



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Agenda

Wednesday, November 1, 2017

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

- 1. Roll Call and Determination of Quorum**
- 2. Open Forum**

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- August 8, 2017 Meeting
- August 9, 2017 Meeting
- August 10, 2017 Meeting
- August 14, 2017 Meeting

4. Determining Staggered Terms for Initial Police Commissioners

Selection Panel will determine staggering of terms for the first group of Commissioners in accordance with Measure LL, City Charter Section 604(c)6.

5. Determining Regular Annual Meeting Date

Selection Panel will determine a date for its annual regular meeting, as needed, to designate replacements for any vacancies initially filled by the Selection Panel, in accordance with Measure LL, City Charter Section 604(c)3c.
[There are no agenda materials for this item.]

6. Debrief on Selection Panel Process

Selection Panel will discuss the process completed in selecting the slate of Police Commissioners and take possible action for future processes, including applications, interview structure, questions, selection criteria, reference checks, and schedule.

Open Forum

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

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Agenda (Continued)

Wednesday, November 1, 2017

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

A member of the public may speak on any item appearing on the agenda. All speakers will be allotted a maximum of three minutes unless the Chairperson allocates additional time.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email wwoo@oaklandnet.com or call (510) 238-7798 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 wwoo@oaklandnet.com o llame al (510) 238-7798 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 wwoo@oaklandnet.com 或 致電 (510) 238-7798 或 (510) 238-2007 TDD/TTY.



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

Tuesday, August 8, 2017

5:30 PM – 9:00 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

1. Roll Call and Determination of Quorum

The Chairperson called the meeting to order.

Selection Panel members present: Jim Chanin, Tal Klement, Sarah Chavez-Yoell, Candice Jessie, John Jones III, Arnold Perkins, Shikira Porter, and Mary Vail.

Selection Panel members absent: Jean Blacksher (excused)

Staff present: Alexandra Orogas

City Attorney Staff: Allison Dibley, Harveen Gill

2. Open Forum

Public comments were provided by the following:

Javier F. Reyes

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- July 26, 2017 Meeting

Motion to approve the July 26 meeting minutes was moved (A. Perkins) and seconded (T. Klement).

Motion passed with 7 ayes. J. Chanin and J. Blacksher were absent.

4. Selection Panel Interviews of Police Commission Applicants

Motion to hold an interview with applicant Maureen Benson (#2) on Monday, August 14 was moved (J. Jones) and seconded (A. Perkins).

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Tuesday, August 8, 2017

5:30 PM – 9:00 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Motion passed with 7 ayes. J. Chanin and J. Blacksher were absent.

Public comments were provided by the following:

John Reimann

The Selection Panel conducted interviews with the following applicants for the Oakland Police Commission:

Walter Williams (#48)
Henry Gage (#30)
Tara Anderson (#23)
Leigh Davenport (#54)
Phil Tagami (#102)
Ernest Brown (#144)
Elan Lambert (#128)
Mike Nisperos (#84)
Elliot Hosman (#92)
Vildred Tucker-Dawson (#115)

Open Forum

Public comments were provided by the following:

Ron Muhammad
Susan Shawl
Michael Kaufman
Helynna Brooke
Aaron Reaven
Jill Ratner
Carolyn Norr
Beth Weinberger
Michael Eisenscher

The meeting was adjourned.



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

Wednesday, August 9, 2017

5:30 PM – 9:00 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

1. Roll Call and Determination of Quorum

The Chairperson called the meeting to order.

Selection Panel members present: Jim Chanin, Tal Klement, Sarah Chavez-Yoell, Candice Jessie, John Jones III, Arnold Perkins, Shikira Porter, and Mary Vail.

Selection Panel members absent: Jean Blacksher (excused)

Staff present: Alexandra Orologas

City Attorney Staff: Allison Dibley, Harveen Gill

2. Open Forum

There were no comments from the public.

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- July 26, 2017 Meeting

Action on this item was taken on Tuesday, August 8, 2017.

4. Selection Panel Interviews of Police Commission Applicants

The Selection Panel conducted interviews with the following applicants for the Oakland Police Commission:

- Mubarak Ahmad (#53)
- Brian Hauck (#58)
- Elaine Leitner (#63)
- Ginale Harris (#15)
- Jason Takenouchi (#54)
- Onyinye Alheri (#114)

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Wednesday, August 9, 2017

5:30 PM – 9:00 PM

City Hall, 1 Frank H. Ogawa Plaza, Council Chamber
Oakland, CA 94612

Logan McDonnell (#7)
Erika Altobelli (#21)

Open Forum

There were no comments from the public.

The meeting was adjourned.

DRAFT



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

Thursday, August 10, 2017

5:30 PM – 9:00 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

1. Roll Call and Determination of Quorum

The Chairperson called the meeting to order.

Selection Panel members present: Jim Chanin, Tal Klement, Sarah Chavez-Yoell, Candice Jessie, John Jones III, Arnold Perkins, Shikira Porter, and Mary Vail.

