



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

Meeting Agenda

Monday, April 5, 2021

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), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), *Vacant* (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/83028679514> 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: 830 2867 9514

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 Richard Luna at rluna@oaklandca.gov. Please note that 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.

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Meeting Agenda (Continued)

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• 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 Richard Luna, at rluna@oaklandca.gov.

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Meeting Agenda (Continued)

Monday, April 5, 2021

6:00 PM

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. Approval of Selection Panel Meeting Minutes:

- [March 4, 2021 Meeting](#)

4. Discussion on Vacant Alternate Commissioner Seat

The Selection Panel will discuss and take possible action on its process for nominating a candidate to fill the vacant Alternate Police Commissioner seat. The Selection Panel may also nominate a candidate to serve as an Alternate Police Commissioner.

- [Staff Report: Alternate Police Commissioner Vacancy](#)

5. Public Safety Task Force Recommendations

The Selection Panel will discuss and take possible action on the Public Safety Task Force recommendations and/or recommendations provided by the Ad Hoc Committee in response to the Task Force’s proposals.

- [Ad Hoc Committee: Recommendations from the Public Safety in Oakland Task Force](#)
- [Public Safety Task Force Recommendations](#)

6. Police Commissioner Application

The Selection Panel will discuss and take possible action on updating the Police Commissioner application, including setting the deadline for the 2021 application period.

- [Ad Hoc Committee: Suggested Changes to the Application](#)

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Meeting Agenda (Continued)

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Via Teleconference

7. Police Commissioner Application Outreach

The Selection Panel will discuss and take possible action on outreach efforts for the 2021 Police Commissioner nomination process.

- [Ad Hoc Committee: Outreach Materials](#)
- [Ad Hoc Committee: Organizations to Contact about Recruitment](#)

8. 2021 Police Commissioner Nomination Process

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including setting its future meeting schedule.

- [Staff Report: 2021 Nomination Process](#)

9. Time Commitment for Serving on the Police Commission

The Selection Panel will discuss and take possible action on the time commitment needed to serve on the Police Commission, including requesting current members of the Oakland Police Commission to provide input at a future meeting of the Selection Panel.

- There are no items related to this action item.

10. Annual Meeting

The Selection Panel will discuss and schedule their annual meeting. Previously, the annual meeting was held on the third Wednesday of May; however, due to new membership and potential scheduling conflicts, staff recommends the Selection Panel set a new annual meeting date.

- There are no items related to this action item.

11. Terms of Selection Panel Members and Selection Panel Vacancies

The Selection Panel will discuss and take possible action regarding Panel vacancies and regarding the terms allowed under City Charter Section 604(3)(d), which states: “Each year the Mayor and each Councilmember may replace her or his assigned person on the Selection Panel. Selection Panel members may serve up to five (5) years. Upon a vacancy on the Selection Panel, the Councilmember who appointed the Selection Panel member (hereinafter referred to as the Appointing Authority) shall appoint a replacement. If the Appointing Authority does not appoint the replacement within one hundred and twenty (120) days of the date of resignation, removal or expiration of the Selection Panel member’s term, the Selection Panel, by a two-thirds vote of those present but by a vote of

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Meeting Agenda (Continued)

Monday, April 5, 2021

6:00 PM

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no fewer than five (5) Selection Panel members, shall choose a replacement for the vacancy. All such replacements must be confirmed by the City Council.”

- There are no items related to this action item.

12. 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 rluna@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 rluna@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.



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

Meeting Minutes

Thursday, March 4, 2021
Via Teleconference

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

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 6:02 pm.

Members present: Lorelei Bosserman, James Chanin, Gay Plair Cobb, Brendalynn Goodall, Don Link, Bill Thomasson and Mary Vail.

Members absent: Braunz Courtney

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

2. Open Forum

Public comments were provided by the following speakers:

Assata Olugbala
Megan Steffen

Written comments were submitted by the following individuals:

Megan Steffen

ACTION ITEMS

3. Determining Selection of Chairperson

A motion was made by Don Link, seconded by Mary Vail, to nominate Jim Chanin to serve as the Chairperson of the Selection Panel. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Public comments were provided by the following speakers:

Assata Olugbala
Megan Steffen

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Meeting Minutes (Continued)

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4. Determining Selection of Vice Chairperson

A motion was made by Jim Chanin, seconded by Mary Vail, to nominate Brendalynn Goodall to serve as Vice Chairperson of the Selection Panel. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Public comments were provided by the following speakers:
Assata Olugbala

5. Approval of Selection Panel Meeting Minutes

A motion was made by Mary Vail, seconded by Brendalynn Goodall, to approve the meeting minutes of August 10, 2020, and August 12, 2020. The motion passed with six ayes (Chanin, Cobb, Goodall, Link, Thomasson, Vail) and one member unavailable due to a technical issue (Bosserman).

Public comments were provided by the following speakers:
Assata Olugbala

6. 2021 Police Commissioner Application and Selection Process

City staff member Richard J. Luna presented a report to the Selection Panel, stating the Panel is tasked with making one Police Commissioner nomination in 2021. Staff also provided a summary of the steps and actions taken by the Selection Panel during the 2020 nomination period.

Members requested the Selection Panel discuss the written recommendations submitted by Megan Steffen on behalf of the Reimagining Public Safety Taskforce at a future meeting. Chairperson Jim Chanin invited Megan Steffen to provide a summary of the recommendations made by the Taskforce, which included a recommendation to have a separate evaluation process for current Police Commissioners. City staff recommended the documents be included in the Selection Panel's next Agenda for full discussion.

Members also discussed outreach efforts taken by the Selection Panel in 2020. City staff stated a summary of the outreach efforts and organizations the Selection Panel engaged with in 2020 can be included in the next Agenda for review and discussion. Additionally, the outreach materials used in 2020 were also requested to be added to the next Agenda.

Members discussed sending invitations to past applicants, inviting them to reapply. There was discussion around the timing of when to send invitations and the threshold for number of votes applicants received in the 2020 nomination process that would warrant receiving an invitation.

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Meeting Minutes (Continued)

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Members also discussed when to send notices to the two incumbent Police Commissioners to determine if they would be seeking a nomination to continue serving on the Police Commission. City staff received direction to notify incumbents Jose Dorado and Regina Jackson of their expiring terms and to provide a 20-day deadline to respond with their interest in seeking a second term. City staff stated the notices could be distributed on March 5, 2021.

A motion was made by Don Link, seconded by Mary Vail, to send invitations to applicants that received three or more votes in the first phase of the 2020 evaluation process. The motion passed with seven ayes (Bosserman, Chanin, Cobb, Goodall, Link, Thomasson, Vail).

Members continued discussing the timeframe on when to send notices to past applicants that received three or more votes during the 2020 nomination period. Members also discussed incorporating new questions in the application and interview process. After deliberation, the Selection Panel stated the notices would not go out immediately to allow the Panel additional time in finalizing their application and interview process for the current year.

Members then discussed whether there was a need to form an ad hoc committee to review the 2020 nomination process and make recommendations for adjusting the process in 2021. After asking for volunteers, Chairperson Jim Chanin announced Members Lorelei Bosserman and Mary Vail would serve on the ad hoc committee. The committee was tasked to provide a written report on their recommendations by March 25, 2021.

Chairperson Jim Chanin stated the next Selection Panel meeting will be held at 6:00 pm on Monday, April 5, 2021. City staff stated the Agenda could be published on March 26, 2021, to allow additional time for Members and the public to review the materials and recommendations.

Public comments were provided by the following speakers:
Kevin Cantu
Megan Steffen
Rashidah Grinage

7. Adjournment

The meeting was adjourned at 8:39 pm.



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Richard J. Luna
Assistant to the City Administrator

SUBJECT: Alternate Police Commissioner
Vacancy

DATE: March 25, 2021

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. Nominate a candidate to serve as an Alternate Police Commissioner.

Executive Summary:

At its meeting on March 11, 2021, the Oakland Police Commission voted to elevate David Jordan 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 on October 16, 2022.

The Selection Panel is now tasked with making a nomination to fill the seat for Alternate Police Commissioner. The Selection Panel may discuss a process for evaluating candidates in the Reserve Pool in making a nomination. The Selection Panel may also vote and make a nomination 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.

At its meeting of July 14, 2020, the Selection Panel voted that any applicant's placement into the Reserve Pool during the 2020 selection process expire on June 1, 2021. Currently, there are six candidates in the reserve pool set to expire in June (**Attachment A**):

- Jesse Hsieh
- Theodore Johnson
- Brian Hauck
- Art Blacksher
- Omar Farmer
- Darnell Hammock

For questions regarding this report, contact Richard J. Luna at (510) 238-4756 or rluna@oaklandca.gov.

Attachments (1):

- A. Reserve Pool Applications

¹ David Jordan was an Alternate member nominated by the Selection Panel. He was promoted by the Police Commission to fill the vacancy of James Jackson, a Mayoral appointee.



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:	Blacksher	Art	D
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	June 11, 2020		
Home Address:	[Redacted]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
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.

- 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: Robert L. Harris Relationship: Uncle
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Pamela Y. Price Relationship: Friend
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Gene Rotter Relationship: Friend
E-Mail: [REDACTED] Phone: [REDACTED]

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?

- male _____ 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

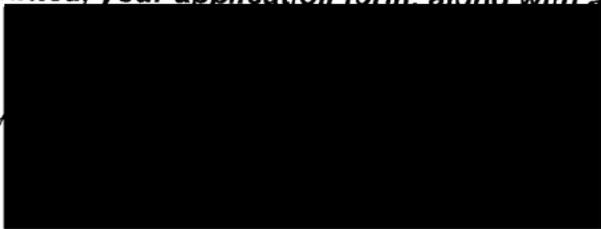
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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: June 11, 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

Art Douglass Blacksher the fourth,
[REDACTED]
Oakland Ca 94605

Re: Application for Oakland Police Commissioner,

Supplemental questionnaire Question #1

Describe any life work and significant community volunteer experiences

As a lifelong resident of East Oakland, graduating from Howard Elementary School, King Estates Junior High School and Castlemont High School, I know about the challenges of our youth in the Oakland Public Schools as it relates to the Oakland Police Department's interaction with our youth. While attending Oakland Public Schools, I learned Police policing our children can help and/or hurt their growth as functioning members of society. Our police MUST be trained to address the social needs of our children while providing a safe neighborhood/community environment. Police should not willfully or unknowingly damage a child's future to become successful.

After graduating from Castlemont High School in 1980, I attended San Francisco State University for three years while working part time at United Parcel Service (UPS). In 1983, decided to leave college and work full time at UPS. Worked my way up from a trailer loader/unloaded to driver and then was promoted to a driver transportation supervisor. Left UPS in 1990. Earn my teaching credential to start and teach a driver training and transportation program at the College of Alameda. Under President Clinton's welfare to work program, successfully prepared and trained many people to work in the transportation industry! My dad and I started a land abatement company in 1994. In 2002, earned my California State Contractor's License, General B. In 2010 was selected to be a subcontractor on the demolition and replacement of the Highland Hospital project. What prepared me to do all these things, was having parents that instilled in me that a CLEAN RECORD was required, especially for me, an African-American/Black Man.

If selected to become a Police Commissioner, I will be an asset to help reduce the excessive and/or over policing in Oakland neighborhoods/communities, while insuring that all young children have a fair chance of a clean record and become responsible tax paying citizens. To do the above, our Oakland Police Department must understand the consequences of bad past police practices on our children and in our neighborhoods/communities. Also, how to deal with our young people moving forward. Thank you for the opportunity to make a positive change in the city that has been and is my family.

Supplemental Questionnaire Question #2

Contacts and experiences with the Oakland Police Department

In or around 1994, the Oakland Rough Ryders (Oakland Police Officers), pulled me over 6 times at gun point in less than a 3 month period. I was handcuffed each time and ordered to sit on the curb.

After the sixth time, I went to the Oakland Police Department's Internal Affairs, and explained the situation. The person in charge gave me his business card and said if this happens again, give the officer in charge my card. Within a couple of weeks, it happened again. I gave the officer in charge the card and I was NEVER pulled over again

Supplement Questionnaire Question #3

Family members with significant volunteer experience

My mother, Jean Blacksher was a driving force in the Oakland Community Organization (OCO) over the past forty years. Mother served on the Oakland Planning Commission in the 90's. Also, she served on the first Oakland Police Commission's Selection Panel. Mother continues to serve as a voice in the East Oakland Community as an advocate for neighborhood safety and revitalization ongoing work



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: FARMER OMAR Date: 23 JUN 2020
Last First M.I.

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

DAKLAND CA 94610
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.

- 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'd like to be appointed either by the Mayor or the selection committee.*

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: Cliff Figner Relationship: ONIT member

E-Mail [redacted] Phone: [redacted]

Full Name: Miriam Pesky Relationship: ONIT member

E-Mail [redacted] Phone: [redacted]

Full Name: Shikira Purjes Relationship: Friend

E-Mail [redacted] Phone: [redacted]

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?

Male 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

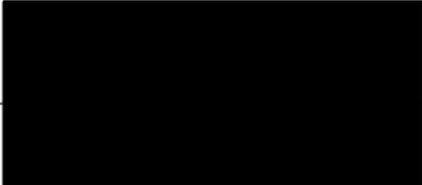
Disclaimer and Signature

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: 29 Nov 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

(1) As someone who's always felt a sense of duty to their community, several of my life experiences have prepared me for this role. One of which occurred when I spent 7 years as a Surface Warfare Officer in the US Navy. During my 2nd tour of duty, I was handpicked by the Commodore of our Battle Group to oversee all Maritime Interception and Boarding Operations for a deployment where we were in harm's way on a regular basis, while working in support of Operations Iraqi and Enduring Freedom. As a result, I became adept at: conducting command and control, working as an incident commander, writing policy for troops in the field, and becoming a subject matter expert at applying the rules of engagement during my watchstanding duties as a Tactical Action Officer (TAO).

