



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Agenda

Monday, November 19, 2018

(Special Meeting)

5:30 PM – 7:30 PM

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

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

1. Roll Call and Determination of Quorum

2. Open Forum

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- October 17, 2018 Meeting

4. Discuss Ad Hoc Committee Recommendations for the Police Commission Selection Process

The Ad Hoc Committee, established at the May 23, 2018 meeting, to review and make recommendations to the full Selection Panel will present recommendations to the Selection Panel regarding future processes, including objectives, applications, interview structure, questions, selection criteria, reference checks, and schedule, for possible action.

Agenda Materials:

- Summary of Recommendations for Selection Panel Consideration Memo
 - Attachment A – Process Analysis and Recommendations of Enhanced Operational Protocols for the Oakland Police Commission Selection Panel Memo Dated October 10, 2018 (*Ad Hoc Committee full report*)
 - Attachment B – Fact Sheet/Application for Police Commissioner (Clean Version and Redlined Version)
 - Attachment C – 2017 Outreach Plan
 - Attachment D – 2017 Interview Questions

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Agenda (Continued)

**Monday, November 19, 2018
(Special Meeting)**

5:30 PM – 7:30 PM

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

5. Determine Continued Need for Ad Hoc Committee (for the Review and Recommendations Regarding the Police Commission Selection Process) and Assign New Members

The Selection Panel will discuss whether the Ad Hoc Committee’s work needs to be continued, for how long, and revisit the membership of the Ad Hoc Committee. [There are no agenda materials for this item.]

6. Discuss Selection Panel Appointment of Alternate Police Commissioner

The Selection Panel will discuss and take action on next steps for appointing a new Alternate Police Commissioner.

Agenda Materials:

- Selection Panel Appointment of Alternate Police Commissioner Memo

7. Discuss and Schedule Annual Training and Orientation to City Charter Section 604 – Police Commission

In accordance with Ordinance No. 13498 C.M.S. (Police Commission Enabling Legislation), the Selection Panel shall receive training and orientation regarding City Charter Section 604 on an annual basis. Staff recommends that the annual training be scheduled for the regular annual meeting each year on the second Thursday of each May. [There are no agenda materials for this item.]

8. Determine Next Meeting Date(s)

Open Forum

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

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

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Agenda (Continued)

**Monday, November 19, 2018
(Special Meeting)**

5:30 PM – 7:30 PM

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

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email wwoo@oaklandnet.com or call (510) 238-7798 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a wwoo@oaklandnet.com o llame al (510) 238-7798 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 wwoo@oaklandnet.com 或 致電 (510) 238-7798 或 (510) 238-2007 TDD/TTY.



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes

Wednesday, October 17, 2018

(Special Meeting)

5:30 PM – 7:30 PM

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

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

1. Roll Call and Determination of Quorum

The meeting started at 5:39 pm.

Selection Panel members present: John Jones III (Chair), Tal Klement, Arnold Perkins, Shikira Porter and Mary Vail.

Absent: Jean Blacksher, Jim Chanin, Sarah Chavez-Yoell, Candice Jessie

Staff present: Stephanie Hom, Richard Luna

City Attorney Staff: Allison Dibley

2. Open Forum

Comments were provided by the following public speakers:
Rashida Grinage

ACTION ITEMS

3. Approval of Selection Panel Meeting Draft Minutes

- May 23, 2018 Meeting

Motion to approve the meeting minutes for May 23, 2018 was moved (M. Vail) and seconded (A. Perkins).

Motion passed with 4 ayes. Abstention: J. Jones. Absent: J. Blacksher, J. Chanin, S. Chavez-Yoell and C. Jessie.

**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL**

Meeting Minutes (Continued)

**Wednesday, October 17, 2018
(Special Meeting)**

5:30 PM – 7:30 PM

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

4. Discuss Ad Hoc Committee Recommendations for the Police Commission Selection Process

Ad Hoc Committee members T. Klement and M. Vail presented the report.

Motion to continue the discussion and potential action to the next meeting of the Selection Panel moved (A. Perkins) and seconded (M. Vail).

Motion passed with 5 ayes of all members present.

Comments were provided by the following public speakers:
Rashida Grinage

5. Discuss and Determine Continued Need for Ad Hoc Committee (for the Review and Recommendations Regarding the Police Commission Selection Process)

Motion to continue the discussion and potential action to the next meeting of the Selection Panel moved (A. Perkins) and seconded (M. Vail).

