



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**Meeting Agenda**

**Thursday, May 8, 2019**

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)

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

**ACTION ITEMS**

- 3. Approval of Selection Panel Meeting Draft Minutes**
  - [March 13, 2019 Meeting](#)
- 4. Determining Selection Panel Chairperson / Vice Chairperson**

Selection Panel will determine Chairperson and Vice Chairperson for Selection Panel for the upcoming year. [There are no agenda materials for this item.]
- 5. Annual Training and Orientation to City Charter Section 604 – Police Commission**

In accordance with City Council Ordinance No. 13498 C.M.S., Section 2.45.030, the Selection Panel shall receive training and orientation regarding City Charter Section 604 – Police Commission on an annual basis, to occur at the regular meeting each May.

Agenda Item Report:

  - [Presentation Slides – Oakland Police Commission, Oakland City Charter Section 604](#)
- 6. Report from Ad Hoc Committee Survey of Current Police Commissioners**

The Selection Panel will discuss and take possible action on a report from the Ad Hoc Committee created on November 19, 2018 to survey current Police Commissioners about their thoughts about the Selection Panel application/interview process. [There are no agenda materials for this item.]

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**Meeting Agenda (Continued)**

**Thursday, May 8, 2019**

5:30 PM – 7:30 PM

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

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**7. 2019 Police Commissioner Application and Selection Process**

The Selection Panel will continue discussion and take possible action on its process for appointing Police Commissioners during this current selection process.

Agenda Item Report:

- [Memorandum – 2019 Police Commissioner Application and Selection Process \(April 25, 2019\)](#)

**8. Scheduling of Selection Panel Meeting(s) – Regular and Special Meetings.**

The Selection Panel will discussion and take possible action to change its Regular meeting schedule and/or determine upcoming special meetings.

Agenda Item Report:

- [Memorandum - Scheduling of Selection Panel Meetings \(April 25, 2019\)](#)

**9. Open Forum**

**10. Adjournment**

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.

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [wwoo@oaklandnet.com](mailto: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](mailto: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.

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**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**Meeting Minutes**

**Wednesday, March 13, 2019**

**(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)

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**1. Roll Call and Determination of Quorum**

The meeting started at 5:33 pm.

Selection Panel members present: Sarah Chavez-Yoell (Chair), John Jones III (Vice Chair), Jim Chanin, Candice Jessie, Shikira Porter (arrived at 5:38 pm) and Mary Vail.

Absent: Jean Blacksher, Tal Klement, Arnold Perkins

Staff present: Stephanie Hom

City Attorney Staff: Allison Dibley

**2. Open Forum**

Comments were provided by the following public speakers:  
Lorelei Bosserman

**ACTION ITEMS**

**3. Approval of Selection Panel Meeting Draft Minutes**

- January 16, 2019 Meeting

Motion to approve the meeting minutes for January 16, 2019 was moved (M. Vail) and seconded (J. Jones).

Motion passed with 5 ayes of members present. Absent: J. Blacksher, T. Klement, A. Perkins and S. Porter.

**4. Report from Ad Hoc Committee Survey of Current Police Commissioners**

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**Meeting Minutes (Continued)**

**Wednesday, March 13, 2019  
(Special Meeting)**

5:30 PM – 7:30 PM

City Hall, 1 Frank H. Ogawa Plaza, Hearing Room #1  
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J. Jones provided a verbal status report on the work of the Ad Hoc Committee comprised of J. Jones, T. Klement and A. Perkins. He stated that some members of the Commission had been interviewed and that the Ad Hoc Committee requested follow up written responses from the Commissioners that they hope to present to the Selection Panel at the next meeting. Common themes that have surfaced thus far included (1) significant time commitment, (2) needing to work well with others, and (3) warranting a stipend for serving on the Police Commission.

This item will be placed on the agenda for the next Selection Panel meeting.

[Ms. Porter arrived at 5:38 pm during this discussion of this item.]

**5. Recommending A Stipend for Police Commissioners**

The Selection Panel discussed recommending a stipend for Police Commissioners.

Motion to approve that a letter be sent from the Selection Panel to the Mayor, City Council, and Chair of the Police Commission to recommend a stipend of at least \$500 per month plus a cost of living increase to Police Commissioners and having the Police Commission add the stipend as a line item within their budget for the FY 2019-21 budget cycle was moved (M. Vail) and seconded (C. Jessie).

Motion passed with 5 ayes, 1 no (S. Chavez-Yoell). Absent: J. Blacksher, T. Klement, and A Perkins.

Comments were provided by the following public speakers:

Rashida Grinage

Cathy Leonard

**6. Establishing a Reserve Pool of Candidates**

The Selection Panel discussed establishing a reserve pool of candidates for when the Selection Panel is required to select a replacement Alternate Police Commissioner.

Motion to create reserve pool with the following conditions was moved (J. Chanin) and seconded (M. Vail):

- a. the pool will be comprised of no less than three (3) applicants;
- b. the pool will expire after two (2) years;
- c. the pool will include only applicants that receive at least a two-thirds (2/3) vote of Selection Panel members present for the vote;
- d. that applicants included in the pool give notice to City staff if he/she is no longer interested in being in the pool.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL**

**Meeting Minutes (Continued)**

**Wednesday, March 13, 2019  
(Special Meeting)**

5:30 PM – 7:30 PM

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

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Motion passed with 6 ayes. Absent: J. Blacksher, T. Klement, and A Perkins.

Comments were provided by the following public speakers:  
Rashida Grinage

**7. 2019 Police Commissioner Application and Selection Process**

The Selection Panel discussed its process for appointing Police Commissioners during this current selection process and agreed by consensus to continue the discussion at its next meeting when more information will be available as to the number of applications received by the due date of March 30.

Comments were provided by the following public speakers:  
Lorelei Bosserman

**8. Process for Appointment of Alternate Police Commissioner**

The Selection Panel discussed a process for appointing an Alternate Police Commissioner if a vacancy occurs and by consensus agreed to fold any appointment needed into the current process with applications dues on March 30.

**9. Scheduling of Selection Panel Meeting(s) – Regular and Special Meetings.**

The Selection Panel discussed changing its Regular meeting schedule and determined its next special meeting date.

The next special meeting date was set for Wednesday, April 3, 2019 assuming there will be a quorum.

Motion to change the annual regular meeting from the second Thursday in May to the second Wednesday in May was moved (J. Jones) and seconded (M. Vail).

Motion passed with 6 ayes. Absent: J. Blacksher, T. Klement, and A Perkins.

**10. Open Forum**

There were no comments from the public.