Selection Panel members absent: Jean Blacksher (excused)

Staff present: Alexandra Orogas

City Attorney Staff: Allison Dibley, Harveen Gill

2. Open Forum

There were no comments from the public.

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- July 26, 2017 Meeting

Action on this item was taken on Tuesday, August 8, 2017.

4. Selection Panel Interviews of Police Commission Applicants

The Selection Panel conducted interviews with the following applicants for the Oakland Police Commission:

Gay Cobb (#107)
Sikander Iqbal (#142)
Suzanne Wertheim (#81)
Melvin Cowan (#121)
David Wilkins (#123)

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Thursday, August 10, 2017

5:30 PM – 9:00 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

Susan Raffanti (#45)
Chiquita Tuttle (#19)
Jose Dorado (#67)
Sokhom Mao (#110)

Open Forum

Public comments were provided by the following:

Angie Tam
Susan Shawl
Rosa Viridiana Portugal
Michael Tigges
Unidentified individual
Allene Warren

The meeting was adjourned.



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

Monday, August 14, 2017

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

Selection Panel Members: Chairperson Sarah Chavez-Yoell (District 3), Second Chairperson John Jones III (At Large), Tal Klement (District 1), James Chanin (District 2), Shikira Porter (District 4), Mary Vail (District 5), Candice Jessie (District 6), Jean Blacksher (District 7), Arnold X. C. Perkins (Mayor)

1. Roll Call and Determination of Quorum

The meeting started at 5:37 pm.

Selection Panel members present: Jean Blacksher, Jim Chanin, Tal Klement, Sarah Chavez-Yoell, Candice Jessie, John Jones III, Arnold Perkins, Shikira Porter, and Mary Vail.

Staff present: Stephanie Hom

City Attorney Staff: Allison Dibley, Harveen Gill

2. Open Forum

Public comments were provided by the following:

Richard Phelps

ACTION ITEMS

3. Selection Panel Interviews and Deliberations for Police Commissioners

The Selection Panel conducted interviews with the following applicants for the Oakland Police Commission:

Maureen Benson (#2)

The Selection Panel acted on Police Commissioner appointments.

Motion to appoint José Dorado as a Police Commissioner was moved (J. Jones) and seconded (M. Vail). Motion passed with 9 ayes.

Motion to appoint Ginale Harris as a Police Commissioner was moved (C. Jessie) and seconded (A. Perkins). Motion was withdrawn.

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Monday, August 14, 2017

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

Motion for each Selection Panel to use a process whereby each member provides up to eight applicants to be considered for appointment, that these applicant “votes” are tallied, and the list of 28 is narrowed down to eight applicants with the highest tallies for further deliberations was moved (J. Chanin) and seconded (C. Jessie). The motion passed with 9 ayes.

The applicants with the highest tallies included:

Maureen Benson (#2) with 8 tallies (J. Blacksher, J. Chanin, C. Jessie, T. Klement, S. Chavez-Yoell, J. Jones, A. Perkins, S. Porter).

Mubarak Ahmad (#53) with 7 tallies (J. Blacksher, J. Chanin, C. Jessie, T. Klement, J. Jones, A. Perkins, S. Porter).

Ginale Harris (#15) with 7 tallies (J. Blacksher, J. Chanin, C. Jessie, T. Klement, A. Perkins, S. Porter, M. Vail).

Tara Anderson (#23) with 6 tallies (J. Chanin, C. Jessie, T. Klement, A. Perkins, S. Porter, M. Vail).

Gay Cobb (#107) with 4 tallies (T. Klement, J. Jones, A. Perkins, S. Porter).

Melvin Cowan (#121) with 4 tallies (S. Chavez-Yoell, J. Jones, A. Perkins, M. Vail).

Mike Nisperos (#84) with 4 tallies (J. Chanin, T. Klement, J. Jones, M. Vail).

Oniyinye Alheri (#114) with 3 tallies (S. Chavez-Yoell, J. Jones, S. Porter)

Elan Lambert (#128) with 3 tallies (J. Chanin, S. Chavez-Yoell, M. Vail).

Motion to include Oniyinye Alheri and Elan Lambert in the continued deliberations making a total of 9 applicants to be considered for appointment was moved (T. Klement) and seconded (J. Jones). The motion passed with 5 ayes (J. Blacksher, T. Klement, S. Chavez-Yoell, J. Jones, S. Porter; and 4 no votes (J. Chanin, C. Jessie, A. Perkins, M. Vail).

Public comments were provided by the following:

A. Karriem Khan

Motion for each Selection Panel to use a process whereby each member provides up to four applicants to be considered for appointment from the narrowed list of nine, that these applicant “votes” are tallied, and the list of 9 is narrowed down to four applicants that, including José Dorado, will comprise the Police Commissioner slate and alternate was moved (J. Chanin) and seconded (C. Jessie). The motion passed with 9 ayes.

