



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

Meeting Agenda

Monday, August 10, 2020

5:30 PM

Via Teleconference

Wednesday, August 12, 2020

6:00 PM

Via Teleconference

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

Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission Selection Panel, as well as City staff, will participate via phone/video conference, and no physical teleconference locations are required.

PUBLIC PARTICIPATION

The Oakland Police Commission Selection Panel encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

OBSERVE:

- To observe the meeting by video conference, please click on the assigned link at the noticed meeting time.
- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the assigned Webinar ID number.

- Monday, August 10, 2020 at 6:00 PM: <https://us02web.zoom.us/j/88173811663>
Webinar ID: 881 7381 1663
- Wednesday, August 12, 2020 at 6:00 PM: <https://us02web.zoom.us/j/89827062653>
Webinar ID: 898 2706 2653

Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled “Joining a Meeting”

After calling any of the phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting By Phone.”

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POLICE COMMISSION SELECTION PANEL
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Meeting Agenda (Continued)

Monday, August 10, 2020

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Wednesday, August 12, 2020

6:00 PM

Via Teleconference

PROVIDE PUBLIC COMMENT: There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Richard Luna at rluna@oaklandca.gov. Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.
- By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”
- By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“*9”) to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail Richard Luna, at rluna@oaklandca.gov.

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

Meeting Agenda (Continued)

Monday, August 10, 2020

5:30 PM

Via Teleconference

Wednesday, August 12, 2020

6:00 PM

Via Teleconference

1. Roll Call and Determination of Quorum

2. Open Forum

Speakers will be called on by the facilitator as speakers “raise their hand” through video conference or by telephone. All speakers will be allotted a maximum of three minutes unless amended by the Chairperson.

ACTION ITEMS

3. Approval of Selection Panel Meeting Minutes:

- [July 30, 2020 Meeting](#)
- [August 3, 2020 Meeting](#)
- [August 4, 2020 Meeting](#)

4. Second Round Interview Process

Selection Panel will deliberate and possibly take action regarding how to conduct its second-round interviews of some of the applicants for the Oakland Police Commission who were previously interviewed on July 30, August 3 and August 4. Such deliberations and possible action include determination of how many candidates to bring back for second interviews, the interview questions, and evaluation and selection criteria; reports on reference checks; and schedule of second-round interviews.

Agenda Item Report:

- [Memorandum \(August 6, 2020\)](#)

Note: The interview schedule is included as part of the agenda materials but is subject to change.

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

Meeting Agenda (Continued)

Monday, August 10, 2020

5:30 PM

Via Teleconference

Wednesday, August 12, 2020

6:00 PM

Via Teleconference

5. Interview Schedule and Final Determination of Nominees

The Selection Panel will conduct second round interviews of some of the applicants for the Oakland Police Commission who were previously interviewed on July 30, August 3 and August 4 and possibly select the final two candidates to be submitted to City Council for confirmation and appointment to the Police Commission, and/or select the candidates to be placed in the Reserve Pool for later consideration.

Agenda Item Report:

- [Memorandum \(August 6, 2020\)](#)

Note: The interview schedule is included as part of the agenda materials but is subject to change.

6. Adjournment

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

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email rluna@oaklandca.gov or call (510) 238-4756 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a rluna@oaklandca.gov o llame al (510) 238-4756 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 rluna@oaklandca.gov 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



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

Meeting Minutes

Thursday, July 30, 2020
Via Teleconference

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

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 5:31 pm.

Members present: Lorelei Bosserman, James Chanin, Gay Plair Cobb, Brendalynn Goodall, Don Link (arrived at 5:35 pm), Bill Thomasson and Mary Vail.

Members absent: Braunz Courtney

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

Selection Panel Members reported on the reference checks completed for the applicants interviewing with the Selection Panel for Thursday, July 30, 2020.

Selection Panel Member Gay Plair Cobb announced that applicant Sherria Taylor withdrew from consideration.

2. Open Forum

There were no public comments on this item.

There were no written comments submitted to the Selection Panel.

ACTION ITEMS

3. Approval of Selection Panel Meeting Minutes

A motion was made by Mary Vail, seconded by Brendalynn Goodall, to approve the draft meeting minutes for July 22, 2020. Motion passed with six ayes (Bosserman, Chanin, Cobb, Goodall, Thomasson, Vail) and one abstention (Link).

There were no public comments on this item.

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

Meeting Minutes (Continued)

Thursday, July 30, 2020
Via Teleconference

4. Selection Panel Interviews and Deliberations of Police Commission Applicants

The Selection Panel interviewed Police Commission applicants Jesse Hsieh and Elliott Jones.

The Selection Panel recessed from 7:00 pm to 7:30 pm.

The Selection Panel interviewed Police Commission applicant Art Blacksher.

Police Commission applicant Cristina Cross experienced a technical difficulty in connecting to the teleconference meeting. The Selection Panel rescheduled Ms. Cross' interview to 7:05 pm on Tuesday, August 4, 2020.

The Selection Panel interviewed Police Commission applicants Brian Hauck and Barbara Swoffard.

Public comments were provided by the following public speakers:
Rashidah Grinage

5. Adjournment

The meeting was adjourned at 9:29 pm.



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

Meeting Minutes

Monday, August 3, 2020
Via Teleconference

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

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 5:34 pm.

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

Members absent: Braunz Courtney

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

2. Open Forum

Public comments were provided by the following speakers:

Gene Hazzard
Saleem Bey
Assata Olugbala

There were no written comments submitted to the Selection Panel.

ACTION ITEMS

3. Approval of Selection Panel Meeting Minutes

No action was taken on this item as the meeting minutes for July 22, 2020, were approved on July 30, 2020.

4. Selection Panel Interviews and Deliberations of Police Commission Applicants

Selection Panel Members reported on the reference checks completed for the applicants interviewing with the Selection Panel for Monday, August 3, 2020.

The Selection Panel interviewed Police Commission applicants Ginale Harris, Theodore Johnson, Cynthia Chase, Timothy Huey, Darnell Hammock, and Sergio Garcia.

