social network analysis to research potential threats, terrorist and transnational crime networks.
- Authored case studies on relevant international human security issues and civil-military relations for countries of interest for the U.S. Combatant Commands (COCOMs).
- Provided geospatial analysis in support of U.S. Pacific Command (PACOM) to enhance hazard assistance disaster relief knowledge management platforms and for the Broadband Technology Opportunities Program to evaluate broadband and wireless capabilities for municipalities.
- Developed complex databases and methodology to analyze unstructured data on the global dispersion of populations of interest. In support of the same USG client, conducted in-depth interviews with key subject matter experts to develop a Best Practices Guide on Agent-Based Modeling.

2008–2009 & 2006–2007 **Consumer Credit Counseling Service** Atlanta, GA
Bilingual Budget/Credit Counselor, Bilingual Bankruptcy Counselor

**Non-Profit
Financial**

- Provided financial counseling and high-quality customer care to English and Spanish-speaking clients faced with bankruptcy, budget, and credit issues.
- Responsible for training new employees on the process of counseling clients and the creation of personalized Debt Management Plans, as well as managing compliance with law firm affiliates.
- Served as media spokesperson to relay current market trends and program offerings to news media personnel and other key stakeholders.
- Supported educational outreach projects to provide basic financial education and budget management strategies to local residents.

2008 **Georgia Institute of Technology** Atlanta, GA
Graduate Teacher Assistant

Education

- Served as sole teaching assistant for an Ethics in International Affairs course, serving approximately 200 undergraduate students.
- Managed and developed supplemental course material; developed and executed grading scheme for students' assignments.
- Assisted students by reinforcing course content presented by the professor, answering questions, and leading pre-exam tutorial sessions.

2005 **Atlanta City Council – Post 3: At Large** Atlanta, GA
Policy Analyst and Advisor

Government

- Addressed constituent concerns, researched legislation, and attended Neighborhood Planning Unit and council meetings.
 - Served as Supervisory Office Manager and managed a staff of five; provided workforce training skills to staff members and facilitated community engagement activities.
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| | | |
|-----------------------------|--|--------|
| 2004–2005 | Thomas J. Watson Fellowship <i>Watson Fellow</i> | Global |
| Independent Research | <ul style="list-style-type: none"> • Conducted post-graduate independent research in Brazil, Egypt, India, and the Dominican Republic to analyze the impact of the international monetary lending system and on local education. • Examined aggregate statistical data on education and international funding; conducted in-depth research on national educational systems. • Conducted structured interviews of government officials, non-profit organizations, local school administrators, parents, and students to observe and document educational disparities among various populations of the countries visited. • Authored a paper: “Education for All? A Comparative Study of Educational Disparities” documenting all findings and outcomes of the study and presented at a national conference. | |

Other Relevant Skills

Computer Applications & Programming Languages

- Proficient in Windows XE/7/8/10 and MS Office, all versions through 2013/365, MS Project, MS Planner, MS Access, SharePoint, Adobe Acrobat Professional, ArcGIS and ESRI products, APAN, Social Network Analysis tools, Palantir, SPSS, Stata, Stella, Web 2.0 tools, Bloomberg, HOSTaccess and Timpani

Additional Professional Training Courses

- Salesforce, Software as a Service (Saas), Customer Relationship Management (CRM)
- Organizational Leadership and Team Development
- Tableau Fundamentals
- Agile Fundamentals
- Intelligence Analysis Bootcamp
- Financial Intelligence
- Advanced Geospatial Information Systems

Languages

- Spanish (Fluent), Portuguese (Novice - Conversational), Arabic (Novice)

Other Professional Experience

- Conferences & Training Events**
- **Nevada District Court Judges: 2018 Annual Seminar, April 2018**
Faculty
Topic: “Pretrial Risk Assessment: History and Developing Trends”
 - **Nevada Limited Jurisdiction Judges: 2018 Winter Seminar, February 2018**
Faculty
Topic: “The Design and Validation of the Nevada Pretrial Risk Assessment”
 - **Vera Institute and Police Foundation, October 2017**
Subject Matter Expert
Participation requested for a national professional focus group to advise on methods, opportunities, and approaches to harvesting useful data from the community, law enforcement, and other criminal justice system for improved policing as part of a formal research project to inform the development of CompStat 2.0.
 - **International Association of Crime Analysts (IACA): 27th Annual IACA Training Conference, September 2017**
Instructor
Topic: “Data Analytics for Violence: A Two-City Case Study on Gun and Interpersonal Violence and Developing a Targeted Violence Reduction Strategy”

**Conferences &
Training Events
(continued)**

- **National Organization of Black Law Enforcement Executives (NOBLE): 41st Annual Training Conference and Exhibition, August 2017**
Moderator
Topic: “Building Community Engagement and Reducing Violent Crime in Richmond, California”
- **National Council of Juvenile and Family Court Judges (NCJFCJ): 80th Annual Conference, July 2017**
Faculty, Panelist & Moderator
Topic: “Prioritizing Reform: Nevada Blue Ribbon for Kids Commission’s Strategic Reform of the Child Welfare System”
Topic: “Improving the City of Seattle and King County’s Capacity to improve Responses to Juvenile Domestic Violence”
- **International Association of Chiefs of Police (IACP), October 2015**
Topic: “Addressing Police Misconduct and Accountability: Two Case Studies”
- **National Organization of Black Law Enforcement Executives (NOBLE): 39th Annual Training Conference and Exhibition, July 2015**
- **Academy of Criminal Justice Sciences (ACJS), March 2015**
- **National Criminal Justice Association (NCJA): National Forum, August 2014**
Panelist
Topic: “Offender Reentry: The Burden of Shifting Case Loads”
- **National Forum on Criminal Justice (NFCJ), 2014**
- **Police Executive Research Forum (PERF), May 2014**
- **Smart Policing Initiative (SPI) Conference: April 2013**
- **George Mason University, April 2013**
- **World-Wide Human Geography Data Working Group, March 2012**
- **Computational Social Science Society of the Americas (CSSSA) Conference, October 2011**
Agent-Based Modeling Workshop

**Professional
Affiliations &
Memberships**

- Project Management Institute (PMI)
- International Association of Chiefs of Police (IACP)
- Computational Social Science Society of the Americas (CSSSA)
- American Political Science Association
- Military Operations Research Society



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: Harris Ginale Date: June 8, 2021
Last First M.I.

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

Oakland CA

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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

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: **Michele Lizaneo**

Relationship: personal/professional

E-Mail

Phone

Full Name: **Carol Whyatt**

Relationship: professional/personal

E-Mail

Phone:

Full Name: **LeRonne Armstrong**

Relationship: professional

E-Mail

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?

- 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

Required Questionnaire

4. How long have you lived in Oakland?

9 years

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

- 0
- 1-2
- 3 or more

6. How did you hear about applying to be on the Police Commission?

I was a previous Police Commissioner

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: Ginale Harris Date: 06/08/2021

Completed applications must be received by **June 15, 2021**, 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 |
| For assistance or additional information contact | City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301 |

Question #1: Nothing can dissuade me from my commitment to Oakland and to our community. I have returned to this committee humbled, yet more determined and powerful, asking you to give me another opportunity to serve as a member of the Oakland Police Commission. Our Police Commission has made significant progress, but we still have a mountain of work ahead to ensure that the Oakland Police Department finally achieves NSA compliance and is following constitutional policing standards.

There's no need to remind you that the NSA is a reform that the Oakland Police Department is mandated to complete as the settlement of a lawsuit 21 years ago. In 2000, 119 people claimed that they were victims of police brutality at the hands of OPD officers. In 2016, our community let their collective voice be heard with a resounding 80% vote demanding Oakland create an independent, citizen-led Police Commission. Oaklanders have made it clear that we want accountability and oversight. Then on May 20, 2020, George Floyd was murdered, a national movement was ignited and 9:29 became a symbol of 300 years of police brutality and the immediate need to reevaluate the role of law enforcement and to re-imagine public safety. I am part of that resounding vote and collective voice in Oakland!

The Ginale Harris who stands in front of you today has lived the experience of Police Commission work for three years and the expertise that comes along with it. This Ginale has lived the pain and devastation of losing a family member who was brutally murdered after being reported as a missing person to the Oakland Police Department. This Ginale was accused of using derogatory remarks, asking for favors as well as abusing and harassing OPD staff by former Chief Kirkpatrick. Some people questioned my approach, my integrity, my tone and how I choose to express myself. Although I am not a victim of police brutality now, I continually hear many stories and have watched the seemingly endless stream of bodycam videos where lives, especially Black lives, are not respected or honored, not protected and too often are brutalized or ended by the police without the families ever receiving justice.

My tone and expressions are responses to accumulated anger, frustration and indignation about injustice. Shouldn't we all be frustrated and indignant at this point? Yet my commitment to this community is unbreakable and emanates from my core, so I am still here doing the work, fighting the fight and making good trouble by being selected by the Police Commission and volunteering on the Re-imagining Public Safety Committee and the Missing Persons Policy Ad-Hoc Committee. During my tenure as a

Commissioner, I served as the Vice Chair for two consecutive years and had the opportunity to lead and participate in various ad-hoc committees which include: The Use of Force, Armed and Unresponsive Persons Arrest Teams, Parole & Probation Stop Policy, the Budget committee, and the Job Description for the Chief of Police committee, the personnel committee, the rebuttal for the Police commission Audit and an array of others. I have personally volunteered as the liaison for two separate families that have been affected negatively by actions of the Oakland Police Department. I have learned about the complexities and the process of collaboration, teamwork and understanding police policy and procedures which will assist the commission going forward.

If I am chosen for a second term, I have a comprehensive plan to increase our engagement with the community. My plan includes creating new partnerships by reaching out to groups impacted by misconduct and police violence, groups who have a negative relationship and history with law enforcement and groups underrepresented at Oakland Police Commission meetings. This plan includes communicating with religious leaders, partnering with established community leaders (Oakland Frontline Healers, East Oakland Pillars, Homies Empowerment Program/Adelante, 100 Black Men of the Bay Area, B.O.S.S. (Building Opportunities for Self-Sufficiency), Dream catcher Youth Services and increasing our social media strategy and impact. Oakland has a dedicated group of community members who regularly attend and participate at Commission meetings, but the audience is pretty empty. My goal is to fill the audience with community members that reflect the diversity of Oakland, to increase the voices that we hear and to educate our community about exactly how to make a complaint, about the role and responsibilities of the Police Commission.

Question #2: As a resident of Deep East Oakland over the past 10 years, I have frequently watched Oakland Police officers driving lights and sirens to a call-for-service or they've responded to my neighborhood for a call. It's been my observation that although "The Flatlands" are plagued with a high level of violence, we never see sufficient police officers patrolling this area. When I was representing Oaklanders on our Police Commission, I did a ride-along with an officer and understood one of the reasons. During my ride-along, the police officer showed me on the monitor that there were 450 priority calls pending and that detail spoke volumes about what I witnessed at home and why the response time was such a long wait.