TAOs are entrusted with weapons release authority so they're the experts on when and how use of force is applied in a multitude of situations. I'm proud to say that during my time as a TAO that not one person was the victim of deadly force on my watch. A huge accomplishment given the dangerous environment we were operating in. This was accomplished in part by successfully de-escalating several situations, by exhausting all non-lethal options, and by making sure that our troops were sufficiently trained to deal with these situations prior to being put in them. This is why I know we can accomplish the same with OPD. Prior to leaving for my next tour I also served as an Anti-Terrorism Officer and helped strategize and plan our security measures while visiting various ports of call. During one of these visits I was put in charge of the Shore Patrol which served as our Military Police (MP). One evening I was called to a scene where multiple service members were charged with several felonies. Consequently, I was tasked with completing a thorough investigation and helped coordinate their release to our custody by working with the local PD and our Judge Advocate General. Similar to the relationship PD's have with district attorneys.

My last job in the Navy was as an Emergency Management Officer for a base overseas. In that capacity I used my knowledge and experience to help train our base MP's and emergency responders on a myriad of different types of security and emergency scenarios. Lessons learned from one of my exercises were even used to develop a new joint NATO and Host Nation instruction which shows how well received my recommendations were taken by a local agency. At one point I was also directed to conduct an internal investigation of our Military Police due to questionable deaths within their K9 ranks who were vital to the security of our base. This involved taking statements and conducting interviews up and down the MP chain of command. In the end I was able to get to the bottom of what was happening by doing a root cause assessment on my findings and the issue was resolved.

With all of those responsibilities I still found time to volunteer. We were a popular stop for troops returning from deployment, so to congratulate them I helped organize "Welcome Home" events. No matter what time they arrived we were there to greet them with hugs, food and gifts. In the end we ended up welcoming home over 6,000 troops which was a lot of fun.

Even though I wasn't a parent at the time I also implemented a tutoring and mentoring program for the local Dept of Defense high school after several teens were struggling academically and a close friend of mine brought it to my attention. After 1 semester of participating in my program those students had no additional problems. Several of them even made the honor roll and I received a Letter of Appreciation from the school. Hurricane Katrina also had a significant impact on the mental health of many service members during my last tour. To boost morale I created a base-wide basketball tournament between Navy and Air Force personnel. The proceeds of which were donated to the Red Cross Hurricane Katrina fund which helped our service members cope with not being able to be there to assist. Here's also a link to my LinkedIn page where I have a recommendation from Admiral Cullom who was the Commodore during my 2nd tour of duty: <https://www.linkedin.com/in/omar-farmer-6519b01b/>

(2) Having both positive and negative experiences with OPD, I know we have the ability to set the standard nationwide. From being the victim of racial profiling in my own neighborhood and stopped and frisked vs assisting with them with the apprehension of an armed robbery I witnessed. Another time I caught someone breaking into my home and they responded in under 5 min but during another break-in they had a 3 hr response time. I've also made personal mistakes and been guilty of moving violations and once spent a night in jail for reckless driving. Subsequently I participated in a ride-along to see things from their perspective. When my car was stolen a couple of months ago it was luckily found (albeit totalled) but no arrests were made nor did they have any leads. One time I was wrongfully incarcerated by SFPD for several days, but the case was thrown out due to racial profiling since it was proven that there was no way I could have committed it.

Post military I've primarily worked as an entrepreneur, I'm also a single parent, regardless I've always found time to volunteer because I care deeply about our community. When my daughter entered elementary school one of the first things I did was help co-create a PTA where I subsequently served as both Vice-President and President. For our bigger events such as the walk-a-thon I also recruited OPD officers to come and speak to the students so they could build a positive rapport with our community.

In my personal neighborhood I've also been outspoken on topics such as anti-racism and racial profiling on a social media site called Nextdoor.com where I volunteer as a Lead (aka moderator). During one exchange in 2015 I intervened in a conversation that was on a downward spiral and turned it into a constructive discussion. Afterwards I invited my neighbors to meet up in person where we agreed that facilitated discussions about race would be beneficial to the community. So I started organizing those and others wanted to get involved. Together we formed a community organization called Oakland Neighbors Inspiring Trust (aka ONIT). For each workshop I've always invited our Community Resource Officer or police officers that work the beat in my neighborhood so we could hear their feedback as well. Here's a link to one of my anti-racism posts on our Facebook page. There are also some pics from our events:

https://www.facebook.com/permalink.php?story_fbid=2727820350677311&id=725413654251334

My success didn't stop there because Nextdoor heard about the things I was doing and quickly offered me a role as an online Community Mediator. Since then I've been working with them on reducing racial profiling and discrimination issues on their platform which sometimes involves moderating OPD agency posts as well. One time after talking a few Leads out of quitting, they were so impressed by my accomplishment, that I was hired to come to Texas and conduct moderation training for them and another group of Leads who were the source of their frustration. The training was a huge success and the City of Carrollton, Texas provided me with a Letter of Appreciation for my work. Since then those moderators have had no known issues. So I'm very skilled at de-escalating situations and creating amicable agreements where others don't see them. These techniques combined with the ones I learned in the service can be put to good use on the Commission. Particularly in instances where we're at an apparent stalemate. Recently, I've been coordinating mask making efforts in response to the COVID-19 pandemic and my team has made and disseminated over 1,000 masks to those in need including OPD officers. In April I successfully crowdfunded to hire a flyer distribution company who disseminated 5,000 bi-lingual social distancing awareness flyers, throughout Oakland. Here are links to more info about that:

<https://www.gofundme.com/f/covid19-social-distancing-outreach>

https://www.facebook.com/permalink.php?story_fbid=2684652324994114&id=725413654251334

(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**



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: Hammock, Darnell C. Date: 6/30/20
Last First M.I.

Home Address: [Redacted]
Street Address Apartment/Unit #
Oakland CA 94619
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.

- 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: Yador Harrell Relationship: Former Chief

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Ryan Nicole Austin Relationship: Friend

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Michael McBride Relationship: Colleague

E-Mail: [REDACTED] Phone: [REDACTED]

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?

- Male 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

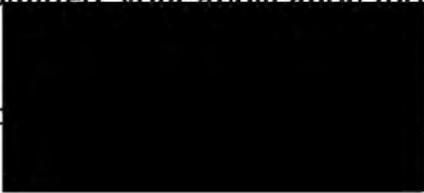
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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: 6/30/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

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

Whether serving as a Probation Officer, Pastor, or sitting on the Board of KYJO Group Homes, Inc., I have contributed to the promotion of community safety and have facilitated positive change in the lives of returning citizens. These contributions are evidenced in my lead role in creating the first High Risk Reentry Court in the Northern District of CA, facilitation of the cognitive behavior program Courage to Change, prior involvement in the San Francisco Drug Reentry Court, and collaborating with service providers.

These experiences have afforded me the opportunity to build many bridges between police and the public. Over the course of my 13-years of experience in community engagement, I have developed a skill set directly relevant to evaluating and proposing just policies and practices. In addition, I have contributed several volunteer hours in partnership with Oakland Ceasefire, collaborating with service providers, clergy, police officers, and community members in an effort to end gun violence in Oakland.

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

Growing up in Oakland, near Bushrod Park, police presence was common. My experience with Oakland Police often centered on me witnessing Oakland police officers stop, search, and question either my friends or sometimes myself. However, the most pleasant contacts with Oakland Police happened on my high school campus at Oakland Tech. Oakland Police Officer Margaret Dixon was my high school track and field coach who never failed to encourage us. Coach Dixon and her positive spirit was a joy to be around. I recently saw her at Merritt College and that same positivity and contagious smile was a pleasant sight.

In addition, the church where I serve as Pastor, New Life Community Church, led a prayer march December 14, 2014 in response to a series of police killings around the nation. We invited then Chief, Sean Whent to join us, however, he was unavailable. Yet, Deputy Chief Oliver Cunningham graciously joined us.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

For four years I was employed as a U.S. Probation Officer in Oakland. The bulk of my focus was on developing strategies to reduce recidivism and help returning citizens transition back into society. (Please see attached resume).

DARNELL HAMMOCK

FAITH LEADER

EXPERIENCE

Founder / Senior Pastor 2013 - Present

New Life Community Church
Oakland, CA

- Change agent through preaching the Gospel of Jesus Christ
- Organize community outreach to unsheltered community
- Spearhead congregational and community prayer walks
- Oversee membership of 230 congregants
- Create strong community partnerships
- Host economic empowerment seminars
- Church planter strategist and coach
- Ceasefire committee participant
- Develop and equip leaders

U.S. Probation Officer Re-entry Specialist 2011 - 2015

U.S. Probation Office
Oakland, CA

- Creator of 1st high risk re-entry court in the Northern District of CA
- Develop strategies and programs to reduce recidivism
- Establish inmate transition plan for returning citizens
- Collaboration with community based organizations
- Assess needs and make appropriate referrals
- Oversee specialized caseload of 80 high risk probationers
- Courage to Change instructor

Deputy Probation Officer III 2007 - 2011

Fresno County Probation Department
Fresno, CA

- Refer probationers to substance abuse and mental health counseling
- Assess needs and develop appropriate case plan
- Maintain complex relationships with probationers, families, court, and attorneys
- Build alliances with city organizations, service providers, and churches
- Submit written reports to court



CONTACT



[REDACTED]



[REDACTED]

EDUCATION/TRAINING

1999 - 2004

Fresno State University
Bachelor of Science, Criminology

2012

**Federal Law Enforcement
Training Center**
Top Graduate

2016 - 2017

Bay Area Clergy Cohort

AFFILIATIONS

- Alpha Phi Alpha Fraternity, Inc.
- Prince Hall Free & Accepted Mason
- KYJO Group Homes, Board Member (2011 - 2015)



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:	Hauck	Brian	Date: 6/17/2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	94618
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
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.

- 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: Karol Mason, President, John Jay College of Criminal Justice Relationship: Former Colleague, US DOJ

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Mike Troncoso, Director, Justice & Opportunity, Chan Zuckerberg Initiative Relationship: Professional

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Rev. Molly Baskette, First Congregational Church, Berkeley Relationship: Pastor

E-Mail: [REDACTED] Phone: [REDACTED]

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: _____
- do not wish to Self-Identify

2. What is your gender?

- Male _____ 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: Brian Hauck

Digitally signed by: Brian Hauck
DN: CN = Brian Hauck email = [REDACTED]
Date: 2020.06.17 21:28:21 -07'00'

Date: 6/17/2020

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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
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

Police Commission – Supplemental Questionnaire – 2020
Brian Hauck

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

Through positions in the federal government and private practice, I have extensive experience making institutions better—often in the law enforcement context—and working in complicated public settings to turn positive energy into real change. I have experience making sensitive judgments about the propriety of law enforcement conduct; reviewing and making recommendations to make law enforcement more effective without compromising public safety; leading initiatives to make law enforcement organizations more successful by becoming more open and transparent; and overseeing the implementation of Consent Judgments in organizations that have been required by courts to overhaul their operations. In none of these positions have I actually worked in law enforcement. Rather, I have served with the perspective of a civilian who believes in law enforcement’s mission and believes it ought to be held to very high standards. I would highlight three aspects of this work as particularly relevant for the Commission.

Personnel. During my time as an Obama Administration appointee at the U.S. Department of Justice, as a Deputy Assistant Attorney General, one of my responsibilities was to determine when the Justice Department could not represent a law enforcement official who was accused of wrongdoing. That work required an understanding of the line between appropriate and inappropriate law enforcement conduct.

Organizational change. In both law enforcement and non-law enforcement settings, I have experience reviewing, advising, and working with agencies implementing significant organizational changes.

- *Reviews and Recommendations.* For the U.S. Secret Service, I served as the lead staffperson for an independent panel charged with reviewing the U.S. Secret Service’s protection of the White House complex. Following some of the Secret Service’s high-profile failures, our panel was charged with reviewing what had gone wrong and making recommendations to improve the Service’s performance. The review encompassed issues ranging from human resources, training, and staffing, to use-of-force policies and weaponry. We reviewed the Service’s budget and made recommendations for its next Director.
- *Reform.* In much of my work now, in private practice, I serve on teams that are appointed to “monitor” entities—like OPD—that have histories of wrongdoing and have been ordered onto paths for reform. That work has informed how I approach oversight of an institution like OPD; it has taught me how to gather facts from organizations that can be resistant, the appropriate contours of reform, and how to tell the difference between change that an organization *can’t* implement and change that the organization *doesn’t want* to implement.

- *Openness and Transparency.* The Department of Justice has never been known as the most transparent institutions, but like all Obama Administration agencies, it was charged with finding ways to better fulfill its mission by becoming more open and transparent. I was asked to coordinate the Department's planning and implementation. We were ultimately ranked by open government groups as belonging in the top tier of federal agencies.

Commission Dynamics. Institutional reform does not happen overnight; it does not happen from energy alone; and it can be derailed by distractions and divisions. My work, inside government and out, routinely requires sensitive multi-party negotiations over difficult issues in complicated political contexts. I have worked to build consensus, accept and resolve differences, and move forward. I have had to recognize that the substantive work, the inter-personal dynamics, and the public pressures and attention all must be managed in order to succeed. I listen, I build trust, and we make progress.

We are in a moment of extraordinary opportunity for the Oakland Police Department and the Oakland Police Commission. There is extraordinary energy for change. But that change will depend on our ability to translate energy into policies, policies into training, and training into culture. It will take discipline, consensus, and sustained effort—for months after the moment of extraordinary opportunity passes. My work, inside government and out, will be helpful in moving the Commission and the Department forward.

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

My experience with the Oakland Police Department is from afar. I have two children, and I do not know today whether they will grow up to be victims of crime, suspected of crime, or police officers. I do know that they have many advantages. My hope is that this Commission and the City's and Department's other efforts will help build a police force that will be better prepared to keep them safe, will earn the community's trust, and will treat them with respect.

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, or (c) with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Neither I nor any immediate family member has been employed in any of those positions. As a lawyer in private practice, I have represented criminal defendants *pro bono*, including death row inmates and incarcerated individuals bringing claims for their mistreatment by law enforcement personnel. I have worked with non-profit groups working to improve conditions in the juvenile justice system. And during my time at the Justice Department, I worked alongside criminal prosecutors and law enforcement agents.

I have taken away from all of this work nothing more than a belief that every component of the criminal justice system can work better. My hope is that the Police Commission can make the Police Department better at its job, and more deserving of the public's trust.