**CITY OF OAKLAND
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Meeting Minutes (Continued)

Monday, August 3, 2020
Via Teleconference

The Selection Panel discussed its process for making selections on the finalists that will be invited to a second interview. The Selection Panel discussed making their selections of the finalists at the conclusion of interviews on August 4, 2020, or submitting selections by email to City staff.

The Selection Panel also discussed the draft finalist interview questions and options for placing candidates in the Reserve Pool for future consideration.

A motion was made by Gay Plair Cobb, seconded by Mary Vail, that the Selection Panel establish a Reserve Pool of three candidates and that the Selection Panel reconvene to decide who from the Reserve Pool would be submitted to the City Council for confirmation should the Reserve Pool be needed in the future. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

Public comments were provided by the following speakers:
Assata Olugbala

5. Adjournment

The meeting was adjourned at 10:05 pm.



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

Meeting Minutes

Tuesday, August 4, 2020
Via Teleconference

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

1. Roll Call and Determination of Quorum

Quorum was determined and the meeting started at 5:16 pm.

Members present: Lorelei Bosserman (arrived at 5:25 pm), James Chanin, Gay Plair Cobb, Brendalynn Goodall, Don Link, Bill Thomasson and Mary Vail.

Members absent: Braunz Courtney

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

2. Open Forum

Public comments were provided by the following speakers:

Michelle Anzanello
Gene Hazzard
Joseph Mente
Assata Olugbala
Saleem Bey
Tasha Mente
Megan Steffen
John Bey
Jose Dorado
Sala Bandabila
Kevin Cantu

There were no written comments submitted to the Selection Panel.

ACTION ITEMS

3. Approval of Selection Panel Meeting Minutes

No action was taken on this item as the meeting minutes for July 22, 2020, were approved on July 30, 2020.

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

Meeting Minutes (Continued)

Tuesday, August 4, 2020
Via Teleconference

4. Selection Panel Interviews and Deliberations of Police Commission Applicants

Selection Panel Members reported on the reference checks completed for the applicants interviewing with the Selection Panel for Tuesday, August 4, 2020, and reference checks completed for prior interview applicants.

The Selection Panel interviewed Police Commission applicants Tyfahra Singleton, Kumar Vedantham, Omar Farmer and Cristina Cross.

The Selection Panel recessed from 7:59 pm to 8:15 pm.

The Selection Panel then discussed its process for selecting finalists to participate in the second round of interviews. Chairperson James Chanin offered a proposal that he and Vice Chairperson Brendalynn Goodall developed, which includes that each Member submit six nominations through email to City staff member Richard J. Luna by Thursday, August 6, 2020; that City staff tabulate results; that the six applicants receiving the most votes be invited to the second round of interviews; and that after the second round of interviews, the Selection Panel would nominate two candidates and the remaining four applicants would form the Reserve Pool.

The Selection Panel discussed the proposal and offered additional edits, including a deadline on when to submit nominations, and that the Selection Panel interview three candidates each evening on August 10, 2020, and August 12, 2020.

A motion was made by Gay Plair Cobb, seconded by Mary Vail, to move forward with the plan outlined by the Chair and Vice Chair including how the Selection Panel submits and by when they submit the individual ratings of their top six candidates, and that the Selection Panel plans to schedule final interviews of the six in two sessions as opposed to one session. The motion passed with six ayes (Cobb, Chanin, Goodall, Link, Thomasson, Vail) and one no (Bosserman). Chairperson James Chanin clarified that the Selection Panel Members will each vote for six candidates by 8:00 am on Thursday, August 6, 2020, with the top six applicants being invited to the final interviews.

The Selection Panel then discussed the proposed final interview questions. The Selection Panel stated more questions were needed and that questions should be sent to City staff member Richard J. Luna to compile and include in the next Agenda. Chairperson James Chanin recommended starting the meeting on August 10, 2020, at 5:30 pm to allow the Selection Panel time to review and select the finalist interview questions. Additional recommendations included to start the first interview at 7:00 pm, and for all interviews to be 45 minutes each.

A second motion was made by Don Link, seconded by Mary Vail, to submit proposed finalist interview questions to City staff by 8:00 am on Thursday, August 6, 2020; for staff to publish all proposed questions in the Agenda; for the meeting on August 10,

**CITY OF OAKLAND
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Meeting Minutes (Continued)

Tuesday, August 4, 2020
Via Teleconference

2020, to start at 5:30 pm; for the first Agenda item to allow for discussion and to finalize the interview questions; for the first interview to start at 7:00 pm; and to have three interviews on Monday and three on Wednesday. The motion passed with seven ayes (Bosserman, Cobb, Chanin, Goodall, Link, Thomasson, Vail).

Chairperson James Chanin stated the meeting on August 12, 2020, would start at 6:00 pm.

The Selection Panel then discussed and made comments on all applicants interviewed during the first round of interviews.

Public comments were provided by the following speakers:

Assata Olugbala
Megan Steffen
John Jones III

5. Adjournment

The meeting was adjourned at 10:32 pm.



MEMORANDUM

TO: Selection Panel for
Oakland Police Commission

FROM: Richard J. Luna
Assistant to the City Administrator

SUBJECT: Second Round Interview Process &
Interview Schedule and Final
Determination of Nominees

DATE: August 6, 2020

Action Requested

For the Selection Panel to:

1. Deliberate and/or amend its process for selecting and nominating candidates to serve on the Police Commission, including a determination of applicants tied after the voting stage.
2. Review the finalist interview questions, and select which questions will be asked to all second round interview applicants.
3. Conduct second round interviews of Police Commissioner applicants.
4. Deliberate and nominate applicants to be submitted to the City Council for confirmation and/or placed in the Reserve Pool.

Summary

The Selection Panel interviewed 15 applicants on July 30, August 3 and August 4, 2020. At the conclusion of the first round of interviews, Selection Panel Members each nominated six (6) applicants to advance to a second round of finalist interviews (**Attachment A**). Those applicants receiving the most votes and invited to the finalist interviews are as follows:

- Jesse Hsieh (*received 7 votes*)
- Sergio Garcia (*received 6 votes*)
- Brian Hauck (*received 5 votes*)
- Omar Farmer (*received 5 votes*)
- Tyfahra Singleton (*received 4 votes*)

The Selection Panel intended to interview six applicants in the second round; however, three applicants tied for sixth place by receiving three votes each: (Art Blacksher, Darnell Hammock, Theodore Johnson). The Selection Panel should decide if any or all of these applicants should be invited to a second interview, or be considered at a later date.