Motion passed with 5 ayes of all members present.

Comments were provided by the following public speakers:
Rashida Grinage

6. Discuss and Schedule Annual Training and Orientation to City Charter Section 604 – Police Commission

Motion to continue the discussion and potential action to the next meeting of the Selection Panel moved (M. Vail) and seconded (S. Porter).

Motion passed with 5 ayes of all members present.

Open Forum

There were no comments from the public.

The meeting was adjourned at 6:31 pm.

MEMORANDUM

TO: Oakland Police Commission Selection Panel
 FROM: Selection Panel Ad-Hoc Planning Committee
 DATE: November 19, 2018
 SUBJECT: Summary of Recommendations for Selection Panel Consideration

This memorandum provides a summary of action items requested of the Selection Panel to move forward with the next recruitment, application and selection process for Police Commissioners. The full report of the Ad-Hoc Committee’s work is attached as **Attachment A** and provides more details about these proposed action items.

No.	Item	Action Recommended
1.	Timeline (Some Police Commissioners have an expiring term of October 16, 2019.)	That the Selection Panel establish a timeline for the next recruitment cycle as follows: Goal: Newly nominated Police Commissioners are confirmed by the City Council on September 17, 2019 . Application Released: February 15, 2019 Application Deadline: March 30, 2019 Application Review: April 1 – 30, 2019 Candidate Interviews: May 1 – June 15, 2019 Determination of Slate: June 28, 2019 Background Check Completed: July 31, 2019 Report to Council Due Date: September 3, 2019
2.	Application Materials	That the Selection Panel: A. Update “Fact Sheet” with more detail about time commitments based on current experience and add additional minimum requirements per Enabling Ordinance approved by City Council AND update “Application” to remove “race/ethnicity definitions” as approved by the Selection Panel on November 1, 2017. See Attachment B for clean and red-lined updated Application for Position of Commissioner. B. Make the Application for Position of Commissioner available in Vietnamese, in addition to Spanish, Chinese and English.

3.	Outreach	<p>A. That the Selection Panel discuss and develop an Outreach Plan to ensure maximum coverage of Oakland residents.</p> <p>Or</p> <p>B. That the Selection Panel delegate to an Ad Hoc Committee to develop an Outreach Plan to ensure maximum coverage of Oakland residents (no later than <u>January 31, 2019</u>).</p> <p>See Attachment C for Outreach Plan from 2017 process.</p> <p>And that the Selection Panel request staff to also consider utilizing the City of Oakland website for individuals to submit applications in any language that is translatable through Google Translate. This would be <u>in addition</u> to the hard copy applications.</p>
4.	Interview Questions & Process	<p>No changes the interview questions recommended.</p> <p>See Attachment D for Interview Questions used in 2017 process.</p>
5.	Notification to Incumbent Commissioners	<p>That the Selection Panel request staff to send notification by February 15 to all Commissioners (both Selection Panel and Mayoral appointments) with upcoming expiring term date.</p> <p>Notification would include:</p> <ol style="list-style-type: none"> a. Date of term expiration. b. Eligibility for continued service. c. Request to receive intent by March 30 of date of notification. d. Due date for application, if applicable.

Additional, the Ad-Hoc Committee recommends that the Selection Panel consider taking the following actions to improve the general process for appointing Police Commissioners.

No.	Item	Action Recommended
6.	Reserve Pool	That the Selection Panel develop a reserve pool of 3 candidates for when the Selection Panel is required to select a replacement Alternate Police Commissioner.
7.	Stipend	That the Selection Panel recommend to the City Council to establish a monthly stipend of \$500 for each Police Commissioner and Alternate Police Commissioner.
8.	Survey for Additional Information	That the Selection Panel delegate to an Ad Hoc Committee to survey current Police Commissioners and Alternates about (1) their thoughts about the Selection Panel application/interview process and (2) the time and effort required in the performance of their role on the Police Commission by <u>March 30, 2019</u> to be used to inform the decision-making process.