Police Commission

Application for Position of Commissioner

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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: Hsieh Jesse J. Date: 06/11/2020
Last First M.I.

Home Address: [Redacted]
Street Address Apartment/Unit #
Oakland CA 94605
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.

- 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: Evan Kuluk Relationship: Coworker

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Avaninder "Avi" Singh Relationship: Co-Board Member

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Ali Saidi Relationship: Union President

E-Mail: [REDACTED] Phone: [REDACTED]

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?

- Male 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

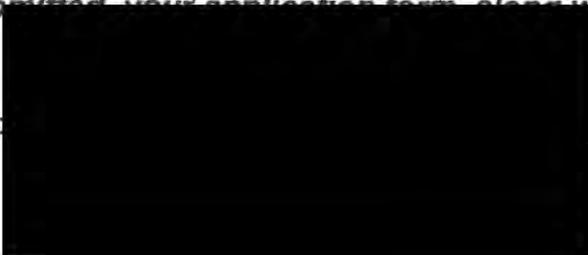
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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: 6/15/20

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E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

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.

For the last fourteen years I have worked with people that have had to interact with the police. As a law student and new attorney, I helped clients legally clean up their record to avoid the stigma of contact with law enforcement. As a deputy public defender for the last eight years, almost every client of mine has contacted a police officer. Through my clients, I have gained great insight into how the police interact with the innocent and the guilty alike.

I am also familiar with law enforcement tactics and practices. As a public defender I review police reports, investigations, body camera footage, and department policies daily. I have handled cases from the simple drug possession to homicides; from traffic stops to cases involving months of surveillance. It is my job to be an expert in how the police handled an investigation and then to think critically about that investigation from an outsider's perspective: to determine what went right, what went wrong, and what could have been done better.

In what spare time I have, I sit on boards and committees that require me to work with others and build consensus to achieve common goals. I am the current vice president of the Asian American Criminal Trial Lawyers Association, a nonprofit board of Asian American criminal defense attorneys, judges, and law students. In that capacity I work with other board members to put together trainings and programs for Asian Americans in the legal profession. I am also part of the Public Defender's Office's Racial Justice and Diversity Committee, Training Committee, and Union Executive Board.

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

Outside of work, I have had minimal contact with members of the Oakland Police Department. Once, I was pulled over for speeding on Martin Luther King Jr. Way. By then, I knew how to stay on an officer's good side: two hands on the wheel, make no sudden movements, describe my actions before doing them, and never mention that I am a lawyer. I still ended up with a ticket but one with a lesser violation for my "cooperation."

In the past, I have reviewed a few police reports and body camera footage from the Oakland Police Department.

Clients who have talked to me about their experiences with the Oakland Police Department have generally conveyed lukewarm to negative experiences with OPD.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

a. as a police officer: None.

b. as a criminal prosecutor or defense attorney: I am the only attorney in my family.

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes: I previously worked at A New Way of Life Reentry Project and the East Bay Community Law Center, two non-profit organizations assisting people who had been convicted of crimes clean up their records and mitigate the collateral consequences of their convictions.

Jesse J. Hsieh

Oakland, CA 94605

BAR ADMISSIONS California, SBN 260348

EXPERIENCE

Office of the Public Defender, Contra Costa County Martinez, California
Deputy Public Defender, Alternate Defender Office 9/17-Present
Deputy Public Defender II-III, Felony Unit 3/14-9/17
Deputy Public Defender II, Juvenile Unit 4/13-3/14
Deputy Public Defender Special Assignment, Misdemeanor Unit 5/12-4/13

Training Committee

Racial Justice and Diversity Committee

Law Clerk Recruitment Committee

Union Executive Board

- Represent indigent clients against pending criminal charges
- Interview and advise individuals as to their constitutional rights and other pertinent information relevant to existing or prospective criminal charges
- Initiate and direct investigation essential to the development of a defense
- Conducts legal research and writing for motions and the development of a defense
- Confers with prosecutors and judges to negotiate dispositions for clients
- Conduct jury trials and juvenile delinquency contests.

East Bay Community Law Center Berkeley, California
Supervising Attorney, Clean Slate Practice 6/09-5/12

- Represented indigent clients pursuing criminal records remedies after contact with the criminal justice system
- Supervised weekly court-based clinic, conducted client intake, prepared clients to file pro se, drafted declarations and briefs, negotiated with district attorneys, appeared at hearings in California Superior Court
- Supervised clinical law students, providing formal and informal feedback and training on all aspects of advocacy and ethics
- Represented indigent clients pursuing administrative and legal relief challenging the collateral consequences of their convictions
- Developed and coordinated a litigation strategy for advocates around the state to help clients seeking remedies under FCRA and ICRAA

A New Way of Life Watts, California
Staff Attorney 1/09-5/09

- Supervised volunteer legal advocates at free monthly clinics
- Drafted and prepared petitions for expungements
- Created training manuals for attorneys
- Represented clients in California Superior Court hearings

Neighborhood Legal Services of Los Angeles Pacoima, California
Legal Extern, Workers' Rights Advocacy Group 9/07-5/08

- Staffed regular self-help Workers' Rights Clinic
- Drafted legal memoranda and assisted with litigation tasks.
- Represented a client at a Labor Commissioner hearing with attorney supervision

**PROFESSIONAL
AFFILIATIONS**

Asian American Criminal Trial Lawyers Association

Vice Present 2019-present

Secretary 2018-2019

Contra Costa County Representative 2015-2017

Asian American Bar Association, 2017-present

Contra Costa County Bar Association, member 2019-present

EDUCATION

UCLA School of Law, Los Angeles, California

J.D., May 2008

- Asian Pacific American Law Journal, Business Manager
- Asian Pacific Islander Law Student Association, Secretary

California State University, Los Angeles, Los Angeles California

B.A. Psychology w/ minor in Mathematics June 2005

- Psi Chi, National Honors Society in Psychology, President
- CSULA Cognitive Psychophysiology Lab, Research Assistant
- Phi Kappa Phi National Honors Society, Member
- Golden Key International Honors Society, Member
- Early Entrance Program, Student
- Dean's List 2002-2004
- Teaching Assistant 2003-2004

SKILLS

Fluent in Mandarin Chinese (spoken)

Volunteer Activities

AABA Garrick Lew Scholarship Selection Committee 2019-present

KABANC Pro Bono Legal Clinics 2015

OneBrick SF 2011-2012

Reentry Legal Clinic 2007-2009

Neighborhood Legal Services of Los Angeles, Workers' Rights Clinic 2006-2008

Search for Academic Achievement Testing Administrator 2001-2004

American Cancer Society Relay for Life 2004

Early Entrance Program Provisional Quarter, Mentor 2001, 2002, 2004

Fine Arts Program Facilitator, Edmund D. Edelman Children's Court 2000-2001

Voting Booths, ASI Elections 2001

Foothill Middle School, Music Tutor 9/99 to 6/01

Training

Trial Skills training Benchmark Institution Foundation 7/11-17/2010



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:	Johnson	Theodore	R.	Date:	6.11.20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[Redacted]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94610	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
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.

- 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: Judge Gordon Baranco Relationship: colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Aubrey LaBrie Relationship: former law partner

E-Mail [redacted] Phone: [redacted]

Full Name: Reverend William Mason, Sacred Heart Church Relationship: Pastor

E-Mail [redacted] Phone: [redacted]

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?

Male 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

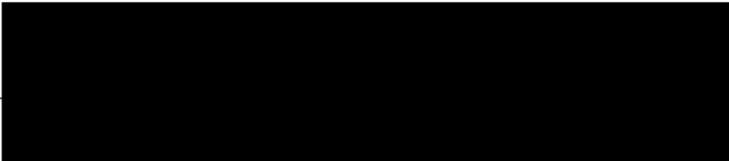
Disclaimer and Signature

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: 6-12-2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application

APPLICATION FOR POSITION ON POLICE COMMISSION
Supplemental Questions

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

My life's work and community volunteer experiences uniquely qualify me, Theodore Roosevelt Johnson Jr., to be part of the Oakland Police Commission. I have been an attorney and judge pro tem for over 30 years in the County of Alameda. As a member of the State Bar of California for over 35 years, I have expertise in criminal and civil law. I am the founding partner of Summit Law Offices and I have worked as a private practitioner for most of my career, which has given me the privilege and honor to work in almost all areas of the law and amongst many people in various positions in law enforcement, the justice system, and with people working in community organizations, non profits, and with members of the community at-large.

Having a passion for athleticism and basketball in particular, I have served as a Catholic Youth Organization Basketball Coach and Athletic Director for over 25 years, serving particularly at St. Martin de Porres School in West Oakland for many of those years. For about 10 years, I taught law courses in the Business Management Department at Sonoma State College, helping students understand the law and pursue their higher education degrees. In the 1990s, I also served on a Board of Directors for Suicide Prevention. I have an immense passion for the law, for education, serving communities and agencies in Alameda County. I

would be honored to put my education, expertise, knowledge and service to use again for such an important cause as the Oakland Police Commission.

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

When I first started practicing law, I was called by the State Bar of California to attend line-ups to make sure the defendant's rights were not violated. During this time, I interacted with many Oakland police officers. I continue to cross paths and have mutual friends with many of these officers. Some have gone on to become inspectors in the Alameda County's District Attorney's office. Over the years, in a number of trials, police officers have been witnesses or investigating officers in cases that I have tried. I have cross-examined or direct examined these officers during trials. In addition, I have interacted with Oakland police officers in a number of judicial proceedings serving as a Judge pro tem in Juvenile Court and in the Small Claims Courts in Alameda County.

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.

As a criminal defense attorney for over 35 years, my experiences with each and every trial, and working with every defendant and witness, has prepared me to serve on this Police Commission. Over the years, I have built and maintained

many positive relationships with my clients, their families, lawyers, judges, as well as law enforcement. Also, while serving as a pro tem juvenile court judge, I learned great skills in how to examine thoroughly the testimonies of clients and witnesses to determine inconsistencies. I have always been impartial in judging the testimonies of police officers, investigators , and defendants.

My criminal and civil law background, coupled with my experiences working and volunteering with inner city youth and in the juvenile court system, have given me a strong sense of justice. The Police Commission's goal is to ensure that the policies and practices of the Police Department meet national, constitutional, community, and judicial standards. I have a well-rounded sense of the law and practice from many of these perspectives, which makes me an excellent candidate for this Commission.

MEMO

TO: Selection Panel for the Oakland Police Commission

FROM: Lorelei Bosserman
Selection Panel Member

SUBJECT: Recommendations from the Reimagining Public Safety in Oakland Task Force

DATE: March 25, 2021

Background

Recommendations for process improvement were submitted to the Selection Panel (SP) by the Reimagining Public Safety in Oakland Task Force research/work groups “Legal and Policy Barriers Advisory Board – Leverage Existing Structures Work Group.” The point person for these recommendations is Megan Steffen, who served on the Leverage Existing Structures Work Group.

An SP ad hoc committee consisting of SP members Lorelei Bosserman and Mary Vail reviewed the SP’s existing practices and the task force’s recommendations. This memo contains (1) our analysis of the recommendations, (2) our proposals about what actions the SP should take, and (3) some outstanding issues for the SP to consider.

Analysis

This ad hoc committee agrees with some of the task force’s recommendations and disagrees with others.

Most of the task force’s recommendations seem to be concerned with the experience of those who apply to be on the Police Commission, based on input received from some applicants. It is true that the process can be stressful, particularly when interviews are conducted publicly. The SP should do everything in its power to minimize the stressfulness of the experience—as long as that does not make the selection process less effective. Selecting the best possible candidates to serve on the Police Commission has to be our top priority.

The task force recommends that each annual selection process be decided at the beginning of that year’s selection cycle to make it more predictable for applicants, and this ad hoc committee agrees. We believe that creating a written procedure and reviewing the procedure every year in October, November, or January will make this possible without overextending the SP in February, March, and April.

The task force recommends that we formalize a process, timeline, and series of standard questions, and then not make substantial changes from year to year. “While we can imagine sometimes wanting to add one or two timely questions . . . there is absolutely no reason to substantially change questions every cycle.”

We agree that formalizing a process is a good idea, and we have written a rough draft of a procedure for the SP’s consideration. The SP already has a formalized list of standard questions. We disagree with the task force’s recommendation to NOT make substantial changes from year to year. One reason is that continuous improvement is a good thing. Another reason is that this is still a new process and we are still learning. (The SP was formed in 2017, and its first task was to figure out how to do its job. The process it developed has only been used three times, last year was the first time the SP evaluated an incumbent commissioner, and the SP has not used a reserve pool yet.) A third reason is that the members of the SP change from year to year, and future members should not be shackled to the decisions of the current members. Future members may have different priorities, they may want to seek different information, and they may be interested in qualifications the current members didn’t think of.

The task force recommends that the SP either discuss the merits and flaws of every candidate publicly or not at all to avoid giving the public the impression that there is something wrong with the process. The task force also recommends that the SP publicly evaluate whether we want to reappoint an incumbent. In addition, the task force seems to suggest (when discussing the Public Ethics Commission) that the SP use a process in which “the merits and flaws of each individual candidate” are not discussed and “there is no attempt to reach ‘alignment’ or convince others before the vote.”

We disagree with these recommendations. We discuss a candidate’s merits or our concerns when we think there is something important that the other SP members might not be aware of. We realize this can be uncomfortable for applicants, but it is essential for making the best possible selections. If one member of the SP notices something about a candidate that is a concern to them, they should be able to share that with the other panelists. On the other hand, there is no need to discuss everyone’s merits and flaws, and it would be a waste of time.

In addition, the SP considers diversity and representation on the Police Commission as a whole when deciding who to select. If the top two vote-getters are both men and there is only one woman on the commission, we might want to have a conversation about that.

The task force has good suggestions about modifying the existing process for incumbents. One of their recommendations is that the incumbent be allowed to give a short speech as part of their interview. We think this is a good idea for new applicants as well.

The task force’s suggested questions for incumbents are good, but it should be remembered that the SP does not need to rely on the way an incumbent describes their own performance. The SP can see firsthand what the incumbent’s performance on the commission has been, and this should be the primary consideration in deciding whether to reappoint someone.