Although I have been a victim and witness of crime, I chose to resolve these situations on my own within my neighborhood. I realistically knew that with current patrol staffing combined with the high amount of activity, I would be waiting for hours. I have communicated with the Community Resource Officer for my area and provided details and intel regarding ongoing serious issues on my block: multiple homes owned by one neighbor where renters are allowed to have all hours of the night loud parties every weekend with drug/alcohol usage and guns, home burglaries and arson associated with these same homes and on one occasion, these

same renters and their guests taking over the entire block by completely blocking all street entrances with multiple vehicles. I recently organized a NCPC ZOOM block meeting with my NCPC representative and I promoted the meeting, but unfortunately other than the NCPC rep and one neighbor, we were the only attendees. This seems like a complex and perfect Community Policing project for the Oakland Police Department. As someone directly impacted by crime and violence, although I am frustrated with the lack of police response, I also understand that solving these problems will take participation from everyone: the police officers, the Department of Violence Prevention, Ceasefire, NCPC, Community Resource Officers AND THE COMMUNITY. While everyone is talking about defunding the police; I am talking about Re-imagining Public Safety, having sufficient patrol for the level of activity in East Oakland and other high crime areas, having accountability and having community participation.

During my time as a Police Commissioner, I was fortunate to work with Oakland Police Department employees like now Chief Leronne Armstrong, Deputy Chief Nishant Joshi, Acting Lieutenant Aaron Smith, and Lieutenant Joseph Turner. Chief Armstrong and Deputy Chief Joshi listened to my concerns especially about East Oakland and offered suggestions and support. Chief Armstrong even responded to East Oakland to increase OPD's presence after multiple homicides during the pandemic. Lieutenant Turner was a member of the Use of Force Ad-Hoc Committee and we collaborated well together, along with other members of the committee. He was open and owned mistakes or shortcomings made by OPD which made the process faster and brought forth a solid policy. I've also had negative experiences with the Oakland Police Department during my time as a Commissioner. Former Chief Kirkpatrick and retired Deputy Chief Cunningham made promises while I was acting as a liaison and advocating for the Bandabaila family regarding their son's disappearance. They didn't keep their promises, were not truthful or forthcoming with me or the Bandabaila family. My expectations are realistic, I expect police officers to serve the community, to do the job they're paid to do, to be honest and to have integrity. Going forward, OPD and the Police Commission can ensure that the Oakland Police Department hires the right people and once they're wearing the blue uniform, badge and carrying a gun, that they are ALL held accountable for their actions and that they're following the best standard practices and department policies.

Question #3: My work experience and volunteering include over 28 years of advocating, facilitating and managing programs for community members involved in and/or impacted by crime. I have never been interested in titles, it is serving the community that has always motivated me. My family has been impacted by crime as well and has been caught up in the criminal justice system. With experiences on both sides of crime, I have a unique perspective that I can bring to this Commission. Whether I was acting as a Youth Program Manager, a Parole and Probation Specialist or a mentor for San Francisco's Community Response Network Outreach program, my approach was always rooted in solutions. My personal standard operating procedure when facilitating a plan to assist people involved in the criminal justice system was to offer them a clean slate. We'd focus on identifying the causes for their criminal behavior and coming up with a plan for success with solutions, support and resources tailored for each of them. I bring these same skills with me as a Police Commissioner. It takes a village to raise a child is a popular African proverb which reflects the emphasis African cultures place

on the family and community. In 2021, I would say that it takes a village to raise a child, but it also takes a progressive police department, a fearless police commission and a responsive city council standing side-by-side with the community to protect the community.

For more detailed information and descriptions of my community work, you can refer to my attached resume.

Ginale Harris

Police Commissioner | Rehabilitation Services Professional | Community Leader

• Oakland, CA

Dedicated, performance-focused, and award-winning professional with 20+ years leading government and non-profit initiatives. Experienced Police Commissioner with a strong background in Adult Probation & Parole and the Juvenile Court System. Extensively trained and knowledgeable of San Francisco and Oakland Reentry Programs, Violence Prevention & Crisis Intervention, Case Management, and Housing Management.

Selected Awards and Recognition

- **Restorative Justice Award** from the San Francisco District Attorney's Office for implementing the "Back on Track" Program eliminating felony charges for first time offenders in exchange for community service.
- **Phat Friend Award** for serving as a leader and mentor to many hometown children and young adults. Known for accepting youth development challenges that others did not want.
- **Proclamations** from the United States Senate for obtaining funding and creating programming to better the lives of marginalized African Americans in San Francisco. Comprehensive program included: GED school, food pantry, and senior citizen food delivery service. Raised funds to take 100 families to Disneyland for the first time, an experience that was out of their financial reach.
- **Leadership Award** for many years of service in the Black & Brown Community of San Francisco, California.
- **State of California Proclamation** in recognition of being a community service hero for over two decades.

Professional Experience

Felton Institute, San Francisco

2020 – 2021

Program Director Mild to Moderate & Justice Services Operations Coordinator

Oversee and manage the Re-Entry Case Management Team administering mental health services to adults with mild to moderate mental health conditions. Provide individual and group supervision to clinical and non-clinical staff. Ensure program covers a continuum of care, including treatment of dual diagnosis and justice system impacted individuals. Monitor and evaluate program productivity to include outreach, referrals, intake, and assignments. Coordinate and facilitate training for staff professional development. Perform budget planning and expenditure approval.

- Lead, inspire, and motivate staff to efficient performance and to continually look for improvement opportunities.
- Monitor all financial and operation activities to ensure compliance with local, state, and federal guidelines.
- Create short and long term strategic goals setting overall program policies and operating procedures.

San Francisco Sheriff's Department Rehabilitation Services Coordinator

2018 – 2021

Directed, planned, and organized programs providing for the social welfare of inmates in the San Francisco County Jail System and post release sites. Collaborated with Jail Health Services, contractors, Five Keys Staff, other Resource Service Coordinators, and local community organizations and agencies to align appropriate services (i.e. education, employment, recovery, and reentry) for offenders' successful movement within the system and successful return to the community.

- Effectively liaised with Classification Programs Deputy and others to ensure program inmate movement into and out of inmate housing including regular development of a movement list.
- Coordinated with facility command staff to ensure smooth and comprehensive delivery of programs.
- Conducted interventions with inmates at risk of program and housing removal.

Ginale Harris

City of Oakland Oakland Police Commissioner

2017 – 2020

Influential Police Commissioner actively engaged in overseeing the Oakland Police Department's policies, practices, and customs. Ensured adherence to national standards of constitutional policing policy, helped secure resources, and promoted civic engagement. Collaborated with other commissioners to oversee the Community Police Review Agency which investigates police misconduct and recommends discipline.

- Chaired the Use of Force ad hoc committee creating the most effective Use of Force policy in the nation.
- Selected as vice-chair for two consecutive years: instrumental in establishing Oakland's framework for police accountability and oversight.
- Leveraged assessment expertise to identify 151 Oakland Police Department's outdated policies.

Superior Court of California County of San Francisco Deputy Court Clerk II

2016 – 2018

Interacted with diverse customers from attorneys, law enforcement, and staff members from various agencies to the public. Performed a variety of duties including preparing court documents in accordance with established guidelines, entered data into automated case management systems, imaged case files, and scheduled matters for court. Also provided customer service at the front counter and via telephone, filed court documents, prepared the daily docket and attended court sessions.

- Remodeled and developed a systematized process for effective records management.
- Tactfully mastered the transfer process for court cases from state to state.

Housing Authority of Santa Clara CA Housing Programs Manager

2015 – 2016

Oversaw daily operations for several programs administered by the Housing Authority Agency including the high-profile Section 8 Housing Choice Voucher Program. Provided vision, support, and guidance for service delivery. including inspections, initial/continued eligibility, occupancy, housing placement, housing retention, quality assurance and contract and regulatory compliance.

- Key player in the development of the Administrative Plan and the Moving to Work (Moving To Work) Program.
- Implemented policy, procedure, and work plan changes improving programs for more effective administration.

Mission Neighborhood Centers, San Francisco Family Resource Center Intervention Service Director

2011 – 2015

Led efforts to provide services to young adults from the Juvenile Justice System and/or Adult Justice System. Collaborated with multiple resources (i.e., San Francisco Unified School District staff, Probation/Parole Department, Public Defenders, Community based agencies, families, Youth Guidance Center, and Log Cabin Ranch staff) to identify ways and means to meet the needs of the young adults. Provided advocacy information and referral services to contribute to rehabilitation, growth, and development.

- Established a system of regular communications with parents and guardians, including formal and informal meetings, on student progress, enrollment status, newsletters, calendars, and memos.
- Ensured program activities reflected best practices in child development.

Ginale Harris

- **Career Note:** Additional professional experience as a Transitional Aged Youth Program Manager, Violence Prevention Intervention Service Director, Home Detention Supervisor, Gang Specialist, Parole & Probation Specialist and Senior Case Manager for Log Cabin Ranch Aftercare

Education

Criminal Justice - Bachelors of Science with emphasis in Management (*Dean's List*)

University of Phoenix, San Francisco, CA

Associate of Arts Degree | Drug and Alcohol Studies

City College of San Francisco, San Francisco, CA

Areas of Expertise

Public Safety / Violence Prevention | Re-entry and Recidivism | Public Policy and City Governance | Training | Research Investigation | Facilitation | Client Relations | Quality Control/Assurance | Risk Management | Resource Management Change Management | Project Management | Negotiation | Strategic Planning | Workflow Process Analysis

Computer Skills: Microsoft Office: Word, Excel, PowerPoint, Outlook, Project, and Live Meeting | Contract Management Systems (CMS) | Matrix | Elite Emphasis system | IJS system | Digital Reel | Tyler | Citrix | Insyst System | Sales Force Circle

Professional Affiliations & Organizations

Boys & Girls Club of America – Youth Advisor | **Discovering Your True Self, County Jail #4** – Mentor/ Facilitator

Back on Track Program – Advisory Member & Mentor | **Community Response Network Outreach** – Mentor

Real Alternatives Program-Mentor & Advisory Member | **Department of Children Youth & Families**-Advisory Member

San Francisco's Police Chief Violence Prevention Board – Board Member

To Selection Panel members Cobb, Buddenhagen, Bosserman, Vail, Herron, Thomasson and Goodall (not Jim Chanin nor Don Link),

Consider this an open letter regarding your decisions to deny my application for re-appointment to the Oakland Police Commission. It is an abject failure of the Selection Panel not to have given sufficient weight to my qualifications. It is a failure not to have taken into serious consideration four years of impactful work on the Commission. It is a failure not to have considered the value of decades of deep community involvement on many levels.

It is a failure not to have recognized the importance of institutional knowledge gained and personal relationships built based on demonstrated commitment to the work of the Commission. It is a glaring failure not to have considered Latino representation on the Commission to be a high priority. It is a frustrating failure to have not fulfilled your responsibilities to advance the work of the Commission by building on years of applicant's experience within and without the Commission.

Perhaps it should not be surprising given that of the seventeen members in the history of the Selection Panel, only one has been Latino/a. For Latinos to have been denied representation so blatantly is a personal insult to me but more importantly it is an insult to our community, and one that will not be forgotten.

I believe it is safe to say that most, if not all, of my fellow Commissioners, both past and present, supported my re-appointment. That support, among those far more knowledgeable than any of you of the value of my contributions over the last four years, was obviously not given the importance that it deserved.

None of what I have written here should be taken as a reflection on any applicant, including those selected to be Commissioners. Oakland is blessed to have so many women and men of character willing to step up and do this important work. However, to block every opportunity for experienced, dedicated Latino Commissioners to continue their service is absolutely unconscionable.