The Selection Panel will interview applicants according to the tentative schedule included in **Attachment B**¹. Application materials for all finalist applicants is included in **Attachment C**, and application materials for candidates receiving three votes each is included in **Attachment D**.

¹ At the time of publishing this report, not all candidates have been assigned an interview time slot. A supplemental report will be posted to the following website with an updated interview schedule prior to the

Selection Panel Members also submitted proposals for the final interview questions (**Attachment E**). The Selection Panel will select which questions to include in the final interviews prior to initiating the first interview on August 10, 2020.

After the interviews, the Selection Panel may deliberate and vote on which two applicants will be submitted to the City Council for confirmation. The Selection Panel may also vote to place applicants in the Reserve Pool for future consideration, if needed.

Background

In 2020, the Selection Panel will be nominating a slate of two (2) appointees to the Police Commission for City Council approval. The terms for Commissioners Ginale Harris and Tara Anderson both expire on October 16, 2020. Commissioners Harris and Anderson are eligible for reappointment to serve an additional three-year term; however, on June 16, 2020, Commissioner Tara Anderson informed the Selection Panel that she would not be seeking reappointment.

Additionally, the Mayor will be nominating one voting Commissioner and one Alternate Commissioner by October 16, 2020, as Commissioner Thomas Loyd Smith and Alternate Commissioner Chris Brown terms end on this date. Likewise, both are eligible for reappointment to serve an additional three-year term.

Police Commission Terms

Commissioner	Appointing Authority	Term End Date
Regina Jackson, <i>Chair</i>	Mayor	Oct. 16, 2021
Henry Gage III, <i>Vice-Chair</i>	Selection Panel	Oct. 16, 2022
Tara Anderson	Selection Panel	Oct. 16, 2020
Jose Dorado	Selection Panel	Oct. 16, 2021
Ginale Harris	Selection Panel	Oct. 16, 2020
Brenda Harbin-Forte	Mayor	Oct. 16, 2022
Thomas Loyd Smith	Mayor	Oct. 16, 2020
Chris Brown, <i>Alternate</i>	Mayor	Oct. 16, 2020
David Jordan, <i>Alternate</i>	Selection Panel	Oct. 16, 2022

2020 Nomination Schedule

Activity	Date
Application Released	Continuously
Incumbents Notified	May 7, 2020
Application Deadline	June 30, 2020
Candidate Interviews (first round ²)	July 30, 2020 August 3, 2020 August 4, 2020
Finalist Interviews (second round) & possible nomination	August 10, 2020 August 12, 2020
Deadline to Determine Slate	August 19, 2020
Background Check Process	August 20 – September 10, 2020
Staff finalizes report and resolution to Council	September 14 – 25, 2020
Report to Council Due Date	September 30, 2020
Council Confirmation	October 6, 2020

Applicant Evaluation Tool

Attachment F is the Applicant Evaluation Tool that the Selection Panel used during the first round interview process. This evaluation tool was last reviewed and edited on July 22, 2020.

Applicant Statistics

In 2017, the Selection Panel received 146 applications and invited 28 candidates for interviews, ultimately nominating four Commissioners and one Alternate Commissioner to the Police Commission. In 2019, the Selection Panel received 16 applications and invited 10 candidates for interviews, ultimately nominating one Commissioner and one Alternate Commissioner to the Police Commission. In 2020, the Selection Panel received 68 applications and invited 17 candidates for interviews. The Selection Panel will be nominating two Commissioners in 2020.

Reserve Pool

On March 13, 2019, the Selection Panel elected to establish a Reserve Pool of applicants in cases where a vacancy occurs. The Reserve Pool:

- Is comprised of no less than three (3) applicants;
- Expires after two (2) years³;
- Includes only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote; and
- Requires applicants in the Reserve Pool to give notice to City staff if applicant no longer has interest in being in the Reserve Pool.

Currently, there are no applicants in the reserve pool. The Selection Panel requested the reserve pool policy return for discussion and modification at a future meeting upon completion of the 2020 interviews.

² All interviews will take place via Zoom, with video enabled for the Selection Panel and applicant.

³ At its meeting of July 14, 2020, the Selection Panel voted that any applicant's placement into the Reserve Pool during the 2020 selection process expire on June 1, 2021.

To: Selection Panel for Oakland Police Commission

Subject: Second Round Interview Process & Interview Schedule and Final Determination of Nominees

Date: August 6, 2020

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



RICHARD J. LUNA

Assistant to the City Administrator

Attachments (6):

- A. Police Commission Applicant Voting
- B. Interview Schedule
- C. Police Commissioner Applications for Interview Applicants
- D. Police Commissioner Applications – Applicants Receiving Three Votes Each
- E. Proposed Interview Questions for Finalist Interviews
- F. Applicant Evaluation Tool

ATTACHMENT A
Police Commission Applicant Voting

Police Commission Applicant Voting

Applicant	Bosserman	Chanin	Cobb	Courtney	Goodall	Link	Thomasson	Vail	TOTAL
Jesse Hsieh	1	1	1		1	1	1	1	7
Sergio Garcia	1	1	1		1	1		1	6
Brian Hauck		1	1		1	1		1	5
Omar Farmer	1				1	1	1	1	5
Tyfahra Singleton	1	1	1		1				4
Art Blacksher	1	1	1						3
Darnell Hammock	1						1	1	3
Theodore Johnson					1	1	1		3
Ginale Harris		1	1						2
Kumar Vedantham							1	1	2
Cynthia Chase						1			1
Elliott Jones							1		1
Barbara Swoffard									0
Cristina Cross									0
Timothy Huey									0

Notes

These votes represent voting after the first round of interviews. The votes do not represent the final nominations made by the Selection Panel.

