



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)  
FINAL Meeting Minutes  
Tuesday, March 4, 2025  
6:30 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).

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

The Chair of the Police Commission Selection Panel called the meeting to order.

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

**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

Panelist Rivera moved to approve the minutes, second by Panelist Thomasson. The minutes were approved unanimously.

**4. Review the Panel's Process for Public Comment and Open Forum**

The Selection Panel will discuss and take possible action on their process for public comment and open forum.

Panelist Rivera advised that the meeting begin with public comment and end with open forum. Deputy City Attorney Jady Leung agreed.

Panelist Eddy requested to also have public comment after each item on the agenda. He indicated the importance of maximizing and managing public comment. It models an openness to hearing from the public. Panelist Rivera advised that the purpose of public comment and open forum is an opportunity to listen and not engage or make it a discussion; however, the Panel can choose and take action to take public comment on each agenda item. Panelist White emphasized the importance of time management.

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Deputy City Attorney stated that public comment includes virtual and in-person.

Panelist Rivera made a motion for the Panel to continue allowing public comment at the beginning of the meeting and open forum at the end. It's at the discretion of the chair to allow public comment on each item as appropriate.

Discussion: Panelist Eddy recommended that the Panel has the option of requesting that the chair take public comment.

The motion was seconded by Panelist Thomasson. The motion passed unanimously.

**5. Discuss the Nomination and Outreach 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 and conducting community outreach.

Staff provided an update on the report that was included in the packet. All the deadlines for the Panels process were included in the packet. The draft outreach plan was included for the Panel to review. The proposed schedule allows for the nomination process to end by June 30.

Panelist Rivera recommended adding the deadline for the Form 700 which is due on April 1.

Panelist Rivera raised concerns about the outreach methods and recommended that the Panel consider other methods of outreach including social media such as Instagram and text.

**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.

Panelists are strongly encouraged to promote the Selection Panel's recruitment. Last year, the recruitment was promoted citywide, including to the list of community-based organizations, Neighborhood Councils and citywide on Nextdoor.

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Chair Herron and Panelist White agreed to serve on the ad hoc committee to recruit Selection Panelist. The chair indicated that she would also reach out to Panelists Kakishiba and Cobb. The ad hoc will recruit for two (2) vacancies.

Panelist Thomasson agreed to contact the Councilmember for District 7 to fill his upcoming vacancy.

Based on the applications received, the Panel will interview applicants to serve on the Selection Panel.

**7. Agenda Building**

The Panel will discuss their next meeting agenda.

Repeat agenda items 1-6, report out on interview questions by ad hoc committee. Chair Herron indicated that she wants Rashida Grinage's (Coalition for Police Accountability) feedback on the questions.

**8. Open Forum**

No comments during open forum.

**9. Adjournment**

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

The meeting was adjourned at 7:45pm.