It is clear that appointments to the Selection Panel must be done with more focus on community members with integrity that truly and fully understand the importance of bringing broad life experience, deep representative community roots and solid contributions into this important work. Anything less is totally unacceptable and results in these travesties. It cannot be allowed to continue.

José Antonio Dorado



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Felicia Verdin
Assistant to the City Administrator

SUBJECT: 2022 Police Commissioner
Application and Selection Process

DATE: April 7, 2022

Action Requested:

For the Selection Panel to:

1. Review, discuss and/or modify the 2022 Nomination Schedule.
2. Review, discuss and/or modify the 2021 Selection and Interview Process.
3. Determine its next meeting or series of meetings.

Executive Summary:

This is the first meeting of the Selection Panel for the Oakland Police Commission in 2022. The Panel will initiate its months long process in nominating a new candidate to serve on the Oakland Police Commission. As such, the Panel is being asked to review its 2021 nomination process, evaluation tools, and schedule to determine what changes, if any, should be made for this year.

The term for the nominee will initiate in October 17, 2022. Staff proposes the Selection Panel make its decision no later than mid-August 2022, which will allow staff time to complete the required background check and submit the scheduling request and staff report to be heard at the City Council meeting in October.

Background:

On April 6, 2022 Henry Gage resigned from the Police Commission. The Selection Panel will need to immediately appoint an alternate Police Commissioner assuming the Police Commission chooses to elevate alternate Jesse Hsieh to a full commissioner. During its 2022 selection process, the Selection Panel will need to identify one Alternate Commissioner and ultimately fill the seat of Jess Hsieh since it is set to expire in October 2022

Police Commissioner Terms

Table 1: Terms for Current Police Commissioners

| Commissioner | Title | Appointing Authority | Seat | Term Ends |
|---|------------------------|-----------------------------|-----------------|------------------|
| Henry Gage, III (resigned 4/7/2022) | Commissioner | Selection Panel | Selection Panel | Oct. 2022 |
| Brenda Harbin-Forte | Commissioner | Mayor | Mayoral | Oct. 2022 |
| Rudolph Howell | Commissioner | Selection Panel | Selection Panel | Oct. 2024 |
| Jesse Hsieh | Alternate Commissioner | Selection Panel | Selection Panel | Oct. 2022 |
| Regina Jackson | Chair | Mayor | Mayoral | Oct. 2021 |
| David Jordan | Commissioner | Selection Panel | Mayoral | Oct. 2023 |
| Tyfahra Milele | Vice Chair | Selection Panel | Selection Panel | Oct. 2023 |
| Marsha Peterson | Commissioner | Mayor | Selection Panel | Oct. 2023 |

Nomination Schedule

The Selection Panel will need to decide its 2022 nomination schedule. Staff is providing the 2021 nomination schedule as a reference and for review (**Table 2**).

Table 2: 2021 Nomination Schedule

| Activity | Date |
|---|-----------------|
| Incumbents notified | March 5, 2021 |
| Updated application released | April 21, 2021 |
| Joint press release with Mayor announcing 2021 nomination period | April 21, 2021 |
| Community organizations contacted by staff | April 23, 2021 |
| Previous applicants invited to reapply | April 26, 2021 |
| Email to Mayor and City Council Offices requesting officials to share information | April 28, 2021 |
| Application deadline | June 15, 2021 |
| Deadline for Selection Panel to review applications | <i>TBD</i> |
| Candidate interviews (first round) | <i>TBD</i> |
| Finalist interviews (second round) | <i>TBD</i> |
| Determination of slate | mid-August 2021 |

| | |
|-----------------------------------|----------------------|
| Background check process complete | early-September 2021 |
| Council confirmation | October 5, 2021 |

As previously mentioned, if the goal is to get a nominee scheduled for confirmation at the October 22 City Council meeting, the Selection Panel will need to determine the nominee no later than mid-August 2022. All other dates can be adjusted accordingly based on input from the Selection Panel.

Proposed Selection Procedure

1. PURPOSE

- 1.1 This document describes the procedure used by the Selection Panel (SP) for recruiting and selecting people to serve on the Oakland Police Commission (PC).

2. OVERVIEW

- 2.1 Selections are made every year, to replace or reappoint commissioners whose terms expire. The selection process typically takes place between February and July and consists of recruiting applicants (outreach), reviewing applications, interviewing applicants, checking applicant references, and voting on who to appoint. The final selections should be made by August, so that there is enough time for staff to do background checks before the nominees are submitted to the City Council for approval. The nominees must be submitted to the City Council by [date]. If approved by the City Council, the new commissioners begin their terms on October 16.
- 2.2 If a commissioner resigns or is removed before their term expires, the SP may hold a special meeting and select someone from the Reserve Pool (if one exists) to fill the vacancy. (This procedure is described in Section 7.) Alternatively, the SP may choose to find a replacement during the regular annual selection process, or to hold a special recruitment and selection cycle.

3. PRINCIPLES

3.1 Mission

- 3.1.1 The goal of the SP is to select a diverse group of commissioners who can maintain an objective perspective, focus on facts, and exhibit a spirit of collaboration and community focus, for the betterment of policing in the City of Oakland.

3.2 Diversity

- 3.2.1 One important element of a strong commission is diversity—diversity of race, gender, class, background, neighborhood, age, job experience, and personal experience. The diversity of the commission ensures its likelihood to serve the diverse community in the City of Oakland. People with different backgrounds bring different skill sets, different perspectives, and different insights to the work.

3.3 Representation

- 3.3.1 Another important element of a strong commission is representation. The commission must include people from the communities that are most heavily impacted by police misconduct. People who have experienced or witnessed police

misconduct know more about what needs to change, what changes are most likely to work, and what the potential pitfalls of new approaches might be.

3.3.2 National statistics show that Black people, Native American people, and Latino people are significantly more likely to be killed by police officers than white people. Presumably they are also more likely to experience other types of police misconduct.

3.3.3 Other groups that are often heavily impacted by police misconduct include LGBTQ people, poor people, formerly incarcerated people, residents of East Oakland, residents of West Oakland, people who are living without housing or who have lived without housing in the past, young people, and immigrants.

3.4 The Applicant's Experience

3.4.1 Applying to be on the PC and undergoing the public selection process is difficult and stressful. Every effort should be made to minimize the unpleasantness of the applicant's experience (without compromising the effectiveness of the process). The SP should express appreciation to the applicants—individually and collectively, verbally and in writing.

4. AD HOC COMMITTEES AND DESIGNEES

4.1 Ad hoc committees can be formed to perform any of the tasks in this procedure except the final applicant interviews and the final vote to select the commissioners (which must be done by the full SP).

4.2 Similarly, any task in this procedure (except the final applicant interviews and the final vote to select the commissioners) can be delegated to a single member of the SP (a designee).

4.3 Typically, committees and designees make recommendations which are voted on by the entire SP. If desired, the SP can authorize the committee or designee to perform the task as they see fit without getting approval from the SP on the details. (For example, the SP may authorize a designee to write a letter and send it without bringing the letter back to the SP for approval.)

5. RECRUITING APPLICANTS AND SELECTING COMMISSIONERS

5.1 The SP typically meets from February to August each year, meeting monthly or more often as required.

5.2 The most urgent tasks are setting the schedule for the year—particularly the application deadline—and doing outreach to recruit applicants. If possible, these tasks should be addressed at the first meeting of the year (typically in February).

5.3 Applications are accepted all year.

5.4 Staff includes all the applications received to date in the agenda packet for every meeting, so that SP members can begin reviewing the applications at any time.

5.5 Setting the Schedule

- 5.5.1 With staff guidance, decide on a schedule for the year. In 2021, the schedule was as follows:

| Activity | Date |
|---|----------------------|
| Incumbents notified | March 5, 2021 |
| Updated application released | April 21, 2021 |
| Joint press release with Mayor announcing 2021 nomination period | April 21, 2021 |
| Community organizations contacted by staff | April 23, 2021 |
| Previous applicants invited to reapply | April 26, 2021 |
| Email to Mayor and City Council Offices requesting officials to share information | April 28, 2021 |
| Application deadline | June 15, 2021 |
| Deadline for Selection Panel to review applications | TBD |
| Candidate interviews (first round) | TBD |
| Finalist interviews (second round) | TBD |
| Determination of slate | Mid-August 2021 |
| Background check process complete | Early-September 2021 |
| Council confirmation | October 5, 2021 |

- 5.5.2 The final selections must be made in time for staff to complete background checks before the names of the nominees are submitted to the City Council.
- 5.5.3 The names of the nominees must be submitted to the City Council by [date].
- 5.5.4 The names of the nominees should be submitted to the City Council before the terms of the outgoing commissioners expire.
- 5.5.5 The City Council must approve the nominees before October 16, when the new commissioners begin their terms.

5.6 Outreach (Recruiting Applicants)

- 5.6.1 The goal of outreach is to let people in a variety of communities know that they can apply to be on the PC and give them information about the PC and how to apply.
- 5.6.2 It is especially important to reach people who are members of communities that are heavily impacted by police misconduct, such as Black people, Native American people, Latino people, LGBTQ people, poor people, formerly incarcerated people, residents of East Oakland, residents of West Oakland, people who are living without housing or who have lived without housing in the past, young people, and immigrants.
- 5.6.3 Contact Person
- 5.6.3.1 The SP designates someone (preferably an SP member) to be the contact person for members of the public who have questions about applying to be on the PC. This person's name and/or contact information appear on outreach literature.

- 5.6.4 Press Release
 - 5.6.4.1 The SP asks staff to write a press release and obtain a copy of the City's current list of people and organizations that usually receive press releases from the City.
 - 5.6.4.2 Staff writes a press release and gets the mayor's approval. (See Appendix A for a sample press release.)
 - 5.6.4.3 Staff includes the press release and the City's usual list of recipients in the agenda packet for the next meeting.
 - 5.6.4.4 The SP approves the press release as is or requests changes.
 - 5.6.4.5 The SP asks staff to distribute the press release to the City's list of people and organizations that usually receive press releases from the City.
 - 5.6.4.6 If desired, the SP asks staff to distribute the press release to additional recipients.
 - 5.6.4.7 Staff distributes the press release to the City's usual recipients and any additional recipients designated by the SP.
 - 5.6.4.8 The SP asks staff to keep a running list of who will be notified.
 - 5.6.4.9 The SP asks staff to keep a running list of who has been notified.
 - 5.6.4.10 If desired, a press conference can be held by the SP, the chair of the SP, and/or the mayor.
- 5.6.5 The SP asks staff to do outreach to radio stations, local social media accounts, KTOP-TV, the local press, including the minority press, and more.
- 5.6.6 See Appendix L for sample radio announcements.
- 5.6.7 Social Media Posts, Newsletter Announcements, and Website Announcements
 - 5.6.7.1 The SP reviews the suggested text in Appendix B and Appendix C, makes any desired changes, and then approves the text for use this year. If desired, the SP can designate a committee or designee to rewrite this text.
 - 5.6.7.2 The SP asks staff to post the suggested text on the city's social media platforms, newsletters, etc. and requests that the text be posted weekly until the application due date.
 - 5.6.7.3 The SP asks staff to post the suggested text on the PC and SP websites and remove it on the application due date.
- 5.6.8 Letter to the Mayor and City Council Members
 - 5.6.8.1 The SP reviews the sample email message in Appendix D, makes any desired changes, and then approves the text for use in the current year.