The task force suggests that the initial round of interviews be done by ad hoc committees of less than a majority of the SP members so the interviews do not have to be public. This is an issue the SP has

discussed many times. In 2017, when 152 people applied and the SP chose to interview all the applicants, ad hoc committees performed the first round of interviews. Since then the initial interviews have been conducted by the full panel. There are major advantages and disadvantages to either approach. Keeping the interviews private would certainly be easier on the applicants, but it might not be the most effective process for choosing the best possible applicants. This is something the full SP will have to decide. Some are in favor of making a decision about this after all the applications have been received for the year and we know how many people applied. We have listed some of the pros and cons of each approach in the section called “Outstanding Issues” at the end of this memo.

The task force suggests making evaluation criteria clear and public. The evaluation criteria have always been clear and public. The “competencies and qualifications” the SP looks for are clearly listed in the Applicant Evaluation Tool, which appears in each year’s agenda packets. In addition, there was an extensive discussion of the Applicant Evaluation Tool at one of last year’s meetings (all of which were public). An email was also sent to candidates before their interviews telling them they could find the Application Evaluation Tool (which also contains the list of standard questions) in the agenda packet.

Proposed Actions

We cannot guarantee that all of the process changes we recommend accepting can be implemented this year, particularly if we want to avoid making changes at the last minute.

The ad hoc committee proposes that the SP take the following actions:

1. Create a written procedure for the selection process.
A draft procedure has been written by the ad hoc committee and will be presented to the SP for review, revision, and approval. It includes a clear rubric that highlights the importance of recruiting from impacted communities.
2. At the end of each year’s selection cycle, after the selections have been made, 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). Alternatively, the full SP could meet in October, November, or January to review and revise the process.
3. At the beginning of each year’s selection cycle (in February), vote on the process changes recommended by the process improvement ad hoc committee. If there was no process improvement ad hoc committee, or if the committee makes no recommendations, decide whether to review and revise the procedure as a full panel or simply use it unchanged. Do this as early as possible, preferably in February or March.

NOTE: Some decisions about the process might not be made until after the application deadline, such as whether candidates will be interviewed by ad hoc committees in private or the full SP in public.

4. Choose an application deadline and stick with it each year. I recommend May 31—except this year, when it will have to be later because outreach won't get started until April.
This will reduce confusion and frustration for applicants. It will also enable us to create outreach materials that we can use for the whole year.
5. Ask the City to do outreach to radio stations, local social media accounts, KTOP-TV, the local press, including the minority press, and more.
6. Create a new application for incumbents.
Refer to the task force's recommendations for some useful ideas.
7. Move some questions from the interviews to the application.
8. When contacting a candidate to schedule an interview, inform them (in writing) how many people will be interviewing them and whether or not the interview will be public. Also inform them (in writing) that the SP recognizes that this is stressful, hopes that they will not let that keep them from coming to the interview, and really, really appreciates their willingness to apply for this very difficult and demanding work.
9. Write a statement about evaluation criteria, and send it to the people who have been chosen for interviews, along with a copy of the Applicant Evaluation Tool.
Include the following: We are not looking for one specific type of candidate. We want a mix of skills and backgrounds on the Police Commission.
10. Make announcements at public SP meetings about the evaluation criteria. Refer to the Applicant Evaluation Tool in the agenda packet. Specify which agenda packet it is in. Read the written statement about evaluation criteria.
11. Allow 3-5 minutes at the beginning or end of each interview for the applicant to make a presentation. (New applicants and incumbents.)
We will learn a lot about them if we let them take the reins for a few minutes, and they might tell us some things that are more relevant than the information we get by asking our questions.
12. Create a new list of interview questions for incumbents.
Refer to the task force's recommendations for some useful ideas.
13. Before and after interviewing incumbents, 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 Police Commission meetings.
14. Allow discussion of a candidate's merits and any concerns the SP has, but do not require it. In general, avoid discussing concerns about individual candidates to avoid embarrassing them publicly. Discuss a candidate's flaws only if you feel it is necessary, for example if there is important information about a candidate that you think other SP members might be unaware of or might not recognize the importance of.
15. Add a statement to the applications about how to request language support.

This ad hoc committee advises the SP to reject the following recommendations:

1. Decide at the beginning of each selection cycle whether any feedback or evaluation will be given publicly to any candidate.
The SP has never given feedback to applicants, publicly or privately, and the ad hoc committee doesn't think it is necessary to announce this.
2. Don't discuss the merits or flaws of candidates publicly.
See the "Analysis" section above for why this recommendation should be rejected.
3. Either discuss the merits and flaws of all candidates publicly or do not discuss the merits and flaws of any candidates publicly.
See the "Analysis" section above for why this recommendation should be rejected.
4. Do not make substantial changes in the process from year to year.
See the "Analysis" section above for why this recommendation should be rejected.
5. Give incumbents preferential treatment.
If a commissioner is not doing a good job, they should not be reappointed, and incumbents already have a significant advantage over new applicants. New applicants can only talk about what they would do; incumbents can point to their actual accomplishments.
6. Ask the City to work with community-based organizations to recruit younger candidates.
This ad hoc committee does not believe City staff are the right people for this work. What the City does isn't how community-based organizations are engaged. Also, this should be part of a larger conversation. There are specific challenges recruiting youth, and we also want to reach out to community-based organizations to recruit people from impacted communities.

The following recommendation is for the City, not the SP:

- The task force recommends that the City establish "a clearer rubric that highlights the importance of recruiting from impacted communities."
The SP has always made it quite clear—in word and deed—that recruiting applicants from impacted communities is a high priority.

Outstanding Issues

The following questions are submitted to the full SP for consideration:

1. Should the first round of interviews be conducted by ad hoc committees of less than a majority of the SP members, so the interviews do not need to be public, or by the full SP?
2. Should this question be left open, so the SP can make a decision on this matter every year?
3. Should the SP wait until after all the applications have been received and we know how many people applied before making this decision?

This approach is favored by some SP members, who want to consider the number of applicants and vacancies before deciding on how to conduct the first round of interviews. Doing this would make it impossible to decide on the selection process early in the selection cycle, which is one of the task force's recommendations.

There are significant advantages and disadvantages to each approach:

- **Ad hoc committees:**
The most obvious advantage to three-person ad hoc committees is that the interviews could be conducted in private. This would probably lead to a better interview, and it would certainly be kinder to the applicants. It would also allow the three members of the ad hoc committee to discuss the applicants more freely without worrying about embarrassing them publicly. When the full SP discusses applicants publicly, there is a desire not to say negative things about them. Ad hoc committees also allow the SP members to divide up the work, allowing them to interview more applicants while spending less time on it. A disadvantage is that only a minority of the SP interviews each candidate. The SP members have to trust the judgment of the members of the other ad hoc committees. In addition, a worthwhile candidate could be eliminated from further consideration by just two members of an ad hoc committee voting no.
- **Full SP:**
Having the full SP do all the interviews provides more transparency to the public and allows all SP members to participate in all the interviews. It is nerve-wracking for the candidates, though, and probably results in an interview that is not as useful. It also reduces the number of applicants who can be interviewed, because each panel member has limited time. And while ad hoc interviews mean an applicant can be eliminated by two no votes, full panel interviews mean several applicants are eliminated without even being interviewed by anyone (because the work is not distributed, which means we can't interview as many people).
- **One ad hoc committee:**
Another alternative would be a single ad hoc committee made up of the three panel members who most want to interview the candidates and are willing to spend more time interviewing more candidates or interviewing candidates for longer periods of time. The advantages are that people who do not want to spend hours interviewing candidates do not need to, and more candidates can be interviewed. The disadvantage is that the SP would have to rely on the judgment of the ad hoc committee members, and, again, a worthwhile candidate could be eliminated from consideration by a mere two votes on the ad hoc committee.

Improve the Police Commission Selection Panel process

Recommendation Summary: We recommend the Selection Panel for the Police Commission improve their process by making it more predictable for community applicants. By deciding on the process in advance, making evaluation criteria clear and public, and ensuring candidates know how many steps are in the process will make the selection process less onerous for applicants, more legible to the public, and easier for Selection Panelists. We further recommend that the Selection Panel draw on techniques from some of the City's other public selection processes, such as the Public Ethics Commission's, and ask applicants to prepare speeches to present themselves rather than relying on interview questions.

Background and Statement of Need: Former community appointed Commissioners and applicants have described the Selection Panel process for the Police Commission as unpredictable, confusing, and frustrating. By improving the experience of the process for community applicants, the Selection Panel will advance racial equity by making it easier for people from impacted communities to know what to expect when they apply. Having more people apply for the Police Commission will increase public safety by ensuring the Commission is made up of the best qualified people in the City.

Estimated Timeframe: The recommendation could be implemented as soon as the Selection Panel meets if they are available.

Estimated Cost: There is no estimated cost to implementing this recommendation.

Contact Information: Megan Steffen (meganamanadsteffen@gmail.com)

[Matrix and additional information.](#)

REIMAGINING PUBLIC SAFETY IN OAKLAND

Research/Work Groups: Legal and Policy Barriers AB - Leverage Existing Structures WG

Point person: Megan Steffen

RECOMMENDATION: Improve the Selection Panel process for Police Commissioners.

Recommendation and rationale: We recommend improving the Selection Panel process for Police Commissioners by setting it at the beginning of an application cycle to make it more predictable for applicants, making evaluation criteria clear and public, and deciding at the beginning of each cycle whether **any** feedback or evaluation will be given publicly to any candidate. We further recommend that the City support the Selection Panel's outreach campaigns and provide language support for candidates whose preferred language may not be English.

While the Selection Panel currently seems constrained by its need to comply with the Brown Act, it is possible to conduct a selection process for a Commission in an orderly, formalized way. For example, community appointees to the Public Ethics Commission (PEC) are selected in the following way:

- A call for applications goes out.
- Applicants must submit a form with a resume, several short essay prompts, and a list of references.¹
- The PEC creates an Ad Hoc committee of less than a majority of the Commission to conduct preliminary interviews without violating the Brown Act. The Ad Hoc committee uses standardized questions for each candidate.
- The Ad Hoc committee asks four finalists to appear at a meeting of the full PEC, give a short speech, and answer questions. These questions are usually non-standard and in response to what the finalists have said in their remarks, which finalists are able to prepare in advance.
- Without discussing the merits or flaws of each individual candidate, the Commissioners vote on who to appoint.

This is one possible process the Selection Panel could adopt. While Commissioners do sometimes mention applicants during their discussion before the vote, there is no requirement to do so, and unlike in Selection Panel meetings, there is no attempt to reach "alignment" or convince others before the vote. One issue that emerged during the 2020 Selection Panel cycle is that Panelists would justify their reasons for voting inconsistently. This inconsistency helped fuel the perception of community members that there was something wrong with the process.

¹ Crucially, references are sometimes never called--this is up to the discretion of the sitting Commissioners.

To counter these perceptions, we recommend either discussing the merits and flaws of every candidate publicly or else not at all. While there are differences between the PEC and the Police Commission--namely that the PEC has fewer applicants per cycle and that Public Ethics Commissioners are expected to do less technical and legal work than Police Commissioners--the PEC process shows that it is possible to conduct a fair, thorough and non-controversial selection process for a board within the bounds of the Brown Act.

To improve the Selection Panel process, our high level recommendations for the Selection Panel are as follows:

- **Agree on a process at the outset of a cycle and stick with it for the sake of applicants.** The Selection Panel should formalize a process, timeline, and series of standard questions. While we can imagine sometimes wanting to add one or two timely questions (such as this year's question about the Police Chief), there is absolutely no reason to substantially change questions every cycle.
- **Create a separate process for evaluating Commissioners who are re-applying to extend their term.** Several months before a Commissioner's term is set to expire, the Panel could reach out to the Commissioner asking if they'd like to apply for another term. If the Commissioner says no, then the Panel should look to the pool of applicants to replace the Commissioner. If the Commissioner says yes, the Panel should send the Commissioner a prompt or series of questions that will give the Panel the insight they need to evaluate the Commissioner's work so far. Here are some examples:
 - Describe your accomplishments on the Commission.
 - What do you think your most important accomplishment on the Police Commission has been? Why?
 - Describe an incident that you faced as a Commissioner where you could have acted differently.
 - If reappointed, what do you plan to do on the Commission in your next term?
 - How has sitting on the Police Commission changed your perception of policing in Oakland?
 - What unique skills or perspectives do you bring to the Police Commission?

Based on the Commissioner's written answers to these prompts and the Panel's own knowledge of the Commissioner's performance, the Panel should publicly evaluate whether they want to reappoint the Commissioner. If the Panel elects to reappoint the Commissioner, they should no longer recruit new candidates for that position. If the Panel decides not to reappoint the Commissioner, they should provide the reasons for doing so in writing to the Commissioner. Those reasons should be based on the Commissioner's work on the Commission and the answers they provided to the

prompts. They should not be based on how the Commissioner compares with new candidates for the Commission.

Alternatively, if the Selection Panel feels strongly about comparing the incumbent Commissioner with the new applicants, the incumbent Commissioner can be invited to the finalist stage and evaluated at that point.

- **Agree on a rubric in advance.** Because the Selection Panel balances a desire to select for applicants who best represent impacted communities and those whose professional expertise will help the Commission perform its duties, criteria for Commissioners can appear to be unevenly applied. Establishing evaluation criteria early and publicly will both help the Panelists make decisions and help applicants understand which criteria were used to evaluate them.
- **Shorten the process.** Right now, the process takes up too much of the Panelists' time and the applicants' time. To that end, we recommend making sure as many questions as possible are listed in writing on the application. Selection Panelists seem to be using interviews during meetings to find out information about candidates to better compare them (e.g., the question "how long have you lived in Oakland"). We recommend doing the majority of this "informational" questioning in advance to respect both the Panel and applicants' time. Ideally, **only finalists** should have to appear before the Selection Panel. This is to decrease the amount of time required from applicants and decrease the amount of stress on applicants. In addition, we suggest flipping the prompt and asking finalists to prepare remarks to represent themselves rather than creating a new series of questions for finalists.