ATTACHMENT B
Interview Schedule

INTERVIEW SCHEDULE IS SUBJECT TO CHANGE

Police Commission - Selection Panel - Applicant Interviews

Monday, August 10, 2020

Via Teleconference

Time Slot	Applicant Name
7:00 PM	
7:45 PM	
8:30 PM	

A supplemental report will be posted to the following website with an updated interview schedule prior to the meeting on August 10, 2020:

<https://www.oaklandca.gov/meetings/police-commission-selection-panel-special-meeting-august-10-2020>

INTERVIEW SCHEDULE IS SUBJECT TO CHANGE

Police Commission - Selection Panel - Applicant Interviews

Wednesday, August 12, 2020

Via Teleconference

Time Slot	Applicant Name
6:15 PM	
7:00 PM	
7:45 PM	

A supplemental report will be posted to the following website with an updated interview schedule prior to the meeting on August 10, 2020:

<https://www.oaklandca.gov/meetings/police-commission-selection-panel-special-meeting-august-10-2020>

ATTACHMENT C

Police Commissioner Applications for Interview Applicants



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

Home Address: [Redacted]
Street Address Apartment/Unit #
Oakland CA 94605
City State ZIP Code

Phone: [Redacted] Email: [Redacted]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

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

References

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

Full Name: Evan Kuluk Relationship: Coworker

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

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

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

Full Name: Ali Saidi Relationship: Union President

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

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Male I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

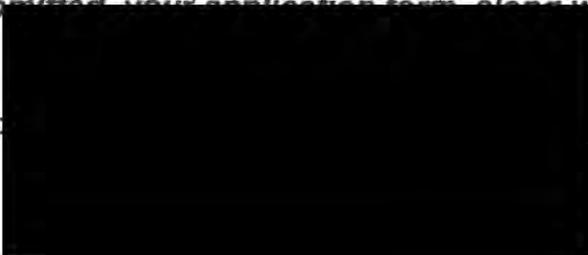
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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

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

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

Signature: _____



Date: 6/15/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows.

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

Please respond (in writing) to the following questions:

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

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

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

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

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

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

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

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

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

a. as a police officer: None.

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

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

Jesse J. Hsieh

Oakland, CA 94605

BAR ADMISSIONS California, SBN 260348

EXPERIENCE

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

Training Committee

Racial Justice and Diversity Committee

Law Clerk Recruitment Committee

Union Executive Board

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

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

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

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

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

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

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

**PROFESSIONAL
AFFILIATIONS**

Asian American Criminal Trial Lawyers Association

Vice Present 2019-present

Secretary 2018-2019

Contra Costa County Representative 2015-2017

Asian American Bar Association, 2017-present

Contra Costa County Bar Association, member 2019-present

EDUCATION

UCLA School of Law, Los Angeles, California

J.D., May 2008

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

California State University, Los Angeles, Los Angeles California

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

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

SKILLS

Fluent in Mandarin Chinese (spoken)

Volunteer Activities

AABA Garrick Lew Scholarship Selection Committee 2019-present

KABANC Pro Bono Legal Clinics 2015

OneBrick SF 2011-2012

Reentry Legal Clinic 2007-2009

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

Search for Academic Achievement Testing Administrator 2001-2004

American Cancer Society Relay for Life 2004

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

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

Voting Booths, ASI Elections 2001

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

Training

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



Police Commission

Application for Position of Commissioner

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

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

Applicant Information

Full Name: Garcia Sergio Date: June 29, 2020
Last First M.I.

Home Address: [REDACTED]
Street Address Apartment/Unit #
Oakland CA 94611
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: Mariano Contreras Relationship: Friend and Colleague
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Chris Iglesias Relationship: Friend and Colleague
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Ricard Garcia-Acosta Relationship: Nephew and Mentor
E-Mail: [REDACTED] Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Male _____ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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

Signature: _____ Date: June 29, 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

SERGIO GARCIA

**OAKLAND POLICE COMMISSION APPLICATION
SUPPLEMENTAL QUESTIONNAIRE**

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

The Oakland Police Commission provides oversight over the policies, practices and customs of OPD and the Community Police Review Agency. I believe that my life experience as a person of color born and raised in South Los Angeles, and my expertise as an attorney and board member for nonprofit organizations will be helpful to the work of the Commission.

I was born and raised in South Los Angeles. My earliest experiences with police deeply affected my attitude toward and relationship with the police. I grew up in a neighborhood where gun violence was prevalent and trust in law enforcement was low. I was conditioned to be fearful of the LAPD. I saw how the LAPD targeted black and brown youth in my neighborhood for stop-and-frisks and vehicle stops for minor infractions like a broken taillight. And I knew that any resistance to being stopped for no good reason – such as talking back to an officer or refusing to answer questions -- could land me or anyone in my neighborhood in jail. Policing, for me, was the first line of government power, and I saw firsthand how fear and distrust in the LAPD led to more crime, more gun shootings and more residents of my community incarcerated.

My views of the police, of course, have changed over the years. As a resident of Oakland, I have observed how OPD has developed violence reduction strategies and intervention programs in an effort to build trust between police and communities affected by gun violence and crime. I am encouraged by the substantial reduction in homicides over the past several years as a result of these efforts. I understand that complaints against police use of excessive force have also decreased in recent years.

Today, in the wake of the murder of George Floyd and other black and brown men and women at the hands of the police, we are seeing an unprecedented awakening against police impunity and lack of transparency. We are living at a special moment with broadly supported calls to reassess or “defund the police” -- - essentially, to demilitarize the police and to reallocate resources to other community institutions and services.

Whatever happens in other cities or at the national level, I believe each city, like Oakland, will need to take concrete steps to reassess the relationship between police power and the citizens from whom that power derives.

I look forward to the opportunity to engage in this dialogue as a member of the Commission. I welcome the opportunity to provide oversight over these efforts, and to propose policy changes where needed.

I am an attorney in Oakland, where I have resided for over 11 years. As an attorney, I have deep experience in governance, crisis management and strategic decision-making. Throughout my years of living in the Bay Area, I have invested substantial time and energy as a thought leader and advocate on nonprofit boards. I believe this experience will be helpful to the work of the Commission.