MEMORANDUM

TO: Oakland Police Commission Selection Panel

FROM: Selection Panel Ad-Hoc Planning Committee

DATE: October 10, 2018

SUBJECT: Process Analysis and Recommendations of Enhanced Operational Protocols for the Oakland Police Commission Selection Panel

Statement of Purpose

During the May 23, 2018 meeting of the Oakland Police Commission Selection Panel, three Panel members were selected to serve on the newly formed Oakland Police Commission Selection Panel Ad-Hoc Planning Committee (Ad-Hoc Planning Committee). The primary purpose of the Ad-Hoc Planning Committee is to perform a process analysis relative to the Selection Panel's operational protocols pertaining to recruitment and retention of Police Commissioners, and to provide recommendations on these matters, and others, which are germane to the long- and short-term viability of mandates governing the identification, selection, retention and rotation of Oakland Police Commissioners.

Current Ad-Hoc Planning Committee members are: Candice Jessie, Tal Klement and Mary Vail.

Duration of Appointment Terms

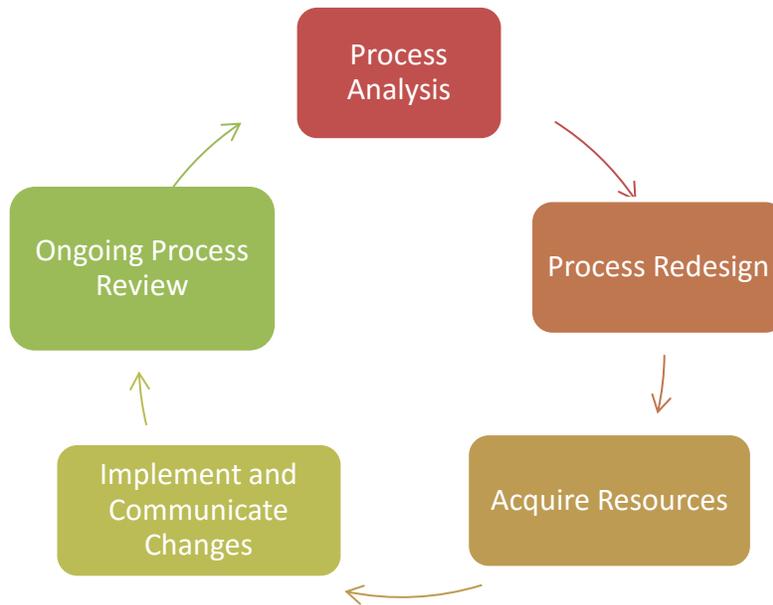
The dates of service for initial Ad-Hoc Planning Committee appointees were identified as May – November 2018. It was likewise noted that replacement Ad-Hoc Planning Committee members would be identified and appointed by the Selection Panel by November 2018; corresponding to service dates of December - June 2019.

Meeting Dates

Since May 2018, Ad-Hoc Planning Committee members conferred on the following dates: June 13th, June 28th, August 8th, August 23rd, September 6th, September 28th, October 4th and October 10th.

Ad-Hoc Planning Committee's Process Analysis

As stated previously, the Ad-Hoc Planning Committee structured its review of Selection Committee operational protocols by enacting the basic operational concepts of a process analysis:



The analysis then focused upon process mapping of two primary categorical distinctions:

- ✚ Police Commissioner Retention Strategies
- ✚ Police Commission Recruitment Strategies

The following serves as a condensed overview of the sub-topics analyzed by the Ad-Hoc Planning Committee in relationship to Police Commissioner retention and recruitment strategies, and, in certain instances, recommendations developed for the same.

Police Commissioner Retention Strategies

<p style="text-align: center;">Issuance of Written Notice to Current Commissioners and Alternates Regarding Term Limit Expirations</p>	<p>The Ad-Hoc Planning Committee determined that Police Commissioners and Alternates will be afforded advanced written notice from the full Selection Panel regarding the expiration of their current term; with said notice(s) occurring no less than six-months prior to term expiration(s). Notifications would be issued by the Selection Panel for Commissioners and Alternates previously appointed by the Selection Panel, as well as Mayoral appointees.</p>
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<p>Notices of Intent for Re-Application from Police Commissioners and Alternates</p>	<p>Subsequent to the Selection Panel providing Commissioners and Alternates with written notice regarding the expiration of their current term, the subject Police Commissioners and Alternates will be required to provide the Selection Panel with their individual written Notice of Intent within 60-days (two months) of the date of the Selection Panel’s original notice. The Notice of Intent should stipulate either their intent to re-apply for continued service as a Police Commissioner or Alternate, or their decision to forego the next, regularly scheduled application process for the same.¹</p>
<p>Proposed Re-Application Protocols for Police Commissioners and Alternates</p>	<p>All currently seated Police Commissioners and Alternates who opt to resume their roles as either Commissioners or Alternates will be required to formally re-apply as Police Commissioners upon completion of each person’s designated term.</p> <p>This stipulation is applicable to all individuals appointed by the Selection Panel and the Mayor.</p>
<p>Protocols for the Placement of Alternate Commissioners in the Event of the Resignation of Selection Panel-Appointed Police Commissioners</p>	<p>Measure LL gives the Selection Panel authority to choose an Alternate to fill a vacancy that occurs for any reason other than expiration of the regular member’s term without implementing a standard application process.</p> <p>However, this provision applies only to Alternates originally appointed by the Selection Panel. Accordingly, both the resigning Commissioner and the replacement Alternate must have originally been Selection Panel appointees in order for the Selection Panel to formally place an Alternate.</p>