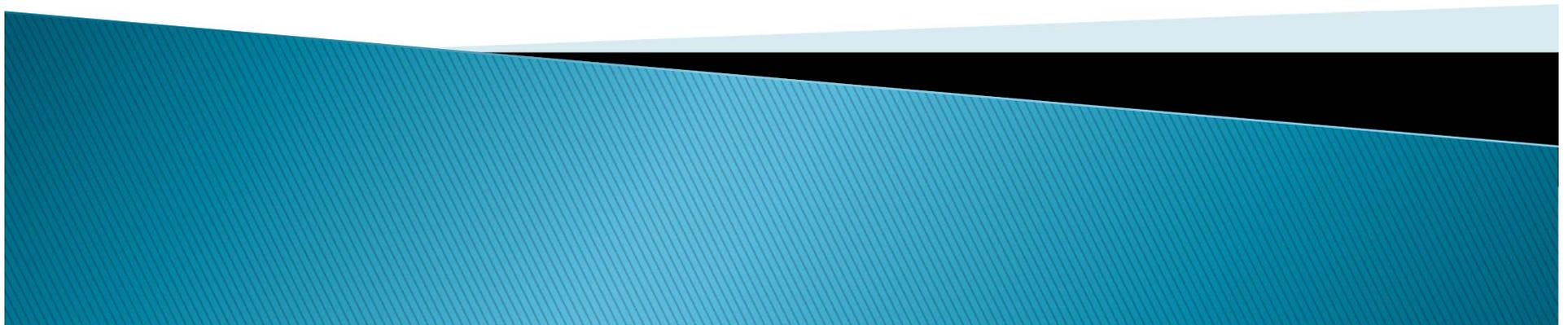
**11. Adjournment**

The meeting adjourned at 7:07 pm.

# Annual Selection Panel Orientation – Measure LL

Oakland City Charter Section 604

Presented by Allison M. Dibley  
Office of Oakland City Attorney Barbara J. Parker



# Required Training

- ▶ Enabling Ordinance, section 2.45.030(F):

“The Selection Panel shall receive training and orientation regarding City Charter section 604 on an annual basis.”



# Measure LL

- ▶ Measure LL passed by the voters in November 2016 by over 80%.
- ▶ Added Section 604 to the City Charter.
- ▶ City Charter section 604(a)(1): Establishes the Oakland Police Commission.



# Oakland Police Commission

- ▶ Section 604(c)(1): 7 “regular members” and 2 “alternate members.”
- ▶ Commissioners are civilian volunteers.
- ▶ Three Commissioners and one alternate appointed by the Mayor.
- ▶ Four Commissioners and one alternate appointed by the Selection Panel.
- ▶ Three-year terms.
- ▶ May serve up to 2 consecutive terms.



# OPC's Charge

- ▶ Section 604(a)(1):
  - OPC “shall oversee the Oakland Police Department (hereinafter, Department) in order to ensure that its policies, practices, and customs conform to national standards of constitutional policing.”



# OPC Powers and Duties

- ▶ Section 604(a)(1):

“The Commission shall have the functions and duties enumerated in this Section, as well as those assigned to the Commission by ordinance.”



# Section 604(b): Powers & Duties

- ▶ Subsection (1): Organize & Oversee the Community Police Review Agency (CPRA).
- ▶ Subsection (2): Conduct public hearings on Department policies, rules, practices, customs and General Orders.
- ▶ Subsection (3): Issue subpoenas for documents and/or testimony on any matter before the Commission.



# Section 604(b): Powers & Duties

- ▶ Subsection (4): Propose Changes to Department policies, procedures, customs or General Orders which govern:
  - Use of Force;
  - Use of Force Review Boards;
  - Profiling Based on Protected Characteristics;
  - First Amendment assemblies; or
  - Elements expressly listed in federal court orders or settlements which pertain to the Department.



# Section 604(b): Powers & Duties

- ▶ Subsection (4):
  - All proposed changes & modifications must be submitted to City Council for approval or rejection.
  - City Council has 120 days to approve or reject.
  - If City Council does nothing, changes or modifications become final.



# Section 604(b): Powers & Duties

- ▶ Subsection (5): Approve or Reject the Department's proposed changes to all policies, procedures, customs or General Orders which govern:
  - Use of Force;
  - Use of Force Review Boards;
  - Profiling Based on Protected Characteristics;
  - First Amendment assemblies; or
  - Elements expressly listed in federal court orders or settlements which pertain to the Department.



# Section 604(b): Powers & Duties

## ▶ Subsection (5):

- Department must submit proposed changes to the OPC.
- The OPC has 120 days to approve or reject the proposed changes.
- If OPC does nothing, Department's changes become final.
- If OPC rejects Department's changes, notice must be submitted to City Council.
- If City Council does nothing within 120 days of submission, OPC's decision becomes final.



# Section 604(b): Powers & Duties

- ▶ Subsection (6): OPC may review and comment on all other Department policies, procedures, customs, and General Orders.
- ▶ All comments must be submitted to the Chief.
- ▶ If requested by OPC, the Chief must provide a written response.



# Section 604(b): Powers & Duties

- ▶ Subsection (7): Department's Budget
  - Review the Mayor's proposed budget to determine whether budgetary allocations are aligned with the Department's policies, procedures, customs, and General Orders.
  - Must conduct at least one public hearing on the Department's budget per budget cycle.
  - Must forward recommendations for change to the City Council.



# Section 604(b): Powers & Duties

- ▶ Subsection (9): Report at least once a year to the Mayor, to the City Council and to the public regarding information contained in the Chief's annual report, in addition to other matters relevant to OPC's functions and duties.
- ▶ Subsection (11): Send the Chair or another Commissioner to serve as a non-voting member of any Level 1 Oakland Police Force Review Board.



# Section 604(b): Powers & Duties

## ▶ OPC & the Chief

- OMC Section 2.29.020: The Chief is responsible for the management and operation of the Department, “subject to the direction of the City Administrator.”
- Subsection (8): Require the Chief to submit an annual report on matters OPC requires.
- Subsection (10): Together with the Mayor, remove the Chief “by a vote of not less than 5 affirmative votes.” Acting alone, OPC must make a finding of “cause.”



# Section 604(d): Meetings

- ▶ Subsection (1):
  - Must meet at least twice a month.
  - At least twice each year, OPC must meet in locations other than City Hall.
- ▶ Subsection (2): OPC must establish rules and procedures for the conduct of its business.