Oakland faces dire issues of housing displacement, homelessness, and lack of adequate legal protections for vulnerable workers. Oakland also has a very large immigrant population – and this makes Oakland special. I am passionate about providing critical services to the most vulnerable members of the community, including poor immigrant communities. Currently, I serve as Board Chair for Centro Legal de la Raza, the largest legal services provider in Oakland serving the low income, immigrant community in tenant rights, housing displacement issues and immigration services. I have dedicated over 13 years to board service for this organization, and in recent years, I have led the board during a time of rapid growth during which the organization's staff and budget have tripled in size.

As Board Chair, I have worked closely with the Centro Legal board and the executive director, providing thought leadership in finance, human resources and crisis management as the organization has grown substantially to meet the increasing demand for legal services for immigrant families. This strategic support, leadership and stewardship have been critical in ensuring that Centro Legal can continue to thrive and expand its legal services and youth leadership programs in Oakland during these uncertain times.

My board service for Centro Legal, a large Fruitvale-based nonprofit legal services organization, has provided me with a deep understanding of Oakland, specifically East Oakland, and this understanding and experience should be helpful in making me an effective member of the Police Commission.

I also serve as a member of the board of governors and chair of the audit committee of Public Advocates, Inc., a nonprofit law firm focused on advancing education, transportation and housing equity, and climate justice. I have provided guidance to the CEO, including thought leadership and strategic support in relation to strategic planning, brand building and policy issues. My board service for Public Advocates has strengthened my thought leadership skills and my resolve to continue to work with organizations focused on social and racial justice in the Bay Area.

I will bring to the Police Commission a demonstrated record of serving as a strategic thought partner for boards of nonprofit organizations. I will also bring decades of legal expertise, especially in the areas of governance, negotiations and dispute resolution.

I believe that the Police Commission has an important role to play as Oakland continues to build the knowledge, practices and policies to build police-community trust at a critical moment in our history. I welcome the opportunity to participate and do my very best to support the charter of the Police Commission.

- 2. Please describe your contacts or experiences with the Oakland Police Department** **N/A**

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

My nephew, Ricardo Garcia-Acosta, currently works at Youth ALIVE!, as the organization's development manager. Youth ALIVE! is a nonprofit organization working to prevent violence and develop young leaders in Oakland.



Police Commission

Application for Position of Commissioner

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

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

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

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

References

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

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

E-Mail

Phone:

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

Relationship: Professional

E-Mail

Phone:

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

Relationship: Pastor

E-Mail

Phone:

Voluntary Self-Identification Questionnaire

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

- White
 Black or African American
 Latino
 Native Hawaiian or other Pacific Islander
 Asian
 American Indian or Alaskan Native
 Other: _____
 do not wish to Self-Identify

2. What is your gender?

Male

I do not wish to self-identify

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

Please check one of the boxes below:

Yes, I have a disability (or previously had a disability)

No, I do not have a disability

I do not wish to answer

Disclaimer and Signature

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

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

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

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

Signature: Brian Hauck

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

Date: 6/17/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

Police Commission – Supplemental Questionnaire – 2020
Brian Hauck

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

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

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

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

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

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

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

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

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

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

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

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

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



Police Commission

Application for Position of Commissioner

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

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

Applicant Information

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

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

DAKLAND CA 94610
City State ZIP Code

Phone: [REDACTED] Email [REDACTED]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply: *I'd like to be appointed either by the Mayor or the selection committee.*

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

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

References

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

Full Name: Cliff Figner Relationship: ONIT member

E-Mail [redacted] Phone: [redacted]

Full Name: Miriam Pesky Relationship: ONIT member

E-Mail [redacted] Phone: [redacted]

Full Name: Shikira Purjes Relationship: Friend

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

Male I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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

Signature:  Date: 29 Nov 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

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

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

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

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

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

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

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

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

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

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

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

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

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





Police Commission

Application for Position of Commissioner

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

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

Applicant Information

Full Name:	Singleton, Ph.D.	Tyfahra	D	Date:	6.24.20
	<i>Last</i>	<i>First</i>	<i>M.I.</i>		

Home Address:	[Redacted]		
	<i>Street Address</i>		<i>Apartment/Unit #</i>
	Oakland	CA	94603
	<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: Jessie Warner

Relationship: Rent Board

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Noah M. Frigault

Relationship: Rent Board

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Yvonne Rodríguez, Ph.D.

Relationship: Fellowship Program Director

E-Mail [REDACTED]

Phone: [REDACTED]

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- do not wish to Self-Identify

2. What is your gender?

woman

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: Tyfahra Singleton Digitally signed by Tyfahra Singleton
Date: 2020.06.24 16:38:33 -07'00' Date: _____

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

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

I served for about four years on the Oakland Rent Board from 2013 to 2017 as a tenant representative. As my references from the board will attest, I took the time to consider all sides of each case and listened carefully to all voices. I asked good questions and I listened to people's answers, making eye contact and reflecting back when appropriate. I was able to make salient points and strategic compromises to keep things moving forward and my voting record will reflect that. There were several lawyers on the board when I served and I was not one of them. Not being a lawyer, I made a point to clarify language that had different meanings for non-legal audiences knowing that both landlords and tenants needed to understand the board discussions and decisions being made before them. I also have a background as an educator teaching critical thinking, reading and composition for 15 years to adult aged students in higher education and K-12. I believe that compassion, critical reflection, and an orientation towards results were my biggest contributions while serving on the rent board and what make me an excellent candidate for the Police Commission. I am uniquely prepared to ask the critical questions for the issues at hand and remain within the purview of the commission and the laws under which it operates. I'm also able to recognize if and when the policies and procedures themselves require more critical thought and consideration. In addition, I have extensive experience as an organization leader managing budgets, teams and organizational culture change efforts. I have also had exposure to working with unions as a high school principal.

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

I have no contacts in the Oakland Police Department. My experiences with OPD have been very few and only regarding personal vehicle and property theft and damage. I have lived in Oakland since 2004 and have actually only had interactions with police outside of Oakland: Berkeley, Castro Valley, Hayward.

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

a. as a police officer: none

b. as a criminal prosecutor or defense attorney: none

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

I served as Principal of Civicorps Corpsmember Academy for nearly 3 years. Our students were adults 18-26 seeking a high school diploma. As many as 50% of our students had involvement with the criminal justice system. I wrote letters of support for our students on probation or needing to demonstrate their community service and involvement. Currently, I am the Executive Director of Camp Phoenix, a nonprofit, no cost Summer Camp for middle school aged youth from Oakland. We focus on environmental education and building a loving, healing community for our youth.

