



**CITY OF OAKLAND
POLICE COMMISSION SELECTION PANEL
(SPECIAL MEETING)
FINAL Meeting Minutes
Tuesday, February 4, 2025
6:00 PM**

Oakland City Hall, Hearing Room 2
1 Frank H. Ogawa Plaza
Oakland, CA

Selection Panel Members: Chair Rickisha Herron (District 6), Vice Chair Gay Plair Cobb (At Large), Vacant (Mayor), Paula White (District 1), David Kakishiba (District 2), Charlie Eddy (District 3), Vacant (District 4), Monique Rivera (District 5) and Bill Thomasson (District 7).

1. Roll Call and Determination of Quorum

Chair Herron called the meeting to order.

In attendance: Chair Herron, Vice Chair Cobb, Panelists: Thomasson, Rivera, Eddy and White

Absent: Panelist Kakishiba

2. Public Comment

All speakers will be allotted a maximum of two minutes unless the Chairperson allocates additional time.

No public comment.

ACTION ITEMS

3. Approve Selection Panel Meeting Minutes

- August 5, 2024
- August 13, 2024

Staff withdrew the minutes.

4. Reports from Selection Panel ad hoc committee

The Selection Panel ad hoc committee will report out on their work.

Chair Herron provided an update on the ad hoc committee that worked on revisions of interview questions for Police Commission candidates. Members of the committee consisted of the Chair, Panelists Kakishiba and Eddy. The ad hoc committee met twice. The committee reviewed all the interview questions and selected questions that can remain, others that need to be deleted, and some questions that need to be revised. The committee will develop a list of standard question and optional questions, the questions that specifically apply to the work of Police Commission will be labeled separately. Once a candidate is asked a question then all candidates must be asked the same question.

The ad hoc committee will meet about two or three additional times to finalize the revision of the questions.

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Panelists Rivera served on an ad hoc to review procedure documents. The work of that committee has ended, and Selection Panel documents are in a SharePoint folder in the City Administrator's Office.

Panelists Cobb will review and propose reserve pool language, which is an item that can be added to the next agenda.

Chair Herron recommended revising all Panel materials every two years, including the Applicant Evaluation Tool.

5. Discuss the Nomination Process for 2025

Staff will present an update on the nomination process. The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including setting an application deadline.

Staff provided an update on the Nomination process as outlined in the report that was included in the agenda packet. Staff advised the Panel that there are two upcoming vacancies on the Police Commission - Ricardo Garcia-Acosta and Omar Farmer's terms end on October 16, 2025. The Panel discussed the timeline for the nomination process in 2024. Chair Herron proposed starting the process earlier in 2025 and ending the process by the end of June.

Chair Herron recommended that the deadline for applications take place at the end of April, and this could be a standing deadline for the Panel. This will allow the community to prepare and be aware of the Panel's process to recruit Police Commissioners.

Staff will advise the incumbents that their terms are ending and that the Panel is opening up the recruitment process. The current incumbents need to advise the Panel if they wish to continue serving on the Police Commission. The Panel has the option of reappointing the current commissioners.

Panelist Thomasson expressed that the community may be receptive to the idea of recruiting candidates specifically for the reserve pool. The Panel could successfully recruit for a reserve pool if the Panel markets the recruitment appropriately.

Panelist Eddy shared that there are benefits to opening the recruitment process when Police Commissioner terms are fully ending. He indicated the importance of the Panel reviewing attendance records, performance, etc when reappointing commissioners.

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Meeting dates of the Panel may change as the interview dates approach in late May/early June.

The Panel discussed the 2025 nomination schedule. Staff will propose a nomination schedule and present it to the Panel. The Panel would like to end the process by June 30.

6. Discuss the creation of an ad-hoc committee to fill the Selection Panel's Council District 4 and Mayoral vacancies

The Selection Panel will discuss and take possible action on creating a recruitment process to fill vacancies on the Selection Panel.

The Panel discussed the current vacancies on the Selection Panel. Thommason reminded the Panel that his term will end on May 20 and Panelist Cobb's term ends on June 9.

The current vacancies on the Panel include the Council District 4 and Mayoral seats. The goal is to fill the vacancies in a timely manner.

Chair Herron and Panelist White agreed to serve on an ad hoc committee to discuss and guide the recruitment to fill the vacant seats on the Selection Panel.

7. Agenda Building

The Panel will build the next meeting agenda.

The next agenda will consist of current agenda Items 1, 2 and 3, 4, 5 and 6. The Panel will also hear an update from Panelist Cobb on the recommended reserve pool process.

Public Comment:

- Daniel Ettlinger

The Panel had a conversation about public comment and open forum. Deputy City Attorney Jady Leung will provide guidance to the Panel on how the Panel can incorporate public comment during their meetings. This topic will be discussed in further detail during the next meeting of the Panel.

8. Adjournment

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

The meeting was adjourned at 7:54pm.