# Section 604(d): Meetings

- ▶ Subsection (3):
  - Quorum is five members.
  - If quorum not established by “regular members,” Chair may designate one or more alternates to establish quorum and cast votes.
  - Motions may be approved by a majority of Commission members present.



# Community Police Review Agency

- ▶ Section 604(a)(2) establishes CPRA
- ▶ Section 604(e)(2):
  - Within 60 days of City Council's confirmation of first set of Commissioners, CPRB disbanded and business transferred to the Agency.
  - All CPRB staff transferred to the Agency.



# CPRA: Executive Director

- ▶ Section 604(e)(2):
  - ▶ Executive Director of CPRB became Interim Executive Director of Agency.
- ▶ Section 604(e)(6):
  - ▶ OPC may remove Executive Director upon an affirmative vote of at least 5 members, or by an affirmative vote of at least 4 members with the City Administrator's approval.
  - ▶ Upon a vacancy, City Administrator hires Executive Director from among 2 or 3 candidates submitted by the OPC.



# CPRA: Staffing

- ▶ Section 604(e)(3):
  - OPC may identify special qualifications and experience that candidates for Agency staff positions must have.
- ▶ Section 604(e)(7):
  - Agency (& OPC) staff shall be civil service employees.
- ▶ Section 604(e)(5):
  - City Administrator to assign a staff member to act as liaison to the OPC, and to provide administrative support.



# CPRA: Additional Staffing

- ▶ Section 604(e)(1): One FTE equivalent Non-City Attorney legal advisor.
  - Assigned by the City Attorney, after consultation with the Chair.
  - Provides legal services to the Agency related to investigations and recommended discipline.
- ▶ Section 604(e)(4):
  - One line investigator for every 100 officers, to be determined at the beginning of each budget cycle.
  - At least one investigator shall be a licensed attorney.



# CPRA: Investigations

- ▶ Section 604(f)(1):

CPRA shall “receive, review and prioritize all public complaints concerning the alleged misconduct or failure to act of all Department sworn employees.”



# CPRA: Investigations

- ▶ CPRA is required to investigate public complaints involving:
  - Uses of Force;
  - In-Custody Deaths;
  - Profiling based on protected characteristics; and
  - First Amendment assemblies.
- ▶ OPC may direct CPRA to investigate any other possible misconduct or failure to act of a Department sworn employee, whether or not the subject of a public complaint.



# CPRA: Investigations

- ▶ Section 604(f)(3):
  - CPRA shall make “every reasonable effort” to complete its investigation within 180 days of when complaint filed.
  - Agency Director issues written findings and proposed discipline to OPC and the Chief.
- ▶ Section 604(g)(1): If Chief agrees with CPRA, sends notice to subject officer.
  - Chief may send notice before IAD has begun or completed its investigation.



# CPRA: Investigations

- ▶ Section 604(g)(3): If Chief submits findings and proposed discipline to CPRA before CPRA's investigation is initiated or completed:
  - CPRA may close its investigation, or
  - CPRA may choose not to conduct an investigation.
- ▶ If investigation required by section 604(f)(1), OPC must approve CPRA's decision by a majority vote.
- ▶ Discipline proceeds as proposed by Chief.



# OPC: Discipline Committees

- ▶ Section 604(g)(2):
  - Formed if Chief and CPRA disagree about findings and/or proposed discipline.
  - Comprised of 3 Commissioners.
  - Chief submits findings and proposed discipline to Discipline Committee. City Administrator has no authority to reject or modify.
  - Agency submits findings and proposed discipline to Discipline Committee. City Administrator has no authority to reject or modify.



# OPC: Discipline Committees

- ▶ Discipline Committee resolves dispute between Chief and Agency based on the record presented to it.
- ▶ Discipline Committee submits its decision to Chief who notifies the subject officer.
- ▶ City Administrator has no authority to reject or modify the Discipline Committee's findings and proposed discipline.

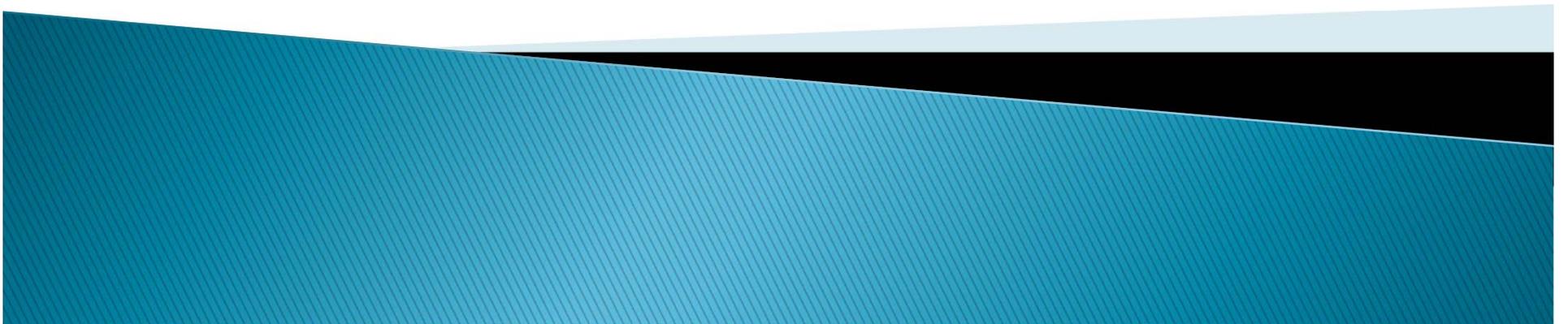


# Due Process Proceedings

- ▶ Section 604(g)(4):
  - Officers still entitled to *Skelly* hearing on proposed Findings and Discipline (whether decided by the Chief, the CPRA, or the Discipline Committee).
  - Officers still entitled to grievance and arbitration procedures after findings and imposition of discipline have become final (if such rights are prescribed in a collective bargaining agreement).



Questions?





# MEMORANDUM

**TO:** Selection Panel for  
Oakland Police Commission

**FROM:** Stephanie Hom  
Deputy City Administrator

**SUBJECT:** 2019 Police Commissioner  
Application and Selection Process

**DATE:** April 25, 2019

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**Action Requested:**

For the Selection Panel to review applications received to date and determine next steps in its process for appointing Police Commissioners to seats that may open in October 2019.