Tyfahra Danielle Singleton, Ph.D.

[REDACTED] | Oakland, CA 94603

[REDACTED] | [REDACTED]

WORK EXPERIENCE AND ACCOMPLISHMENTS

Executive Director (June 2019-Present)

Camp Phoenix, Oakland

- Core Values, Vision, Strategy and Board Development
- Launch a bold and ambitious strategy to more than double Camp Phoenix's yearly income through foundations, individual giving, corporate and local businesses, with an emphasis on multi-year relationships
- Research and write grants to secure grant funding.
- Develop a vision for program impact and evaluation, and invest Program Staff in reaching ambitious program goals
- Manage Program Staff towards effectiveness and outcomes, ensuring critical data is captured through programs for evaluation and fundraising purposes
- Create annual budget, and follow all financial procedures as laid out by the Board of Directors, etc.
- Ensure daily operations are maintained with timeliness, integrity, and organization, including: staff timesheets, payroll, benefits, bill payment, federal and state compliance, insurance renewal and audits, major contracts, etc.
- Develop and execute Marketing and Communications strategy, including social media accounts, newsletters, mailers, website updates, advertisements and media

Writing Instructor (2014-2019) **Level Bar, Oakland**

- Design and teach writing workshops to current students and recent graduates applying for law school. Students are low-income, high potential, often undocumented.
- Workshop focuses on rhetoric, logical reasoning and revision and editing.

Director of Education, Head of School (June 2016- February 2019)

Civicorps Corpmember Academy, West Oakland

- Responsible for articulating and implementing this charter high school's mission and culture through administrative, personnel and budget oversight, including academic program and charter and Ed Code compliance.
- Oversee a team of 19 teachers, aids, counselors and support staff, including conducting annual performance reviews and arranging relevant professional development.
- Manage \$600,000 Academy budget.
- Conducted reviews of core academic classes and instituted changes to bring instruction to appropriate grade-level standards and rigor.
- Instituted new career-based learning pathways including Carpentry and Early Childhood Development aligned to career readiness standards.

- Instituted a “Reading with Relevance” program aimed at socio-emotional learning as well as common core standards.
- Co-facilitated the Race, Power & Privilege Working Group to increase organizational focus on equity for students and staff
- Served on executive leadership team
- Support government and foundation grants management

Director of Data and Operations (Jan 2013- July 2015)

Great Oakland Public Schools Leadership Center, Oakland

- Oversaw operations and IT to accommodate a doubling in workforce size over one year.
- Designed, implemented and administered a customized Salesforce database to meet unique needs in communications, fundraising, and programming, with numerous dashboards and reports for staff to understand and monitor progress toward goals.
- Managed operations team: Operations and Finance Coordinator and Data Coordinator.
- Developed new onboarding and hiring practices to improve diversity and retention, and co-led/founded internal Organizational Culture Working Group to increase diversity and inclusivity and redevelop organizational values.

James R. Gray Postdoctoral Lecturer in Comparative Literature (2011-2012)

University of California, Berkeley

- Taught Reading and Composition literature courses, including writing all curriculum and syllabi.
- Supervised graduate student Teaching Assistants, evaluated graduate student teaching effectiveness, and mentored them on time management and strategic planning for teaching during academic graduate work.

Mellon Mays Undergraduate Fellowship Writing Workshop Instructor (2011-2012)

- Designed and taught writing workshops to undergraduate recipients of the Mellon Mays Undergraduate Fellowship.
- Coordinated year-end conference and exhibition of students’ research.

Lead Instructor (2005-2011)

University of California, Berkeley

- Course Head for the introductory seminar for Comparative Literature.
- Taught Reading and Composition courses including writing all curriculum and syllabi.
- Supervised 5 graduate student Teaching Assistants.

Instructor (2007-2011)

Sylvan Learning Center, Piedmont

- Taught grammar and composition, academic reading and study skills, and Algebra to students from 6-12th grades in a range of environments including County Probation.

Graduate Student Teaching Assistant (2003-2004)
University of California, Berkeley

- Teaching assistant for Comparative Literature courses.

Account Executive (2002); Executive Assistant (2001); Administrative Assistant (2000)
Corbis Corporation, Bellevue, WA and Chicago, IL

- Promoted to Account Executive in new Chicago office to license stock photography for commercial usage.
- Managed 50+ key accounts in high-pressure sales environment with 70K/month goals.
- Supported 17 Account Executives as Administrative Assistant.
- Trained all Seattle and Chicago new hires on JD Edwards (Oracle) database software.

COMMUNITY INVOLVEMENT/BOARDS, VOLUNTEERING & LEADERSHIP

Western Association of Schools and Colleges (WASC) Committee Member (2017-Present)

- Serve yearly on WASC accreditation visiting committees

Commissioner: City of Oakland Housing Rent and Relocation Board (2013-2017)

- Served as tenant representative with voting power on appeals to Oakland's Rent Adjustment Program hearing decisions.

Get Connected Oakland (2015)

- Partnered with City and OTX West to provide broadband internet to low-income families across Oakland.

Leadership Oakland (Class of 2015)

- Leadership program with the Chamber of Commerce designed to provide participants with a firsthand view of private businesses, public agencies, nonprofit organizations, and elected offices that makeup Oakland's economic and political landscapes.

Campaign Volunteer: Dana King for Oakland, City Council District 2 (2014)

- Phone Banking and door to door community outreach.

Campaign Volunteer: Lynette McElhaney for Oakland, City Council District 3 (2012)

- Conducted research on District 3 community, wrote articles and editorials.
- Phone Banking and door to door community outreach.