¹ Two Police Commissioners and one Alternate are slated for term expirations in October 2019. Accordingly, by March 1, 2019, the Selection Panel shall issue formal written notice to said persons regarding their upcoming term expiration(s). Then, on or before April 30, 2019, the two Police Commissioners and the one Alternate would be required to provide the Selection Panel with their individual written Notice of Intent to either re-apply as Police Commissioners, or their decision to forego the upcoming re-application process.

<p>Timeframe for Formal Appointment of Replacement Police Commissioners in the Event of the Resignation of Selection Panel-Appointed Police Commissioners</p>	<p>The Ad-Hoc Planning Committee recommends that the Selection Panel be required to convene and appoint a replacement Selection Panel-appointed Alternate to the capacity of Police Commissioner within no more than 30-days subsequent to the date of the Selection Panel’s receipt of notification of the resignation of the prior Selection Panel-appointed Police Commissioner.</p>
<p>Protocols Governing the Mayor’s Authority to Seat Alternates to the Police Commission in the Event of the Resignation of Mayoral-Appointed Police Commissioners</p>	<p>Measure LL bestows authority upon the Mayor to seat Alternates if both the resigning Commissioner and Alternate were originally appointed by the Mayor.</p> <p>If the Police Commissioner was originally appointed by the Mayor, then the Mayor in turn is granted authority to seat the Mayoral-designated Alternate.</p>
<p>Suggested Timeframe for Formal Appointment of Replacement Police Commissioners in the Event of the Resignation of a Mayoral-Appointed Police Commissioner</p>	<p>The Ad-Hoc Planning Committee recommends that the full Selection Panel encourage the Mayor to also appoint a Mayoral-appointed Alternate to the capacity of Police Commissioner within no more than 30-days subsequent to the Mayor’s and/or Selection Panel’s receipt of the notice of resignation of the prior Mayoral-appointed Police Commissioner.</p>
<p>Conflict of Interest Protocols for Police Commission Applicants</p>	<p>The Ad-Hoc Committee perused and assessed the conflict of interest protocols as depicted within the context of verbiage incorporated into the original application for Police Commissioners (page 1 “Fact Sheet” – referenced under “minimum requirements”), as well as the City of Oakland Public Ethics Commission’s Handbook for Board and Commission Members; both of which lent guidance relative to a sampling of possible conflicts of interest and general public ethics protocols.</p> <p>It is recommended that additional guidance and input be secured in this regard on behalf of the</p>

	Selection Panel from both the Public Ethics Commission and the City Attorney’s Office.
Issuance of a Monthly Stipend for Police Commissioners and Alternates	The Ad-Hoc Planning Committee recommends that all Police Commissioners and Alternates receive a monthly stipend in the amount of \$500 throughout the course of their appointment term. The primary bases for this recommendation is the sheer degree of time, effort and scope of responsibilities imposed upon Commissioners and Alternates to fulfill their roles as active member of the Oakland Police Commission.
Survey of Police Commissioners and Alternates Regarding Time and Effort Requirements for Service Upon Police Commission	The Ad-Hoc Planning Committee recommends that future Planning Committee members, and/or the full Selection Panel, survey current Police Commissioners and Alternates regarding the weekly/monthly degree of time and effort required in the performance of their roles as Commissioners and Alternates.
Measure LL Ordinance Training for Members of the Oakland Police Commission Selection Panel	The Ad-Hoc Planning Committee recommends the Selection Panel commence the scheduling of bi-annual training for Selection Panel members on the Measure LL Ordinance. It is likewise recommended that said training commence prior to the upcoming recruitment cycle for new Police Commissioners slated for March 2019.