**Background:**

The Selection Panel voted (at its November 19, 2018 meeting) to establish a timeline for the next selection process as follows, with the goal of having City Council accept or reject the slate at its September 17, 2019 meeting as follows:

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

**Discussion:**

The Selection Panel has received nine (9) applications to date. Attachment A includes:

1. List of applicants with demographic information.
2. Each application.

**Next Steps:**

Staff recommends that the Selection Panel,

1. Set up two (2) meetings of the full body to conduct interviews (of no more than 15 minutes in length) of all applicants.
2. Select up to two (2) individuals to fill the Selection Panel's Alternate Commissioner vacancy and a Police Commissioner vacancy that may open in October 2019.
3. Establish a reserve pool of candidates of at least three (3) applicants, that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote.

Respectfully submitted,

/s/  
STEPHANIE HOM  
Deputy City Administrator

Attachment (1):

A. List of Applicants and Applications

Selection Panel Meeting  
May 8, 2019  
Item #7

City of Oakland								
Police Commission - 2019 - Applications Received								
Number	Last Name	First Name	Zip Code	Council District	Selection Panel / Mayoral Appointee	Race	Gender	Disability
1	Silas	Tiffany	94621	6	Both	Black/AA	F	N
2	Moore	Darlene	94605	7	Both	Black/AA	F	N
3	Dorton	Mark	94606	2	Both	Black/AA	M	Y
4	Sheibels	Jeffrey	94605	6	Both	White	M	N
5	Jordan	David	94605	6	Both	Hawaiian/PI	M	N
6	Swoffard	Barbara	94619	6	Both	Black/AA	F	Y
7	Wilkins	David	94602	4	Both	Black/AA	M	Y
8	Cobb	Gay	94607	3	Both	Black/AA	F	N
9	Cross	Cristina	94619	6	SP	Black/AA/Asian	F	Decline



# 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: Silas Tiffany A Date: 2/28/19  
Last First M.I.

Home Address: [Redacted]  
Street Address Apartment/Unit #  
Oakland CA 94621  
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: Christian Drackett Relationship: client  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Regina Posay Relationship: Cousin  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Jasmine Porter Relationship: Co-worker  
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?

Female  I do not wish to self-identify

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

Please check one of the boxes below:

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

**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: 2/28/19

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

## **Supplemental Questionnaire:**

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

I believe I am a great candidate for a position with the Police Commission because I come from a diverse personal, educational and employment background. I spent over 10 years helping under represented communities eliminate barriers to education, housing, health care, and employment, etc. For the past 3 years I have volunteered as a Community Outreach Coordinator for SoOakland Collective and serving District 7. I possess an AA in Administration of Justice, BA in Human Development, and MS in Health Care Administration. Not only am I able to understand the business aspect of the Police Commission I can also relate to and empathize with the community in which it serves.

In December 2017 I completed my Master of Science in Health Care Administration. The program taught me how to apply the 7 basic business principles (financial management, human resource management, organizational dynamics, strategic planning and marketing, information management, risk management and quality improvement) to various business environments. In addition to my degree I was accepted into an internship program with Kaiser Permanente's Office of National Compliance. While working in compliance, I had the opportunity to work on a variety of regulatory projects. I was involved in every aspect of project management from plan development, implementation, and validation. In my line of work, I've used a multitude of project management models to strategically review, plan, implement, monitor and evaluate newly imposed policies and procedures. This will help me in my duties as a commissioner to oversee the OPD by contributing to propose changes to policies and procedures and approve changes to policies proposed by OPD. I have an extensive background in analyzing policy and procedure changes while utilizing the SWAT analysis method to evaluate strengths, weaknesses, opportunities and threats.

Through my experience as an Assistant Site Coordinator for the Urban Services division of the YMCA, I had the responsibility of overseeing the operational budget for my program. This included allocating funds to the appropriate areas to keep the program functioning properly. This experience will help me in my duties as commissioner to review the OPD proposed budget and make recommendations. For 2 years I facilitated Neighborhood Court (more details in question #3) as an Alternative Disputes Specialist. I believe that experience will prepare me to contribute to conducting annual public hearings, issuing subpoenas and taking testimony for the police commission. I possess over 3 years' experience as a supervisor where my duties were to interview, hire, train, supervise and discipline staff. That experience will directly impact my contributions as a commissioner when tasked to recommend candidates for positions, conduct performance reviews, and serve as part of a discipline committee.

I hold my work ethics to a high standard that lends me to be dependable, reliable, efficient and committed to achieving my duties on time and with professional execution. I also hold my interpersonal communication to a professional level, maintaining a mature and respectful demeanor at all times. I have a high level of attention to detail and I have the ability to multi-task and handle various projects at one time.

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

In 2006 I was a Cadet for the Oakland Police Department. I was 18 and fresh out of high school. At the time I thought I wanted to be a police officer and the opportunity as a cadet was a great experience. Unfortunately, at the time I was unprepared for the responsibilities and duties that came with the position and I was terminated for insubordination. During the short time I participated in the program I got insight into the challenges and rewards faced by Oakland Police officers. I then discovered a career in law enforcement wasn't for me, especially at the age of 18 when I had so much going on and didn't know what I wanted to do with the rest of my life.

More recently, all of my experiences have been positive with OPD. I live in the Eastmont/Hegenberger neighborhood of District 7 so there is a police department within walking distance of my home. There is a noticeable and active police presence in my neighborhood which makes me feel safe. Any time I have needed the assistance of an officer (questions, filing a report, etc.) my needs and concerns were addressed in a timely manner.

T. Silas

**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.**

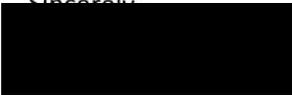
From June 2015-June 2017 I worked for the San Francisco Pretrial Diversion Project as a Criminal History Investigator for the Own Recognizance (OR) program and an Alternative Dispute Specialist for Neighborhood Court (NCT). The mission of the San Francisco Pretrial Diversion Project is to facilitate, within various communities, positive and effective alternatives to fines, criminal prosecution, and detention.

As a criminal investigator for the OR program I was responsible for interviewing eligible defendants housed in San Francisco County jail for possible OR release, assist the Superior Court in processing probable cause reviews, contact defendant's references to elicit information on defendant's ties to the community, run the defendant's local, state, and FBI criminal history, obtain police reports, and present all information to the Duty Judge. The overall goal of the program was to allow non-violent and first-time offenders the opportunity to be released from jail without bail to fight their case on the outside as a free individual.

The mission of the NCT program is to incorporate a restorative justice model to facilitate reconciliation between defendants and their communities. The program gives community members the opportunity to resolve non-violent crimes as volunteer adjudicators, who dialogue with defendants in a neighborhood court setting. As defendants and adjudicators work towards a mutual understanding, adjudicators determine an individualized plan for the defendant to follow, which could include some combination of community service, substance abuse treatment, mental health referrals, restitution, support group attendance, and reflective essays. As an Alternative Dispute Specialist for NCT I facilitated community court in the neighborhood in which the crime took place. My responsibilities included: facilitating court, case managing clients to ensure they completed their directives, acting as a liaison between the District Attorney's office and San Francisco Pretrial Diversion Program, maintaining accurate files and reports for the San Francisco Superior Courts and collecting restitution payments.