To help the Selection Panel increase community leadership, improve racial equity and choose from candidates with different backgrounds, our recommendations for the City are as follows:

- **Support and help coordinate the Selection Panel's outreach campaigns.** Currently volunteer panelists must reach out to radio stations, local social media accounts, and other public venues on their own. To support the Selection Panel, we recommend that the City take a more active role in doing outreach for applicants, particularly as a deadline approaches.
- **Provide language support for candidates' whose preferred language is not English.**
- **Work with Community Based Organizations to recruit younger candidates.**
- **Establish a clearer rubric that highlights the importance of recruiting from impacted communities.**

With these changes or changes like them, we hope the Selection Panel can conduct a more orderly and less onerous search for new Police Commissioners that makes it easier for all applicants to apply but especially those from impacted communities and Black communities.

MATRIX SUMMARY: Explain if (y/n) and how recommendation accomplishes the following

Increase safety in Oakland? Over what timeframe?	Unclear.
Shift responsibilities away from police and reduce scale of policing?	Unclear.
Address root causes of crime and violence?	Unclear.
Utilize a harm reduction, restorative, and trauma informed approach?	Unclear.
Have proof of concept in U.S. or internationally?	The Public Ethics Commission in Oakland conducts a similar community selection process to the one recommended here.
Create <u>immediate</u>, measurable impact?	It will hopefully shorten the amount of time required of volunteers serving on the Selection Panel.

RACIAL EQUITY

Address racial equity disparities in stops, arrests, and use of force (data), specifically for black communities in Oakland? Are there unintended new negative impacts?	Unclear.
Address disparities in provision of public safety services and infrastructure (based on data), specifically for black communities in Oakland?	Potentially. A clearer rubric that highlights the importance of representing Black communities in Oakland could lead to more people from impacted communities serving on the Commission.
Foster community leadership, build community power, agency and	Yes. Our belief is that making the Selection Process for the community appointees to the Police Commission more predictable will make applicants from BIPOC communities feel more empowered.

self-determination, especially within BIPOC communities?	
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BUDGET AND DATA ANALYSIS	
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What is the estimated cost?	N/A
Is the cost one-time lump sum or annual/recurring?	

What are the budget implications for this recommendation?	None.
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Where would funds come from? Is this currently a city- or county-level line item?	None.
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Cost-Benefit Analysis and Return on Investment (ROI)? (i.e., Current cost of police action/involvement versus proposed action?)	N/A
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<p>What types of programming or budgetary changes are needed at the County and/or state levels to better meet Oakland's needs related to the proposed recommendation?</p> <p>What opportunities are there to leverage county and state funding streams?</p>	N/A
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LEGAL AND POLICY OPPORTUNITIES AND BARRIERS	
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<p>What legislation/policies are necessary to implement the recommendation?</p> <p>What policies or legal barriers currently exist that need to be changed in order to better serve the community and/or implement the recommendation?</p>	<p>The only thing necessary to implement this recommendation is the will, support, and work of the appointed members of the Selection Panel.</p>
--	--

Provide detailed analysis, including policy models implemented elsewhere that can inform implementation in Oakland.

OPD ORGANIZATIONAL TRANSFORMATION

What will OPD no longer be responding to as a result of this recommendation?

N/A

Estimated staffing reduction resulting from redirecting proposed responsibility out of OPD?

How should OPD restructure to account for the proposed recommendation?

N/A

Does the proposed recommendation create any opportunity for OPD to shift personnel and resources toward addressing violent crime especially in black communities that are underserved? If so, how?

N/A

Proposed Guiding Principles from RPSTF: Make Sure the above checks the bottom boxes; ensure we answer the below questions	
Police reductions will only be made when a suitable alternative is in place that is proven to offer an equivalent or better impact on Public Safety (equivalence to include both timeliness and effectiveness of the response)	No reductions would immediately take place with this recommendation.
If an alternative response is proposed, but has not been demonstrated/proven, then a pilot/transition period is needed, during which the two systems will operate in parallel until effectiveness has been demonstrated/proven	No alternative response is proposed in this recommendation.
Estimated cost savings from a police budget reduction must first be directed toward the suitable alternative response, prior to being invested in an alternative solution that addresses a different need	No immediate cost saving is proposed in this recommendation.
Anticipated cost savings may be directed toward a non-police response/public safety solution, OR an under-invested police service that will continue undermining public safety if not more appropriately resourced (e.g., investigations, or missing persons)	No cost savings are proposed in this recommendation.
Final recommendations adopted by the Taskforce must include: 1) Description of Recommendation 2) Cost Analysis (start-up and ongoing operating cost) 3) Safety Impact Analysis (immediate impact and longer-term impact) 4) Likely Impact on overall workload per officer (including overtime, fatigue, and attrition) 5) Transition/ Implementation Plan (timeline and steps to move from current state to desired future state - including possible people/ organizations to implement) 6) Evaluation Criteria (how will we measure effectiveness of the proposed recommendation?) 7) Community Feedback (how has the broader community responded to the	<ol style="list-style-type: none"> 1) Improve the Selection Panel process for the Police Commission 2) N/A 3) N/A 4) N/A 5) The timeline would depend on the will of the Selection Panel 6) We could consider the recommendation a success if two Selection Panel cycles in a row were conducted using the same process. 7) There has been very little feedback on this except from former Commissioners and former finalists

proposed recommendation? - disaggregated by police beat and by race/ethnicity)	
Recommended provider of an alternative response must possess: 1) Relevant technical expertise/ professional knowledge 2) Knowledge of current local context for response types 3) Cultural relevancy	There are no alternative responses in this recommendation.

Further research required:

List local organizations, groups, experts who may already be involved in advocating for proposed recommendation and/or are partners to consult in further building out recommendation.

MEMO

TO: Selection Panel for the
Oakland Police Commission

FROM: Lorelei Bosserman
Selection Panel Member

SUBJECT: Suggested Changes to the Application

DATE: March 25, 2021

Dear Selection Panel Members,

Please consider adding the following to the application for the Police Commission:

- If you need language support, please contact _____.
- Police commissioners should expect to spend 15-20 hours a week on commission business.
- How long have you lived in Oakland?
- Have you ever worked on a committee, commission, or other group? (Examples might include church boards or school organizations.) Please describe your experiences. What were the most difficult parts?
- 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 <https://www.oaklandca.gov/boards-commissions/police-commission>. You can also find video recordings of past meetings there.)
 - 0
 - 1-2
 - 3 or more
- Were you able to find the information you wanted on the Police Commission website? (If not, please contact Lorelei at (408) 275-9567.)
- If you do not have access to the Internet, please contact Lorelei at (408) 275-9567.
- How did you hear about applying to be on the Police Commission?

Thank you!

Lorelei



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.
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:	<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>

Applications are accepted continuously.



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
- 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

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 are accepted continuously by mail, hand-delivery, or e-mail 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
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application



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.

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.

- 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.

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

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: _____

Debe enviar las solicitudes completas antes por correo postal, entrega en mano o correo electrónico, 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)

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。

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

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 日以前填寫申請表，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



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 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 Trường <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 Trường, Hội Đồng Thành Phố và công chúng.



Ủy Ban Cảnh Sát

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.

- 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. 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.

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

Tuyên Bố 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: _____

Hạn chót nộp đơn xin đã điền là ngày 1 qua thư bưu điện, đến nộp tận nơi, hoặc qua email như sau:

Thư bưu điện hoặc 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

MEMO

TO: Selection Panel for the
Oakland Police Commission

FROM: Lorelei Bosserman
Selection Panel Member

SUBJECT: Outreach Materials

DATE: March 25, 2021

Please review the attached outreach materials (listed below). Most are from last year, and some are new.

1. [Sample social media posts](#)
(Approved last year. I recommend approving as is.)
2. [Short and long newsletter announcements](#)
(Approved last year. I recommend approving as is.)
3. [Text for email messages to the mayor and the city council members](#)
(Approved last year. I recommend approving as is.)
4. [Sample text for radio announcements](#)
(Approved last year. I recommend approving as is.)
5. [Sample email to members](#)
(New. Feel free to edit.)
6. [A proposed letter for the City to send to organizations](#)
(New. Rough draft. I recommend we all take a look at it together. Is it possible to write one generic letter for the City to send to many different organizations?)
7. [Letter to previous applicants](#)
(Approved last year, but we might want to revisit it.)
8. [Recruitment flyer](#)
(New. No recommendation. We can edit it, approve it as is, or reject it.)
9. [Emails Mr. Luna sent to organizations last year](#)
(I recommend we keep letting Mr. Luna use his own judgment with letters like these.)
10. [Notices Mr. Luna sent to applicants last year](#)
(I recommend we keep letting Mr. Luna use his own judgment with letters like these.)
11. [2020 Press Release](#)
(I think we'll want a new press release this year.)

SAMPLE SOCIAL MEDIA POSTS

For Twitter:

Help oversee the Oakland Police Department!

Apply by June 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/boards-commissions/police-commission

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 30.

www.oaklandca.gov/boards-commissions/police-commission

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 30, 2020.

www.oaklandca.gov/boards-commissions/police-commission

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 30, 2020. To apply, go to <https://www.oaklandca.gov/boards-commissions/police-commission>, where you can also find more information about the Police Commission and Measure LL (the law that established 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.**

Subject: Time to apply for the Police Commission

Dear Councilmember --- / Mayor Schaaf:

It's time for people to apply to be on the Police Commission! The deadline for applications is **June 16**.

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 **June 16** 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/boards-commissions/police-commission

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

[If you have any questions or requests, please call Selection Panel Member Lorelei Bosserman at \(408\) 275-9567 \(between 10:00 am and 10:00 pm\) or email her at Lorelei.Bosserman@gmail.com](#)

Thank you! ~~Please give me a call if you have any questions or requests!~~

[Richard Luna?](#)

~~[Lorelei Bosserman](#)~~

~~[Selection Panel for the Police Commission](#)~~

~~[\(408\) 275-9567](#)~~

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 June 30, 2020.

Google “Oakland police commission” or go to www.oaklandca.gov/boards-commissions/police-commission

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.

Applications are due by June 30, 2020. To apply, Google “Oakland police commission” or go to <https://www.oaklandca.gov/boards-commissions/police-commission>. At the Police Commission website you can also find more information about the Police Commission and Measure LL (the law that established 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 8:00 am and 10:00 pm, any day of the week.

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 June 16, 2020.

The Police Commission was created by Oakland voters in 2016, and it is taking major steps to reform the Oakland Police Department. It is changing policies and disciplining officers. The commission put restrictions on searching individuals on parole or probation, they changed the policy on use of force, and they fired the officers who killed Joshua Pawlik in 2018. (The officers are trying to appeal that decision now, but so far it hasn't worked.)

Commissioners serve staggered three-year terms, and it is time to replace one of them. 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 is 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. You do not need work experience. Formerly incarcerated individuals are encouraged to apply.

To apply, go to www.oaklandnet.gov/boards-commissions/police-commission, where you can also find more information about the Police Commission and Measure S1 (the law that defines the Police Commission's powers and responsibilities). If you have any questions, please call Lorelei at (408) 275-9567 between 10:00 am and 10:00 pm any day of the week.

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

Do you want to help oversee the Oakland Police Department?

The Police Commission is changing OPD policies and disciplining police. It takes significant time but can bring real changes to policing in Oakland. Apply by June 16.

www.oaklandca.gov/boards-commissions/police-commission

Thank you for supporting police accountability in Oakland.

PROPOSED LETTER FROM THE CITY TO ORGANIZATIONS LISTED ON THE SPREADSHEET

Dear -----,

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, web page, or social media account, please consider posting something. Here is some sample language:

Help oversee the Oakland Police Department!

Apply by June 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/boards-commissions/police-commission

That will fit in a tweet. There are longer posts in the attached documents, for newsletters or web pages, and a sample letter that you could send to your members if you wish.

The Police Commission is changing OPD policies and holding officers accountable. They put restrictions on when Oakland police can search people who are on probation or parole. They changed OPD's policy on use of force. They fired the police officers who killed Joshua Pawlik in 2018. (The officers are trying to get the decision reversed, but so far they have been unsuccessful.)

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.

If you would like someone to give a 5-minute presentation, or if you have any questions, please call Lorelei at (408) 275-9567.

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

LETTER TO PREVIOUS APPLICANTS

Dear [applicant name],

I am writing because you applied to be on the Oakland Police Commission in [2017/2019], and I would like to invite you to apply again this year.

The Selection Panel is currently considering applications for two openings on the Police Commission. Applications are available at www.oaklandca.gov/boards-commissions/police-commission. The deadline is June 16, 2020. If you have any questions, please contact Lorelei Bosserman at (408) 275-9567 between 8:00 am and 10:00 pm.

Thank you for your time.

Sincerely,

Jim Chanin
Chair, Selection Panel for the Police Commission

Who can hold Oakland police accountable?

Who can change OPD policies? Who can discipline police officers who don't follow the rules?

The Oakland Police Commission can. The Police Commission is only three years old, and it is already making major changes.

The Police Commission is updating OPD policies, such as the policy on use of force. What happens if officers don't follow the policy? The commission can discipline them. The commission fired the officers who killed Joshua Pawlik in 2018. (Naturally the officers are trying to appeal that decision. So far they have been unsuccessful.)

The Police Commission was created by Oakland voters in 2016. Commissioners are community members, not police officers or politicians.

We need you.

We need committed people to apply to be on the Police Commission. You must be over 18 and live in Oakland, and you can't be a police officer or City employee. You do not need to have a high school diploma or work history. Formerly incarcerated individuals are encouraged to apply.

It is not an easy job. Are you ready to spend time on meetings, meeting preparation, and committee work? Are you ready to face resistance from City Hall and criticism from the community?

Can you work with people you disagree with? Can you disagree without being disrespectful? Are you ready to be part of public meetings that are recorded and shown on KTOP (the City's cable station)? Are you willing to learn more?

You can do this.

To apply, go to www.oaklandca.gov/boards-commissions/police-commission and look for the **Apply Now** button. If you don't have access to the Internet, or if you have any questions, call Lorelei at (408) 275-9567 between 10:00 am and 10:00 pm, any day. Applications are due June 30, 2020.