Police Commissioner Recruitment Strategies

Timeframe for Recruitment of Future Police Commissioners and Alternates	<p>The Ad-Hoc Planning Committee determined that recruitment efforts for newly nominated Police Commissioners should commence at least six-months prior to the expiration of current Commissioner and Alternate terms.</p> <p>It was also determined that newly nominated Police Commissioners and Alternates should ideally be appointed no less than 30-days prior to the formal commencement of their</p>
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	<p>upcoming term as Commissioners or Alternates.</p>
<p>Proposed 2019 Recruitment Timeline for New Police Commissioners and Alternates</p>	<p>The Ad-Hoc Planning Committee recommends the following timeline for the upcoming 2019 Police Commissioner recruitment cycle:</p> <ul style="list-style-type: none"> ➤ March 1 – April 30: Formal Application Period ➤ April 30: Final Application Due Date ➤ May 1 – June 30: Review of Applications and Interviews ➤ June 30: Announcement of New Nominees for Police Commissioners and Alternates
<p>Suggested Weighted Assessments of Incumbent Police Commissioner Applications</p>	<p>The Ad-Hoc Planning Committee recommends that the Selection Panel lend a higher degree of prioritization to applications received from incumbent Police Commissioners and Alternates due to the degree of knowledge and expertise acquired during their tenure as either a Police Commissioner or Alternate.</p>
<p>Enhanced Communication Regarding Term Duration Specifications for New Applicants</p>	<p>Due to the sheer degree of time and effort required of Police Commissioners and Alternates while actively serving as part of the Oakland Police Commission, the Ad-Hoc Planning Committee determined that greater levels of communication be lent to new applicant recruitments to ensure that applicants are fully aware of the time commitments required for service.</p> <p>Examples of the scope of service requirements include: number of meetings per month; time of day for meetings; length of meetings, as well as additional time and effort required for research and analysis between Commissioner meetings.</p> <p>It is recommended that reference to these</p>

	<p>provisions be incorporated into the “Fact Sheet” which historically prefaces the Police Commission application.</p>
<p>Scope of Outreach/Publicity for Future Police Commissioner Recruitments</p>	<p>The Ad-Hoc Planning Committee recommends that the Selection Panel collectively assess and discuss the proposed scope of broad-based outreach and recruitment efforts for future Police Commissioner recruitments.</p> <p>Emphasis should also be placed on identifying and securing financial resources to enhance and supplement recruitment efforts to ensure maximum coverage of Oakland residents.</p> <p>The Selection Panel, in conjunction with staff from the City Administrator’s Office, should determine the degree of financial resources ideally required and the potential source(s) of said funds.</p>
<p>Mandatory Use of “Threshold Languages” for Future Recruitments</p>	<p>After conferring with staff from the City of Oakland’s Equal Access Office, as well as perusing the terms and provisions of the City’s Equal Access Ordinance No. 12324, C.M.S., dated May 8, 2001, the Ad-Hoc Planning Committee recommends that all future application materials associated with Police Commissioner recruitments, be issued using the following (4) “threshold languages”:</p> <ul style="list-style-type: none">✓ English✓ Spanish✓ Chinese✓ Vietnamese
<p>Review of Applications for New Police Commissioners</p>	<p>The Ad-Hoc Planning Committee reviewed the current application for Police Commissioners. It is recommended that said documentation be further analyzed, discussed – and if necessary – updated/ revised by the full Selection Panel prior to the upcoming March 2019 recruitment cycle.</p>

<p>Interview Questions and Reference Checks of Prospective Applicants</p>	<p>The Ad-Hoc Planning Committee reviewed the previous listing of Police Commissioner panel interview questions. No changes are recommended at this time. The Ad-Hoc Committee does recommend that the Selection Panel review the material – collectively – to determine if any revisions, additions and/or deletions are in order.</p> <p>The Ad-Hoc Planning Committee recommends that future applicants be required to provide three professional and/or personal references as part of the application process. Further, the Ad-Hoc Planning Committee suggests that at no time should a Selection Panel member ask these three references to provide contact information for other professional and/or personal references.</p>
<p>Conflict of Interest Protocols for New Police Commissioner Applicants</p>	<p>The Ad-Hoc Planning Committee perused and assessed the conflict of interest protocols as depicted within the context of verbiage incorporated into the original application for Police Commissioners (page 1 “Fact Sheet” – referenced under “minimum requirements”), as well as the City of Oakland Public Ethics Commission’s Handbook for Board and Commission Members; both of which lent guidance relative to a sampling of possible conflicts of interest and general public ethics protocols.</p> <p>The Ad-Hoc Planning Committee recommends that further discussion be lent by the full Selection Committee regarding the development of formal conflict of interest protocols. It is also recommended that additional guidance and input be secured in this regard on behalf of the Selection Panel from both the Public Ethics Commission and the City Attorney’s Office.</p>