- 5.6.8.2 The SP asks staff to send the email to the mayor and City Council members.
- 5.6.9 Personal Contacts
- 5.6.9.1 SP members post information on their own social media accounts and ask their friends and associates to do the same.
- 5.6.9.2 SP members reach out to individuals they think should apply to be on the PC.
- 5.6.9.3 SP members reach out to Neighborhood Councils.
- 5.6.9.4 SP members reach out to individuals and organizations that could spread the word to Oakland residents, especially Oakland residents from communities that are heavily impacted by police violence and other police misconduct (such as Black people, Native American people, Latino people, LGBTQ people, poor people, formerly incarcerated people, residents of East Oakland, residents of West Oakland, people who are living without housing or who have lived without housing in the past, young people, and immigrants).
- 5.6.9.5 SP members reach out to organizations whose members have skills or expertise doing the types of work that Police Commissioners do, such as reviewing and rewriting policies, overseeing organizations, community engagement, labor relations, or personnel administration.
- 5.6.10 The recommended procedure for contacting organizations and individuals includes the following steps:
- 5.6.10.1 If possible, find a contact name as well as a phone number and email address.
- 5.6.10.2 Send an email (see Appendix E for a sample email) describing the PC, the application process, and the deadline, and asking the following:
- Are you interested in applying?
 - Can you think of someone you know who would be perfect for this?
 - Can you help us spread the word?
 - Would you please post something on your social media accounts and ask your friends to do the same? (Include sample text in the email message.)
 - Does your organization have a newsletter or website or email list or social media accounts that you could put an announcement/email/post in? (Include sample text in the message.)
 - Does your organization have a meeting where someone could make an announcement?

- 5.6.10.3 Follow up with a phone call.
- 5.6.11 Contacting Commissioners
 - 5.6.11.1 Staff determines which commissioners have terms that are expiring in October of the current year.
 - 5.6.11.2 Staff notifies them that their terms are expiring.
 - 5.6.11.3 Staff includes commissioners who were appointed by the mayor as well as those appointed by the SP.
 - 5.6.11.4 If the commissioners are eligible to be re-appointed (if they have served only one term), staff invites them to apply and includes the application form for sitting commissioners. Staff asks the incumbents to inform the SP by a certain date whether they intend to reapply.
 - 5.6.11.5 Staff notifies Alternate Commissioners that they are eligible to apply to be Regular Commissioners. Staff includes the application form for sitting commissioners. Staff asks the Alternate Commissioners to inform the SP by a certain date whether they intend to reapply.
- 5.6.12 Assistance from the Public
 - 5.6.12.1 The SP chair or designee makes an announcement at every SP meeting encouraging members of the public to help spread the word.
 - 5.6.12.2 Staff adds this announcement to the agenda for every SP meeting.
 - 5.6.12.3 Staff makes sample text available to the public electronically. (See Appendix B and Appendix C for sample text.)
 - 5.6.12.4 The SP designates someone to make announcements at PC meetings. (See Appendix F for sample wording.)
- 5.7 Reviewing This Procedure Every Year
 - 5.7.1 The SP should review this procedure as early as possible each year, preferably in February or March, so applicants have adequate time to notify references and prepare for interviews.
 - 5.7.2 If a process improvement ad hoc committee was appointed the previous year, they present their recommended changes and the SP votes on them.
 - 5.7.3 If there was no process improvement ad hoc committee or designee, or if the committee or designee makes no recommendations, the SP decides whether to review and revise the procedure as a full panel or use the current procedure.
 - 5.7.4 This can also be done after the current selection cycle is complete, sometime after July, for use in the following year.
 - 5.7.5 Improvements from year to year are encouraged. Changing the procedure at the last minute is discouraged.

- 5.7.6 Any or all of the following documents can be revised:
- this document
 - the interview questions for new applicants
 - the interview questions for incumbents
 - the Application Evaluation Tool
 - the application for new applicants
 - the application for incumbents
- 5.7.7 This document is revised as necessary.
- 5.7.8 Staff includes the new version in the agenda packets for future meetings.
- 5.7.9 Staff posts the current version of this document on the SP website.
- 5.8 Training
- 5.8.1 Training in ethics, equity, and Section 604 of the City Charter is mandatory and will be arranged by staff.
- 5.8.2 In addition, it may be desirable to consult the **City of Oakland's Human Resources Department** or hire a human resources professional to provide training in recruiting applicants, writing interview questions, interviewing candidates, and evaluating candidates. If possible, this should happen before the interview questions are finalized.
- 5.9 Acknowledging Applications
- 5.9.1 Throughout the year, staff sends a letter to everyone who applies to be on the PC. (See Appendix G for a sample.)
- 5.9.2 Before adjourning for the year, the SP writes and approves the letter for the following year.
- 5.10 Updating Interview Questions
- 5.10.1 If desired, the SP can review and revise the interview questions in the Applicant Evaluation Tool.
- 5.10.2 Staff includes the current Applicant Evaluation Tool in every agenda packet.
- 5.11 Reviewing Applications and Selecting Applicants to Interview
- 5.11.1 The SP schedules a meeting for approximately **[one week]** after the application due date.
- Felicia, is one week enough time to prepare the agenda packet (as described below) and distribute it in advance of the meeting?***

- 5.11.2 Staff makes sure the agenda packet for that meeting includes the following:
- All the applications received by the due date.
 - A table showing the names and demographic information of all the applicants. (See previous years for examples.)
 - The Application Evaluation Tool.
- 5.11.3 At that meeting, the SP makes a tentative decision about how many applicants to interview and agrees on a method for choosing those applicants. For example, if there are 100 applicants, the SP may decide that every SP member can vote for 20 applicants, then staff will tally the votes, and the SP as a whole will consider interviewing the 30 applicants who got the most votes.
- 5.11.4 Also at that meeting, the SP determines a deadline for SP members to finish reviewing all the applications and send their votes to staff.
- 5.11.5 The SP schedules a meeting for approximately [one week] after the deadline.
Felicia, is one week enough time for you tally the votes and prepare the agenda packet and distribute it in advance of the meeting?
- 5.11.6 Every SP member reads every application.
- 5.11.7 SP members consider several things, including the following:
- the applicant's level of dedication to the work
 - the applicant's knowledge of the PC
 - the applicant's relevant lived experiences interacting with the police or witnessing police interactions with other members of the community
 - the applicant's skills and expertise doing the types of work that Police Commissioners do, such as policy review and drafting experience, overseeing an organization, community engagement, labor relations, or personnel administration *Let's ask current and former commissioners what they think we should look for.*
 - the applicant's ability to present clear and objective views, based on facts
 - the applicant's established connections with the community
 - the current makeup of the PC
 - which applicants can provide diversity and representation
- Important: Issues of diversity and representation should be considered even in these early steps. We can't choose diversity and representation at the end of the process if we eliminate it at the beginning of the process.
- 5.11.8 Each SP member sends their votes to staff by the due date.

- 5.11.9 Staff tallies the votes and includes the results in the agenda packet for the next meeting, including how many votes each applicant got and which SP members voted for which applicants, and listing the applicants in order of how many votes they got.

Important: Staff must make it clear in the agenda packet that these votes do not indicate the SP's final decisions about who to interview.

- 5.11.10 At the meeting, the SP discusses the votes and the candidates.

5.11.10.1 First, identify a preliminary group to consider. Depending on the votes, the SP may decide to consider a different number of applicants than originally planned. (For example, if the SP has decided to interview the top 30 vote-getters but there is a three-way tie for number 29, the SP may choose to interview the top 28 vote-getters or the top 31 vote-getters.)

5.11.10.2 If a member of the SP thinks there is an applicant who should be interviewed even though they didn't make it into this preliminary group, the panel member can explain why. Some possible reasons might be: (1) the applicant has an important quality that may have been overlooked by other panel members; (2) the applicant could bring more diversity to the commission; or (3) the applicant could increase the representation of impacted communities on the commission. For example, if the PC currently consists of attorneys and CEOs, the SP might be interested in appointing a working-class person if a qualified working-class person applies. If there is a working-class applicant with a really great application who makes it into the top 40 vote-getters but not the top 30, the SP may choose to interview that applicant in addition to the top 30.

5.11.10.3 The SP discusses the pros and cons of interviewing any applicant who didn't make the cutoff but is being advocated for by an SP member.

5.11.10.4 The SP votes on whether to interview any applicants who did not make the cutoff.

Important: Issues of diversity and representation should be considered even in these early steps. We can't choose diversity and representation at the end of the process if we eliminate it at the beginning of the process.

5.12 Interviewing Candidates

- 5.12.1 The SP decides whether to ask candidates to make 5-minute statements before holding full interviews.
- 5.12.2 Staff contacts the candidates and schedules 5-minute statements or 30-minute interviews.

- 5.12.3 When contacting a candidate to schedule an interview or 5-minute statement, inform the candidate of the following (in writing):
- The SP appreciates their willingness to apply for this very difficult and demanding work.
 - The number of people who will be interviewing them.
 - The interview will be broadcast live and recorded and stored for public access.
 - The SP may discuss their strengths and weaknesses in public.
- 5.12.4 Send a statement about evaluation criteria to the candidates, along with a copy of the Applicant Evaluation Tool. See Appendix H for a sample.
- 5.12.5 When sending letters to applicants who are not being interviewed, make sure the letters include information about next steps they can take to get involved and/or who they can contact for questions.
- 5.12.6 At every meeting that includes an interview or a 5-minute statement from a candidate:
- Explain the selection process to the public.
 - Remind the public that the interview questions and priorities are listed in the agenda packet, in the Applicant Evaluation Tool, although follow-up questions are also allowed.
 - If incumbents are being interviewed, remind the public that the incumbent's interview is only part of what the SP considers. The SP also considers the incumbent's demonstrated performance as a commissioner. Refer the public to the video recordings and agenda packets from the last 3 years of PC meetings.
 - Express appreciation to the candidates for applying and undergoing public interviews.
- 5.12.7 For full interviews:
- The SP take turns asking candidates questions from the Applicant Evaluation Tool. Follow-up questions are also allowed.
 - Consider including 3-5 minutes at the beginning or end of each interview for the candidate to make a presentation (especially if they did not make 5-minute presentations earlier).
- 5.12.8 After the initial interviews or 5-minute statements, the SP decides who to invite to the next round of interviews.
- 5.12.9 Discussing candidates is allowed but not required. When doing so, be mindful of the candidates' feelings and their public reputations. SP meetings are recorded,

and the recordings will be available online for years to come, easily accessible by family members and potential employers. Never insult candidates publicly, and avoid criticizing them publicly unless it is absolutely necessary in order to explain specific concerns to the other SP members. Do not speculate on unknown facts, such as an applicant's country of origin or what a formerly incarcerated person's alleged crime was.