Thank you for your time and consideration.

Sincerely,



Tiffany Silas



# 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: MOORE DARLENE A Date: 3-1-19  
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: Dorian Hanzich Relationship: Colleague in business school

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

Full Name: Dean Mc Laird Relationship: Colleague at wells fargo

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

Full Name: Sherril Banks Relationship: Ret. First Lieutenant Oakland Fire Dep

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?

x Female  I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

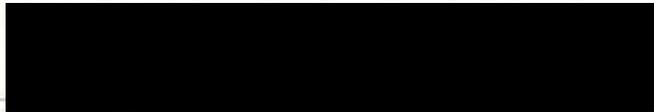
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

**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: 3-1-19

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: <b>Police Commission Application</b>

**DARLENE A. MOORE**  
**Supplemental Questionnaire**  
**Application for Position of Commission- City of Oakland**

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

• I have a 30-year career in Financial services, the last 15 years spent as Senior Vice President, managing risk for Wells Fargo Bank's Treasury Management services - a \$28 billion annual revenue business. My role required knowledge of all banking regulations and laws and included the development of policies, auditing of business processes and reporting to key executive stakeholders and governmental agencies. Past volunteerism in Oakland was through my former employer's community support office where I coordinated presentations on financial literacy, protection against elder financial abuse and cybersecurity for children. My mother, Josephine Strickland is a former Board Member and 2nd VP of the Emergency Shelter Program (ESP) where she led various committees offering services to victims of Domestic Violence. Other activities included Glad Tidings Health and Wellness Ministry and BWOPA (Black Women Organized for Political Action). We continue a legacy of volunteerism with my youngest daughter's homeless and senior citizens volunteer work through Moreau Catholic High School. Presently, I am a retired resident of Oakland since 2013.

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

I have had only two direct experiences with the Oakland Police Department.

• The first experience was several years ago when I helped a family member experiencing domestic violence. We went to the Oakland Eastmont police station to make a report and found it closed to the public (It was late evening). We called Oakland dispatch and asked for an officer to come to my home when available. An officer arrived several hours later and took the report. The officer was kind, thorough and he shared pamphlet information relative restraining orders and community resources for domestic violence victims. We were grateful to the officer and it was helpful to know where to go for assistance during that difficult time.

• The second experience also several years ago when I called to report my car stolen. It was several hours before an officer arrived to take the report. He seemed agitated and impatient. Although he took the report, he wasn't very helpful or forthcoming with information to help me understand what to expect. I would describe his demeanor as rude but not disrespectful. I would characterize this interaction as the officer doing his job, just not helpfully. This interaction did not taint my overall impression of the Oakland Police department since I had already had a positive experience and am aware of issues facing Officers in the field.

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

**• As a police officer, or criminal prosecutor or defense attorney**

This does not apply to me or any member of my family.

**• With a public agency or nonprofit community group serving or advocating for crime victims or persons charges or convicted of crimes**

As noted above, my mother, Josephine Strickland is a former Board Member and 2nd VP of the Emergency Shelter Program (ESP) of Alameda County, where she led or participated on committees (e.g. personnel committee, development chair and Ways & Means committee) offering services to victims of Domestic Violence. She served two, three-year terms before timing out.

My step daughter, provides first response crisis support, on-going advocacy and sexual assault crisis counseling to minors identified as at risk, past or currently victims of sexual exploitation in the Alameda County Areas through BAWAR (Bay Area Women Against Rape).



# 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:	Dorton	Mark	S	Date:	3/5/2019
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		
Home Address:	[REDACTED]				
	<i>Street Address</i>			<i>Apartment/Unit #</i>	
	Oakland		CA	94606	
	<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: Alonzo Carter Relationship: Friend

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Julie Wilson Relationship: Friend

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Robert Harrell Relationship: Supervisor

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: 3/5/2019

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Email	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application</b>

## **Police Commission Supplemental Questionnaire**

**Mark Dorton**

**I was a Young offender first Convicted in 1981 and again in 1983. Was released in 1984. I discharged from Parole in 1985 and from C.Y.A. Parole in 1987.**

**Both discharges were honorable.**

**Worked as a Volunteer Football Coach in 1986, 91,93 and 94 and worked in Private Security in House(Bouncer) from 1984 to 2006 And Licensed from 1992 to present.**

**Since 2007 I have Worked as a Security Officer under the Supervision of Veterans Affairs Police. Within Private Security I have held Positions as Supervisor, Dispatcher and Acting Account manager. In 1987 and revisited in 2016 My Youth Authority Committing Convictions were Dismissed, and I was Granted a Full Pardon by Former Governor Jerry Brown in December of 2017**

**My Dealing with Oakland Police have Been in situations when acting in my position of employment needed assistance with unruly individuals or to relinquish Custody to them of any individuals I have detained. I've also in minor situations dealt with Oakland Police when I had been cited or taken into custody in my youth, But there were never any unlawful incidents undertaken by the Officers dealing with me.**



# 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: SHEIBELS JEFFREY W Date: \_\_\_\_\_  
Last First M.I.

Home Address: \_\_\_\_\_  
Street Address Apartment/Unit #

OAKLAND CA 94605  
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: RON LEE Relationship: FRIEND  
E-Mail [REDACTED] Phone: [REDACTED]

Full Name: STEFANO CASSOLATO Relationship: FRIEND  
E-Mail [REDACTED] Phone: [REDACTED]

Full Name: DARZYL HONDA 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: 03/ /2019

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application</b>

# Supplemental Questionnaire

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

I served 10 years in the US Coast Guard and performed many search and rescue missions along with numerous drug interdiction and migrant interdiction cases. I have also been a part of humanitarian missions where I was awarded the Coast Guard Humanitarian Service Medal multiple times

I currently serve on the Select Service Local Appeals Board, the Silicon Valley Lions Club, and am a panelist for the Neighborhood Court program in San Francisco. I have served over 2,000 homeless and poor people in 2018 and will be doing the same this year. I also participate in promoting safety in the community during various street festivals throughout the year. I support such events as Imagine Talks, which promotes women empowerment and is run by a Non-Profit Organization. I am a board member of the SF API Forum Foundation, which is currently going through the process to file for 501(c)3 status.