<p>Establishment of “Reserve Pool” of Police Commissioners</p>	<p>A potential issue going forward is the situation where multiple members of the Police Commission resign prior to the expiration of their respective terms; coupled with existing Alternates being elevated to Police Commissioners and/or the total number of remaining Commissioners and Alternates being less than seven (7) Commissioners and two (2) Alternates.</p> <p>Given the Commission’s large and challenging workload, having a less than full-strength Police Commission is not an ideal situation for the Commission, the Oakland Police Department, nor the citizenry of Oakland. Neither is it an ideal circumstance for the Selection Panel or the Mayor to recommence recruitment processes due to this dilemma.</p> <p>Neither the originally drafted Measure LL Ordinance, nor subsequent updates to the same, specifically address this potential issue. Accordingly, the Ad-Hoc Planning Committee recommends the establishment of a “Reserve Pool” of Police Commissioners for placement in the event of the resignation of Police Commissioners and/or Alternates in order to ensure that the Police Commission, at all times, operates at full capacity.</p>
<p>Issuance of a Monthly Stipend for Police Commissioners and Alternates</p>	<p>The Ad-Hoc Planning Committee recommends that the proposed issuance of a monthly stipend be communicated within the context of future recruitment strategies as a means by which to increase the overall applicant pool.</p> <p>During the most recent recruitment phase for new Police Commissioners, it was apparent that residents of multiple Oakland Council Districts submitted no applications to potentially serve as Police Commissioners. One of the reasons attributed to non-participation was a lack of compensation for services; inclusive of token (stipend) compensation.</p>

<p>Measure LL Ordinance Training for Members of the Oakland Police Commission Selection Panel</p>	<p>The Ad-Hoc Planning Committee recommends the Selection Panel commence the scheduling of bi-annual training for Selection Panel members on the Measure LL Ordinance. It is likewise recommended that said training commence prior to the upcoming recruitment cycle for new Police Commissioners slated for March 2019.</p>
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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.
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Membership:	7 regular commissioners & 2 alternate commissioners Note. These positions are volunteer and unpaid.
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Term Length:	Typically, 3 years
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Time Commitment:	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. Time needed to prepare for meetings.
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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
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Description of Work:	Oversee the Oakland Police Department <ul style="list-style-type: none">• Conduct annual public hearings, at minimum• Issue subpoenas and take testimony on matters before it• Propose changes to policies and procedures• Approve changes to policies proposed by OPD• Review OPD proposed budget and make recommendations• Authority to fire the Chief of Police• Recommend list of 4 candidates for Chief of Police to Mayor <hr/> <p>Oversee the Community Police Review Agency</p> <ul style="list-style-type: none">• Conduct performance review of Director of CPRA• Serve as Discipline Committee to review proposed discipline of police officers when CPRA and Chief of Police do not agree• Authority to fire the Director of CPRA• Recommend list of 3 candidates for Director of CPRA to City Administrator <hr/> <p>Submit annual report to the Mayor, City Council and public.</p>
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Applications due no later than March 30, 2019.



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 due by March 30, 2019 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application