Peer Reviewer: 2012 All America City Award: Campaign for Grade-Level-Reading (2012)

Curator: Women of Color Film Festival, Berkeley, CA (2005)

EDUCATION

University of California, Berkeley (2011)

Ph.D., Comparative Literature; Designated Emphasis, Film Studies

Oberlin College (2000)

B.A. English and Comparative Literature, with Honors; minor in Film Studies

National Outdoor Leadership School (NOLS) (1997)

31 Day Outdoor Educator Course

SKILLS & TRAINING

- 40 hours of Trauma informed Care Training with Seneca Family of Agencies
- Culturally Responsive Teaching
- Intro to Nonprofit Finance
- Executive Director 101: Leadership, Management, Strategy Intensive
- Facilitation: Skills for Successful Meeting Management
- Working Across Differences for Organizational Change
- Creating and Running a Successful Volunteer Program
- Successful Project Management
- Training for Trainers: Designing an Effective Learning Program
- Creating an Effective Fundraising Program
- Supervision: Helping People Succeed Parts 1 & 2
- Powerful Non-defensive Communication
- Nonviolent Communication Training
- Organizer training at the New Organizing Institute

Technology and Software: Salesforce, Mailchimp, Click and Pledge, NationBuilder, MS Office Suite, Google Drive, Dropbox, Asana

Languages: Spanish (Intermediate Speaking and Reading); German, French and Latin (Reading)

ATTACHMENT D

Police Commission Applications

Applicants Receiving Three Votes Each



Police Commission

Application for Position of Commissioner

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

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

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

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

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

References

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

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

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

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

Voluntary Self-Identification Questionnaire

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

- White
 Black or African American
 Latino
 Native Hawaiian or other Pacific Islander
 Asian
 American Indian or Alaskan Native
 Other: _____
 I do not wish to Self-Identify

2. What is your gender?

- male _____ I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

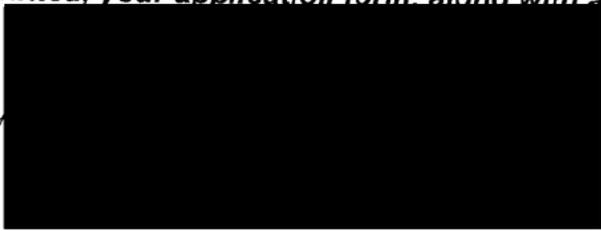
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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

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

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

Signature: _____



Date: June 11, 2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

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

Re: Application for Oakland Police Commissioner,

Supplemental questionnaire Question #1

Describe any life work and significant community volunteer experiences

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

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

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

Supplemental Questionnaire Question #2

Contacts and experiences with the Oakland Police Department

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

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

Supplement Questionnaire Question #3

Family members with significant volunteer experience

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



Police Commission

Application for Position of Commissioner

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

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

Applicant Information

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

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

Oakland CA 94619
City State ZIP Code

Phone: [Redacted] Email: [Redacted]

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

 YES NO

I would like to be considered as a Mayoral Appointee?

 YES NO

References

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

Full Name: Yador Harrell Relationship: Former Chief

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

Full Name: Ryan Nicole Austin Relationship: Friend

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

Full Name: Michael McBride Relationship: Colleague

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

Voluntary Self-Identification Questionnaire

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

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: _____
- I do not wish to Self-Identify

2. What is your gender?

- Male I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

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

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

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

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

Signature: _____



Date: 6/30/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

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

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

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

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

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

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

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

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

DARNELL HAMMOCK

FAITH LEADER

EXPERIENCE

Founder / Senior Pastor 2013 - Present

New Life Community Church
Oakland, CA

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

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

U.S. Probation Office
Oakland, CA

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

Deputy Probation Officer III 2007 - 2011

Fresno County Probation Department
Fresno, CA

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



CONTACT



[REDACTED]



[REDACTED]

EDUCATION/TRAINING

1999 - 2004

Fresno State University
Bachelor of Science, Criminology

2012

**Federal Law Enforcement
Training Center**
Top Graduate

2016 - 2017

Bay Area Clergy Cohort

AFFILIATIONS

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



Police Commission

Application for Position of Commissioner

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

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

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

Supplemental Questionnaire

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

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

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
 - a. as a police officer,
 - b. as a criminal prosecutor or defense attorney,
 - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Application Considerations

Check all that apply:

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

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

References

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

Full Name: Judge Gordon Baranco Relationship: colleague

E-Mail [redacted] Phone: [redacted]

Full Name: Aubrey LaBrie Relationship: former law partner

E-Mail [redacted] Phone: [redacted]

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

E-Mail [redacted] Phone: [redacted]

Voluntary Self-Identification Questionnaire

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

- White
Black or African American
Latino
Native Hawaiian or other Pacific Islander
Asian
American Indian or Alaskan Native
Other:
I do not wish to Self-Identify

2. What is your gender?

Male I do not wish to self-identify

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

Please check one of the boxes below:

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

Disclaimer and Signature

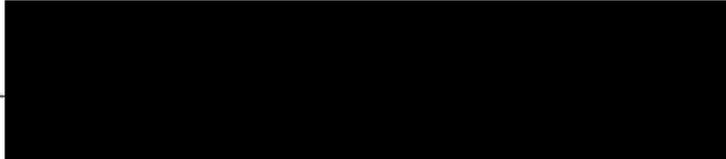
The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

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

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

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

Signature: _____



Date: 6-12-2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

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

APPLICATION FOR POSITION ON POLICE COMMISSION
Supplemental Questions

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

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

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

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

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

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

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

a. as a police officer, **b. as a criminal prosecutor or defense attorney**, c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

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

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

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

ATTACHMENT E
Proposed Interview Questions for
Finalist Interviews

Proposed Finalist Interview Questions

Previous Finalist Interview Questions

1. The Oakland City Council is currently considering placing revisions to the Measure LL City Charter language on the November 2020 ballot to, among other things, create a Civilian Inspector General position and add clarity to the Police Commission's policy-making authority. What do you know about this proposal and which of the proposed Charter changes do you consider to be the most important?
2. The Oakland Police Commission first took office in late 2017. What do you think have been the Commission's biggest challenges? What has been its biggest accomplishments?
3. In response to not only recent to events but long-standing questions and demands of members of the public in communities throughout the Country, the Police Commission, the Oakland City Council, the OUSD and other local government bodies are looking at ending, reducing funding for and re-aligning the role of their police departments. The City Council is already proceeding with a program to direct certain calls for assistance (mental health, homeless residents) from OPD to medical and social service responders. What other types of emergency or service calls should the Commission look at for a non-OPD response? What study and community input process should the Commission use to examine additional options for re-aligning OPD?
4. Like most other Police Departments, OPD has an Internal Affairs unit that conducts both internal investigations and parallel investigations of the public's complaints against OPD officers; OPD's IA investigations are conducted exclusively by OPD officers. During its 17.5 years of Federal Court oversight in the Riders case, the Federal monitoring staff has periodically questioned the objectivity, thoroughness, timeliness and professional quality of OPD IA investigations. Recently, members of the public and the Police Commission have questioned whether the IA staffing model produces biased, officer-justifying investigations. How should the Commission proceed in examining this issue?