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

The only contact or experience with the Oakland Police Department has been while serving in the US Coast Guard at the Maritime Safety and Security Team (91105) while out enforcing a safety zone for Fourth of July fireworks.

My other interaction happened over 10 years ago during a mistake I made resulting in me going about 10 feet the wrong way on a one way street. The officer was professional and pointed me in the right direction. No alcohol or controlled substance had been consumed.

Other than these two things that are over 10 years old, I interact with San Francisco Police Department through various community events and the Neighborhood Court program.

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.

My father was a Valparaiso Police Officer until I turned 19. Upon his retirement, he was appointed as the 911 Director. He currently works for Porter County Sheriff's as the Jail IT Director. I grew up around several officers who have since moved on.

During my time in the US Coast Guard, I was a Maritime Law Enforcement Officer, which was part of my duties and responsibilities.

**From:** [City Administrator's Office](#)  
**To:** [Hom, Stephanie](#)  
**Subject:** FW: Police Commission Application  
**Date:** Monday, March 18, 2019 8:38:19 AM  
**Attachments:** [Police Commission Application.pdf](#)

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FYI

-----Original Message-----

From: J Sheibls [REDACTED]  
Sent: Friday, March 15, 2019 5:06 PM  
To: City Administrator's Office <CityAdministratorsOffice@oaklandca.gov>  
Subject: Police Commission Application

To Whom it Shall Concern:

My name is Jeffrey Sheibels. Attached is my application for the Police Commission Position that has an application deadline of March 30, 2019.

I am the son of a retired Police Officer and retired Teacher. I served in the US Coast Guard for 10 years before receiving an Honorable Discharge and pursuing a degree in Business Administration and a second degree in Accounting. During my time serving, I performed every mission that the US Coast Guard does from humanitarian relief efforts to Maritime Law Enforcement.

I have worked for two not-for-profit (NFP) organization in the last 10 years. Currently serve on the Board of Directors for the Silicon Valley Lions Club, and SFPD API Forum. I am an adjudicator for the Neighborhood Court program out of the SF DA's office and also a member of the Select Service Local Appeals Board. I have received numerous citations and awards from various public officials and also during my time in the US Coast Guard. Some of the medals I have received include but not limited to 3 Coast Guard Good Conduct Medals, 2 Humanitarian Service Medals, Presidential Unit Citation with Hurricane Device, and 3 Special Operations citations with ribbon bar. Citations received include but not limited to Certificate of Recognition from Congresswoman Nancy Pelosi, and San Mateo Supervisor David Canepa. I have 2 Certificate of Honor form SF District Attorney George Gascon.

I have since then moved to Oakland and am looking for ways to contribute to the City of Oakland in a similar capacity as I have for the people of the United States, the City of San Francisco and people of Silicon Valley. Base on my unique experience and knowledge, I believe I would bring a unique perspective to the many scenarios that the Oakland Police Department faces in todays ever changing community.

Thank you for your consideration. I look forward to hearing from you soon.

Jeffrey Sheibels  
[REDACTED]



# 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: Jordan David D Date: 3/17/19  
Last First M.I.

Home Address: [Redacted]  
Street Address Apartment/Unit #  
Oakland Ca 94609  
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: Eric Sutter Relationship: Professional  
E-Mail: [redacted] Phone: [redacted]

Full Name: Ladwihed Morgan Relationship: Professional  
E-Mail: [redacted] Phone: [redacted]

Full Name: Dean Goodwin Relationship: Professional  
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: 3/17/19

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, 3 <sup>rd</sup> Floor Oakland, CA 94612
Email	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application

Application Addendum:

1. For the last five years I've been employed by the San Francisco HIV Community Planning Council which is a public health commission appointed by the Mayor. My function is to provide process and informational support to council members, primarily I do this through qualitative research among the populations affected by the council's funding policy decisions. Additionally, I attend a variety of policy and community planning meetings with council members and members of government, and it is necessary for me to provide informational support around process, democratic rules of order, funding streams, and legislative mandate. Previous to this I worked as a case manager focused on multiply-diagnosed severe need populations who often faced challenges with the criminal justice system. I also worked within the Oakland Public School system with children who had occasionally experienced interactions with OPD. For more than a decade I've worked in the ways available to me, to engage with civic and community planning in a city in I don't actually live. In applying to the police commission, I'm hoping to be of service to my own community around an issue of importance to me personally, and feel like citizen oversight of local government is an incredibly important responsibility.
2. My interactions with the police have unfortunately not in general been mostly positive ones. As a man of color, I've dealt with some amount of police profiling and some outright aggression from police officers. That said, as home owner here in Oakland, crime and safety are becoming larger concern for my family and I. Additionally, I've had the opportunity to interact with some off-duty OPD officers, and it went a long way towards humanizing them for me. I do understand that police work is often very difficult, and it's my strong desire to see a system that is supportive of an effective and community focused police force.
3. I'm currently a volunteer facilitator with Brothers Keepers, a program at San Quentin State Prison, which teaches peer support, trauma crisis counseling, and suicide prevention skills to inmates. I've been volunteering with this program for about a year.



6

**Police Commission**  
CITY OF OAKLAND  
OFFICE OF CITY MANAGER

19 MAR 29 PM 4:58

**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: Swoffard Barbara Date: 3/29/19  
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: Dr. Glenester Irvin Relationship: Friend

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

Full Name: Cheryl Cranshaw Relationship: Friend

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

Full Name: Mary Forte 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?

- Female
- I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

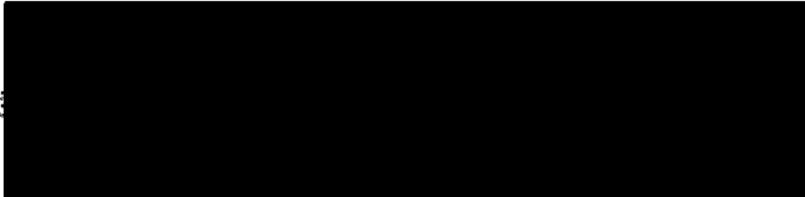
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***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: 3/29/2019

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)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

March 29, 2019

My name is Barbara Swoffard. From my childhood, I have always had a love for children. This passion, even until this day, has directed my life. As a child, growing up in the flatland of East Oakland, if a family was in financial distress, I would voluntarily go door to door in the neighborhood collecting funds to help the children in the family. As a teenager, I taught children's Sunday School, created youth choirs and did lots of baby-sitting.