Application for Position of Commissioner – FACT SHEET

Purpose:	Oversee the Oakland Police Department's to make sure that its policies, practices and customs <u>to</u> meet national standards of constitutional policing <u>and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.</u>
Membership <u>Number of Positions:</u>	7 regular commissioners & 2 alternate commissioners Note. These positions are volunteer and unpaid.
Term Length:	<u>Typically, 3 years</u> 2 years, 3 years or 4 years
Time Commitment <u>Number of Meetings:</u>	2 per month <u>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. Time needed to prepare for meetings.</u>
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 <u>or former Oakland police officer</u> • current City of Oakland employee • former Oakland police officer • current or former representative of a police officer labor union • <u>an attorney who has a pending claim or lawsuit against the Oakland Police Department</u> • <u>an attorney who has filed a claim or lawsuit against the Oakland Police Department that was resolved during the past year</u>
Description of Work:	Oversee the Oakland Police Department <ul style="list-style-type: none"> • Conduct annual public hearings, at minimum • Issue subpoenas and take testimony on matters before it • Propose changes to policies and procedures • Approve changes to policies proposed by OPD • Review OPD proposed budget and make recommendations • Authority to fire the Chief of Police • Recommend list of 4 candidates for Chief of Police to Mayor <hr/> Oversee the Community Police Review Agency <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/> Submit annual report to the Mayor, City Council and public.

Submit applications due no later than by ~~March~~ June 30, 2019, to one of the following:

Mail or Hand-Delivery (Monday-Friday, 8:30 am — 5:00 pm)	Selection Panel for Police Commission e/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application



Police Commission

Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information

Full Name: _____ Date: _____
Last First M.I.

Home Address: _____
Street Address Apartment/Unit #

City State ZIP Code

Phone: _____ Email _____

Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee? YES NO

I would like to be considered as a Mayoral Appointee? YES NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Full Name: _____ Relationship: _____

E-Mail _____ Phone: _____

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White: ~~a person having origins in any of the original peoples of Europe, the Middle East, or North Africa~~
- Black or African American: ~~a person having origins in any of the black racial groups of Africa~~
- Latino: ~~a person having origins in any of the countries of Central America and South America, including Puerto Rico, Cuba and the other Caribbean nations~~
- Native Hawaiian or other Pacific Islander: ~~a person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands~~
- Asian: ~~a person having origins in Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam~~
- American Indian or Alaskan Native: ~~a person having origins in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment~~
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- _____ I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

Disclaimer and Signature

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

I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.

My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.

Once submitted, your application form, along with all attachments, becomes a public record.

Signature: _____ Date: _____

Completed applications due by ~~March~~ June 30, 2019~~7~~ by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator’s Office 1 Frank H. Ogawa Plaza, 3rd Floor Oakland, CA 94612
Email	Address: CityAdministratorsOffice@oaklandnet.com Subject: Police Commission Application

City of Oakland				
Police Commission Application - 2017				
Outreach Plan				
Channel	Location / Forum		Printed Copies	Email
City of Oakland Website	www2.oaklandnet.com\policecommission		Action: posted 5/26/17	
Press Release			Action: issued 5/31/17 - internal and external distribution	
Social Media	Facebook Nextdoor Twitter		Action: completed	
City Facilities	City Hall	Mayor's Office	Distributed: 6/1/17	Sent: 6/1/17 - Mayor's Newsletter and Personal email to over 40 community members (Venus Johnson)
		City Council Offices	Distributed: 6/1/17	Sent: 6/1/17
		City Administrator's Office	Distributed: 6/1/17	n/a
		Recreation Centers (25 locations)	Distributed: 6/1/17 (20 each)	n/a
		Allendale Arroyo Viejo Brookdale Bushrod Carmen Flores DACA deFremery Dimond EOSC FM Smith Franklin Charles Porter Golden Gate Ira Jenkins Lincoln Square Malonga Manzanita+D26 Montclair Mosswood Rainbow Redwood Heights San Antonio Sheffield Village Studio One Tassafaronga		

Channel	Location / Forum	Printed Copies	Email
	Libraries (16 locations)	Distributed: 6/1/17 (20 each)	n/a
	81st Avenue Asian Brookfield César E. Chávez Dimond (temporarily closed) Eastmont Elmhurst Golden Gate Lakeview Main Library Martin Luther King, Jr. Melrose Montclair Piedmont Avenue Rockridge Temescal West Oakland		
	Senior Centers (6 locations)	Distributed: 6/1/17 (20 each)	Sent: 5/31/17
	Downtown Oakland East Oakland North Oakland West Oakland Fruitvale/San Antonio (Unity Council) Hong Lok (Family Bridges)		Also announced at Commission on Aging meeting.
Measure Z - Safety and Services Act of 2014 / Oakland Unite		n/a	Sent: 5/31/17
Oakland Fund for Children & Youth (OFCY) Funded Non-Profit Organizations		n/a	Sent: 5/31/17
Neighborhood Service Coordinators / Neighborhood Crime Prevention Councils (NCPCs)		Distributed: 6/1/17 (300 English)	Sent: 6/1/17
Local Colleges / Schools such as Laney College			Mayor's Office email to President of Merritt College, Laney College professor
Victim Assistance Organizations			Mayor's Office email to Alameda County Reentry Coordinator, with list serve of 1,000 people; RJOY