- 5.12.10 At least 6 finalists should be interviewed, so there are enough vetted finalists to form a Reserve Pool even if some finalists withdraw from the process. If two commissioners need to be selected, at least 7 finalists should be interviewed.
 - 5.12.11 Every finalist should be interviewed at least twice, for at least 30 minutes each time, before a final decision is made.
 - 5.12.12 After each round of interviews, SP members are given another chance to discuss the candidates and share information, observations, and opinions. Be mindful of the finalists' feelings and public reputations.
 - 5.12.13 Letters to candidates who were not selected should express appreciation for applying for a volunteer position and undergoing public interviews. They should also include information about how they can get involved and/or who they can contact for questions.
 - 5.12.14 Letters to candidates who were selected for the Reserve Pool should also express appreciation for applying and undergoing public interviews, and they should also include information about how they can get involved and/or who they can contact for questions.
 - 5.12.15 Additional interviews or other measures can be added to the process if desired by a majority of the SP.
- 5.13 Checking References
- 5.13.1 Before the final interviews, SP members call each finalist's three references and ask a set of agreed-upon questions. (See Appendix J for a sample list of questions.)
 - 5.13.2 SP members report on what the candidates' references said at an SP meeting. Be mindful of the candidates' feelings and public reputations.
- 5.14 Selecting Commissioners and Creating a Reserve Pool
- 5.14.1 The final selections should be made by mid-August, so there is enough time for staff to do background checks before the names of the nominees are submitted to the City Council for approval. The nominees must be submitted to the City Council by [DATE].
 - 5.14.2 The final selection must be voted on individually (one person, yes/no) by the entire SP. Someone makes a motion that a specific candidate be selected, and the SP members vote yes or no on that candidate. The selected finalist must get at least 2/3 of the SP's votes. (If the SP consists of 9 members, the selected finalist must get at least 6 votes.)

5.14.3 The SP can create a Reserve Pool, if desired, typically made up of the finalists who got the most votes. The Reserve Pool must consist of at least 3 people. If a commissioner resigns or is removed before their term expires, the SP can select their replacement from the Reserve Pool. See Section 7, Reserve Pool.

5.15 Background Checks and Submission to City Council

5.15.1 Staff performs background checks on the selected finalist(s) and submits their names to the City Council by [date].

6. POST-SELECTION TASKS

After the selections are made, certain tasks should be done before the SP adjourns for the year.

6.1 Letter to Future Applicants

6.1.1 Write and approve a letter to send to people who apply in the next year. (See Appendix G for a sample letter.) Request that staff sends the letter to anyone who applies.

6.2 Next Year's Schedule

6.2.1 Choose an application deadline for the following year, which can be used in outreach material for the next 11 months.

6.2.2 Ask staff to revise the post on the PC website about applying to be on the PC, updating the application deadline.

6.2.3 Choose a date for the next SP meeting (typically in February or March).

6.3 Revising the Application

6.3.1 The SP may choose to revise the application for the following year. This should be done as soon as possible, so that people who apply during the year can use the new version. This work can be delegated to an ad hoc committee or an individual SP member.

6.4 Revising the Procedure

6.4.1 Create a process improvement ad hoc committee to review the process in October, November, or January and create a list of recommended changes for presentation to the full SP at the beginning of the following year's selection cycle (in February or March). Alternatively, the full SP could meet in October, November, or January to review and revise the process.

6.5 Staff removes the information about this year's applications from the PC website, replacing it with information for next year's application process.

7. RESERVE POOL

A Reserve Pool can be created in case a commissioner resigns or is removed before their term has expired.

7.1 Creating a Reserve Pool

- 7.1.1 If desired, the SP can choose to create a Reserve Pool at the end of the year's selection cycle. The criteria for inclusion in the Reserve Pool are decided each year by the SP. The members of the Reserve Pool may be some of the finalists who were not appointed that year.
- 7.1.2 People who are selected for the Reserve Pool must be asked if they want to be in the Reserve Pool and if they are willing to inform the SP if they become unavailable to serve on the commission.
- 7.1.3 **IMPORTANT:** Members of the Reserve Pool must be informed that (a) being in the Reserve Pool does not guarantee that they will be appointed in the event of a vacancy on the PC, (b) being in the Reserve Pool does not guarantee that they will be appointed in the following year, (c) membership in the Reserve Pool expires before the next year's appointments are made, and (d) if they want to be considered during the next year's selection cycle, they must submit a new application.
- 7.1.4 It is the responsibility of the chair of the SP to communicate the above points to the members of the Reserve Pool or to delegate the task to a designee (preferably a member of the SP). It is the responsibility of staff to confirm that this information has been communicated to the members of the Reserve Pool. See Appendix K for a sample letter.
- 7.1.5 If an applicant is not selected for a Reserve Pool but is put on "standby" status or something similar, the applicant must be informed that it does not guarantee that they will be appointed to the PC in the future and that they will have to submit a new application to be considered during the next year's selection cycle. This, too, must be communicated by the chair of the SP or a designee, and the communication must be confirmed by staff.

7.2 Expiration of the Reserve Pool

- 7.2.1 The Reserve Pool expires the day the following year's applications are due.

8. PC RESIGNATIONS AND REMOVALS

- 8.1 If a commissioner who was selected by the SP resigns or is removed before their term has expired, the SP must fill the vacancy. The SP may choose to select someone from the Reserve Pool (if one exists). Members of the Reserve Pool can be interviewed again, or the SP can vote on who to select without interviewing them again.
- 8.2 Alternatively, the SP may choose to hold a special recruitment and selection cycle, although that is very time consuming. The SP could also choose to fill the vacancy during that year's regular selection cycle, particularly if the vacancy occurs in the spring and the regular selection cycle is already underway.

- 8.3 The chair of the SP or a designee explains the process to the public, explaining that the selection is based on information obtained previously, from candidates' applications, interviews, and references.

9. DOCUMENT APPROVAL

- 9.1 This document was approved by a majority of the SP on [date].

10. REVISIONS AND EXCEPTIONS

- 10.1 This document can be changed at any time. Changes must be approved by a majority of the SP.
- 10.2 Improvements from year to year are encouraged. Changing the procedure at the last minute is discouraged.
- 10.3 Exceptions to this procedure must be documented and approved by a majority of the SP.

APPENDIX A
SAMPLE PRESS RELEASE

APPENDIX B
SAMPLE SOCIAL MEDIA POST

Help oversee the Oakland Police Department!

Apply by [date] to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

www.oaklandca.gov/policecommission

APPENDIX C**SAMPLE ANNOUNCEMENTS FOR NEWSLETTERS OR WEBSITES****SHORT ANNOUNCEMENT****Do you want to help oversee the Oakland Police Department?**

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities. Applications are due by [date].

www.oaklandca.gov/policecommission

LONG ANNOUNCEMENT**Do you want to help oversee the Oakland Police Department?**

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities.

The panel that selects most of the commissioners is looking for diversity and encouraging people from heavily policed communities to apply. Commissioners must be over 18 and live in Oakland. They cannot be police officers or City employees. A high school diploma is not required, and formerly incarcerated people are encouraged to apply.

Applications are due by [date].

To apply, go to www.oaklandca.gov/policecommission, where you can also find more information about the Police Commission. You can watch videos of past meetings, find out about upcoming meetings, and learn about City Code Section 604, which describes the powers and responsibilities of the Police Commission.

If you have any questions please call [name] at [phone number] between 10:00 am and 8:00 pm, any day of the week.

APPENDIX D**SAMPLE EMAIL FOR MAYOR AND CITY COUNCIL MEMBERS**

Note: If using this sample email, be sure to attach a document with the sample wording for announcements (see Appendix C). Or delete the sentence that says, "There are longer posts in the attached document, for newsletters or web pages." Also be sure to add the actual information (mayor's name at the top, contact's phone number at the bottom, etc.).

Subject: Time to apply for the Police Commission

Dear Councilmember ----- / Mayor -----:

It's time for people to apply to be on the Police Commission! The deadline for applications is May 30. Will you help us spread the word?

If you have a newsletter, web page, or social media account, please consider posting something. Here is some sample language:

Help oversee the Oakland Police Department!

Apply by May 30 to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

www.oaklandca.gov/policecommission

There are longer posts in the attached document, for newsletters or web pages.

If you have any questions, please call Selection Panel Member [name] at [phone number] (between 10:00 am and 8:00 pm) or email her at [email address].

Thank you!

APPENDIX E

SAMPLE OUTREACH EMAIL TO ORGANIZATIONS

Note: This sample email contains references to documents that can be attached to the email. Either attach the documents or delete the sentence that refers to them. An example of the first referenced document can be found in Appendix C, and an example of the second referenced document can be found in Appendix M.

Dear [name of organization or contact],

It's time for people to apply to be on the Oakland Police Commission! Are you interested in being on the commission? Can you think of someone you know who would be a good commissioner? Will you help us spread the word?

If you have a newsletter, website, or social media account, please consider posting something. Here is some sample wording:

Help oversee the Oakland Police Department!

Apply by June 15 to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

www.oaklandca.gov/policecommission

Sample wording for longer announcements is attached, and so is a sample letter that you could send to your members if you wish.

The Police Commission rewrote OPD's policy on use of force and fired the police officers who killed Joshua Pawlik in 2018. (The officers are trying to appeal that decision, of course, but so far it hasn't worked.) The commission has the authority to fire the chief of police for cause, and the mayor must choose the next chief of police from a list provided by the commission.

Commissioners must be over 18 and must live in Oakland. They cannot be police officers or City employees. Being a commissioner takes significant time, but it is a chance to really change policing in Oakland. A high school diploma is not required, and formerly incarcerated people are encouraged to apply.

If you would like someone to give a 5-minute presentation at a meeting, or if you have any questions, please call Lorelei at (408) 275-9567 between 10:00 am and 8:00 pm, any day of the week.

Thanks in advance for anything you can do to get the word out!

APPENDIX F**SAMPLE WORDING FOR ANNOUNCEMENTS AT MEETINGS**

Hello, my name is ----- and I want to remind everyone that you can apply to be on the Police Commission. Get a pen, because I'm about to give you a website address. Applications are accepted all year, and every summer the Selection Panel chooses a replacement for a commissioner whose term is expiring. The deadline to be considered this year is [date].

If you are interested, or you know someone who might be interested, go to www.oaklandca.gov/policecommission. Or Google "Oakland Police Commission".

You must be an Oakland resident and at least 18 years old to apply, and you cannot be a police officer or a City employee. You do not need a high school diploma, and formerly incarcerated residents are encouraged to apply. That website again is www.oaklandca.gov/policecommission, and this year's deadline is [date].

APPENDIX G**SAMPLE LETTER TO APPLICANTS****APPENDIX H****SAMPLE STATEMENT TO INTERVIEWEES****APPENDIX J****QUESTIONS TO ASK REFERENCES****APPENDIX K****SAMPLE LETTER TO MEMBERS OF THE RESERVE POOL**

APPENDIX L

SAMPLE RADIO ANNOUNCEMENTS

SHORT ANNOUNCEMENT

Do you want to help oversee the Oakland Police Department?

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities. Applications are due by May 30.

Google “Oakland police commission” or go to www.oaklandca.gov/policecommission

LONG ANNOUNCEMENT

Do you want to help oversee the Oakland Police Department?

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities.

The panel that selects most of the commissioners is looking for diversity and is encouraging people from impacted communities to apply. If you are over 18 and live in Oakland, you qualify—as long as you are not a police officer, a former Oakland police officer, a City employee, a current or former representative of a police union, or an attorney who has filed a claim or lawsuit against OPD. Formerly incarcerated individuals are encouraged to apply. A high school diploma is not required.