As a young adult I wanted to go to college. Combined with this love for children compelled me into the field of teaching. I graduated from college and started teaching. After teaching a few years, I decided that my students needed more than I could personally give them at that time. So, I went to seminary thinking that: "perhaps God could help the situation." Not knowing at the time that more knowledge about my heritage and today's political system would satisfy this inter intellectual cravings.

I graduated from seminary and created a non-profit organization titled, Oakland Youth Services. This organization was established to help the young people who live in the flatlands of East Oakland. Youth described as economically disadvantaged and culturally diverse. Since I was originally a teacher and had experience working with young people with education challenges, OYS started out as an afterschool tutoring services to elementary school students. Still feeling that the organization wasn't giving enough to young people, OYS offered a residential care facility to the troubled young in the community. This residential care facility lasted to over ten years. Since then I have had many foster care children to live in my home and I have adopted three of them. Presently, I am raising two lovely adopted children and I am working on a program to improve the educational curriculum of kindergarten students.

My passion for children has prepared me to contribute to the work of the Commission because it has created in my personhood to: do what is just, to show compassion and to live in humble fellowship with my neighbor.

Question#2,2 I have called Oakland Polices Department for help in times of emergency.

Question #3.3 is not applicable to me.



CITY OF OAKLAND

# 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: WILKINS DAVID M Date: 3/29/2019  
Last First M.I.

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

OAKLAND CA 94602  
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: ELSA ORTIZ Relationship: ACTRANSIT BOARD  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: BELVA DAVIS Relationship: RETIRED BAY AREA JOURNALIST  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: SUE DAVIES Relationship: NEIGHBOR  
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**

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***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: 3/29/2019

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Email	<b>Address: CityAdministratorsOffice@oaklandca.gov Subject: Police Commission Application</b>

**David Wilkins - CANDIDATE - Oakland Police Commission**

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

**EDUCATION:**

UNIVERSITY OF SAN FRANCISCO, Master of Science; Environmental Management.

WEST POINT, U.S. MILITARY ACADEMY, Bachelor of Science; General Engineering.

US ARMY COMMAND and GENERAL STAFF COLLEGE, Executive Staff Operations

I am a West Point graduate with a 35-year career in public service. I am a retired Army Lt. Colonel having served nearly 25 years in active and reserve duty and led soldiers in one 12-month combat tour in Afghanistan. I simultaneously and successfully managed two professional careers as both an Army Reserve Officer and senior level executive in the field of engineering and construction in the federal civil service and currently at AC Transit. I am known for having exceptional people, communication and team-building skills founded on a broad range of experience and education. I am especially skilled in exacting organizational effectiveness and program success with the people who run them, through a mission-focused, positive application of innovative policy and procedure. I have a passionate focus on building teams to solve problems and deliver desired outcomes in a cost effective, productive manner.

I have a deep passion for improving the quality of life for the people and community in which I live. I act on this passion by giving back through volunteering whenever, wherever and however I can. In my previous neighborhood, I served as both as President of the Home Owners Association and President of the HOA Board for over 4 years. From a young age I have been a person who believes that people are better off when they are provided meaningful information about their choices. That is why I routinely volunteer for career days at local high schools and colleges to speak to young adults about their career options. I have also taught Sunday school and provided academic tutoring to high schoolers. I have volunteered as a summer camp counselor for pre-teens with the Kiwanis Club. As a cadet, I volunteered during spring break and summers to serve on the Cadet Public Relations Council and worked as an ambassador to promote higher education opportunities in several inner city neighborhoods throughout the mid-west United States. I always seek opportunities to volunteer during the holidays whether it involves packing and delivering food boxes, soliciting for donations or serving meals to the

## **David Wilkins - CANDIDATE - Oakland Police Commission**

unsheltered and less fortunate. In both my civilian and military careers as well as in my personal life, I have been actively engaged in volunteer service in my community. While in Afghanistan, I led volunteer construction teams into the local communities, using surplus materials to build and remodel schools, drill water wells, repair roads and bridges and channel water to farm fields. I frequently volunteer to support community events supported by AC Transit such as job fairs, food drives, community health fairs and cultural fairs.

I am an active listener, critical thinker, a continuous learner, one who is skilled at simplifying tasks for prompt execution, and an effective communicator both orally and in writing. I have a calm working style and will study the issues, evaluate alternatives, do my research/homework and always be prepared. I am considered a dynamic presenter and persuasive debater who is articulate and effective in front of Boards, Commissions, Special Committees and other Public governance forums. Along with a good sense of humor, these attributes have allowed me to successfully lead and work with people in military and civilian organizations to achieve success in a variety of endeavors.

I believe that all these experiences I have had throughout the course of my adult life and professional career have prepared me to be ideal candidate for the Oakland Police Commission. Moreover, I have gained experience in union and collective bargaining negotiations, contract management and administration, problem analysis and resolution, negotiated settlements, effective planning, cost avoidance, complex project and capital improvement program management, facility management and life-cycle planning, These skills I have developed should allow me to smoothly collaborate with my fellow commissioners to contribute to policy development and organizational improvements in a large institutional organization like the Oakland Police department. Refining and improving how our police officers protect and serve is one way to enhance the quality of life for all Oakland residents, which is what I am most passionate about.

### **PERSONAL:**

Retired Army Corps of Engineers Officer, LTC; Combat veteran – Operation Enduring Freedom- 12 MONTHS AFGHANISTAN.  
World Traveler – visited over 70 countries and Territories; married, two daughters – 22 and 12; fourth of six sons to a single mother; amateur chef and craft cocktail mixologist.

**David Wilkins - CANDIDATE - Oakland Police Commission**

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

My contacts and experience with the Oakland Police Department are as follows:

In my duties as the AC Transit BRT Program Director, we arrange for the Oakland Police Department to provide construction site security for our job sites along the BRT corridor. This involves arranging for teams of police officers to provide roving security, over-watch services each work week at high-risk locations where construction activities are scheduled.

In addition to this interaction, during the past 5 years I have also delivered numerous project updates, reports and presentations at each of the City of Oakland's Neighborhood Crime Prevention Council (NCPC) Meetings for all the jurisdictions along the BRT corridor from East Oakland to Uptown. At these meetings, the community stakeholders addressed policing issues affecting their neighborhoods and from me they also had an opportunity to listen and learn about the BRT project and how it would improve the quality of life in their neighborhoods.

As a community member, I have attended town hall type meetings hosted by local councilmembers who have invited police officers to update law enforcement activities in my district.