Channel	Location / Forum		Printed Copies	Email
Ethnic/LGBTQ Bar Associations				Mayor's Office email to the California Bar Association; Women Lawyers of Alameda County (Mary Vail);
Faith-based organizations (such as OCO - Oakland Community Organizations)				Mayor's Office email to President of the Pastors of Oakland; OCO (Mary Vail via S. Hom)
Various Organization Newsletters (such as League of Women Voters, Homeowners Associations)				Mayor's Office email to The Unity Council, Centro Legal de la Raza, YouthAlive! Alameda Health System Youth Alive (Mary Vail)
Other Elected Offices				Mayor's Office email to representatives from Senator Feinstein's Office, Tony Thurmond's Office, Nancy Skinner's Office, Supervisor Nate Miley's Office
Racial and social justice organizations (such as Latino Task Force and Teachers for Social Change)				Latino Task Force (Mary Vail via S. Hom)
Other				East Bay Coalition of Labor Union Women (Mary Vail)
Newspapers	Oakland Post East Bay Times East Bay Express			
Youth Radio				
NAACP				
John George Democratic Club				



ATTACHMENT D

Selection Panel for the Police Commission 2017 Interview Questions

Questions Asked During Ad Hoc Subcommittee Screening Interviews

1. In addition to what is on your application, why do you want to be part of the Oakland Police Commission?
2. What impacts would you like to see the Oakland Police Commission have and accomplish?
3. Tell us about your experience and/or opinion of the Oakland Police Department.
4. Describe an experience where you had to make a difficult decision that affected someone's life.
5. What skills would you bring to the Oakland Police Commission?

Questions Asked During Final Interviews during August 8, 9, 10, and 14, 2017 Meetings

6. 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?
7. 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.
8. How do you define police brutality and what are the key elements that produce it?
9. What are some limiting obligations that might make it difficult to complete your term and what are the elements that will help you to stay committed?
10. 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 and capacity will you draw on to manage this and stay true to the Commission's mission?
11. How does institutional racism and systemic oppression affect the actions of both good and bad cops?
12. 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?
13. 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?



MEMORANDUM

TO: Selection Panel for Oakland Police Commission

FROM: Sarah Chavez-Yoell, Chair and John Jones III, Vice Chair

SUBJECT: Selection Panel Appointment of Alternate Police Commissioner

DATE: November 19, 2018

City Charter Section 604(c)8 (Measure LL) states: *For vacancies occurring for reasons other than the expiration of a regular member's term, the Commission shall select one of the alternates to replace the regular member for that regular member's remaining term of office. If the alternate chosen to replace the regular member was appointed by the Selection Panel, the Selection Panel shall appoint another alternate. If the alternate chosen to replace the regular member was appointed by the Mayor, the Mayor shall appoint another alternate.*

As you know, Mr. Mike Nisperos resigned his position as Police Commissioner effective November 7, 2018. At the Police Commission meeting on October 25, 2018, the Police Commission appointed Ms. Maureen Benson to replace Mr. Nisperos and will serve his remaining term through October 16, 2020.

Since Ms. Benson was a Selection Panel appointee, the Selection Panel now has the responsibility of appointing another Alternate Police Commissioner to serve Ms. Benson's remaining term through October 16, 2019.

This appointment of a new Alternate Police Commission would require the following steps:

1. Selection Panel Determination of new Alternate.
2. Complete Background Check
3. Submit Alternate to City Council for Acceptance/Rejection

To expedite this process, the Selection Panel might wish to consider one of the following options:

Option 1: Conduct a new process to solicit applications, review applications, interview candidates, and select new Alternate.

Option 2A: Select new Alternate from list of 23 remaining final candidates interviewed by the Selection Panel in August 2017. Conduct new interviews of all 23 (or as many of those that are still interested in serving as a Police Commissioner).

Option 2B: Select new Alternate from list of 23 remaining final candidates interviewed by the Selection Panel in August 2017. Do not conduct new interviews but request that staff contact final candidates for their interest in serving as a Police Commissioner.