When you submit an application, it becomes a public record and can be viewed by anyone, although personal contact information is removed.

Learn more.

For more information, visit www.oaklandca.gov/boards-commissions/police-commission. You can watch videos of past meetings, find out about upcoming meetings, read Measure S1 (the law that defines the Police Commission's powers and duties), and more.

Questions? Please contact Lorelei at (408) 275-9567 between 10:00 am and 10:00 pm any day of the week.

Luna, Richard

From: Luna, Richard
Sent: Wednesday, June 10, 2020 10:53 AM
Subject: Oakland Police Commission Application
Attachments: 2-19-19_PressRelease_PoliceCommissionApplications_2019 .pdf

Hello Community Partners,

I wanted to inform you that the Selection Panel for the Oakland Police Commission is still accepting applications to serve on the Police Commission. The Panel is asking for interested community members to submit an application by June 16th for consideration for the 2020 nomination period.

The application can be accessed [here](#). Likewise, if you are interested in sharing this information via social media here are a few sample posts ready for your use.

For Twitter:

Help oversee the Oakland Police Department!

Apply by June 16 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/boards-commissions/police-commission

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 16.

www.oaklandca.gov/boards-commissions/police-commission

Thank you.

Richard J. Luna
Assistant to the City Administrator
rluna@oaklandca.gov
(510) 238-4756

Luna, Richard

From: Luna, Richard
Sent: Wednesday, July 15, 2020 4:55 PM
Subject: UPDATE: Police Commission Application

Hi Police Commission Applicant,

The Police Commission Selection Panel is inviting you to an interview as they continue to determine their slate for the 2020 nomination period. The Panel met last night and decided to invite a total of 17 applicants to a first round of interviews. Each interview will be 30 minutes and all interviews will take place the evenings of July 30, August 3 and August 4.

On Friday, July 17th at noon (12:00 pm), I will be sending you an email to self-register for an interview time slot. The interviews are first come, first serve.

All interviews will take place via Zoom (with video enabled) and the interview sessions are open to the public. Those applicants identified as finalists will be invited to a second interview with the Selection Panel (also via Zoom) on either August 10th or August 12th, also in the evening. For now, please hold both evening nights as you may be asked to participate in a second interview.

I will be keeping you informed of each stage of the process moving forward. If you have any questions, feel free to reach me directly.

Have a good evening.

Richard J. Luna
Assistant to the City Administrator
rluna@oaklandca.gov
(510) 238-4756

Luna, Richard

From: Luna, Richard
Sent: Tuesday, July 21, 2020 11:50 AM
Subject: Update on Police Commission Application

Dear Police Commission applicant,

Thank you for applying to serve on the Police Commission. The Selection Panel received a lot of excellent applicants this year, 67 in total. At this time, the Selection Panel is not inviting you to interview with the Panel.

I will be providing you an update again after August 4th when the Selection Panel concludes interviewing their first tier of applicants. Should the Panel decide to increase the number of candidates they interview this year, then you may be asked to interview with the Selection Panel.

You can also keep up to date with the work of the Selection Panel and Police Commission by viewing their meeting Agendas on this website: <https://www.oaklandca.gov/boards-commissions/police-commission/meetings>.

Sincerely,

Richard J. Luna
Assistant to the City Administrator
rluna@oaklandca.gov
(510) 238-4756

Luna, Richard

From: Luna, Richard
Sent: Tuesday, July 21, 2020 11:53 AM
Subject: Update on Police Commission Application

Dear Police Commission applicant,

Thank you for applying to serve on the Police Commission. The Selection Panel received a lot of excellent applicants this year, 67 in total. Unfortunately, you were not selected to advance in the nomination process.

The Selection Panel encourages you to apply again next year. We will keep your contact information on file and provide you an update when the Panel is initiating its 2021 nomination process. Applications are also accepted on a continuous basis, accessible from the Police Commission's website: <https://www.oaklandca.gov/boards-commissions/police-commission>.

Finally, Selection Panel Member Lorelei Bosserman encourages you to get involved with the Police Commission by attending meetings and sharing their work through your networks. To get involved, you can contact Lorelei directly at (408) 275-9567 between the hours of 10:00 am to 8:00 pm.

You can also keep up to date with the work of the Selection Panel and Police Commission by viewing their meeting Agendas on this website: <https://www.oaklandca.gov/boards-commissions/police-commission/meetings>.

Sincerely,

Richard J. Luna
Assistant to the City Administrator
rluna@oaklandca.gov
(510) 238-4756

Luna, Richard

From: Luna, Richard
Sent: Thursday, August 6, 2020 1:38 PM
Subject: Update on Police Commission Application Status

Dear Police Commission Applicant,

I am writing to inform you that you were one of three candidates tied for sixth place in the latest voting round by the Police Commission Selection Panel. On Monday August 10, 2020 at 5:30 pm, the Selection Panel will vote to decide if you will be scheduled for a second round interview. I will provide you an update as soon as it is available.

The Selection Panel intended to invite six applicants to a second round interview; however, due to a tie in the voting, I am unable to proceed until I receive direction from the full Panel.

Please note the Agenda for the meetings of August 10 and 12 is now available online: <https://cao-94612.s3.amazonaws.com/documents/Police-Commission-Selection-Panel-8.10.20-8.12.20-Agenda-Packet.pdf>.

Thank you.

Richard J. Luna
Assistant to the City Administrator
rluna@oaklandca.gov
(510) 238-4756

Luna, Richard

From: Luna, Richard
Sent: Thursday, August 6, 2020 1:48 PM
Subject: Update on Police Commission Application Status

Dear Police Commission Applicant,

I am writing to inform you that you were not one of the applicants invited to a second round interview with the Police Commission Selection Panel. On behalf of the Chair and Vice Chair of the Selection Panel, they would like to thank you for your participation and continued interest in serving on the Police Commission. Your contact information will be saved on file and staff will let you know when the 2021 nomination commences.

Please note the Agenda for the meetings of August 10 and 12 is now available online: <https://cao-94612.s3.amazonaws.com/documents/Police-Commission-Selection-Panel-8.10.20-8.12.20-Agenda-Packet.pdf>.

Thank you.

Richard J. Luna
Assistant to the City Administrator
rluna@oaklandca.gov
(510) 238-4756

Luna, Richard

From: Luna, Richard
Sent: Thursday, August 13, 2020 9:42 AM
To: [REDACTED]
Subject: Police Commission Nomination - Next Steps

Hi Tyfahra,

Congrats! Last night the Selection Panel nominated you to serve on the Police Commission. I will be working with you on next steps as your appointment gets scheduled to the City Council for confirmation.

I will be sending your contact information to our background check vendor, Plexus Global. Per the requirements of the Police Commission legislation, we are required to conduct a background check on Police Commissioners using a third-party contractor. The background check includes a public records search, education and employment verification.

When you receive the notice from Plexus Global please complete their documents and waivers as soon as possible. The background check typically takes about three weeks to complete. Once that part is done, I will schedule your appointment to the City Council. The two dates I'm looking at is either Tuesday Sept. 29th or Tuesday Oct. 6th. I will keep you posted on updates as we get closer. If confirmed, your effective date will be October 17, 2020.

Finally, Sergio Garcia was the other candidate nominated by the Selection Panel. So when this gets scheduled to the City Council, the Council will be voting to confirm both you and Mr. Garcia.

Have a good day.

Richard J. Luna
Assistant to the City Administrator
rluna@oaklandca.gov
(510) 238-4756

Luna, Richard

From: Luna, Richard
Sent: Thursday, August 13, 2020 9:45 AM
To: [REDACTED]
Subject: Police Commission Nomination - Next Steps

Hi Sergio,

Congrats! Last night the Selection Panel nominated you to serve on the Police Commission. I will be working with you on next steps as your appointment gets scheduled to the City Council for confirmation.

I will be sending your contact information to our background check vendor, Plexus Global. Per the requirements of the Police Commission legislation, we are required to conduct a background check on Police Commissioners using a third-party contractor. The background check includes a public records search, education and employment verification.

When you receive the notice from Plexus Global please complete their documents and waivers as soon as possible. The background check typically takes about three weeks to complete. Once that part is done, I will schedule your appointment to the City Council. The two dates I'm looking at is either Tuesday Sept. 29th or Tuesday Oct. 6th. I will keep you posted on updates as we get closer. If confirmed, your effective date will be October 17, 2020.

Finally, Tyfahra Singleton was the other candidate nominated by the Selection Panel. So when this gets scheduled to the City Council, the Council will be voting to confirm both you and Ms. Singleton.

Have a good day.

Richard J. Luna
Assistant to the City Administrator
rluna@oaklandca.gov
(510) 238-4756

Luna, Richard

From: Luna, Richard
Sent: Friday, August 14, 2020 2:50 PM
Subject: Police Commission Reserve Pool

Dear Police Commission applicants,

Thank you for applying to serve on the Police Commission. The Selection Panel has completed its work in nominating two candidates to serve on the Police Commission. And though you were not selected, the Selection Panel has included you in their Reserve Pool applicant list. This means if a vacancy were to occur on the Police Commission in the coming months, you will be invited to interview with the Selection Panel as they determine who to nominate to fill the vacancy. Your status in the Reserve Pool will expire on June 1, 2021, and there are a total of six applicants in the Reserve Pool.

Staff will also keep you updated on the 2021 nomination period after the Selection Panel reconvenes in February. Additionally, you will be invited to reapply should you wish to be considered for 2021 nomination seat.

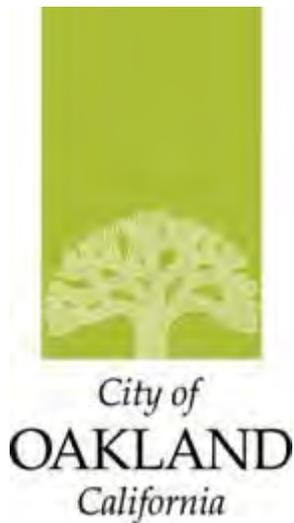
Appreciate your interest in serving on the Police Commission. Take care.

Richard J. Luna

Assistant to the City Administrator

rluna@oaklandca.gov

(510) 238-4756



News from: City of Oakland

IMMEDIATE RELEASE

May 21, 2020

City of Oakland Encourages Oakland Residents to Apply for Measure LL Police Commission

UPDATE: Application Deadline Extended to June 30, 2020

Oakland, CA – Mayor Libby Schaaf and the Selection Panel for the Police Commission today announced the opening of the application process to serve on the Oakland Police Commission. The Police Commission was established in October 2017 after voters approved Measure LL with over 83% support on the November 8, 2016 ballot.

Media Contacts:

Karen Boyd
City of Oakland
City Administrator's Office
(510) 449-4401
KBoyd@oaklandnet.com

“Oakland’s volunteer Police Commission is currently the most powerful and independent Police Commission in the country,” Oakland Mayor Libby Schaaf said. “When the actions of a member of the Oakland Police Department are called into question, the public must have total confidence that allegations of misconduct are taken seriously, investigations are thorough, transparent, and fair, and offenders are held accountable when appropriate. The City remains committed to ongoing and nationally-recognized strides the Oakland Police Department has been making.”

Establishing and maintaining public trust and confidence in the Police Department is essential for the Department to be able to provide the highest level of service to the community.

Selection Panel Chairperson Jim Chanin: “We are seeking dedicated community members that will hold the Oakland Police Department to the highest standards and speak up for the community at-large. If you are passionate about police accountability issues and justice, we want to hear from you.”

The Selection Panel will seek to make appointments that reflect Oaklanders’ diversity of experiences, especially individuals from communities experiencing the most frequent contact with the Department. Strong commitment to police accountability and public service will be prioritized. Duties include overseeing the Community Police Review Agency, which conducts investigations into allegations of officer misconduct; propose changes to, approves, or rejects current or proposed Department policies; and removes the Chief of Police for cause, as well as other duties.

Commissioners must meet two criteria:

- a. be a resident of the City of Oakland
- b. be over the age of 18 by date of first Commission meeting

The Selection Panel strongly encourages formerly incarcerated individuals to apply.

Measure LL prohibits these categories of people from serving: current sworn police officers; current city employees; former Department sworn employees; current or former employees, officials, or representatives of an employee association representing sworn police officers; attorneys with pending claim or lawsuit against the Department; and attorneys who have filed a claim or lawsuit against the Department that was resolved during the past year.

Applications are available at <https://www.oaklandca.gov/boards-commissions/police-commission>.

Applications will be accepted until June 30, 2020, when the Selection Panel will begin to interview candidates. Appointments will be made no later than October 16, 2020. Interested applicants are encouraged to apply as soon as possible.

#

MEMO

TO: Selection Panel for the
Oakland Police Commission

FROM: Lorelei Bosserman
Selection Panel Member

SUBJECT: Organizations to Contact about Recruitment DATE: March 25, 2021

Dear Selection Panel Members,

Attached is an Excel spreadsheet, which contains a long list of organizations we might want to contact for recruitment purposes.

- Please look at the highlighted cells and see if you can answer any of the open questions. If we have time at the meeting, I'll make a note of your answers.
- Please look at the organizations and identify organizations you are interested in contacting. If we have time at the meeting, I'll update the spreadsheet.

Thanks!
Lorelei

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
2	City council meetings	Community Member?	Make announcements at city council meetings during open forum. (Or ask the council president to announce it?)
3	Police Commission meetings	Community Member?	Make announcements at Police Commission meetings during open forum. (Or ask the chair to announce it?)
4	Police Commission	N/A (Email enough.)	Custom email.
5	Police Commission email list	N/A (Email enough.)	Custom email.
6	City council office, mayor's office, city administrator's office, city clerk's office, etc.	N/A (Email enough.)	Is there a website they could post an announcement on? Do they have social media accounts?
7	Mayor and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
8	Sheng Thao and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
9	Dan Kalb and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
10	Nikki Fortunado-Bas and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
11	Caroll Fife and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
12	Noel Gallo and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
13	Debra Israel (District 5 constituents and NCPCs)	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
14	Loren Taylor and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
15	Reid and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?
16	Rebecca Kaplan and staff	N/A (Email enough.)	See sample email to mayor and city council members. Or use the longer City letter?