Applications are due by May 30. To apply, Google “Oakland police commission” or go to www.oaklandca.gov/policecommission. At the Police Commission website you can also find more information about the Police Commission and Oakland City Code section 604, which describes the powers and responsibilities of the Police Commission. You can watch videos of past meetings and find out about upcoming meetings. If you have any questions, please call [name] at [phone number], any day of the week.

APPENDIX M

SAMPLE LETTER FOR OTHER ORGANIZATIONS TO SEND TO THEIR MEMBERS

Note: This document is intended to be an attachment to an email we would send to an organization. It is a sample of what the organization could send to their members.

Dear members,

You can change Oakland policing.

The Oakland Police Commission is looking for new members. Are you interested? Do you know someone who would be interested? Please help us spread the word. Applications are due [date and year].

The Police Commission was created by Oakland voters in 2016, and it is taking major steps to reform the Oakland Police Department. It has rewritten policies and fired people. The commission has the authority to fire the chief of police for cause, and the mayor must choose the next chief of police from a list provided by the commission.

The work is hard, and it is unpaid at this time. It takes significant time in meetings, meeting prep, and committee work. It requires working with people you disagree with. You could face opposition from many quarters. But you can help bring fair and just policing to Oakland communities.

The panel that selects the majority of the commissioners is looking for diversity and encouraging people from impacted communities to apply. You must be over 18 and live in Oakland. You cannot be a police officer or a City employee. You do not need a high school diploma, and formerly incarcerated people are encouraged to apply.

To apply, go to www.oaklandnet.gov/policecommission, where you can also find more information about the Police Commission. You can watch videos of past meetings, find out about upcoming meetings, and learn about City Code section 604, which describes the powers and responsibilities of the Police Commission. If you have any questions, please call [name] at [phone number] between 10:00 am and 8:00 pm, any day of the week.

Please spread the word on social media. You can use the wording below if you like:

Help oversee the Oakland Police Department!

Apply by May 30 to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

www.oaklandca.gov/policecommission

Thank you for supporting police accountability in Oakland!

SHORT NEWSLETTER ANNOUNCEMENT

Do you want to help oversee the Oakland Police Department?

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities. Applications are due by June 15, 2021.

www.oaklandca.gov/policecommission

LONG NEWSLETTER ANNOUNCEMENT

Do you want to help oversee the Oakland Police Department?

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time in meetings, meeting prep, and committee work, but you can help bring fair and just policing to Oakland communities.

The panel that selects most of the commissioners is looking for diversity and is encouraging people from impacted communities to apply. If you are over 18 and live in Oakland, you qualify—as long as you are not a police officer, a former Oakland police officer, a City employee, a current or former representative of a police union, or an attorney who has filed a claim or lawsuit against OPD. Formerly incarcerated individuals are encouraged to apply.

Applications are due by June 15, 2021.

To apply, go to www.oaklandca.gov/policecommission, where you can also find more information about the Police Commission and Oakland City Code section 604, which describes the powers and responsibilities of the Police Commission. You can watch videos of past meetings and find out about upcoming meetings. **If you have any questions, please call Lorelei at (408) 275-9567** between 10:00 am and 8:00 pm, any day of the week.

SAMPLE SOCIAL MEDIA POSTS

For Twitter:

Help oversee the Oakland Police Department!

Apply by June 15 to be on the Police Commission, which is changing OPD policies and overseeing discipline. It takes significant time but can bring fair policing to Oakland.

www.oaklandca.gov/policecommission

For Facebook or NextDoor:

Do you want to help oversee the Oakland Police Department?

Apply to be on the Police Commission, which is changing OPD policies and overseeing police discipline. It takes significant time but can bring fair and just policing to Oakland communities. Apply by June 15.

www.oaklandca.gov/policecommission



Police Commission

Application for Position of Commissioner – FACT SHEET

| | |
|----------|---|
| Purpose: | 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. |
|----------|---|

| | |
|-------------|--|
| Membership: | 7 regular commissioners & 2 alternate commissioners Note. These positions are volunteer and unpaid. |
|-------------|--|

| | |
|--------------|--------------------|
| Term Length: | Typically, 3 years |
|--------------|--------------------|

| | |
|------------------|--|
| Time Commitment: | Significant time commitment anticipated for both meeting preparation and attendance. Regular meetings are held every second and fourth Thursdays of the month starting at 6:30 pm. Additional meetings for members serving on Ad Hoc or Standing Committees. Police commissioners should expect to spend 15-20 hours a week on commission business. |
|------------------|--|

| | |
|-----------------------|---|
| Minimum Requirements: | Oakland resident At least 18 years old Note. Commissioners cannot be any of the following: <ul style="list-style-type: none">• current police officer or former Oakland police officer• current City of Oakland employee• current or former representative of a police officer labor union• an attorney who has a pending claim or lawsuit against the Oakland Police Department• an attorney who has filed a claim or lawsuit against the Oakland Police Department that was resolved during the past year |
|-----------------------|---|

| | |
|----------------------|--|
| Description of Work: | Oversee the Oakland Police Department <ul style="list-style-type: none">• Conduct annual public hearings, at minimum• Issue subpoenas and take testimony on matters before it• Propose changes to policies and procedures• Approve changes to policies proposed by OPD• Review OPD proposed budget and make recommendations• Authority to fire the Chief of Police• Recommend list of 4 candidates for Chief of Police to Mayor <hr/> <p>Oversee the Community Police Review Agency</p> <ul style="list-style-type: none">• Conduct performance review of Director of CPRA• Serve as Discipline Committee to review proposed discipline of police officers when CPRA and Chief of Police do not agree• Authority to fire the Director of CPRA• Recommend list of 3 candidates for Director of CPRA to City Administrator <hr/> <p>Submit annual report to the Mayor, City Council and public.</p> |
|----------------------|--|

Application deadline is Tuesday, June 15, 2021. For language assistance contact (510) 238-3301.



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: _____ Date: _____
Last First M.I.

Home Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

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 (Question 1, 2, 3 and 4 below.)

- 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.
4. Have you ever served on a board, committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most challenging aspects of your participation?

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: _____ Relationship: _____

E-Mail _____ Phone: _____

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Full Name: _____ Relationship: _____

E-Mail _____ 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?

- _____ 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

Required Questionnaire

4. How long have you lived in Oakland?

5. How many meetings of the Police Commission have you attended, on Zoom or in person? (You can find a link to the next meeting on the agenda for that meeting, which can be found at www.oaklandca.gov/policecommission. You can also find video recordings of past meetings there.)

0

1-2

3 or more

6. How did you hear about applying to be on the Police Commission?

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: _____

Completed applications must be received by **June 15, 2021**, 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 |
| For assistance or additional information contact | City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301 |



Solicitud para el Puesto de Comisionado: HOJA INFORMATIVA

Propósito: Supervisar al Departamento de Policía de Oakland para garantizar que sus políticas, prácticas y costumbres cumplan con las normas nacionales de vigilancia constitucional y supervisar a la Agencia de Vigilancia de la Policía de la Comunidad que investiga las malas conductas de la policía y recomienda disciplina.

Membresía: 7 comisionados regulares y 2 comisionados alternos
Nota: Estos puestos son voluntarios y no remunerados.

Duración del período: Normalmente 3 años

Compromiso de tiempo: **El compromiso de tiempo significativo previsto para la preparación de la reunión y la asistencia.** Las reuniones regulares se llevan a cabo cada segundo y cuarto jueves del mes desde las 6:30 p.m. Hay reuniones adicionales para los miembros que pertenezcan a comités ad hoc o permanentes. Según lo previsto, los comisionados policiales deberán dedicar entre 15 y 20 horas por semana a las actividades de la comisión.

Requisitos mínimos: Residente de Oakland
Al menos 18 años de edad

Nota. Los comisionados no pueden ocupar los siguientes puestos:

- oficial de policía de Oakland actual o antiguo
 - empleado actual de la Ciudad de Oakland
 - representante actual o anterior de un sindicato de oficiales de policía
 - ser un abogado que tenga un reclamo o demanda pendiente contra el Departamento de Policía de Oakland
 - ser un abogado que haya presentado un reclamo o demanda contra el Departamento de Policía de Oakland y que haya sido resuelto durante el año pasado
-

Descripción del trabajo: Supervisar al Departamento de Policía de Oakland

- Llevar a cabo audiencias públicas anuales, como mínimo
- Emitir citatorios y tomar testimonios sobre los asuntos planteados
- Proponer cambios en las políticas y procedimientos
- Aprobar cambios en las políticas propuestas por el OPD
- Revisar el presupuesto propuesto por el OPD y realizar recomendaciones
- Autoridad para despedir al Jefe de Policía
- Recomendar al Alcalde/la Alcaldesa una lista de 4 candidatos para Jefe de Policía

Supervisar a la Agencia de Vigilancia de la Policía de la Comunidad (CPRA)

- Llevar a cabo una evaluación de desempeño del Director de la CPRA
- Actuar como Comité de Disciplina para revisar las medidas disciplinarias propuestas de los oficiales de policía cuando la CPRA y el Jefe de Policía no concuerdan
- Autoridad para despedir al Director de la CPRA
- Recomendar al Administrador de la Ciudad una lista de 3 candidatos para Director de la CPRA

Presentar el informe anual al Alcalde/la Alcaldesa, al Concejo Municipal y al público.

La fecha límite para presentar la solicitud es el martes 15 de junio de 2021. Para obtener asistencia de idioma, comuníquese al (510) 238-3301.



Comisión Policiaca

Solicitud para el Puesto de Comisionado

El propósito de la Comisión Policiaca es supervisar al Departamento de Policía de Oakland (OPD) para garantizar que sus políticas, prácticas y costumbres cumplan con las normas nacionales de vigilancia constitucional.

Un Panel de Selección de miembros voluntarios de la comunidad seleccionará a residentes de Oakland para brindar servicio en la Comisión Policiaca. Los comisionados designados son voluntarios y no serán remunerados.

Información del solicitante

| | | | | | |
|------------------------|------------------|---------------|-----------------------------------|----------------------|-----------------------------------|
| Nombre completo: | _____ | | | Fecha: | _____ |
| | <i>Apellido</i> | <i>Nombre</i> | <i>Inicial del segundo nombre</i> | | |
| Dirección residencial: | _____ | | | | <i>Nº de apartamento/vivienda</i> |
| | <i>Domicilio</i> | | | | |
| | <i>Ciudad</i> | | <i>Estado</i> | <i>Código postal</i> | |
| Teléfono: | _____ | | Correo electrónico | _____ | |

Cuestionario complementario

El propósito de este cuestionario complementario es evaluar sus calificaciones para brindar servicio en la Comisión Policiaca. El Panel de Selección usará esta solicitud, junto con sus respuestas a estas preguntas, para seleccionar a los candidatos más idóneos. (Pregunta 1, 2, 3 y 4 a continuación).

- Las solicitudes presentadas sin el cuestionario complementario completo no se tendrán en cuenta.
- Limite la respuesta a cada pregunta a una hoja de papel de 8.5" x 11" (con espacio simple o doble).