The applicants with the highest tallies included:

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Monday, August 14, 2017

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

Mubarak Ahmad (#53) with 9 tallies (J. Blacksher, J. Chanin, C. Jessie, T. Klement, S. Chavez-Yoell, J. Jones, A. Perkins, S. Porter, M. Vail).

Ginale Harris (#15) with 7 tallies (J. Blacksher, J. Chanin, C. Jessie, T. Klement, A. Perkins, S. Porter, M. Vail).

Mike Nisperos (#84) with 6 tallies (J. Chanin, C. Jessie, T. Klement, S. Chavez-Yoell, A. Perkins, M. Vail).

Maureen Benson (#2) with 6 tallies (J. Blacksher, J. Chanin, C. Jessie, S. Chavez-Yoell, J. Jones, S. Porter).

Motion to appoint Maureen Benson as the alternate Commissioner was moved (J. Chanin) and seconded (J. Blacksher). The motion requires a 2/3 vote and failed with 5 ayes (J. Blacksher, J. Chanin, C. Jessie, A. Perkins, M. Vail) and 4 No votes (T. Klement, S. Chavez-Yoell, J. Jones, S. Porter).

Motion to appoint Mubarak Ahmad, José Dorado, Ginale Harris, Mike Nisperos as the Selection Panel's slate of four Commissioners, and Maureen Benson as the Alternate Commissioner was moved (T. Klement) and seconded (C. Jessie). The motion requires a 2/3 vote and passed with 7 ayes (J. Blacksher, J. Chanin, C. Jessie, T. Klement, A. Perkins, M. Vail) and 2 No votes (J. Jones, S. Porter).

The Selection Panel is charged with determining the staggered terms for the initial Police Commissioners, including those appointed by the Mayor.

Motion to determine a 4-year initial term for Mayoral appointee Regina Jackson was moved (J. Jones) and seconded (T. Klement). Motion passed with 9 ayes.

Motion to determine a 2-year initial term for Mayoral appointee Edwin Prather was moved (M. Vail) and seconded (J. Jones). Motion passed with 9 ayes.

Public comments were provided by the following:

James Deboer

Motion to make the determinations of staggered initial terms for all Police Commission appointments after the City Council accepts or rejects the appointments; and to rescind the determinations of staggered initial terms previously made for the Mayoral appointees was moved (J. Jones) and seconded (M. Vail). Motion passed with 9 ayes.

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

Monday, August 14, 2017

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1
Oakland, CA 94612

Open Forum

There were no comments from the public.

The meeting was adjourned.

DRAFT



MEMORANDUM

TO: Selection Panel for
Oakland Police Commission

FROM: Stephanie Hom
Deputy City Administrator

SUBJECT: Selection Panel Determination of
Staggered Term Lengths

DATE: October 23, 2017

The objective of this memorandum is to provide information to assist the Selection Panel in its process for determining the staggering of terms for the first group of Commissioners.

In accordance with Measure LL – Establishing a Police Commission, City Charter Section 604(c)6, the first group of Police Commissioners shall have staggered initial terms as follows:

- 3-Year Terms: 3 regular members
 - 2 Selection Panel appointees
 - 1 Mayoral appointee
- 2-Year Terms: 2 regular members
 - 1 Selection Panel appointee
 - 1 Mayoral appointee
- 4-Year Terms: 2 regular members
 - 1 Selection Panel appointee
 - 1 Mayoral appointee

For alternate appointees, the Selection Panel does not need to take any action on the initial term lengths. As determined by the City Charter, the Selection Panel's appointed Alternate Police Commissioner shall have an initial 2-Year Term and the Mayor's appointed Alternate Police Commissioner shall have an initial 3-Year Term.

The following tables list each Police Commissioner and their desired initial term length¹.

¹ The City Administrator's Office was asked by the Chairperson of the Selection Panel to survey each Police Commissioner for their desired initial term length.



Police Commission

Application for Position of Commissioner – FACT SHEET

| | |
|-----------------------|--|
| Purpose: | Oversee the Oakland Police Department to make sure that its policies, practices and customs meet national standards of constitutional policing. |
| Number of Positions: | 7 regular commissioners 2 alternate commissioners Note. These positions are volunteer and unpaid. |
| Term Length: | 2 years, 3 years or 4 years |
| Number of Meetings: | 2 per month |
| 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 • current City of Oakland employee • former Oakland police officer • current or former representative of a police officer labor union |
| Description of Work: | <p>Oversee the Oakland Police Department</p> <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> |

Submit applications by June 30, 2017 to one of the following:

| | |
|---|---|
| Mail <i>or</i> 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@oaklandnet.com Subject: Police Commission Application |



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.

- 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.

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: a person having origins in any of the original peoples of Europe, the Middle East, or North Africa
- Black or African American: a person having origins in any of the black racial groups of Africa
- Latino: a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations
- Native Hawaiian or other Pacific Islander: a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian: a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam
- American Indian or Alaskan Native: a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment
- 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

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 due by June 30, 2017 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@oaklandnet.com Subject: Police Commission Application |