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
17	Oakland Libraries		Letter from City. Flyers? (Are libraries open yet?)
18	"Friends of the Library" groups		Letter from City.
19	Senior centers		Letter from City. Flyers.
20	Senior center politics discussion groups (there's one at the North Oakland Senior Center)		Letter from City. Flyers.
21	Youth centers		Letter from City. Flyers? (Are youth centers open yet?)
22	Recreation centers		Letter from City. Flyers? (Are recreation centers open yet?)
23	KTOP	R. Luna?	Mr. Luna, do you know how to ask them to run announcements? Should I write some text for this? Can they run announcements daily?
24	Local news shows? TV? Radio?	R. Luna?	Press release? Is there a standard way the City contacts them?
25	Oakland Post		Press release.
26	KBLX	BG?	Press release.
27	POC radio stations	BG?	Press release.
28	KPFA	MV?	Press release.
29	KQED public announcements	MV?	Press release?
30	KPFA shows		
31	Bay Native Circle 94.1		Letter from City.
32	Merritt College		Letter from City.
33	Merritt College Department of African-American Studies		Letter from City.
34	Merritt College Department of Native American Studies		Letter from City.
35	Merritt College Department of Latino Studies		Letter from City.
36	Laney College		Letter from City.
37	Laney College Department of African-American Studies		Letter from City.

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
38	Laney College Department of Native American Studies		Letter from City.
39	Laney College Department of Latino Studies		Letter from City.
40	Brotherhood of Elders Network		Letter from City.
41	Homeless Advocacy Working Group (HAWG)		Letter from City.
42	Homeless Action Center		Letter from City.
43	In-Advance (newsletter)		Press release? Letter from City?
44	Urban Strategies		Letter from City.
45	East Bay Housing Organizations		Letter from City.
46	National Institute for Criminal Justice Reform (NICJR)		Letter from City.
47	All of Us or None		Letter from City.
48	East Oakland Congress of Neighborhoods, a coalition of non-profit organizations		Letter from City.
49	Justice Reinvestment Coalition (JRC)		Letter from City.
50	Anti Police-Terror Project (AFTP)		Letter from City.
51	Urban Peace Movement		Letter from City.
52	Faith in Action		Letter from City.
53	East Oakland Neighborhoods Initiative (EONI)		Letter from City.
54	East Oakland Pillars (EOP)		Letter from City.
55	Adamika Village ("Stop Killing Our Kids" Movement, part of EOP)		Letter from City.
56	Youth Alive!		Letter from City.
57	Pamela Price	LB	Letter from City.
58	Imani		Letter from City.
59	Acts Full Gospel Church		Letter from City.
60	Building Opportunities for Self-Sufficiency (BOSS)		Letter from City.
61	Community Works		Letter from City.
62	East Oakland Youth Development Center (EOYDC)		Letter from City.

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
63	Roots and Rebound	BG?	Letter from City.
64	Oakland LGBTQ Center	BG?	Letter from City.
65	Equal Justice Society	BG?	Letter from City.
66	Transgender Law Center	BG?	Letter from City.
67	Block by Block Organizing Network		Letter from City.
68	NAACP		Letter from City.
69	100 Black Women/Oakland Bay Area		Letter from City.
70	Black Women Organized for Political Action (BWOPA)		Letter from City.
71	Greenlining Institute		Letter from City.
72	The Black Bay Area on Instagram and Facebook	BG?	Letter from City? Or just sample text for social media posts?
73	Coalition for Police Accountability	LB	Letter from City.
74	Mr. Yuen	DL?	Letter from City.
75	LGBTQ community liaison to the mayor		Letter from City? Or just sample text for social media posts?
76	East Bay AIDS Prevention (EBAP)		Letter from City.
77	Oakland LGBTQ Center		Letter from City.
78	Peacock Rebellion		Letter from City.
79	League of Women Voters		Letter from City.
80	Black Organizing Project		Letter from City.
81	Family Advocacy Task Force		Letter from City.
82	Immigrant communities		Can someone identify some relevant organizations?
83	Lateefah Simon		Letter from City.
84	Restorative Justice for Oakland Youth (RJOY)		Letter from City.
85	ILWU Local 10		Letter from City.
86	SEIU 1021		Letter from City.
87	Local ACLU		Letter from City.
88	IFPTE Local 21		Letter from City.
89	The Essie Justice Group		Letter from City.

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
90	Ceasefire		Letter from City.
91	Taylor Memorial United Methodist Church		Letter from City.
92	East Bay for Everyone		Letter from City.
93	Idle No More		Letter from City.
94	Oakland Native American Health Center		Letter from City.
95	Intertribal Friendship House		Letter from City.
96	Sogorea Te		Letter from City.
97	The Dellums Institute for Social Justice and the Beloved Community Action Network		Letter from City.
98	The Ron Dellums Justice Center, part of EOP		Letter from City.
99	100 Black Men of the Bay Area		Letter from City.
100	Geoffrey's Inner Circle?		Is anyone familiar with Geoffrey's Inner Circle? I'm unfamiliar with it and not sure what's appropriate.
101	The Violence Prevention Coalition		Letter from City.
102	Allen Temple		Letter from City.
103	Bay Area Black Workers Center		Letter from City.
104	Marcus Book Stores		Letter from City.
105	Revolution Books		Letter from City.
106	Initiate Justice		Letter from City.
107	NCJR		Letter from City.
108	Oakland Rising		Letter from City.
109	The Multicultural Children's Bookstore		Letter from City.
110	Unitarian Church		Letter from City.
111	Minister Keith Muhammad		Letter from City.
112	Council on American-Islamic Relations (CAIR)		Letter from City.
113	Root and Rebound Reentry rootandrebound.org		Letter from City.
114	A Safe Place (offers help to re-entry women)		Letter from City.
115	African American Museum and Library on 14th St		Letter from City.
116	All Tied Up, a mentoring program		Letter from City.

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
117	Coalition of Black Excellence		Letter from City.
118	Black Men Speak		Letter from City.
119	Causa Justa/Just Cause		Letter from City.
120	Color of Change		Letter from City.
121	East Bay Asian Youth Center		Letter from City.
122	East Bay Community Law Center (EBCLC)		Letter from City.
123	East Bay Democratic Socialists of America		Letter from City.
124	Ella Baker Center		Letter from City.
125	First Congregational Church (2501 Harrison)		Letter from City.
126	Hasta Muerte Cafe		Letter from City.
127	Jewish Voices for Peace		Letter from City.
128	Kehilla		Letter from City.
129	Mandela Foods Cooperative		Letter from City.
130	Players Coalition		Letter from City.
131	Take Back Our Streets, part of EOP		Letter from City.
132	Teachers union		Letter from City.
133	Democratic clubs: Wellstone . . . Who else?		Letter from City.
134	There is a young black democrats club (find on Facebook?)		
135	Interfaith Coalition for Justice in Our Jails		Letter from City.
136	Neighborhood Opportunity and Accountability Board (NOAB), diversion program for youth		Letter from City.
137	East Oakland Building Healthy Communities (EOBHC)		Letter from City.
138	Mentoring Center		Letter from City.
139	Community Democracy Project		Letter from City.
140	Genesis? (in JRC)		Letter from City.
141	Just Cities (in JRC)		Letter from City.
142	Justice Now (in JRC)		Letter from City.
143	Oakland Neighborhoods Initiative		Letter from City.

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
144	Oakland United Coalition		
145	Realize Potential (part of EOP)		
146	United for Success? (In Fruitvale)		
147	East Oakland Collective		
148	Cure Violence (organization specializing in health approaches to ending violence)		
149	yr.media? (young journalists)		
150	California Partnership for Safe Communities?		
151	Californians United for a Responsible Budget (CURB) (incarceration)		
152	Black Arts Movement District?		
153	Lao Family organization		
154	Centro Legal de la Raza (in JRC)		
155	La Familia		
156	Unity Council		
157	COURYJ		
158	Justice Teams Network?		
159	Ohlone Café (in Berkeley)		
160	Wahpepah's Kitchen?		
161	Akonadi Foundation?		
162	Apt. C (a nightclub where EOP meets)		
163	BAOBOB (Bay Area Organization of Black Owned Businesses)		
164	Black Cultural Zone		
165	DJ Kenzo		
166	Lavamae Organization? (mobile showers for people without housing)		
167	Legal Services for Prisoners with Children (in JRC)		
168	My Brother's Keepers, part of EOP		
169	Nurses union		

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
170	Oakland Citizens Committee for Urban Renewal (OCCUR), the advocacy group that formed in the 1950s to close the gaps between rich and poor neighborhoods.		
171	Oakland Community Land Trust, a nonprofit organization that acquires land and property for affordable housing		
172	Poor People's Campaign? (SF? Oakland, too?)		
173	Roots Health Clinic		
174	Small business organizations?		
175	Strike Debt Bay Area		
176	Sunrise Movement Bay Area		
177	Tenants and Neighborhood Councils Bay Area (TANC)		
178	The Brady Campaign		
179	Department of Violence Prevention for the City of Oakland, part of EOP		
180	The Community Democracy Project? ("People's Budget")		
181	The Mills Grove Christian Church?		
182	Urban Habitat? (Oakland?)		
183	Youth for Positive Direction?		
184	Youth Vs The Apocalypse?		
185	YEP (yep.org, "Oakland's most experienced youth and young adult employment training agency")		
186	Formerly incarcerated groups		
187	Libre youth from the Spanish Speaking Citizens' Foundation		
188	Spanish Speaking Citizens' Foundation		
189	Trans community		

List of Organizations to Contact

	A	B	C
1	Organization or Individual	SP Member	Plan
190	Our Revolution East Bay		
191	Brendan Woods and public defenders office		Is there a public defender who should be applying? Can they suggest anyone else?
192	Barbershop Forum		
193	African-American barber shops		
194	Get list from Richard Luna (provided to him by Anjali Rimi at some point after the meeting 2020-06-10)		



SELECTION PANEL REPORT

TO: Selection Panel for the
Oakland Police Commission

FROM: Richard J. Luna
Assistant to the City Administrator

SUBJECT: 2021 Nomination Process

DATE: March 25, 2021

Action Requested:

For the Selection Panel to:

1. Review, discuss and/or modify the 2021 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:

In February 2021, the Selection Panel initiated its months long process in nominating a new candidate to serve on the Oakland Police Commission. As such, the Panel continues to review its 2020 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 on October 17, 2021. Staff proposes the Selection Panel make its decision no later than mid-August 2021, 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 of October 5, 2021.

Background:

In 2021, the Selection Panel will be nominating a slate of one (1) appointee to the Police Commission for City Council approval. The term for Commissioner Jose Dorado, currently serving as the Commission's Vice-Chair, expires on October 16, 2021. Vice-Chair Dorado is eligible for reappointment to serve an additional three-year term.

Likewise, the term for Commissioner Regina Jackson, currently serving as the Commission's Chair, expires on October 16, 2021. Chair Jackson is a Mayoral appointee and is also eligible for reappointment to serve an additional three-year term.

On March 11, 2021, Vice-Chair Dorado informed Chair Jim Chanin, Vice Chairperson Brendalynn Goodall and city staff that he does intend to seek a second term in serving on the Police Commission.

Police Commissioner Terms

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

Nomination Schedule

The Selection Panel will need to decide its 2021 nomination schedule. Staff is providing the 2020 nomination schedule as reference and for review (**Table 2**).

Table 2: 2020 Nomination Schedule

Activity	Date
Application released	Continuously
Incumbents notified	May 7, 2020
Joint press release with Mayor announcing 2021 nomination period	May 21, 2020
Original application deadline	June 16, 2020
Application deadline extended to	June 30, 2020
Candidate interviews (first round)	July 30, 2020 August 3, 2020 August 4, 2020
Finalist interviews (second round)	August 10, 2020 August 12, 2020
Determination of slate	August 12, 2020
Background check process complete	early-September 2020
Council confirmation	October 6, 2020

As previously mentioned, if the goal is to get a nominee scheduled for confirmation at the City Council meeting of October 5, 2021, the Selection Panel will need to determine the nominee no later than mid-August 2021. All other dates can be adjusted accordingly based on input from the Selection Panel.

Application & Evaluation Tools

The current Police Commission application available on the City's website² and was shared previously in this agenda packet.

¹ David Jordan was an Alternate member nominated by the Selection Panel. He was promoted by the Police Commission to fill the vacancy of James Jackson, a Mayoral appointee.

² <https://cao-94612.s3.amazonaws.com/documents/Police-Commission-2020-Application-Fillable.pdf>

Attachment A is the Applicant Evaluation Tool that the Selection Panel used during the interview process in 2020. This evaluation tool was last reviewed and edited on July 22, 2020. **Attachment B** includes the questions asked to all finalists in the 2020 second round interviews. The Selection Panel finalized these questions on August 10, 2020, prior to initiating the finalist interviews.

2020 Nomination Process Details

In 2020, each Selection Panel Member reviewed all 68 applications submitted for consideration and a member could recommend up to 25 applicants that would be invited to interview with the Panel. Staff collected the individual votes by the Selection Panel Members and presented the results at the meeting of July 14, 2020.

On July 14, 2020, the Selection Panel voted to invite 17 applicants to interview with the Selection Panel. Those 17 applicants all received at least four votes from Selection Panel Members during the recommendation process. First round interviews were held on three dates: July 30, August 3 and August 4, 2020. All first round interviews were 30 minutes in length.

After the first round interviews concluded, Selection Panel Members each voted for their top six candidates which were due to staff via email by August 6, 2020. The intent was for the six candidates that received the most votes to be invited to the final interviews; however, three applicants (Art Blacksher, Darnell Hammock, Theodore Johnson) tied for sixth place.

On August 10, 2020, the Selection Panel voted to only interview the top five applicants, all of which received at minimum four votes each by Selection Panel Members. Finalist interviews were held of August 10 and August 12, 2020. All second round finalist interviews were 45 minutes in length.

The Selection Panel concluded the finalist interviews on August 12, 2020, and after a brief recess, resumed the meeting, deliberated, and ultimately nominated two candidates (Sergio Garcia and Tyfahra Singleton) to serve on the Police Commission. All other finalists and the three applicants tied for sixth place were placed in the Reserve Pool.