Responda (por escrito) las siguientes preguntas:

1. Describa cualquier experiencia laboral o de voluntariado significativa para la comunidad que lo haya preparado para colaborar con el trabajo de la Comisión.
2. Describa sus contactos o experiencias con el Departamento de Policía de Oakland.
3. Describa, si corresponde, si usted o un familiar cercano ha tenido una experiencia de empleo o voluntariado significativa:
 - a. como oficial de policía,
 - b. como fiscal penal o abogado defensor,
 - c. con una agencia pública o un grupo comunitario sin fines de lucro que brinde servicios o defienda a víctimas de delitos o personas acusadas o condenadas por crímenes.
4. ¿Alguna vez se desempeñó en una junta, comité, comisión u otro grupo? (Como ejemplo, puede incluir juntas de iglesias u organizaciones escolares). Por favor describa sus experiencias. ¿Cuáles fueron los aspectos de su participación que le causaron mas dificultad?

Consideraciones de la solicitud

Marque todas las opciones que correspondan:

Deseo que me consideren como persona designada del Panel de Selección: Sí NO

Deseo que me consideren como persona designada del Alcalde/la Alcaldesa: Sí NO

Referencias

Indique tres referencias personales o profesionales que estén familiarizadas con sus antecedentes, experiencia y calificaciones, y que puedan responder preguntas acerca de su capacidad para brindar servicio como Comisionado.

Nombre completo: _____ Relación: _____
Correo electrónico: _____ Teléfono: _____

Nombre completo: _____ Relación: _____
Correo electrónico: _____ Teléfono: _____

Nombre completo: _____ Relación: _____
Correo electrónico: _____ Teléfono: _____

Cuestionario de autoidentificación voluntaria

1. ¿Con qué raza u origen étnico se identifica? (Marque todas las opciones que correspondan)

- Blanco
- Negro o afroamericano
- Latino
- Nativo de Hawái o de las Islas del Pacífico
- Asiático
- Indígena norteamericano o nativo de Alaska
- Otro: _____
- No deseo autoidentificarme

2. ¿Cuál es su sexo?

_____ No deseo autoidentificarme

3. Se considera que tiene una discapacidad si padece una deficiencia mental o física o una condición médica que limita sustancialmente una de las principales actividades vitales, o si posee un historial de dicha deficiencia o condición médica.

Marque una de las siguientes casillas:

- Sí, tengo una discapacidad (o la he tenido anteriormente)
- No, no tengo una discapacidad
- No deseo responder

Cuestionario obligatorio

4. ¿Cuánto tiempo ha vivido usted en Oakland?

5. ¿A cuántas reuniones de la Comisión Policial asistió, ya sea vía Zoom o en persona? (Podrá encontrar un enlace a la próxima reunión en el orden del día de esa reunión, a la que puede acceder en www.oaklandca.gov/policecommission. También encontrará allí las grabaciones en video de las reuniones anteriores).

- 0
- 1-2
- 3 o más

6. ¿Cómo se enteró sobre la posibilidad de solicitar la participación en la Comisión Policial?

Exención de responsabilidades y firma

La Carta Constitucional de la Ciudad exige verificaciones de antecedentes para todos los miembros y alternos de la Comisión Policiaca. Las condenas previas no impedirán que sea tenido en cuenta. El Panel de Selección alienta considerablemente a que las personas previamente encarceladas se postulen.

Certifico que tengo más de dieciocho años de edad y que mis respuestas son verdaderas y completas a mi mejor saber.

Mi firma a continuación también indica que acepto que, al postularme para el puesto de Comisionado, estaré sujeto a una verificación de antecedentes.

Su formulario de solicitud, junto con todos los anexos, se convierte en un registro público una vez presentado.

Firma: _____ Fecha: _____

Las solicitudes completas deben recibirse a más tardar el 15 de junio de 2021 y pueden enviarse por correo postal, entregarse en persona o por email, de la siguiente manera:

| | |
|--|---|
| Correo postal o Entrega en mano (De lunes a viernes, de 8:30 am a 5:00 pm) | Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612 |
|--|---|

| | |
|--|--|
| Correo electrónico | Dirección: CityAdministratorsOffice@oaklandca.gov Asunto: Police Commission Application (Solicitud de Comisión Policiaca) |
| Para obtener asistencia o información adicional, póngase en contacto con | City Administrator's Office CityAdministratorsOffice@oaklandca.gov (510) 238-3301 |

委員職位申請說明

目的：負責監督屋崙 (奧克蘭) 市警察局政策、做法和慣例，確保一切符合依據憲法維持治安的國家標準；同時，負責監督社區警察評審機構 (專門調查警察不當行為並提出紀律建議)。

會員：7 名常任委員及 2 名備任委員

註：這些職缺屬於無償義工性質。

任期：通常 3 年任期

需投入的時間：預計要為會議做準備和出席會議投入相當多時間。每月第二及第四個星期四舉行例行會議，時間從下午 6:30 開始。為特設或常設委員會成員舉行的額外會議。警察委員 (Police commissioner) 應預計每週花 15-20 小時從事委員會事務。

基本條件：屋崙 (奧克蘭) 居民
年滿 18 歲

註：委員不可以具備以下身分：

- 現任警察或曾任屋崙 (奧克蘭) 警察
- 現任屋崙 (奧克蘭) 市府雇員
- 現任或曾任警察工會代表
- 對奧克蘭警察局提出索賠或訴訟且未結案的律師
- 對奧克蘭警察局提出索賠或訴訟但過去一年已和解的律師

工作內容：監督屋崙 (奧克蘭) 市警察局 (OPD)

- 每年至少舉行一次公聽會
- 發出傳票，並採集相關事件證詞
- 提案變更政策和程序
- 核准 OPD 提出的政策變革
- 審核 OPD 提出的預算並做出建議
- 有權開除警察局長
- 可向市長推薦 4 名警察局長人選

監督社區警察審核處 (Community Police Review Agency, CPRA)

- 審核 CPRA 處長的績效
- 擔任懲戒委員會的成員 (Discipline Committee)，在 CPRA 和警察局長對警察懲戒案意見相左時，審核其提案
- 有權開除 CPRA 處長
- 可向市行政長官推薦 3 名 CPRA 處長人選

向市長、市議會和公眾提交年度報告。

申請截止日期是 2021 年 6 月 15 日星期二。若需要語言協助，請聯絡 (510) 238-3301。



委員職位申請

警察委員會的設立目的是監督屋崙 (奧克蘭) 市警察局，確保警局政策、做法和慣例完全符合依據憲法維持治安的國家標準。

社區義工組成的遴選小組 (Selection Panel) 會遴選可加入警察委員會的屋崙 (奧克蘭) 居民。委員職務屬於無償義務性質。

申請人資訊

| | | | |
|-------|-----------|---------|-------|
| 全名： | _____ | 日期： | _____ |
| | 姓氏 名字 中間名 | | |
| 住家地址： | _____ | _____ | _____ |
| | 街道地址 | 公寓/單位號碼 | |
| | _____ | _____ | _____ |
| | 城市 | 州 | 郵遞區號 |
| 電話： | _____ | 電郵地址 | _____ |

補充問卷

這份補充問卷的目的，是評估你是否具備警察委員會的委員資格。遴選小組將利用本申請書內容和你填寫的答案，選擇最具資格的人選。(以下問題 1、2、3 和 4。)

- 申請書未附填妥補充問卷者將不予以考慮。
- 每個問題的答案請勿超過一張 8.5" x 11" 紙張範圍 (單行距或雙行距)。

請書面回答下列問題：

1. 請描述你有哪些工作經驗或主要社區義工經驗，足以讓你對警察委員會的職務有所貢獻。
2. 請描述你和 OPD 的接觸經驗。
3. 若適用你的情況，請描述你或家人是否有重要的義工或工作經驗：
 - a. 擔任警員
 - b. 擔任刑事檢察官或辯護律師
 - c. 為公家單位或非營利組織社區小組服務，或維護犯罪受害者或遭起訴或定罪人士的權益。
4. 你是否曾在董事會、委員會 (committee 或 commission) 或其他團體擔任過職務？(例如，教會董事會或學校組織等。)請說明你的經歷。你從事過最具挑戰性的工作是在哪方面？

申請考慮事項

請勾選所有符合的項目。

我想擔任遴選小組的被委派人？ 是 否

我想擔任市長被任命人？ 是 否

推薦人

請列出三位熟知你個人背景、經驗和資歷的業內人士或親友推薦人，對方必須能就你擔任委員的能力回答有關問題。

全名： _____ 關係： _____

電郵地址 _____ 電話： _____

全名： _____ 關係： _____

電郵地址 _____ 電話： _____

全名： _____ 關係： _____

電郵地址 _____ 電話： _____

自願回答的個人認同問卷

1. 你最認同自己是哪個種族和/或族裔？(請勾選所有符合項目。)

- 白人
- 黑人或非裔美國人
- 拉丁美洲裔
- 夏威夷原住民或其他太平洋島裔
- 亞裔
- 美洲印第安人或阿拉斯加原住民
- 其他： _____
- 我不想回答自我認同問題

2. 請問你的性別？

_____ 我不想回答自我認同問題

3. 如果你有身心障礙，或罹患對某項主要生活活動造成極大限制的醫療狀況，或者你過去曾有這類障礙或疾病，即可視為殘障。

請勾選下方其中一個選項：

- 是，我有身心障礙 (或曾經身心障礙)
 我沒有身心障礙
 我不想回答

規定進行的問卷調查

4. 你在屋崙 (奧克蘭) 住了多久？

5. 你參加過多少次警察委員會的會議 (包括透過 Zoom 或親自參加的方式)? (你可以在該會議議程上找到下次會議的連結，請瀏覽：www.oaklandca.gov/policecommission；你也可以在此處找到已開會議的錄影視訊。)

- 0 次
 1-2 次
 3 次或更多

6. 你如何得知可申請加入警察委員會？

免責聲明和簽字

《市憲章》規定所有警察委員會委員和候補委員必須經過背景調查。有前科者並不會因此遭到淘汰。遴選小組歡迎更生人踴躍申請。

本人保證年滿十八歲，且就本人所知，此處提供的答案全都正確翔實。

本人在底下的簽字也代表本人知道申請委員會職務必須經過背景調查。

一旦送出，你的申請書和所有附件就會成為公開紀錄。

簽名： _____ 日期： _____

請在 2021 年 6 月 15 日以前填寫申請書，並以郵寄、親自送件或電子郵件方式送到以下地址：

| | |
|---|---|
| 信件或 親自送件 (星期一至星期五上午 8:30 - 下午 5:00) | Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612 |
| 電郵地址 | 地址： CityAdministratorsOffice@oaklandnet.com 主旨： Police Commission Application |
| 若需要協助或更多資訊，請聯絡 | 市行政長官辦事處 (City Administrator's Office) CityAdministratorsOffice@oaklandca.gov (510) 238-3301 |



