



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

**Wednesday, July 26, 2017
5:30 PM – 7:30 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 meeting started at 5:31 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: Ryan Richardson, Harveen Gill

2. Open Forum

There were no comments from the public.

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- June 28, 2017 Meeting
- July 10, 2017 Meeting

Motion to approve the June 28 and July 10 meeting minutes was moved (A. Perkins) and seconded (J. Blacksher).

Motion passed with 9 ayes.

4. Interview and Selection Process

Selection Panel discussed and took action about the next phases of the interview and selection process for Police Commission members, including interview structure, questions, selection criteria, reference checks, and future schedule.

Motion to have Ad Hoc Subcommittee A (Perkins, Porter, and Vail) reduce the number of applicants submitted to participate in the full Selection Panel interviews from 14 to 8 by Monday, July 31 was moved (J. Chanin) and seconded (J. Blacksher).

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Motion failed with 4 ayes (J. Blacksher, J. Chanin, S. Chavez-Yoell, C. Jessie), 3 no votes (J. Jones, A. Perkins, S. Porter), 2 abstentions (T. Klement, M. Vail).

Motion to have each Ad Hoc Subcommittee conduct reference checks on the respective applicants that a subcommittee submitted to participate in the full Selection Panel interview process; and for each Ad Hoc Subcommittee to conduct the reference checks between the time period of Monday, July 31 through Thursday, August 3 and communicate with the City Administrator's Office upon completion of the reference checks no later than Friday, August 4 was moved (C. Jessie) and seconded (J. Chanin).

Motion passed with 9 ayes.

Motion that during the Selection Panel interviews, each applicant would have timed interviews not to exceed 20 minutes in length; and that these interviews would occur at meetings to be held on Tuesday, August 8, Wednesday, August 9, and Thursday, August 10 with final Selection Panel deliberations to occur at a meeting on Monday, August 14; and that if applicants are unable to physical appear for an interview, they will be given the option of interviewing via telephone and would be scheduled at the beginning of the meeting; and that each of these meetings would start at 5:30 pm was moved (C. Jessie) and seconded (A. Perkins).

Motion passed with 9 ayes.

Public comments were provided by the following:

Rashida Grinage

By consensus, the Selection Panel agreed to the following regarding questions for the interview process:

- The questions to be used for the interviews will consist of the eight (8) questions submitted by A. Perkins, S. Porter, and M. Vail (that were distributed on the dais and attached to these minutes) and the five (5) questions used during the Ad Hoc Subcommittee screening interview process for a total of 13 available questions.
- During the Selection Panel interviews, members of the Selection Panel that were not part of the Ad Hoc Subcommittee that submitted the applicant for participation in the full Selection Panel interview will ask three (3) questions of the applicant selecting these questions from the list of 13 available questions. Each applicant will be timed to answer each question within four (4) minutes for each of the three (3) questions. After completion of the questions and answers for the first three (3) questions, any/all members of the Selection Panel may ask follow up questions of the applicant so long as the total interview time for the applicant does not exceed 20 minutes.

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By consensus, the Selection Panel requested of the City Administrator's Office the following:

- Post on the website on Thursday, July 27 the list of 28 applicants submitted by the Ad Hoc Subcommittees, including demographic information and City Council District.
- Send the original applications of the 28 applicants to each respective Ad Hoc Subcommittee in order that each Subcommittee may conduct reference calls.
- Include in a future agenda packet for the interview meeting(s) the redacted applications of the 28 applicants.

By consensus, the Selection Panel will use the Interview Notes Form included in the agenda packet as a deliberation tool.

By consensus, the Selection Panel would like to send acknowledgement and appreciation letters to each of the 144 applicants that applied. T. Klement will provide the City Administrator's Office with a draft of a letter.

INFORMATIONAL ITEMS

5. Application and Interview Summary Information

Selection Panel received summary information about applications and applicants interviewed to date, through July 20, 2017.

6. Open Forum

There were no comments from the public. However, a member of the public submitted a written statement that was distributed to the Selection Panel members, and attached to these minutes for the record.

The meeting adjourned at 7:05 pm.