Outreach

The Police Commissioner Application is available online in English, Spanish, Chinese and Vietnamese on the Police Commission webpage (www.oaklandca.gov/boards-commissions/police-commission). Additionally, staff is able to provide the following outreach:

- Press release to all media contacts
- Email communication to announce and request distribution of information to:
 - Mayor's Office
 - City Council Offices
 - City service provider networks
 - Selection Panel Members
 - Oakland Police Commissioners
 - Community Police Review Agency
 - Oakland Neighbors Inspiring Trust
 - Latino Task Force
 - Oakland Community Organizations

In 2020, Vice Chairperson Brendalynn Goodall worked with KLBX radio to run a 15-second Public Service Announcement (PSA) leading up to the application deadline. The PSA was advertised free of charge and aired 30 times between May 29 to June 12, 2020.

Also in 2020, Member Lorelei Bosserman organized outreach efforts by the Selection Panel and maintained a database of organizations that were contacted directly by Selection Panel Members.

Applicant Statistics

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

Table 3: Applications Statistics by Year

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

Since the 2020 application period closed on June 30, 2020, the Selection Panel has received three applications to serve on the Police Commission (**Attachment C**).

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.

At its meeting of July 14, 2020, the Selection Panel voted that any applicant's placement into the Reserve Pool during the 2020 selection process expire on June 1, 2021. Currently, there are six candidates in the reserve pool set to expire in June:

- Jesse Hsieh
- Theodore Johnson
- Brian Hauck
- Art Blacksher
- Omar Farmer
- Darnell Hammock

Individual applications for the Reserve Pool were shared previously in this Agenda packet.

For questions regarding this report, contact Richard J. Luna at (510) 238-4756 or rluna@oaklandca.gov.

Attachments (3):

- A. [2020 Applicant Evaluation Tool](#)
- B. [2020 Finalist Interview Questions](#)
- C. [Current Police Commission Applications](#)

ATTACHMENT A
2020 Applicant Evaluation Tool



APPLICANT EVALUATION TOOL
Position: Police Commissioner (Volunteer)

Position Description

Serve on Police Commission public body of seven (7) members plus two (2) alternates. The Police Commission's role is to oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.

Core Competencies, Interview Questions & Evaluation

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

A. Interpersonal / Collaborative

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

B. Judgement / Decision-Making

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

C. Analytic / Investigative Practices

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

D. Values / Commitment / Perspective

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

E. Level of Interest

- a. Understands role and authority of Police Commission.

Applicant Name: _____

Evaluator Initials: _____

A. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Interpersonal / Collaborative**:

1. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. How did you handle conflict in these situations?

Additional questions as time permits...

2. Scenario: The Commission is deadlocked on a decision and cannot move forward. How will you unite the conversation so the commission can come to a decision?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Interpersonal / Collaborative					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Applicant Name: _____

Evaluator Initials: _____

B. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Judgement / Decision-Making**:

3. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff. What skills will you draw on to manage this and come to a fact-based decision?

Additional questions as time permits...

- 4. Tell us about your experience and/or opinion of the Oakland Police Department.
- 5. Describe an experience where you had to make a difficult decision that affected someone’s life.
- 6. Being a Commissioner may involve being insulted by the public and criticized by the police. Have you ever been publicly insulted? What advice would you give to someone about how to handle it?
- 7. Has someone you disagreed with ever changed your mind about something? Please provide an example.

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Judgement / Decision-Making					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Applicant Name: _____

Evaluator Initials: _____

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

8. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?

Additional questions as time permits...

9. How does institutional racism and systemic oppression impact the department’s ability to achieve compliance with the Negotiated Settlement Agreement?

10. How do you define police brutality and what are the key elements that produce it?

11. With the assistance of a Court-appointed expert, it has been fully established that OPD officers have for some time and continue to make racially-biased stops of motorists and pedestrians. What actions should the Commission take to change this OPD practice?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Analytic / Investigative Practices					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Applicant Name: _____

Evaluator Initials: _____

D. Based on the responses to the following interview questions, rate the applicant's strength of the **Core Competency – Values / Commitment / Perspective**:

12. Experience has shown that the time commitment to effectively serve on the Police Commission is approximated to be between 10 to 20 hours a week. What are some limiting obligations that might make it difficult for you to effectively perform as a Police Commissioner and complete your term, and how will you manage these obligations?

Additional questions as time permits...

13. Tell us about your community involvement and what groups you are affiliated with.

14. While serving on the Commission you will learn information that may not be familiar to your life experience, share a brief experience where you had to see through many lenses.

15. Why do you want to be part of the Oakland Police Commission and what impacts would you like to see the Oakland Police Commission have and accomplish?

16. What skills would you bring to the Oakland Police Commission?

17. What is the Police Commission doing right?

18. If you became a Police Commissioner, what would you do differently?

19. For you personally, which of your work, community service and/or organizational leadership experiences would help you in serving on the Oakland Police Commission?

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Values / Commitment / Perspective					
Comments	<p><i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i></p>				

Applicant Name: _____

Evaluator Initials: _____

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

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

Additional questions as time permits...

21. Have you attended any Police Commission meetings either in person or virtually?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Level of Interest					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
Overall Score					
Comments					

ATTACHMENT B
2020 Finalist Interview Questions

Standard Questions

1. Would you tell the Panel about your involvement in Public Safety matters in Oakland, and how that involvement has influenced your desire to serve on the Oakland Police Commission?

Follow-up, time permitting

What do you hope to achieve on the Commission?

2. How can the commission make the best use of the data in VISION?

If they don't know, explain it to them and then get an answer.

3. What change in OPD policy is needed to break up the 'thin blue line' or code of silence?
4. What concrete steps should the Commission take to expand community engagement and input? And, what would you do to educate and engage the community in the work of the Commission? Please be specific.
5. While serving on the Commission you will learn information that may not be familiar to your life experience. Please share a brief experience where you had to see through someone else's life experience and give an example.
6. How would you work to gain consensus in a chaotic situation where the Commission is deeply divided on an issue? Are there any similar examples where you have done this?
7. What is your approach to creating highly effective teamwork with colleagues on the Commission, even when belief systems about the work may vary widely? Please give examples where you have done that.
8. How would you handle specific concerns and complaints about the OPD, which are brought to the Commission? These can include instances of excessive force, failure to act in a situation that requires police intervention, etc.
9. What would you advocate as the best process to use to identify the recommendations for the next Police Chief? Would you give preference to promoting from within OPD or to an outsider?
10. How does institutional racism and historic bias influence the effectiveness of efforts by the Courts, the Commission and OPD leadership to revise and implement policy and operational reforms.

Optional & Follow Up Questions

11. How do you define police brutality, and what are the key factors responsible for it?
12. How would you grade the Oakland Police Commission's accomplishments to date, and what are its major challenges going forward?

Finalist Interview Questions

13. What is the most important asset that a candidate for Inspector General should possess? -OR- In the coming year, the Commission will likely recruit and hire its first Inspector General. What do you believe are the most important skills, experience and other qualifications that candidates for this position should have?
14. Describe an experience where you had to make a difficult decision that affected someone's life.
15. Has anyone you disagreed with ever changed your mind about something? Please provide an example.
16. If you are appointed, what would you want your legacy to be after completing your term? What significant contribution would you want the Commission to remember you for?
17. It's often been said that police culture has police policy for lunch. What strategies can the Commission use to align the pace of policy change and cultural change at OPD?
18. In Oakland, in the area of crowd/demonstration control the OPD's "cycle" is to violate both the law and its existing policy, the City to be sued, the City to settle the new lawsuits, sometimes with revisions to its prior policy, and OPD commanders and line personnel to again violate the same laws and policy during future demonstrations. What steps can the Commission take to help break this cycle?
19. With guidance from the Commission, the CPRA Executive Director is in the process of developing a uniform process for charge intake, categorization, investigation and timely decision or resolution of complaints of officer misconduct. What do you believe are the most important components of such a case-handling system?
20. How long have you lived in Oakland?
21. Have you read Measure LL, the 21-page document that defines the Police Commission? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Scroll down to "About," near the bottom of the page.)
22. Have you read any of the minutes or agenda packets for any of the Police Commission meetings? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Under "Meetings," click "View All Meetings, Minutes & Agendas.")

ATTACHMENT C
Current Police Commission Applications

2021 Police Commission Applicants (as of March 25, 2021)

No	Last	First	Zip	Council District	Selection Panel / Mayoral	Race	Gender	Disability
1	Muhammad	Rahman	94605	6	SP	Black/AA	M	N
2	Johnson	Michael	94611	1	Both	Black/AA	M	N
3	Akanni	Tayo	94612	3	Both	Black/AA	M	N



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:	Muhammad	Rahman	A	Date:	7/14/2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94605	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
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.

- 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: Darryl Walker

Relationship: Associate with Scholars Program

E-Mail

Phone:

Full Name: Brett Moore

Relationship: CO-worker

E-Mail

Phone:

Full Name: Dr. Norma Francisco

Relationship: Educational Counselor

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?

Male

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: 7/14/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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, 3 rd Floor Oakland, CA 94612	
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application	

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

I was born, raised, and attended school in Oakland, and Oakland has been my primary residence for my entire life of 63 years. I have three children who have been educated by Oakland Public Schools, and I have spent countless hours volunteering at their schools and fighting for increasing the quality of our public school system.

I have also worked as an Oakland Firefighter for 30 years. 30 years of my life has been passionately dedicated to protecting and uplifting the well-being of my fellow Oakland residents. I have spent significant time in each community throughout the city, putting out fires -- ranging from small car fires to burning apartment buildings -- and responding to medical emergencies of residents of all ages, races, ethnicities, and socioeconomic backgrounds. I helped save lives during the aftermath of the Loma Prieta Earthquake, the Oakland Hills Fire, and as a Captain of the OFD, helped lead community service initiatives, including the Explorers Program, whose mission was to increase diversity in our department.

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

I was an Oakland Firefighter for 30 years, and during my service I had daily interactions with OPD on emergency calls. We worked together and responded to calls ranging from shootings to DOAs to vehicle accidents.

Aside from that, I was in close contact with OPD while being a teenager growing up in Oakland. On one occasion I was in a vehicle unaware that my high school friend had a warrant for his arrest. When I noticed the police chasing him, I made him stop the vehicle, step out of the car, and in a few moments the police had a gun to my head. I also played baseball growing up, and my league, Bay Youth Baseball, was sponsored by the Oakland Police Officers Association. During my youth I scalped sports tickets, and there are numerous experiences with OPD concerning that.

A lot of my close childhood friends grew up to become Oakland Police Officers, and two of my neighbors are retired Oakland Police Officers.

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.

No

Michael P. Johnson, Esq.

[REDACTED]
Oakland, CA 94611

Tel: [REDACTED]

Email: [REDACTED]

July 23, 2020

Via Email: CityAdministratorsOffice@oaklandca.gov

Selection Panel for Police Commission
c/o City Administrator's Office
1 Frank H. Ogawa Plaza
3rd Floor
Oakland, CA. 94612

RE: Application for Position of Commissioner, Police Commission

Dear Selection Panel,

My name is Michael P. Johnson and I am hereby submitting this letter and the attached completed Application for a position as a Commissioner on the City of Oakland's Police Commission.

I have lived in the City of Oakland since 1991 after my completion of law school, and this city has been my permanent home ever since. During that time, I have worked in several large and small law firms in Oakland and have even had my own law firm here in Oakland. Although my current position in the AT&T Legal Department is based in San Ramon and San Francisco, my home base has always been in Oakland.

Since 1991, I have had significant community volunteer experiences that have prepared me to contribute to the work of the Commission. I am an active member of the Charles Houston Bar Association (CHBA) where I currently serve as the organization's General Counsel. CHBA contributes generously to various community and charity organizations. Members provide free legal services to the community at large, participate in clothing drives, and support partner community groups in a variety of ways. Members are mentors in schools and colleges and participate in CHBA's High School Outreach Program (an annual event bringing lawyers into Oakland high schools to encourage youth to pursue higher education and showing them how to prepare for and succeed in college).

Michael P. Johnson, Esq.
July 23, 2020
Page 2.

I am also active in the Alameda County Bar Association (ACBA) where I recently was elected and served as the President of the organization's Board of Directors. Before that, I was elected and served as the President of the ACBA's Volunteer Legal Services Corp. (now, Legal Access Alameda). That organization provides free legal advice to low-income people throughout all of Alameda County.

During my time here in Oakland, I have had no contacts or experiences with the Oakland Police Department other than seeing them at work in the public and seeing the Oakland Police Department building across from the Wiley W. Manuel courthouse on Washington Street in Oakland.

My professional background as an attorney has involved significant municipal, federal and state regulatory legal work as well as Federal and California state constitutional issues. Therefore, I believe that will make a significant contribution if selected as a Commissioner to help the Commission oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing; and, to oversee the Community Police Review Agency that investigates police misconduct and to recommend discipline.

I look forward to the possibility to serve as a Commissioner on the City of Oakland's Police Commission. Thank you for your consideration.

S:



Attachment



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.
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:	<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>

Applications are accepted continuously.



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:	Johnson, Michael	P.	Date: July 22, 2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>City</i>	<i>Apartment/Unit #</i>
	Oakland	CA	94611
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
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.

- 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: Tiela Chalmers Relationship: Colleague
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Nichele Holmes Relationship: Colleague
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: The Hon. Toni Mims-Cochran Relationship: Colleague
E-Mail: [REDACTED] Phone: [REDACTED]

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?

- Male 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: _____



July 22, 2020

Date: _____

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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
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application



Police Commission

Application for Position of Commissioner

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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:	Akanni	Tayo	T.	Date:	June 23, 2020
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94612	
	<i>City</i>		<i>State</i>	<i>ZIP Code</i>	
Phone:	[REDACTED]	Email:	[REDACTED]		

Supplemental Questionnaire

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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: Semuteh Freeman

Relationship: Friend

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Abi Adeoti

Relationship: Manager

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Nick Theisen

Relationship: Friend/Classmate

E-Mail [REDACTED]

Phone: [REDACTED]

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?

Male

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: tayo akanni

Date: 6/23/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail 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
E-mail	Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application