**David Wilkins - CANDIDATE - Oakland Police Commission**

*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.*

I have an immediate family member with employment experience as a police officer. My brother, COL Stephen Wilkins (USA ret.) was a career Military Police (MP) Officer. During the course of his nearly 30-year military career, he commanded two Army Criminal Investigation Divisions (CID) at two major military installations and also served as Provost Marshall, the top law enforcement officer, at a major military base. In these roles, he commanded detectives, investigators, crime lab personnel, customs and border security agents and line soldiers performing a variety of law enforcement duties.



# Police Commission

## Application for Position of Commissioner

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### Applicant Information

Full Name: Cobb Gay Plair Date: 3-30-19  
*Last First M.I.*

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

Oakland CA 94607  
*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.

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  - 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: Hon. Keith Carson Relationship: Colleague

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

Full Name: Rev. Debra Avery Relationship: Pastor

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

Full Name: Dr. Kitty Kelly Epstein Relationship: Board Member (PIC)

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?

- female
- I do not wish to self-identify

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

Please check one of the boxes below:

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

**Disclaimer and Signature**

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

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Signature: Gay Plair Cobb Date: 3-30-2019

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## Gay Plair Cobb

### Attachment to Police Commission Application

#### 1. Life Work/Volunteer Experience:

I have recently retired from leadership of an Oakland non-profit organization which has provided a wide range of job services to persons who experience labor market disadvantages, including those returning to the community after incarceration. Participated with local employers to sponsor job fairs and other recruiting events to support the hiring of Oakland residents. Created training opportunities for women and people of color in non-traditional occupations, focusing on the construction trades. Conducted numerous activities to build relationships and improve communication between community and public safety organizations, including Alameda County Courts, Probation Department, jails, State Parole, etc.

As a 24 year elected member of the Alameda County Board of Education, provided oversight of programs for youth housed at Juvenile Hall. Frequent interaction with students and families of youth needing special education support after expulsion or other circumstances excluding them from attendance at “regular” public schools. Conducted required public hearings, appeals and other adjudicatory activities.

Active with the faith-based community in providing services and advocating for more resources directed toward Oakland’s unhoused residents. Experienced in budget advocacy, public presentations, consensus building to achieve goals.

Served for 10 years as board member with a large bay area community foundation.

#### 2. Contacts/Experiences with OPD:

My personal experiences with OPD have been largely neutral and sometimes positive with respect to the Department responding to emergencies, including residential/auto break-ins, and stray bullets fired into my home. However, as a long-time West Oakland resident, I have had neighbors and friends impacted by the now-infamous “Riders” era, leading to subsequent court action and the consent decree. This was a period of fear and distrust of our police department which, for the latter, remains a significant challenge.

#### 3. Experience as Police Officer, Prosecutor, etc.

Not applicable.



# Police Commission

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Applicant Information			
Full Name:	<b>Cross</b>	<b>Cristina</b>	Date: <b>3/30/2019</b>
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[REDACTED]		Apartment/Unit #
	<b>Oakland</b>	<b>CA</b>	<b>94619</b>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email	[REDACTED]

## Supplemental Questionnaire

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  - 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: Rachel Bryant Relationship: Supervisor

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Chaz Hubbard Relationship: Partner

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Bianca Tummings 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?

- Female
- I do not wish to self-identify

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

Please check one of the boxes below:

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



## Cross - Police Commission Response

1. During my non-traditional path through college, I worked with Alameda County's Behavioral Health Care Services and PEERS for several years as a Transition Age Youth (TAY) Advocate. This partnership worked to advance the well being of people and families with loved ones who are experiencing mental health challenges, especially those between the ages of 18-24. It was there that I truly learned the meaning of community, professionally and personally.

My experiences of critically examining the need for trauma informed care and communicating the unique needs of transitional age youth to county clinicians, led me to the decision to study Sociology, and eventually Public Policy with a minor in Ethnic Studies. Prior to completing my studies, I worked directly with organizers and mental health advocates who piloted peer led trauma informed workshops with officers at John George Psychiatric Pavilion. While I was not directly involved in that particular work, I understand the importance of those types of community led initiatives. Additionally, I am raising my child in Oakland and his father was raised in Oakland. I am familiar with the various nested issues that Oakland is facing. My commitment to the betterment of this community is deep. My lived experiences, advocacy work combined with my formal education, would provide a unique perspective.

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

Currently, I do not have any regular contacts with the Oakland Police Department however I do have an extended family member that was previously an officer with the Oakland Housing Authority. We periodically discuss the civilian perspective and police perspective with regard to recent national high profile incidents of excessive force, in addition to the need for more officers coming from the communities they serve. During a transitional point in my life, I have experienced some trauma with officers in a different county. From my perspective the incident arose from a misunderstanding. My decision to apply was based on my desire to contribute to more community centered solutions in terms of engaging with marginalized communities and people.

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

At this time, none of these apply.



# MEMORANDUM

**TO:** Selection Panel for  
Oakland Police Commission

**FROM:** Stephanie Hom  
Deputy City Administrator

**SUBJECT:** Scheduling of Selection Panel  
Meetings – Special Meetings

**DATE:** April 25, 2019

---

## Action Requested:

For the Selection Panel to determine future meeting dates to interview and deliberate in its process for appointing Police Commissioners to seats that may open in October 2019.

## Background:

The Selection Panel voted (at its November 19, 2018 meeting) to establish a timeline for the next selection process as follows, with the goal of having City Council accept or reject the slate at its September 17, 2019 meeting:

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

Staff requests that the Selection Committee consider its special meetings in the context of the timeline and the number of applicants to consider.

## Discussion:

As part of the 2019 Police Commissioner selection process, the Selection Panel will need to hold meetings to conduct interviews and determine the slate. Available meeting rooms (as of April 25 and dates in May and June are as follows:

*May/June (initial interview period – May 1 – June 15 and determine slate by June 28):*

Wednesday, May 22\*  
Wednesday, May 29 (Chamber or Hearing Room #1)  
Thursday, May 30 (Chamber or Hearing Room #1)

Wednesday, June 5 (Hearing Room #1)  
Thursday, June 6 (Chamber)  
Wednesday, June 12, (Chamber or Hearing Room #1)  
Thursday, June 13\*  
Wednesday, June 19 (Hearing Room #1)  
Thursday, June 20 (Chamber)  
Wednesday, June 26 (Hearing Room #1)

\*Only Hearing Room #2 is available so the would not be video recorded.

Selection Panel Meeting  
May 8, 2019  
Item #8

**Requested Action:**

Determine dates for Special Meetings to conduct interviews and determine slate and reserve pool.

Respectfully submitted,

*/s/*

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STEPHANIE HOM  
Deputy City Administrator  
City Administrator's Office