Proposed Questions from Don Link

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

Follow-up, time permitting
What do you hope to achieve on the Commission?
6. Do you feel that you can be fair and unbiased in your work on the Oakland Police Commission?

Why do you say that?
7. You are appointed to the Police Commission and it is deadlocked on a matter before it and unable to move forward. What would you do to help it come to a decision?
8. How do you define police brutality, and what are the key factors responsible for it?

Proposed Finalist Interview Questions

9. Do you feel that systemic racism exists in the Oakland Police Department, and if yes, what should the Oakland Police Commission do to eliminate it?
10. For you personally, what in your background qualifies you to serve on the Oakland Police Commission and to help it accomplish its mission?
11. How would you grade the Oakland Police Commission's accomplishments to date, and what are its major challenges going forward?

Proposed Questions from Jim Chanin

12. What would you advocate as the best process to choose the next Police Chief? (The current Chief is an interim appointment and is leaving in early October)

Would you give preference to promoting from within OPD or to an outsider?

13. What is the most important asset that a candidate for Inspector General should possess?

If they don't know what the Inspector General is, explain it to them and get an answer.

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

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

15. What change in OPD policy is needed to break up the 'thin blue line' or code of silence?

16. What concrete steps should the Commission take to expand community engagement and input?

Any of the optional questions (some revised) are OK but I particularly liked the following:

17. Describe an experience where you had to make a difficult decision that affected someone's life.
18. Has anyone you disagreed with ever changed your mind about something? Please provide an example.
19. While serving on the Commission you will learn information that may not be familiar to your life experience. Please share a brief experience where you had to see through someone else's life experience and give an example.

Proposed Questions from Gay Plair Cobb

20. How would you work to gain consensus in a chaotic situation where the Commission is deeply divided on an issue? Are there any similar examples where you have done this?

Proposed Finalist Interview Questions

21. If you are appointed, what would you want your legacy to be after completing your term? What significant contribution would you want the Commission to remember you for?
22. What would you do to educate and engage the community in the work of the Commission? Please be specific.
23. What is your approach to creating highly effective teamwork with colleagues on the Commission, even when belief systems about the work may vary widely? Please give examples where you have done that.
24. How would you handle specific concerns and complaints about the OPD, which are brought to the Commission? These can include instances of excessive force, failure to act in a situation that requires police intervention, etc.
25. What would you advocate as the best process to use to identify the recommendations for the next Police Chief? Would you give preference to promoting from within OPD or to an outsider?
26. How can the commission make the best use of the data in VISION?

Proposed Questions from Mary Vail

27. It's often been said that police culture has police policy for lunch. What strategies can the Commission use to align the pace of policy change and cultural change at OPD?
28. How does institutional racism and historic bias influence the effectiveness of efforts by the Courts, the Commission and OPD leadership to revise and implement policy and operational reforms.
29. What changes in OPD's work rule enforcement or personnel practices would be more effective in ending the "thin blue line", OPD's culture of impunity and history of employee whistle-blower retaliation?
30. If you joined the Commission, what additional or different methods of community outreach and engagement should the Commission adopt, to the ends of securing broader public participation in the Commission's public deliberations and encouraging community members to participate in the Commission's projects, including any future advisory committees or project working groups?
31. In the coming year, the Commission will likely recruit and hire its first Inspector General. What do you believe are the most important skills, experience and other qualifications that candidates for this position should have?
32. In Oakland, in the area of crowd/demonstration control the OPD's "cycle" is to violate both the law and its existing policy, the City to be sued, the City to settle the new lawsuits, sometimes with revisions to its prior policy, and OPD commanders and line

Proposed Finalist Interview Questions

personnel to again violate the same laws and policy during future demonstrations. What steps can the Commission take to help break this cycle?

33. With guidance from the Commission, the CPRA Executive Director is in the process of developing a uniform process for charge intake, categorization, investigation and timely decision or resolution of complaints of officer misconduct. What do you believe are the most important components of such a case-handling system?

Proposed Questions from Lorelei Bosserman

34. How long have you lived in Oakland?
35. Have you read Measure LL, the 21-page document that defines the Police Commission? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Scroll down to "About," near the bottom of the page.)
36. Have you read any of the minutes or agenda packets for any of the Police Commission meetings? (Available on the Police Commission website, <https://www.oaklandca.gov/boards-commissions/police-commission>. Under "Meetings," click "View All Meetings, Minutes & Agendas.")

ATTACHMENT F
2020 Applicant Evaluation Tool



APPLICANT EVALUATION TOOL
Position: Police Commissioner (Volunteer)

Position Description

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

Core Competencies, Interview Questions & Evaluation

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

A. Interpersonal / Collaborative

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

B. Judgement / Decision-Making

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

C. Analytic / Investigative Practices

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

D. Values / Commitment / Perspective

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

E. Level of Interest

- a. Understands role and authority of Police Commission.

Applicant Name: _____

Evaluator Initials: _____

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

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

Additional questions as time permits...

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

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

Applicant Name: _____

Evaluator Initials: _____

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

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

Additional questions as time permits...

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

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

Applicant Name: _____

Evaluator Initials: _____

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

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

Additional questions as time permits...

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

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

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

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

Applicant Name: _____

Evaluator Initials: _____

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

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

Additional questions as time permits...

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

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

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

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

17. What is the Police Commission doing right?

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

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

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

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

Applicant Name: _____

Evaluator Initials: _____

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

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

Additional questions as time permits...

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

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

POLICE COMMISSIONER APPLICANT EVALUATION TOOL

Applicant Name: _____

Evaluator Initials: _____

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