Đơn Xin vào Vị Trí Ủy Viên – TỜ THÔNG TIN

| | |
|------------------------|--|
| Mục đích: | Quản lý các chính sách, phương thức hoạt động và quy trình của Sở Cảnh Sát Oakland nhằm đáp ứng các tiêu chuẩn quốc gia về hoạt động cảnh sát theo hiến pháp và quản lý Cơ Quan Duyệt Xét Quan Hệ giữa Cảnh Sát và Cộng Đồng, điều tra hành vi sai trái của cảnh sát và đề xuất hình thức kỷ luật. |
| Số lượng hội viên: | 7 ủy viên thường trực và 2 ủy viên dự khuyết Lưu ý: Các vị trí này là tình nguyện và không được hưởng lương. |
| Thời Gian Nhiệm Kỳ: | Thường là 3 năm |
| Cam Kết về Thời Gian: | Dự kiến cần dành nhiều thời gian cho việc chuẩn bị và tham dự họp. Các buổi họp thường lệ diễn ra vào thứ Năm của tuần thứ hai và thứ Tư hàng tháng, bắt đầu từ 6:30 chiều. Có các buổi họp khác cho các thành viên tham gia các Ủy Ban Đặc Biệt hoặc Ủy Ban Thường Trực. Các ủy viên cảnh sát cần dành khoảng 15-20 giờ mỗi tuần cho công việc của ủy ban. |
| Các Yêu Cầu Tối Thiểu: | Là cư dân Oakland ít nhất 18 tuổi Lưu ý: Các ủy viên không được là một trong các đối tượng sau đây: <ul style="list-style-type: none">• Viên chức cảnh sát hiện thời hoặc cựu viên chức cảnh sát Oakland• Hiện là nhân viên trong chính quyền thành phố Oakland• Hiện là đại diện hoặc cựu đại diện một tổ chức nghiệp đoàn lao động của viên chức cảnh sát• Luật sư hiện đang có một vụ kiện hoặc yêu cầu bồi thường chống lại Sở Cảnh Sát Oakland• Luật sư nộp đơn kiện hoặc yêu cầu bồi thường đối với Sở Cảnh Sát Oakland, đã được giải quyết trong năm vừa qua |
| Mô Tả Công Việc: | Quản lý Sở Cảnh Sát Oakland <ul style="list-style-type: none">• Tối thiểu sẽ tiến hành các buổi điều trần công cộng hàng năm• Ban hành trát lệnh và tiếp nhận lời khai về các sự vụ• Đề xuất các thay đổi về chính sách và quy trình/thủ tục• Phê duyệt các thay đổi về chính sách theo đề nghị của OPD• Duyệt xét ngân sách đề nghị của OPD và đưa ra các đề xuất• Thẩm quyền sa thải Cảnh Sát Trưởng• Đề xuất danh sách 4 ứng cử viên cho chức vụ Cảnh Sát Trưởng với Thị Trưởng <hr/> Quản lý Cơ Quan Duyệt Xét Quan Hệ giữa Cảnh Sát và Cộng Đồng <ul style="list-style-type: none">• Duyệt xét kết quả công việc của Giám Đốc CPRA• Làm Ủy Ban Kỷ Luật để duyệt xét hình thức kỷ luật đề nghị đối với các viên chức cảnh sát khi CPRA và Cảnh Sát Trưởng không đồng thuận• Thẩm quyền sa thải Giám Đốc CPRA• Đề xuất danh sách 3 ứng cử viên cho vị trí Giám Đốc CPRA với Quản Trị Thành Phố <hr/> Đệ trình báo cáo hàng năm cho Thị Trưởng, Hội Đồng Thành Phố và công chúng. |

Hạn nộp đơn là Thứ Ba, ngày 15 Tháng Sáu, 2021. Để được hỗ trợ ngôn ngữ, hãy liên hệ (510) 238-3301.



Đơn Xin vào Vị Trí Ủy Viên

Mục đích của Ủy Ban Cảnh Sát là quản lý Sở Cảnh Sát Oakland nhằm bảo đảm rằng các chính sách, phương thức hoạt động và quy trình của sở đáp ứng các tiêu chuẩn quốc gia về hoạt động cảnh sát theo hiến pháp.

Ủy Ban Tuyển Chọn bao gồm các thành viên cộng đồng tình nguyện, sẽ tuyển chọn các cư dân Oakland vào Ủy Ban Cảnh Sát. Các Ủy Viên trúng cử là các tình nguyện viên và sẽ không được trả thù lao.

Thông Tin về Đương Đơn

| | | | | |
|----------------|--------------------------|------------------|-------------------------|------------------------|
| Họ tên đầy đủ: | _____ | _____ | _____ | Ngày: _____ |
| | <i>Tên họ</i> | <i>Tên gọi</i> | <i>Tên đệm viết tắt</i> | |
| Địa chỉ nhà: | _____ | | | _____ |
| | <i>Địa chỉ đường phố</i> | | | <i>Số phòng/Căn hộ</i> |
| | _____ | _____ | _____ | |
| | <i>Thành phố</i> | <i>Tiểu bang</i> | <i>Số ZIP Code</i> | |
| Số điện thoại: | _____ | Email _____ | | |

Bản Câu Hỏi Phụ

Mục đích của bản câu hỏi phụ này là để đánh giá trình độ năng lực cũng như phẩm chất của quý vị để tham gia Ủy Ban Cảnh Sát. Cùng với các thông tin trả lời của quý vị cho các câu hỏi này, đơn xin sẽ được Ủy Ban Tuyển Chọn sử dụng để lựa chọn các ứng viên đủ điều kiện và phù hợp nhất. (Câu hỏi 1, 2, 3 và 4 dưới đây.)

- Đơn xin thiếu bản câu hỏi phụ đã điền sẽ không được xem xét.
- Vui lòng hạn chế nội dung trả lời mỗi câu hỏi trong một trang giấy 8.5" x 11" (dòng kẻ đơn hoặc dòng kẻ đôi).

Vui lòng trả lời (trên giấy) các câu hỏi sau đây:

1. Vui lòng trình bày bất kỳ kinh nghiệm làm việc thực tế và kinh nghiệm tham gia tình nguyện trong cộng đồng nổi bật giúp quý vị chuẩn bị sẵn sàng để đóng góp cho công việc của Ủy Ban.
2. Vui lòng trình bày các lần tiếp xúc hoặc trải nghiệm của quý vị với Sở Cảnh Sát Oakland.
3. Kk Nếu thích hợp, vui lòng mô tả, nếu quý vị hoặc một thành viên gia đình trực hệ từng có nhiều kinh nghiệm làm việc hoặc tham gia tình nguyện:
 - a. với tư cách là viên chức cảnh sát,
 - b. với tư cách là công tố viên hình sự hoặc luật sư bào chữa,
 - c. Với một cơ quan chính phủ hoặc một nhóm cộng đồng bất vụ lợi, phục vụ hoặc bảo vệ quyền lợi cho các nạn nhân tội phạm hoặc những người bị kết án hoặc kết tội hình sự.
4. Quý vị có từng phục vụ trong một hội đồng, ủy ban, nhóm ủy viên, hay nhóm khác không? (Các ví dụ có thể bao gồm hội đồng nhà thờ hay các tổ chức trường học.) Vui lòng mô tả trải nghiệm của quý vị. Các khía cạnh khó khăn nhất của việc tham gia của quý vị là gì?

Xem Xét Đơn Xin

Đánh dấu tất cả các lựa chọn thích hợp:

- Tôi muốn được cân nhắc theo diện người được bổ nhiệm vào Ủy
Ban Tuyển Chọn? CÓ KHÔNG
- Tôi muốn được cân nhắc theo diện người được Thống Đổng Chỉ
Định? CÓ KHÔNG

Chứng Nhận Thân Nhân

Vui lòng liệt kê ba người chứng nhận thân nhân hoặc công việc, biết rõ xuất thân, kinh nghiệm cũng như trình độ năng lực của quý vị, và có thể trả lời các câu hỏi về năng lực đảm trách vị trí Ủy Viên của quý vị.

Họ tên đầy đủ: _____ Mối liên hệ: _____
E-Mail _____ Số điện thoại: _____

Họ tên đầy đủ: _____ Mối liên hệ: _____
E-Mail _____ Số điện thoại: _____

Họ tên đầy đủ: _____ Mối liên hệ: _____
E-Mail _____ Số điện thoại: _____

Bản Câu Hỏi Tự Xưng Danh Tự Nguyện

1. Quý vị coi mình thuộc sắc tộc và/hoặc chủng tộc nào? (Đánh dấu tất cả các lựa chọn thích hợp.)

- Người da trắng
- Người da đen hoặc Người Mỹ gốc Phi châu
- Người La-tinh
- Thổ Dân Hawaii hoặc Người Đảo Thái Bình Dương khác
- Người Á Châu
- Thổ dân Châu Mỹ da đỏ hoặc Thổ dân Alaska
- Khác: _____
- Tôi không muốn tự xưng danh

2. Vui lòng cho biết giới tính của quý vị?

_____ Tôi không muốn tự xưng danh

3. Quý vị được coi là có tình trạng khuyết tật nếu quý vị có một chứng bệnh hay tình trạng suy yếu về thể chất hoặc tâm thần gây hạn chế đáng kể một chức năng sinh hoạt chính trong cuộc sống, hoặc nếu quý vị từng có các chứng bệnh hoặc tình trạng suy yếu như vậy.

Vui lòng đánh dấu một trong các ô ở dưới:

- Có, tôi có một tình trạng khuyết tật (hoặc trước đây đã từng bị khuyết tật)
- Không, tôi không có tình trạng khuyết tật
- Tôi không muốn trả lời

Bảng Câu hỏi Bắt buộc

4. Quý vị đã cư ngụ ở Oakland được bao lâu?

5. Quý vị đã tham gia bao nhiêu cuộc họp của Ủy Ban Cảnh Sát, trên Zoom hoặc trực tiếp? (Quý vị có thể tìm thấy một đường liên kết tới cuộc họp tiếp theo trong chương trình nghị sự cho cuộc họp đó, có tại www.oaklandca.gov/policecommission. Quý vị cũng có thể tìm thấy các video ghi lại các cuộc họp trước đây ở đó.)

- 0
- 1-2
- 3 trở lên

6. Quý vị nghe về việc ghi danh tham gia Ủy Ban Cảnh Sát từ đâu?

Tuyên Bỏ Không Nhận Trách Nhiệm và Chữ Ký

Hiến Chương Thành Phố quy định tất cả các hội viên Ủy Ban Cảnh Sát và các hội viên dự khuyết phải qua thủ tục xác minh lý lịch. Nếu quý vị đã từng bị kết tội, quý vị vẫn sẽ được xem xét hồ sơ xin. Ủy Ban Tuyển Chọn khuyến khích những người từng bị giam giữ nộp đơn xin.

Tôi chứng nhận rằng tôi đã trên 18 tuổi và các câu trả lời của tôi là đúng và đầy đủ theo sự hiểu biết nhất của tôi.

Chữ ký dưới đây cho biết tôi xác nhận, qua việc nộp đơn xin vào vị trí Ủy Viên, rằng tôi sẽ phải qua bước xác minh lý lịch.

Sau khi nộp, mẫu đơn xin của quý vị cùng với tất cả các giấy tờ kèm theo sẽ trở thành hồ sơ công khai.

Chữ ký: _____ Ngày: _____

Phải nộp đơn đã điền trước ngày 15 Tháng Sáu, 2021, qua thư bưu điện, đến nộp tận nơi, hoặc qua email như sau:

| | |
|---|---|
| Thư bưu điện <i>hoặc</i> Đến nộp tận nơi (Thứ Hai - Thứ Sáu, 8:30 am – 5:00 pm) | Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, Tầng lầu 3 Oakland, CA 94612 |
| Email | Địa chỉ Email: CityAdministratorsOffice@oaklandnet.com Về việc: Đơn Xin vào Ủy Ban Cảnh Sát |
| Để được hỗ trợ hoặc tìm thêm thông tin hãy liên hệ | Văn Phòng Quản Trị Viên Thành Phố (City Administrator's Office) CityAdministratorsOffice@oaklandca.gov •(510) 238-3301 |